

# Gender Pay Gap

## REPORT 2019

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# Introduction

**We are pleased to once again be publishing our annual data on gender equality. Transparency on gender pay helps to keep us focused on the very real challenge of redressing inequalities wherever they exist.**

The annual gender pay gap report provides the University with critical information to progress our response to this key societal priority. For the University of Hull, this report is about being honest and transparent and making clear our firm commitment to address our gender pay gap.

Unfortunately, the gender pay gap is a pervasive issue within our society, where greater numbers of women are employed in lower paid roles and men are disproportionately employed in more senior, higher paid roles. This differential is characteristic of many private and public organisations, and higher education is no exception. However, this should not provide an excuse, rather the situation reflects the need for all organisations to remove the obstacles and barriers that hinder pay parity and take proactive, positive steps to influence and shape an environment which promotes equality. It is important to stress that the gaps highlighted in this report are not the result of unequal pay for women.

As this report makes clear, the University is continuing to make some progress, with an annual reduction in our gender pay gap mean from 21.82% to 19.18% and a reduction in our gender pay gap median from 27.82% to 23.23%, but it would be fair to say that progress is frustratingly slow. Without doubt, we have more work to do.

The University is committed to embedding a supportive, inclusive culture and increasing the diversity of University staff at all levels. We undertake regular equal pay reviews and are fully compliant in this area. Our maintained focus is to increase the proportion of women in higher-paid academic and professional services roles. We aim to address this through a number of University activities relating to recruitment, promotions, flexible working arrangements, career development and mentoring support.

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, and developing our culture, values and behaviour.

**Professor Susan Lea**  
Vice-Chancellor  
University of Hull





# Our data

## What is the gender pay gap?

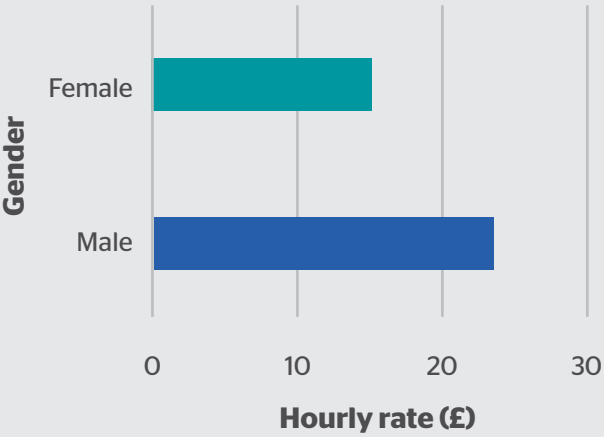
Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope. This report covers workers in scope as at 31 March 2019.

The gender pay gap provides a snapshot of the gender pay balance at the University, measuring the difference between the average earnings of all male and female employees, irrespective of their role. The gender pay gap is expressed as the percentage difference between the average pay of male employees and female employees.

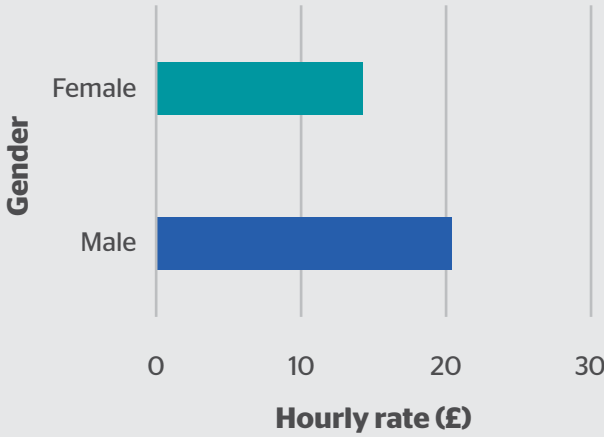
## Women’s hourly rate compared to men’s hourly rate:



Lower (mean)

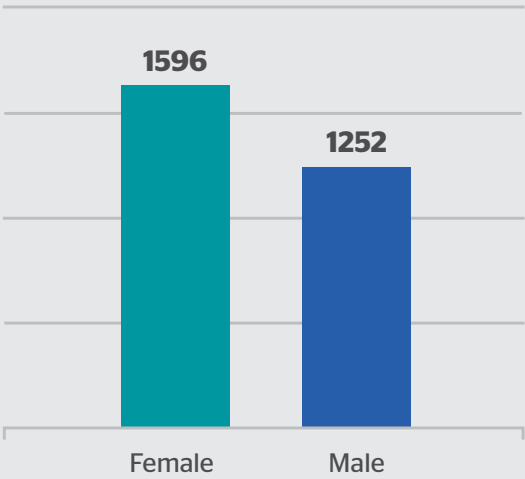


Lower (median)



2848

Total full pay relevant employees



- The gender pay gap is a measure that shows the difference in the average (mean or median) pay and bonuses of all men and all women - regardless of the nature of their work - across an entire organisation.
- The gender pay gap should not be confused with unequal pay. Equal pay comparison would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.
- There are more women than men in our lower-band roles and fewer women in higher-band roles: this is the main reason for our gender pay gap.

