

Request Ref: 2938

FOI Request dated **24/07/2023** as follows -

Institution

- *Do you have an EDI strategy? (Please provide web link if available)*
- *Does your EDI strategy include any reference specifically to gender equality and / or family friendly EDI objectives? If so, please could you provide relevant text or summary of key points.*
- *Are your family leave policies externally accessible on your website? If yes, please can you provide a link to the web page.*
- *When did your institution last review and update the family leave policies? / What were the key changes to entitlement and or eligibility?*
- *What level of Athena Swan award does the institution hold?*

Maternity / Adoption Leave

- *How many weeks enhanced maternity / adoption pay do you offer?*
- *What are the minimum service requirements for eligibility to enhanced maternity / adoption pay?*

Shared Parental Leave

- *How many weeks enhanced shared parental pay do you offer?*
- *What are the minimum service requirements for eligibility to enhanced shared parental pay?*
- *Are there restrictions on when your enhanced paid shared parental leave can be taken? (e.g., does this have to be taken in the first six months following the birth of the child?)*
- *Is your enhanced shared parental pay leave tied to the number of weeks the employee's partner has taken of maternity / adoption leave?*

Paternity / Partner Leave

- *How many weeks enhanced paternity / partner leave do you offer?*
- *What are the minimum service requirements for eligibility to enhanced paternity / partner leave pay?*

Response

1. Do you have an EDI strategy? (Please provide web link if available)

The University aims to release and publish its EDI Strategy by winter 2023. Amongst a wide spectrum of EDI objectives, the EDI team at University of Hull aims to achieve the following:

Reduce the gender pay gap to less than 10% by 2026 by

- Building career change opportunities and free training for administrative staff to progress into other specialist roles across professional services
- Reviewing policy and promotion processes to remove systemic barriers to progression with regards to gender and family
- Increasing the number of women on specialist and leadership development programmes linked to career progression
- Developing free-to-attend CPD opportunities for women in East Yorkshire (of any background or employer), worth £200,000 per year
- Continuing the University's commitment to Athena Swan

Reduce the ethnicity awarding gap by

- Leading regional Higher Education networks to elevate awarding gap aspirations, drive accountability, and share good practice
- Bringing a cross-departmental governance board together to collectively tackle EDI across all parts of the University and its campus
- Promoting and adopting inclusive curriculums and research
- Creating a CPD pathway for strategic and academic leaders to tackle education inequity, cultural and international awareness, and tools to promote inclusivity in teaching and research.

2. Does your EDI strategy include any reference specifically to gender equality and / or family friendly EDI objectives? If so, please could you provide relevant text or summary of key points.

As described above, the University's EDI team aims to tackle gender inequality. Though causes and workstreams are numerous, the biggest factors that influence the gender pay gap are:

1. Limited mobility/progression within administrative support roles
2. Limited diversity in specialist, infrastructure roles
3. Academic promotion, and the promotion framework that determines eligibility for promotion

Though not limited to the above, the EDI team's interventions typically tackle one of these areas. For instance, a recent 12-week Data Analysis course reserved for women in the East Yorkshire region aimed to increase talent mobility within administrative support roles to be promoted into technology-based roles.

3. Are your family leave policies externally accessible on your website? If yes, please can you provide a link to the web page.

No, they are available internally only.

4. When did your institution last review and update the family leave policies? / What were the key changes to entitlement and or eligibility?

A policy review started in June 2023, and currently changes to the Family Leave policies include a more gender-neutral tone-of-voice. Further proposals for changes are still in review by the University Policy Working Group, which include proposed changes to eligibility (such as adoption leave) but these are yet to be approved.

5. What level of Athena Swan award does the institution hold?

Bronze. See here: <https://www.hull.ac.uk/work-with-us/more/equality-diversity-and-inclusion/athena-swan>

Maternity / Adoption Leave

6. How many weeks enhanced maternity / adoption pay do you offer?

For Maternity Leave:

“18 weeks leave on full pay (‘occupational’ maternity pay - OMP) plus up to 52 weeks unpaid leave.

OR

8 weeks leave on full pay (OMP) and 16 weeks on half pay (half OMP), plus up to 52 weeks unpaid leave.”

For Adoption Leave:

“18 weeks leave on full pay (‘occupational’ adoption pay – OAP) plus up to 52 weeks unpaid leave.

OR

8 weeks leave on full pay (OAP) and 16 weeks on half pay (half OAP), plus up to 52 weeks unpaid leave.”

7. What are the minimum service requirements for eligibility to enhanced maternity / adoption pay?

For Maternity Leave “pregnant employees who have been continuously employed by the University for a minimum period of 26 weeks at the end of the qualifying week¹, and who are expecting to return to work are entitled [to enhanced pay]”.

For Adoption Leave “Employees who have been continuously employed by the University for a minimum period of 40 weeks by the week in which a child is placed with them for adoption, and who are expecting to return to work are entitled [to enhanced pay]”.

Shared Parental Leave

8. How many weeks enhanced shared parental pay do you offer?

We currently do not offer any enhanced shared parental pay, however, enhanced pay is something that is being considered.

9. What are the minimum service requirements for eligibility to enhanced shared parental pay?

n/a

¹ The qualifying week is 15 weeks before the Expected Week of Childbirth (EWC)

10. Are there restrictions on when your enhanced paid shared parental leave can be taken? (e.g., does this have to be taken in the first six months following the birth of the child?)

n/a

11. Is your enhanced shared parental pay leave tied to the number of weeks the employee's partner has taken of maternity / adoption leave?

n/a

Paternity / Partner Leave

12. How many weeks enhanced paternity / partner leave do you offer?

We currently do not offer any enhanced paternity or partner leave, however, enhanced pay is something that is being considered.

13. What are the minimum service requirements for eligibility to enhanced paternity / partner leave pay? n/a