



UNIVERSITY
OF HULL

Gender Pay Gap

Report 2022



People



Place



Partnership



Social Justice

What is the gender pay gap?

There are common misconceptions around the gender pay gap and many confuse it to be equal pay.

Equal pay = an 'equal pay analysis' reviews whether men and women undertaking work of equal value are equally paid.

Gender Pay Gap = is the percentage difference between average hourly earnings of men and women. It assesses the amount of men and women across all pay rates and calculates an average. The GPG highlights the uneven distribution of men and women across an organisation and aims to develop those in lower paid roles.

The mean and the median are two measurements we use to calculate the Gender Pay Gap:

The mean

The mean average is the combined total salary of all female colleagues (full-time equivalents), divided by their total population number. The same calculation is then applied to male colleagues, with any difference between the two figures denoting a gap.

The median

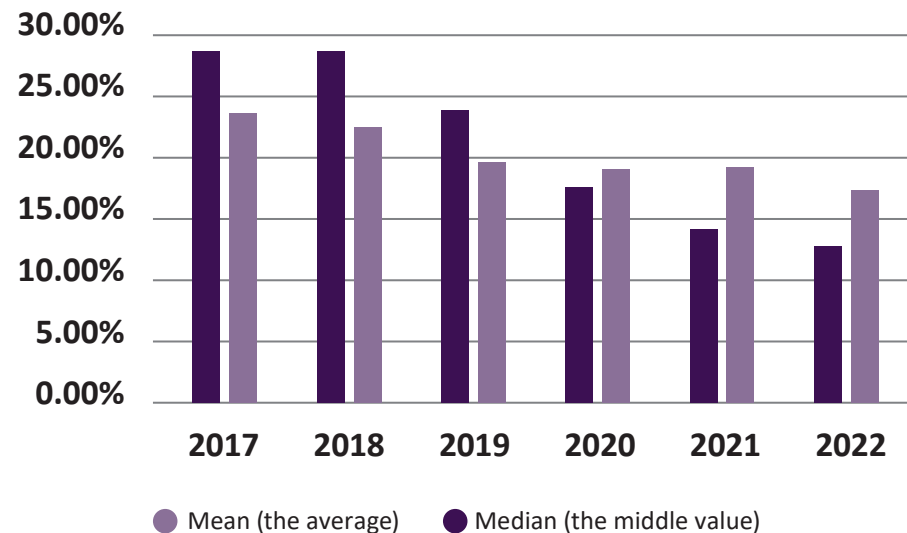
The median average arranges all the individual salaries of female employees (FTE's) in lowest-to-highest order, to find the exact 'mid-point' wage. This is then repeated with male colleagues and the difference between these become the 'gap'.



University of Hull Gender Pay Gap

Year	Mean (the average)	Median (the middle value)
2022	16.71%	12.42%
2021	18.69%	13.70%
2020	18.34%	17.05%
2019	19.18%	23.23%
2018	21.82%	27.82%
2017	22.90%	27.80%