## Mean and Median

- The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees’ earnings.
- The mean gender pay gap shows the difference in the average hourly pay for all women compared to all men, regardless of the nature of their work within the organisation.
- The median represents the middle point of a population. If you separately lined up all the women and all the men in the organisation in order of lowest hourly rate of pay to highest, the median pay gap is the difference in pay between the middle woman compared to that of the middle man.
- The mean and median are affected by the different numbers of men and women in different roles.

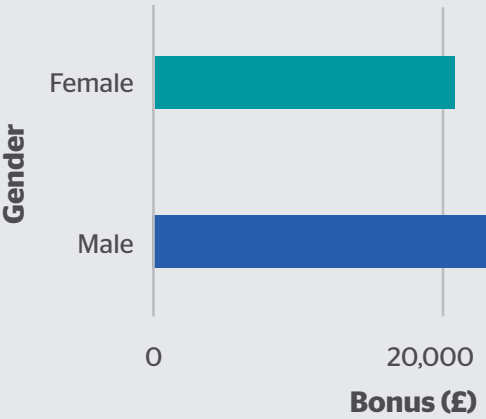
Bonus pay

The University of Hull does not award bonus pay to its employees. Clinical Excellence Awards are awarded by the NHS to some of the University’s clinical academic staff and are subsequently paid by the University to those staff who qualify for this award. These awards are identified as bonus pay in the context of the gender pay gap and have therefore been included in the report. On 31 March 2019, nine staff members were in receipt of a Clinical Excellence Award and two of those staff members were female.

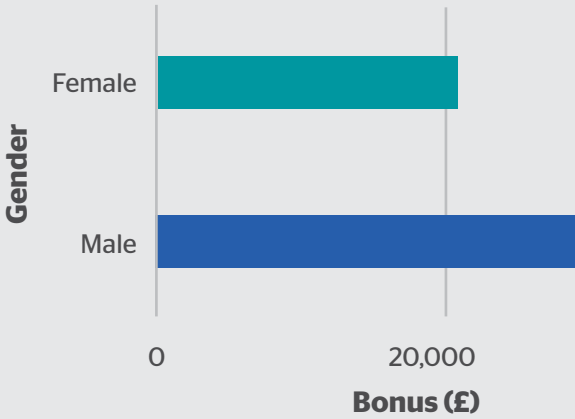
Who received Clinical Excellence Awards bonus pay:



Mean bonus pay gap



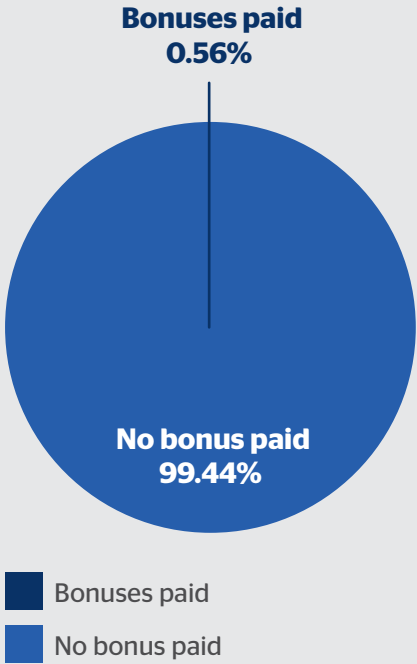
Median bonus pay gap



Female



Male



# Pay quartiles

How many men and women are in each quarter of the employer’s payroll (Full pay relevant employees).

