

Pay Gap Report 22/23

Equality, Diversity and Inclusion



UNIVERSITY
of HULL





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Foreword

The University of Hull is dedicated to fostering a safe, supportive, and inclusive environment for all members of our community, including staff, students, and visitors. We strive to create a workplace that is free from discrimination, harassment, or victimisation, and where every individual is valued, celebrated, and respected. This commitment to social justice and inclusion lies at the core of our values and is central to our vision for a fairer, brighter future. At the University of Hull, we embrace diversity and recognise that each person has something valuable to contribute. Our community is enriched by the diverse talents and perspectives of all its members.

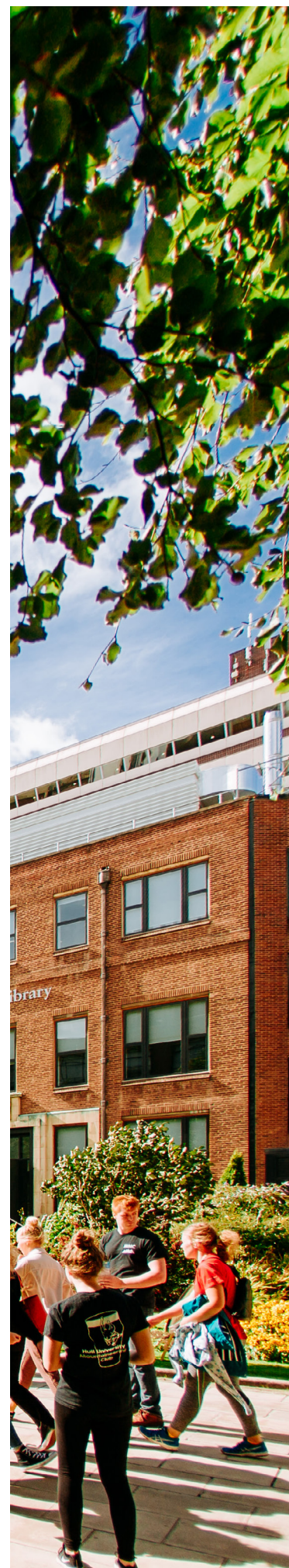
Background

Equal Pay is the principle that individuals should earn the same amount for equal work, regardless of their gender or any other protected characteristics.

The Equality Act 2010 uses three terms to define equal work. These are:

- like work - is defined as work which is the same or broadly similar,
- work of equal value - is defined as work which is of broadly equal value when compared under headings such as effort, skill and decisions,
- work rated as equivalent - is defined as work which has achieved the same or a similar number of points under a job evaluation scheme.

Under the terms of the Equality Act 2010 it is unlawful to pay men and women differently for the same job, 'like work' or 'work of equal value'. Whilst the Equal Pay provisions of the Act relate specifically to sex discrimination in pay, pay systems may also be challenged under the Act if they discriminate because of other protected characteristics such as race or age.





Objectives and Scope

This report follows a similar format as the University of Hull 2020 Equal Pay Audit. Our analysis is based on all staff grades that apply to Academic and Professional Staff and includes analysis related to sex, disability, ethnic origin, age, and contract type.

It's vital that our Pay Gap Report is objective and considers all aspects of employment where University colleagues could be discriminated against or unknowingly disadvantaged.

This report considers pay grades from pay band 1 to 10 inclusive and also considers clinical pay grades. The data used in the report is a snapshot of 31 March 2023. Where appropriate, we have made comparisons with our University's position in our 2020 Equal Pay Audit and with the wider higher education sector.

Black, Asian and Minority Ethnic (B.A.M.E.) has been used to refer to people from global majority backgrounds due to how demographics are presented in the sector via the Higher Education Statistics Agency (HESA). However, we recognise that this does not exemplify the diverse nature of the cultures our staff represent.

The data analysis in this audit includes a total of 2,150 employees (excluding clinical staff) and a total of 2,270 employees (including clinical staff).

Where we have made comparisons between female and male average earnings, we have expressed female earnings as a percentage of male earnings based on full time equivalent (FTE) salaries.

We have released a separate Gender Pay Gap report for 2023 which looks specifically at the Gender Pay Gap between male and female members of staff in more depth. It is lawful to have a Gender Pay Gap but it is unlawful to have unequal pay, please bear this in mind as you read both the Pay Gap Report and the Gender Pay Gap report.

Methodology

In calculating the gender pay gap we express the average (mean and median) salaries of women as a percentage of the mean and median salaries of men doing work of equal value. It's noted that the salary represents basic annual pay on a full-time equivalent basis excluding additional salary payments. Where women are paid more than men, this figure is shown as a negative percentage (-%).

In calculating pay gaps based on ethnicity, we express the salaries of our Black, Asian and Minority Ethnic employees as a percentage of white employees' salaries. Likewise, we express the salaries of employees who declare a disability as a percentage of salaries of employees without a declared disability. Data is not provided in respect of sexual orientation, gender reassignment, religion or belief, or marital status.