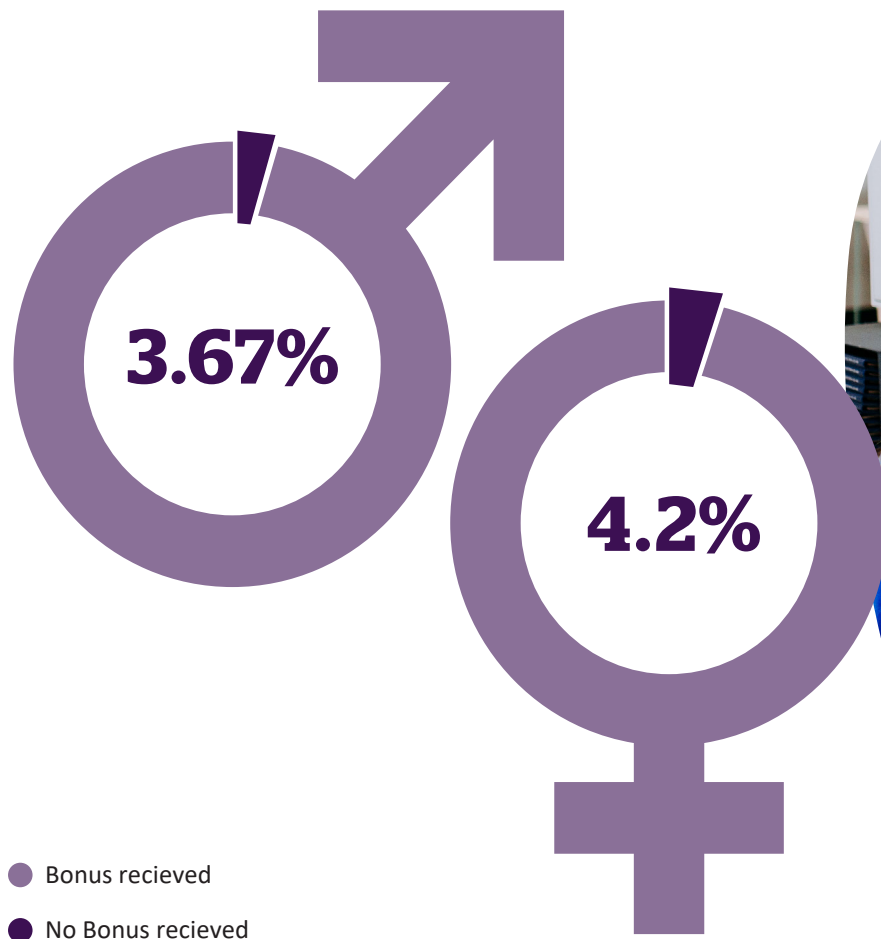
University of Hull Gender Pay Gap



Bonus Pay

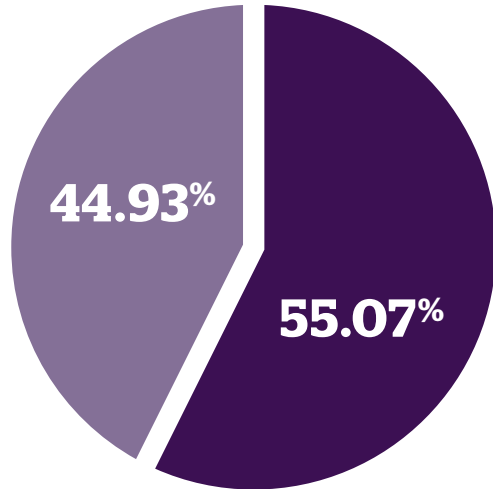
The University bonus scheme is given through Clinical Excellence Awards. Our medical department as of 31st March 2022 was made up of 55.7% women.

Proportion of men and women receiving a bonus:

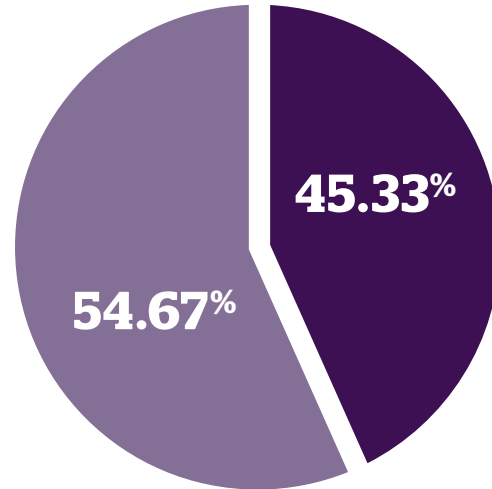


Pay Quartiles

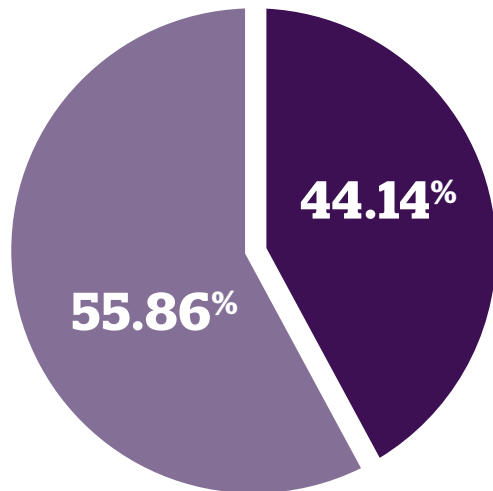
Upper Quartile



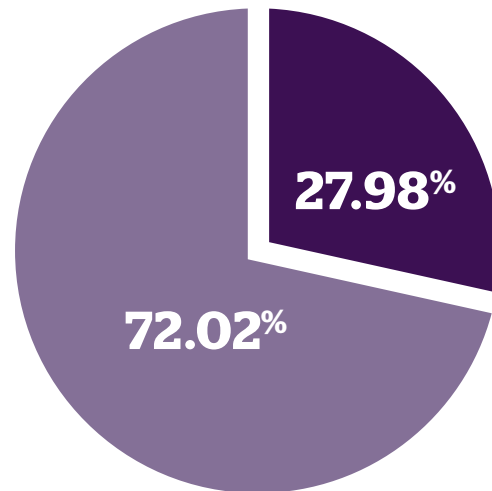
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



● Male ● Female

How has the gender pay gap changed this year?

- The data has been prepared following the latest government guidance. We have included only our core employees (permanent, fixed-term, and temporary) who received payment on 31 March 2022, and this has significantly reduced the number of employees included in this report; previous versions of this report featured agency staff fulfilled by our Temporary Staffing Service.
- Salary sacrifice initiatives have also impacted the figures compared to previous years. Before hourly rates are calculated, all salary sacrifice amounts are now removed (such as smart pensions and cycle-to-work scheme payments). This effects the reportable hourly rate.