## Equal pay for equal work

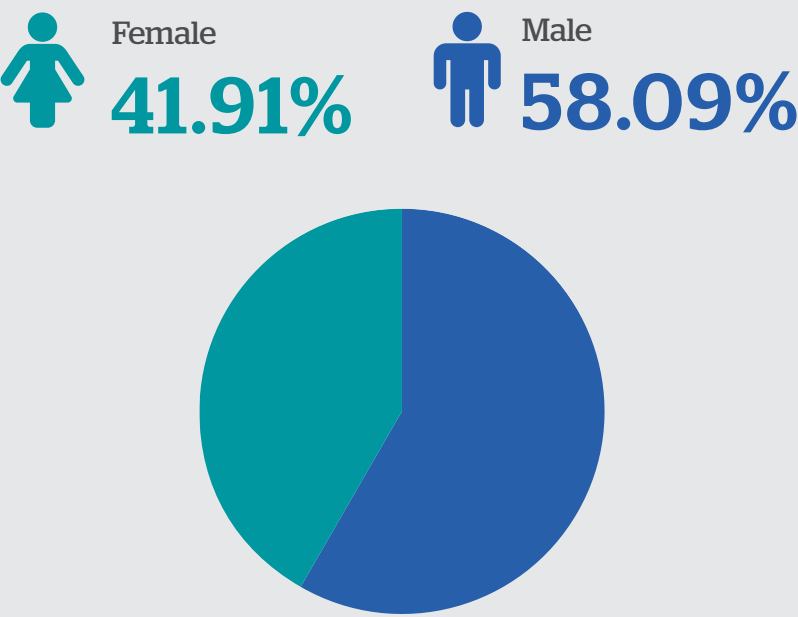
The gender pay gap is different from equal pay. Equal pay records whether men and women in the same workplace receive equal pay for carrying out work of equal value. The University uses Higher Education Role Analysis (HERA), which forms part of the 2004 Framework agreement for the modernisation of pay structures to analyse pay differentials. The University undertakes regular equal pay reviews and the most recent review in 2018, demonstrated that the University is fully compliant with requirements around equal pay. Therefore, gender pay gaps highlighted in this report are not a result of unequal pay for women.

## What is causing the gender pay gap?

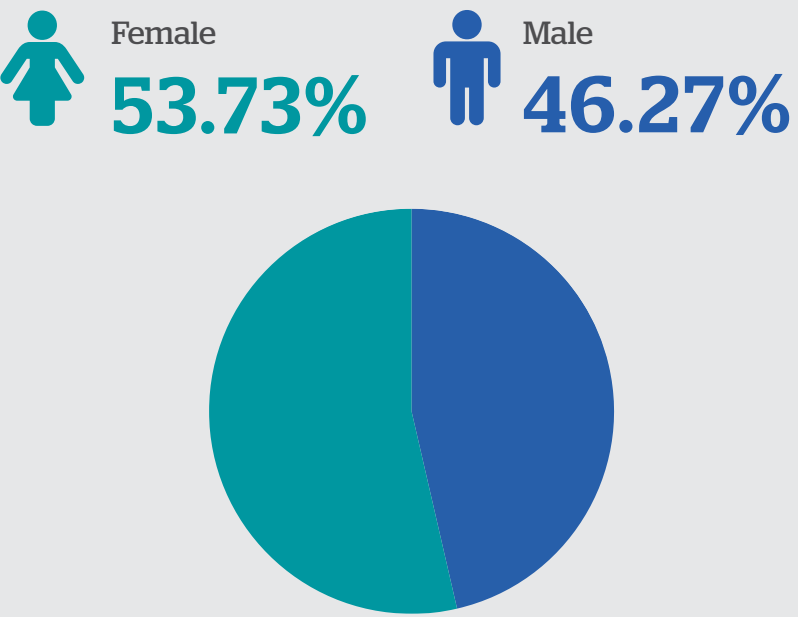
Gender pay gap analysis covers all levels of work across a wide range of employment contracts and roles. The gender pay gap is complex because of the way organisations, such as universities, are structured and organised. Analysis shows that the gender pay gap at the University of Hull is driven by the structure of the workforce with concentrations of men and women clustered at different levels within the organisation. The number of women to men in the full pay relevant employee total has reduced by a very small percentage. There have been larger changes in the quartiles from 2018 where there are now 5.12% fewer women in the lower quartile and an increase of women in the upper middle quartile by 1.91% with the upper quartile increasing by 0.1%.

As an example, 56.04% of University staff included in the gender pay gap report are women. However, 66.43% of staff in the lower quartile are women, whereas 58.09% of staff in the upper quartile are men. This illustrates the fact that the gender pay gap is largely as a result of a much higher number of women in the lower quartile undertaking lower paid work.