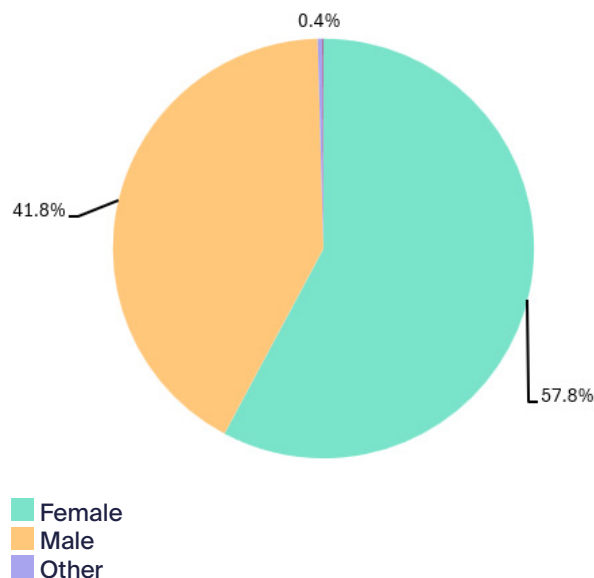


A photograph of a large, multi-story brick building, likely a university hall, with several chimneys and a central arched window. The sun is low on the horizon, creating a strong orange glow and lens flare across the scene. The building is surrounded by greenery and a lawn. The title 'Pay Data Analysis' is overlaid in white serif font.

Pay Data Analysis

Sex

Total Staff By Gender



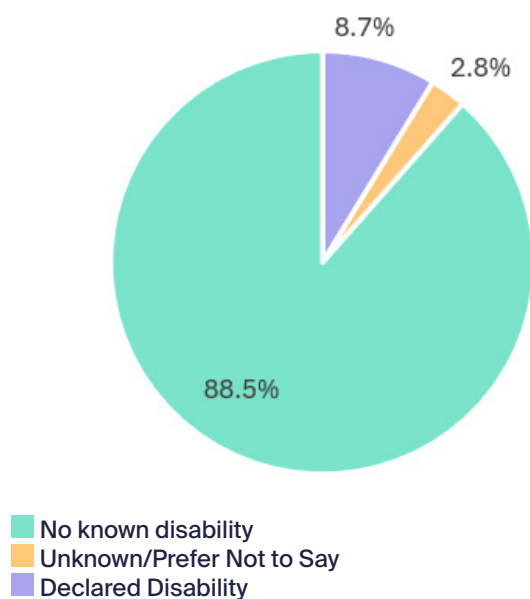
At the University of Hull out of 2,270 staff 41.8% identify as male, 57.8% identify as female and 0.4% identify as other or preferred not to say. This means that there were more staff who identified as female than male or other/prefer not to say at the university.

The 2023 gender pay gap report shows the median gender pay gap is 14%, which is a 1.6% increase since 2022. The University has since implemented a new EDI governance structure that reviews the gender pay gap on a quarterly basis. Overall, the university has seen a reduction of 13.8% in the gender pay gap since 2018 when it stood at 27.8%.

For further information, please see our [2023 Gender Pay Gap Report](#)

Disability

% Total Staff Declared Disability



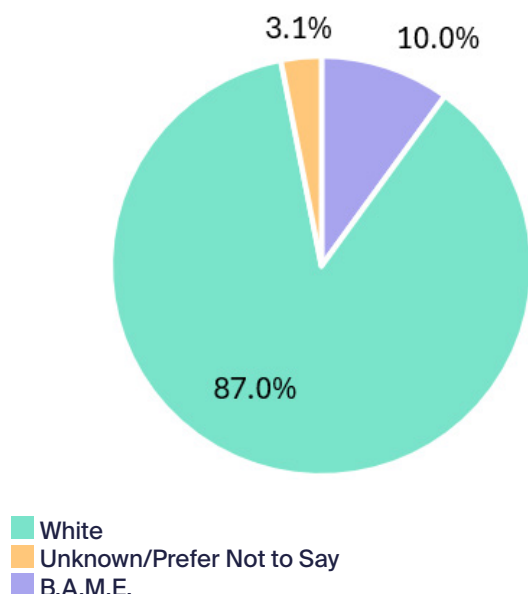
The 2023 data shows an increase in disclosure rate of disability from 8% in 2020 to 8.7% in 2023. This means that there were more staff who declared a disability in 2023 than in 2020 but staff with no known disability remained the majority through both reports.

In 2023, 2.8% of staff selected 'prefer not to say', which is a significant decrease from 9.9% in 2020. The national average disclosure rate for disability is 11%.

The median hourly pay gap for staff with a declared disability was 9.5%, this is an increase from 2.9% in the 2020 Equal Pay Audit. This means that staff with a declared disability are less likely to be in higher paid positions. The national average disability pay gap was last reported at 13.8% in 2021 by the Office for National Statistics (ONS).