What have we done this year?

- Allocated funding for Aurora programme, an Advance-HE leadership development initiative developed for women. 33 women from University of Hull participated in the 2022/23 national programme.
- Achieved the Athena Swan Bronze award from Advance-HE. The Athena Swan charter is an international framework to support gender equality within Higher Education and Research. University of Hull is now working towards the Silver award for 2026. To support this, the university benefits from an active Athena Swan Working Group and a Gender Equality Working Group.
- Introduced the Human Library. The Human Library is a virtual library in which “human books” shed light on their experiences to help people understand one another, challenge biases, overcome stereotypes, and help build a more inclusive society. To view our human library, please scan the QR code below:
- Reviewed the strategy and governance around Social Justice & Inclusion Board, driving further leadership accountability and action.
- Reviewed recruitment practices, including establishing new parameters around named requests, refining the shortlisting process to help remove bias, and making a diverse interview panel a mandatory requirement.
- Hosted Gender Inclusion “drop-in” workshops for all areas of the university to discuss improvements.
- Reviewed all HR policies relating to Equality, Diversity, and Inclusion.
- Partnered with the Humber Women in the Workforce programme, a local programme that tackles skills gaps, confidence, and inequality.

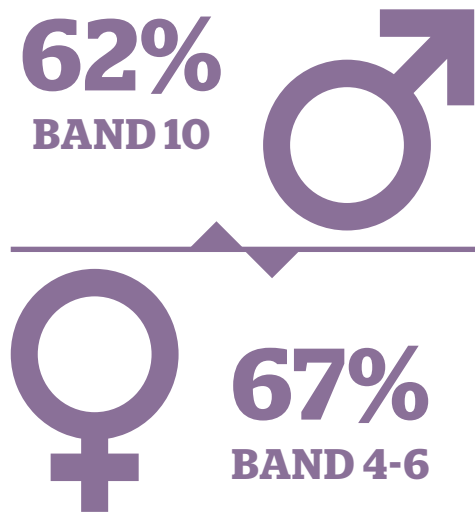


We are project partners for the ‘Humber Women in the Workforce’ project that provides training and support to over 600 women by developing their skills and increasing opportunities for progression. The project aims to empower women, providing more opportunities for them to upskill, develop and break barriers into certain industry. The ‘Women Leadership Accelerator Programme’ is fully funded and aimed at women moving into management positions or those with aspirations for senior management roles.

We have successfully completed 2 cohorts and are set to deliver another 3 over the course of 2023, we have secured 6 places on each cohort for staff within our university and we are looking at ways to extend the programme beyond 2023. In addition, all learners on the programme automatically join the Humber Women Leaders Network which continues to support female professionals through forums masterclasses and speakers.



What is causing the gap?



- 67% of positions at lower pay bands (bands 4-6) are populated by women. By contrast, 62% of positions at the highest pay band (band 10) are populated by men
- This gap has occurred because many women in our workforce work in departments of our professional services where promotion opportunities are fewer. There are clearer promotion opportunities for those working in academic roles, and in some specific departments of professional services such as IT
- Contract type also affects this gap. Part-time positions are populated by 77% women, mostly in our professional services areas. There are significantly fewer part-time workers at the highest salary bands, making progression less clear for those currently on part-time contracts
- The majority of fixed-term contracts are also fulfilled by women, impacting not just promotion opportunities, but retention opportunities too

The university hosts gender equality “drop-in” sessions to gather thoughts and opinions on subjects including the gender pay gap. Staff recognise the importance of developing confidence, overcoming imposter syndrome, building line-manager support, and providing coaching and networking opportunities in supporting women into higher grade roles.



What are we doing next?

We will reduce our median gender pay gap to below 10% by 2027. We will continue to promote participation in the Aurora leadership development programme, external networks such as the Women’s Higher Education Network (WHEN), and our women’s staff network. As well as this, throughout 2023 and 2024 we will deliver a number of key initiatives to specifically tackle the pay gap. *We will:*

- Re-skill and up-skill a greater number of women from both the organisation and the community, including building development pathways for technical, high-grade roles in our professional services
- Develop competency frameworks for both academic and professional service staff to aid progression
- Develop our local partnerships and utilise our apprenticeship levy to provide training and employment opportunities for women in the region
- Mature our ED&I governance framework by introducing ED&I committees at departmental level
- Review our promotions processes
- Identify high-potential individuals and academics, and support them with specialist development programmes
- Review pay and allowances, particularly at the lowest salary grades
- Introduce a Women’s Empowerment Network
- Continue our policy review
- Introduce an “Imposter Syndrome” section on the Human Library platform
- Develop our readiness to achieve Athena Swan Silver by 2026



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