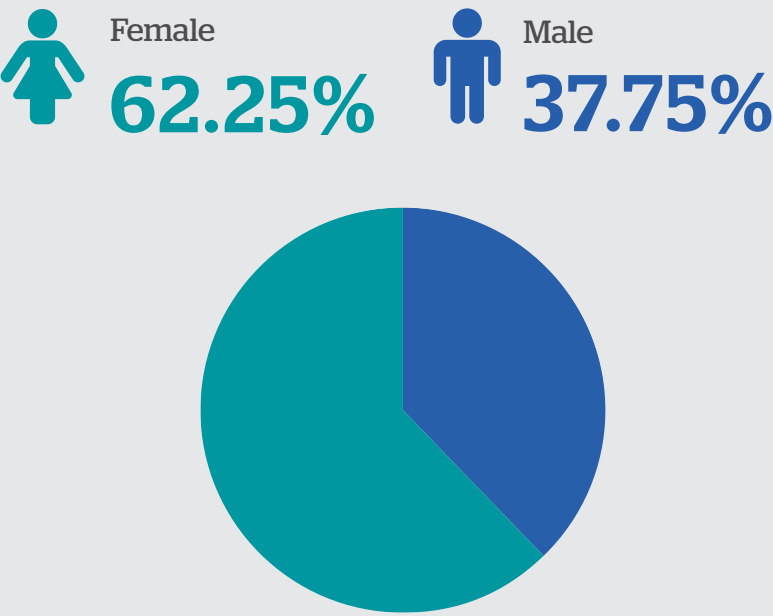
Upper quartile



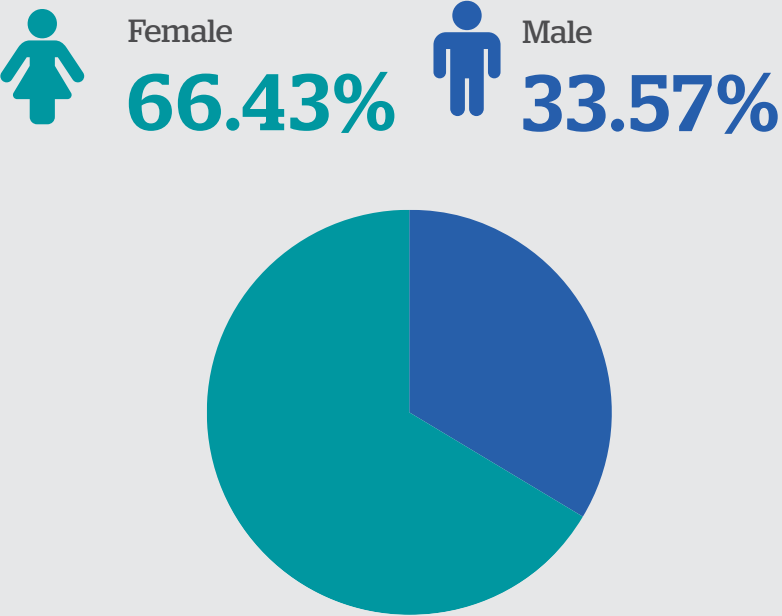
Upper middle quartile



Lower middle quartile



Lower quartile







# How the University of Hull is working to close the gap

As part of the plan to reduce our gender pay gap, the University has identified three priorities:

- 1. Increase the number of women employed in roles within our highest pay bands.**
- 2. Ensure jobs at our lower pay bands are attractive and accessible to men as well as women.**
- 3. Review access to part-time working across all pay bands.**

In order to make progress against these priorities, the following points have been identified to help the University address the gender pay gap:

- A pay parity group was established in 2018 to help the University identify and address issues that may influence gender pay. The pay parity group continues to focus on the above priorities to help reduce the gender pay gap over the coming year.
- Over the past 12 months, due to the work of this group, our focus on the three priorities and other areas of work as identified above has reduced our mean gender pay gap to 19.18% from 21.82% and reduced our median gender pay gap to 23.23% from 27.82%.
- Focus will continue in these high impact areas to ensure that we reduce further our gender pay gap.

Other areas of work include:

- Ongoing review and analysis of diversity data to understand gender pay gaps, impact of actions taken and to determine future actions.
- Continue to review gender distribution of men and women in specific roles, including appropriate role design and recruitment practices used to attract and appoint into these roles.
- Continue to monitor the application of recruitment and promotion processes for consistency and ensure transparency around how we recruit, develop and promote our staff ensuring opportunity and progression for all.
- Ongoing review of recruitment adverts to counter unconscious gender-bias in the language in job descriptions and recruitment materials and provide support in the drafting of adverts.

- The implementation of academic and professional services careers frameworks that provide specific support and guidance to aid career progression for all.
- Deans and Directors will support career development programmes for staff to address gender imbalance in identified areas of work.
- Strengthen and promote the University's mentoring networks to improve participation and consistency in development opportunities and initiatives for women.
- Provide leadership and development programmes that establish a talent pipeline for the future and support career progression.
- Continue to review the workload allocation framework for consistency to understand if and where disadvantages to career progression may exist and to address any issues identified.
- HR, Faculty and Directorate managers will continue to investigate the effectiveness and consistency of flexible working practices and female return rates following family leave.
- Offer and promote flexible working options to all staff and monitor take up rates and staff perception about flexible working, taking action as appropriate.
- Continue our commitment to supporting and developing the Athena SWAN programme at institutional and Faculty level.



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