Ethnicity

Total Ethnicity split



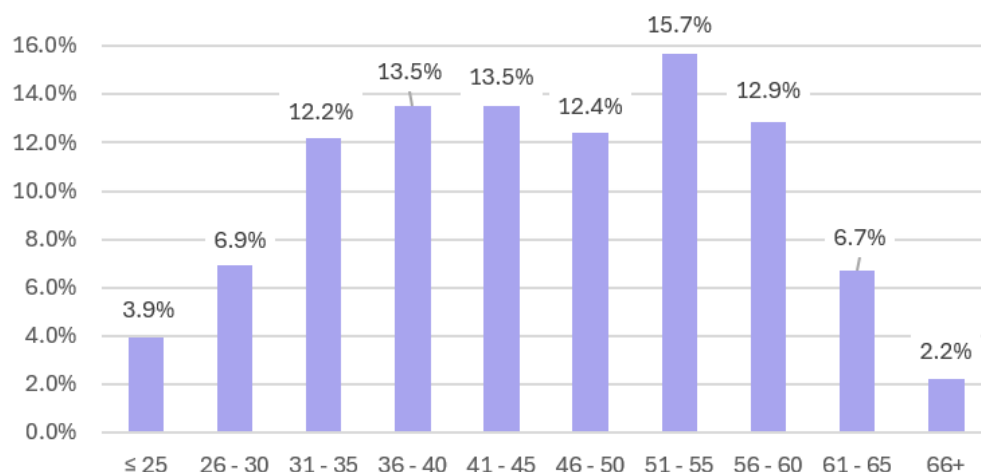
In 2023 the number of employees who preferred not to disclose their ethnicity was 3.1%. This is a slight decrease from the 2020 audit which showed 3.7% of employees preferred not to say. This means that more staff are disclosing their ethnicity.

In 2023 the total number of Black, Asian and Minority Ethnic staff who have disclosed their ethnicity was 10%, which shows a 2% increase since 2020. This means that there are more staff from Black, Asian and Minority Ethnic backgrounds than in 2020 but overall staff with a declared White background still make up the majority of the workforce at the university.

The median hourly pay gap for Black, Asian and Minority Ethnic staff was -11.4% meaning that staff from Black, Asian and Minority Ethnic backgrounds are more likely to be in higher paid positions.

Age

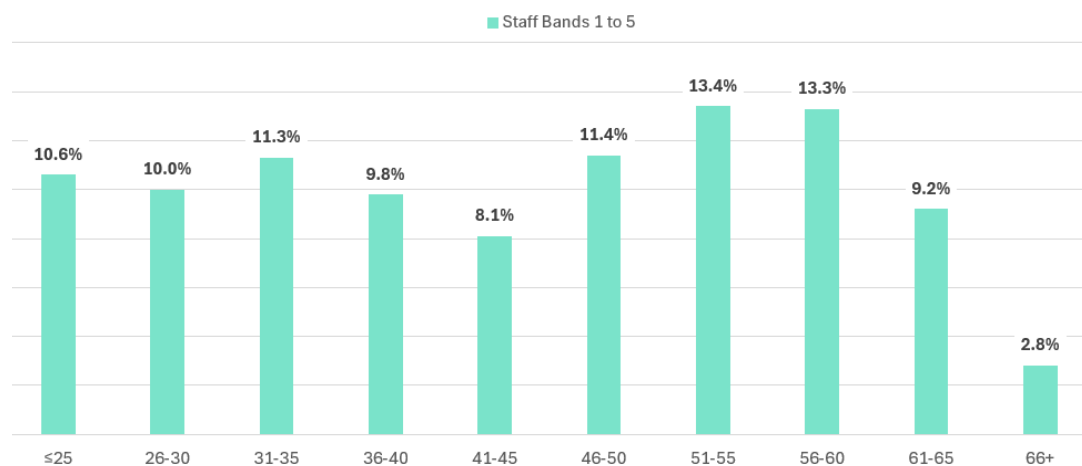
All staff by age



In 2023, 10.8% of the total staff population were under 30 which is a slight increase from 10.6% in 2020.

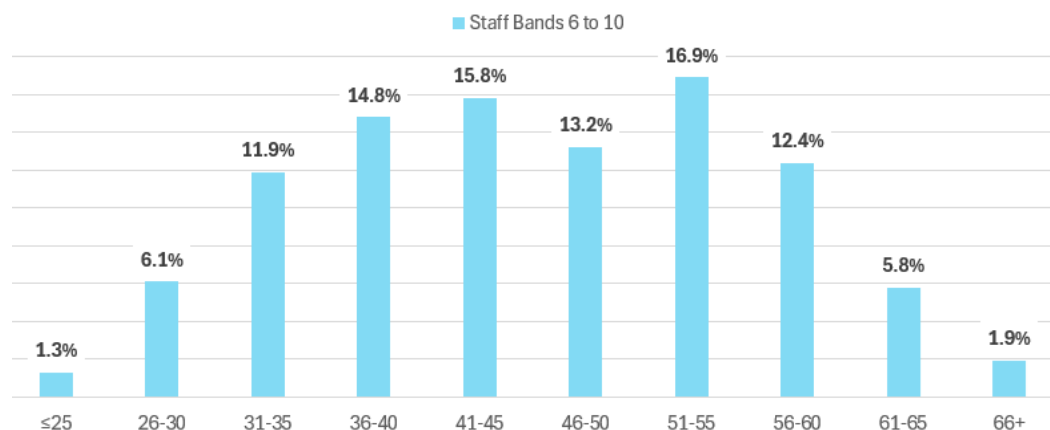
Furthermore in 2023, 37.5% of staff were aged 51+, meaning the University staff profile is slightly older similar to how it looked in 2020.

Staff by Age and Pay Band



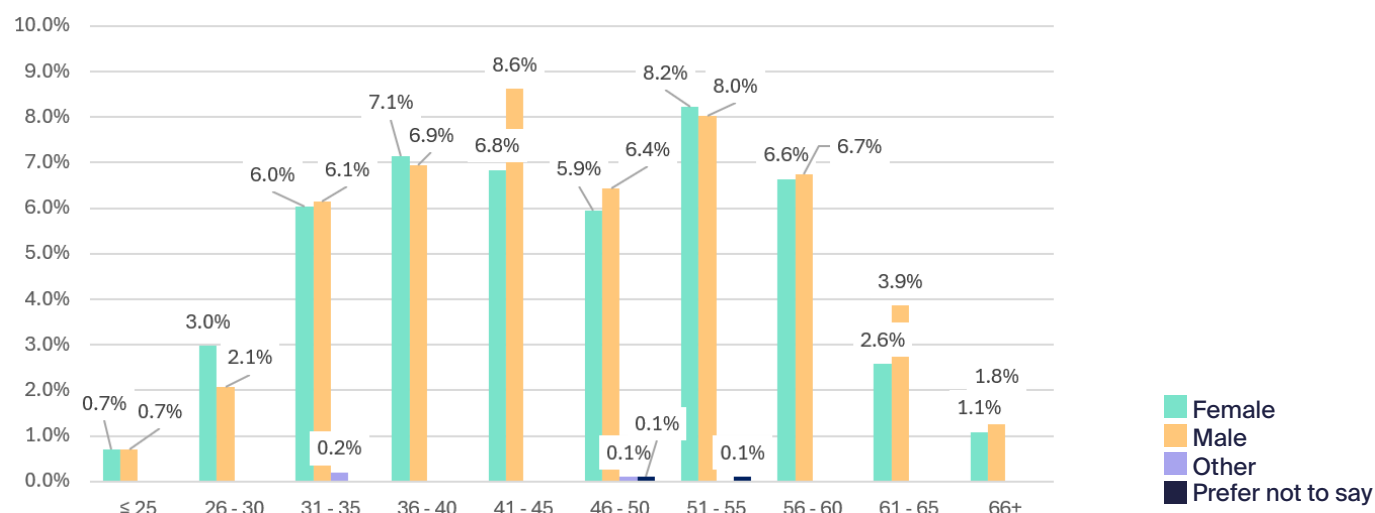
In Pay Bands, the data shows more staff at age ranges 51-55 and 56-60 years old. The numbers of staff are lowest at age ranges 41-45 and 66+.

Staff by Age and Pay Band



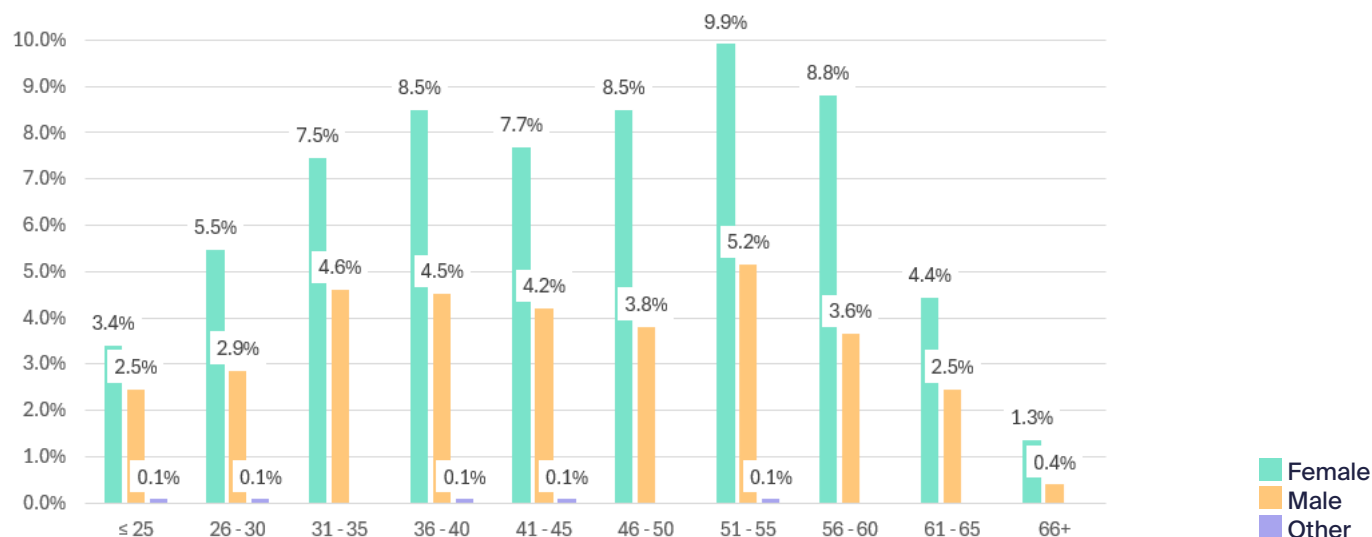
In Pay Bands 6-10, there is a normal distribution of staff with number of staff increasing and then decreasing as age goes up. The lowest numbers of staff are in age ranges ≤25 and 66+.

Academic Staff by Age



In academic roles, there are more women in the lower age ranges (under 40) compared to men. Whereas, at the higher age ranges (56 and over) on average there are more men than women in academic roles.

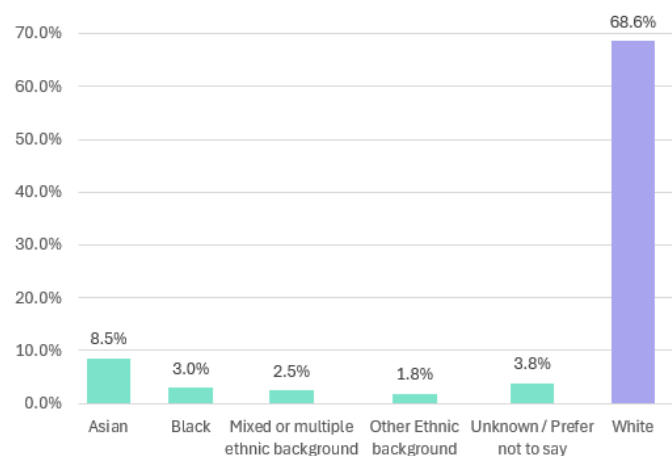
Professional Services Staff by Age



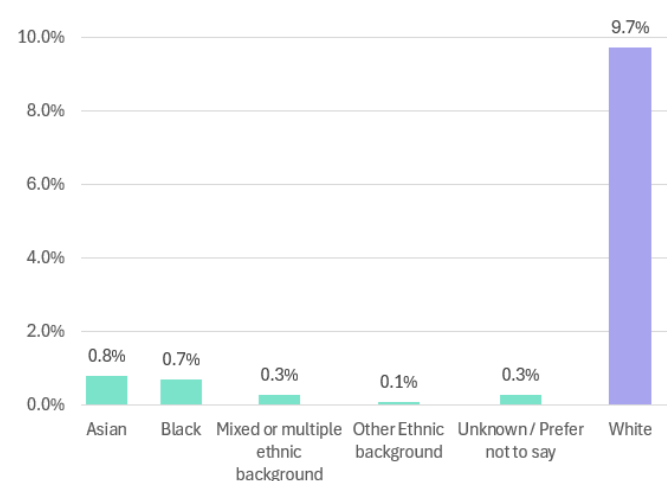
In professional services there is a higher proportion of female staff in all age ranges.

Ethnicity by Pay Band (Academic)

Academic Staff Pay Bands 6-10 by Ethnicity



Clinical Academic Staff by Ethnicity



In 2023, there were low numbers of staff from Black, Asian and Minority Ethnic backgrounds in academic roles:

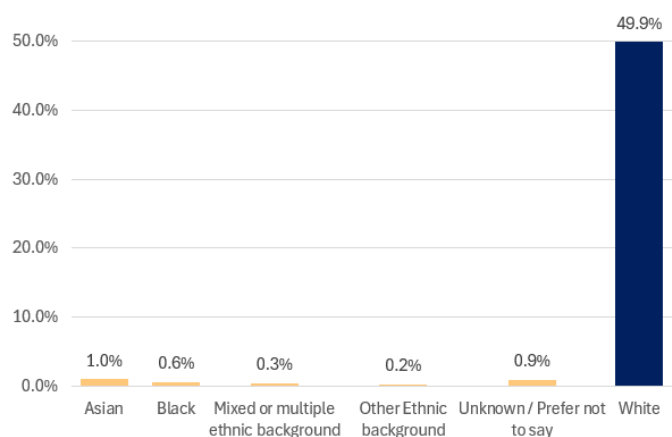
■ Staff in academic roles, from a Black, Asian and Minority Ethnic background make up a total of 15.8% at Bands 6-10, which is an increase from 15.4% in 2020.

■ There are also 1.9% of Black, Asian and Minority Ethnic clinical academic staff.

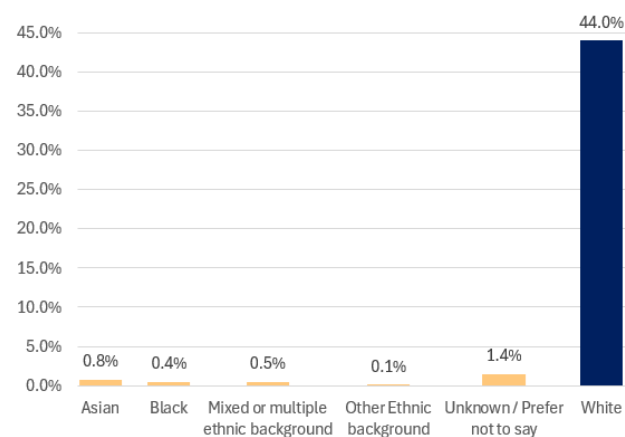
Asian, Black, Mixed or multiple ethnic backgrounds, Other Ethnic background, Unknown/Prefer not to say and White are all data categories stipulated by HESA.

Ethnicity by Pay Band (PSS)

Professional Services Staff Pay Band 1-5 by Ethnicity



Professional Services Staff Pay Band 6-10 by Ethnicity

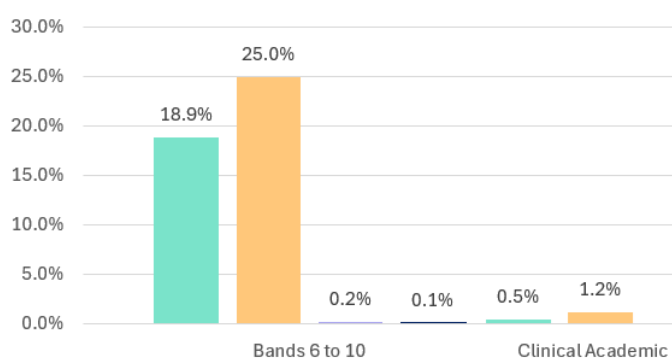


A similar trend is seen across professional services staff:

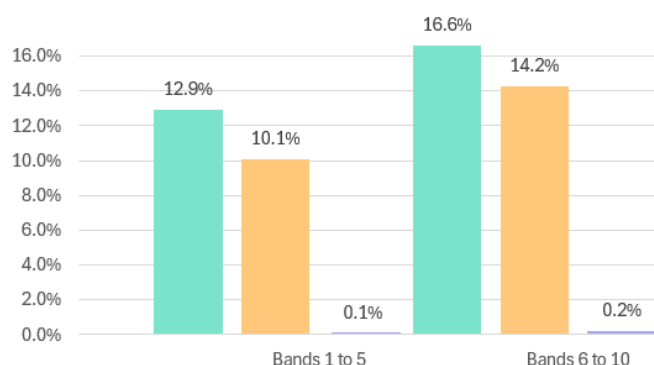
- In 2023, there were low percentages of Black, Asian and Minority Ethnic staff at Pay Band 1-5, (2.1%), and Pay Band 6-10, (1.7%).
- The total percentage of Black, Asian and Minority Ethnic staff across professional services staff was 3.8% an increase of 1% from 2.8% in 2020.

Sex by Pay Band (Full Time)

Academic Staff by Gender and Band



Professional Services Staff by Gender and Band



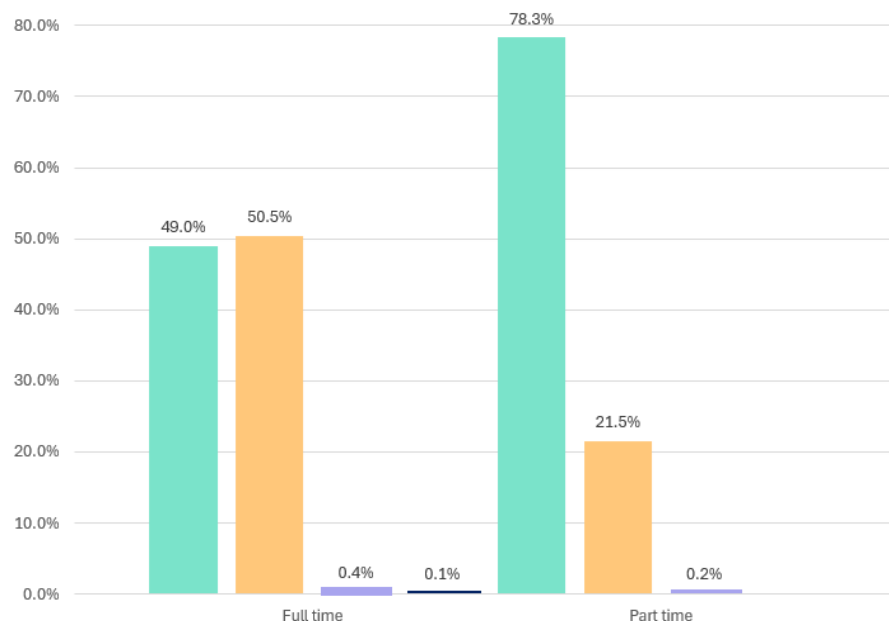
Female Male Other Prefer Not to Say

As seen in the Gender Pay Gap report for 2023, in March 2023 there were fewer women in the top-20 salary bracket than there were in 2020.

Looking at the academic staff there are more men in Pay Bands 6-10 (25.0%) as well as the clinical academics (1.2%), which is a similar trend from 2020. On the other hand, in the professional services women make up the majority in Pay Bands 1-5 (12.9%) and Pay Bands 6-10 (16.6%).

Sex by Full time and Part Time

Full time vs. Part time by Sex



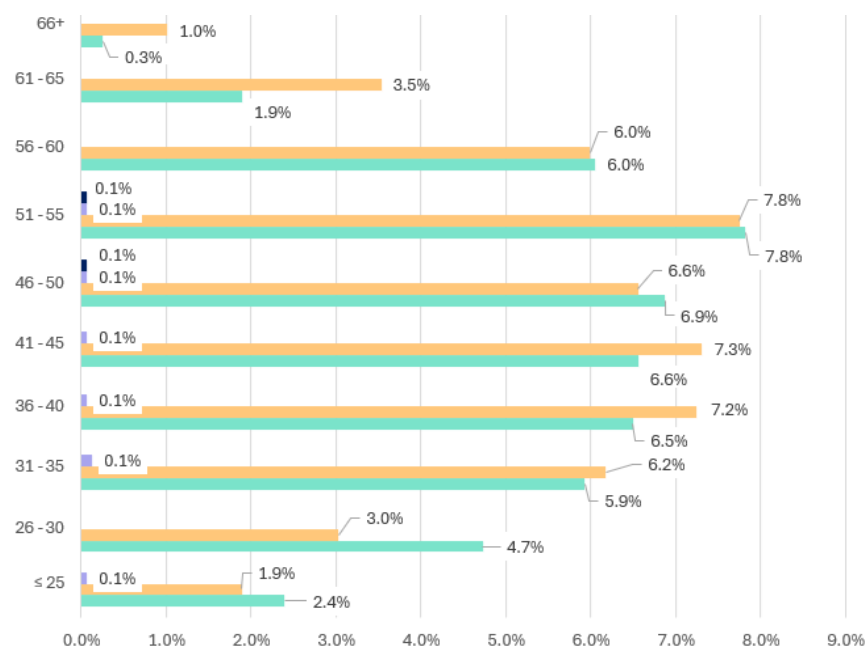
The 2023 data shows that on average men are more likely to be on full-time contracts, with 50.5% of full-time contracts being held by men. In comparison, 49% are held by women. 0.5% of full-time employees declared as Other or Prefer Not to Say.

Out of all part-time contracts 78.3% are women and only 21.5% of men are on part-time contracts. One of the reasons behind this is because women are statistically more likely to be the primary parent or have the majority of the caring responsibilities in a family.

Female
Male
Other
Prefer not to say

Age/Sex by Contract type

Full-time staff by age and gender

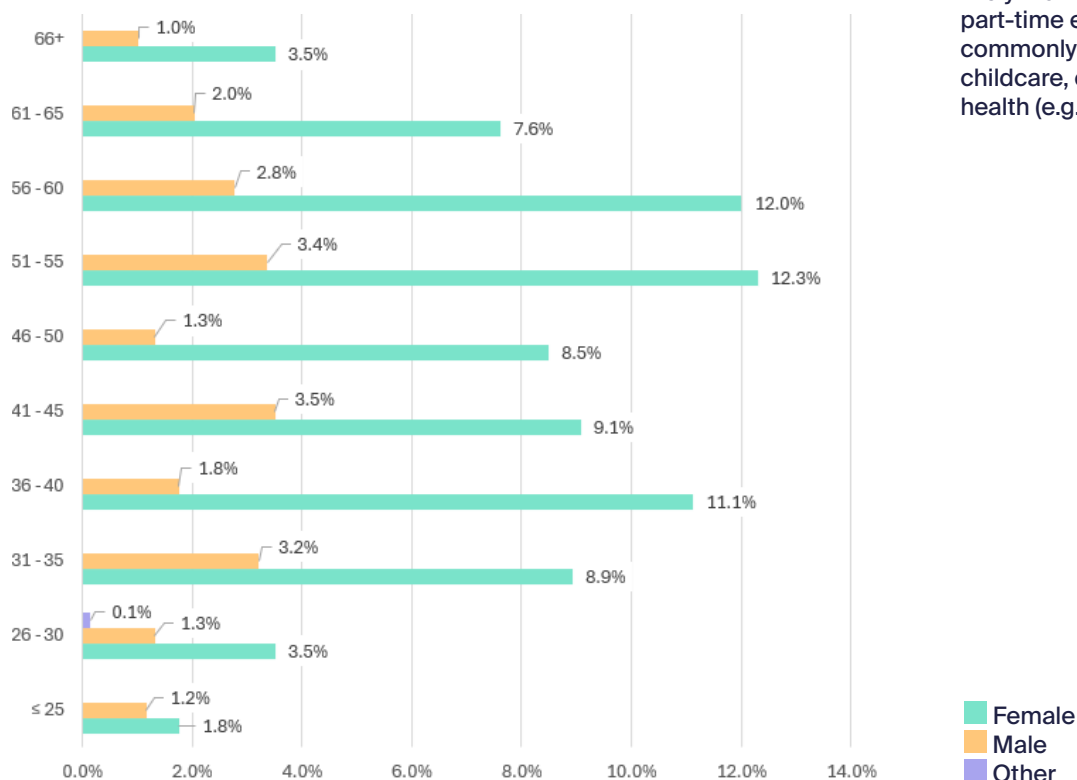


In 2023, more women on average were found in full time-contracts at the lower age ranges. But more men, on average, are in full-time contracts at higher age ranges.

Numbers of male and female full time employees are the same at the 51-55 and 56-60 brackets meaning that employment levels equalise in the higher age ranges.

Female
Male
Other
Prefer Not to Say

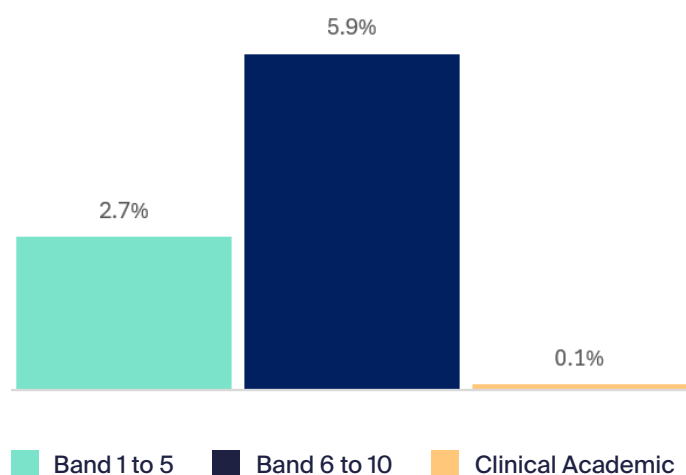
Part-time staff by age and gender



At each age range women are more likely than any other group to be in part-time employment. Reasons commonly behind this difference are childcare, caring responsibilities or health (e.g. menopause).

Disability by Pay Band

% of Staff with declared disability by Band



In 2023, there were 2.7% of staff who declared a disability in Pay Bands 1-5, 5.9% in Pay Bands 6-10 and 0.1% in Clinical Academic roles. This shows that, on average, more staff with a known disability are found in the higher positions at University of Hull. Although the total number of staff with a declared disability currently remain low.

In 2023, the median hourly pay gap by disability declared was 9.5%, which is an increase from 2.9% in 2020.

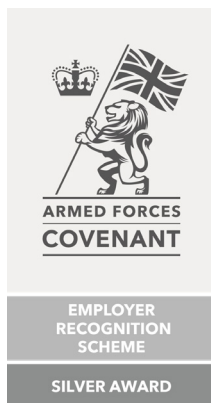
A photograph of a modern, multi-story building at night, illuminated from within. The building has a distinctive stepped, tiered design with many windows glowing. The lower part of the building is made of brick and has large glass doors. In the foreground, there are streetlights and a paved area. The sky is a deep blue.

Commitment and Action

Commitment

The University of Hull is committed to embedding a supportive, inclusive culture and increasing the diversity of University staff at all levels. As an inclusive university, we must embed good practice across the institution. The positive benefits of a diverse and inclusive workforce are well established.

We will continue to work hard to achieve inclusivity through our active engagement with the Athena SWAN charter, Stonewall, Disability Confident, Armed Forces Covenant, Mindful Employer, Menopause Friendly Employer, Race at Work Charter and developing our culture, values, and behaviour.



Action Plan

2020 Action Plan Recommendations	2023 Completed Actions
Review the increased use of fixed term contracts and the implications of fewer women on continuing contracts, ensure pay is equal.	Analysed fixed term contract use and introduced a new SWAN SAT for the 2027 Athena Swan submission.
Investigate the increase in pay gap for staff with disabilities.	Introduced an EDI Governance Board to review and scrutinise staff data (e.g. recruitment data, selection data and starting salary data).
Investigate the pay disparity for part-time female staff for which the mean and median pay gaps have increased and review any discrepancies or implications.	Conducting a review of the current Academic Careers Framework to reduce known barriers to progression.
Progress against the recommendations to be reported to the University Leadership Team annually.	Introduced an EDI governance board which meets quarterly and reports to the University Leadership Team.

2024 Action Plan



Launch a staff survey and incorporate EDI KPIs into the business planning and reporting cycle.



Introduce the PushFar mentoring platform for staff. Additionally, introduce a catalogue of 22,000 free-to-access online courses for all staff to access regardless of role or grade.



Continue our work to mobilise career pathways for women through upskilling, reskilling and skills bootcamps.



Evolve the Human Living Library Project allowing more of the University of Hull community to share their lived experience.



Publish an annual Pay Gap Report and EDI Transparency Report.



Deliver Equality Impact Assessment training to decision, policy and strategy makers. Continue the implementation of EDI guidance policy documents.



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