

Gender Pay Gap

REPORT 2018



Introduction

Transparency in gender pay

The Gender Pay Gap Report provides the University with the information and substance to drive progress in this key area of University inclusivity. For the University of Hull, this report is about being honest and transparent – and making clear commitments with respect to the areas we need to progress to address our gender pay gap.

Unfortunately, the gender pay gap is a reflection of society, where more women are employed in lower-band roles and a higher proportion of men are employed in higher-band roles. This situation is found across most private and public organisations and higher education is no exception. This is not an excuse – but it is a fact all organisations need to address by removing obstacles and barriers that hinder pay parity. However, it is important to stress that the gaps highlighted in this report are not the result of unequal pay for women.

Here at the University of Hull, we undertake regular equal pay reviews and are fully compliant in this area. Our focus is to increase the number of women in higher-paid academic and professional services roles. We aim to address this through a number of University activities in recruitment, promotions, flexible working arrangements, career development and stronger 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 culture, values and behaviour programmes.

Professor Susan Lea
Vice-Chancellor
University of Hull



Gender pay gap report

What is the gender pay gap report?

Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as at 31 March 2018.

The gender pay gap report 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.

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, demonstrates 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.

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 2018, nine staff members were in receipt of a Clinical Excellence Award and two of those staff members were female.

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. As an example, 56.95% of University staff included in the gender pay gap report are women. However, 71.51% of staff in the lower quartile are women, whereas 58.18% 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.

Our data

Women's hourly rate:



Lower (mean)

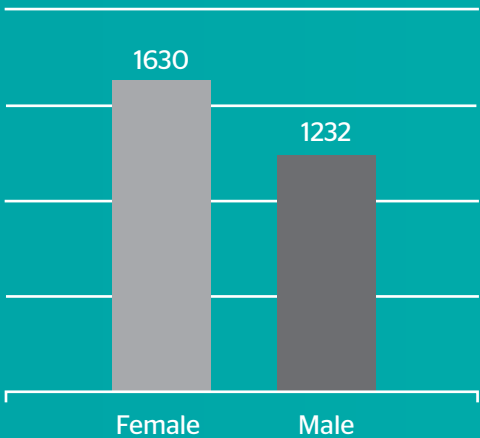


Lower (median)



2,862

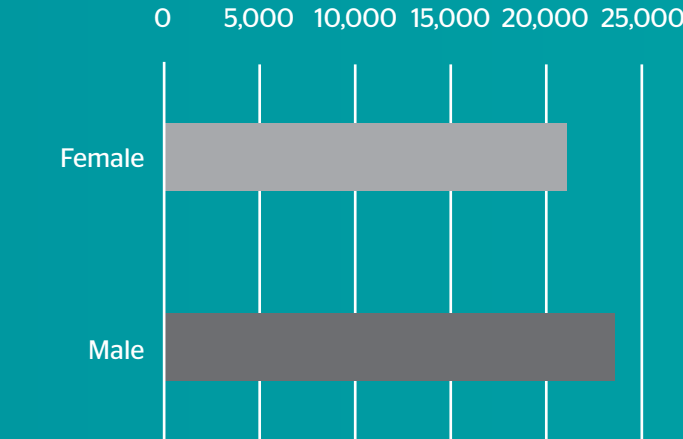
Total employees:



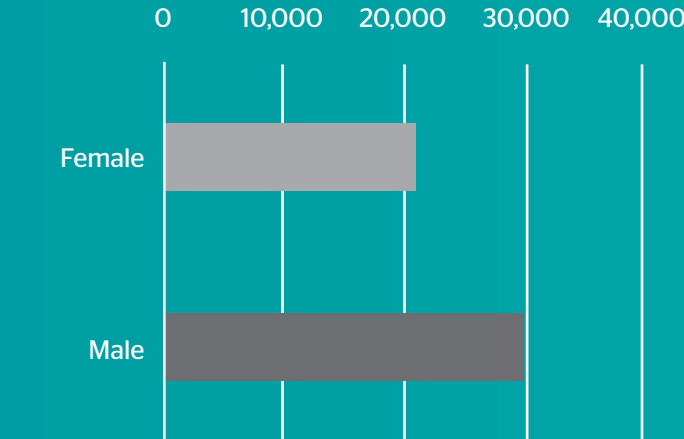
Who received bonus pay



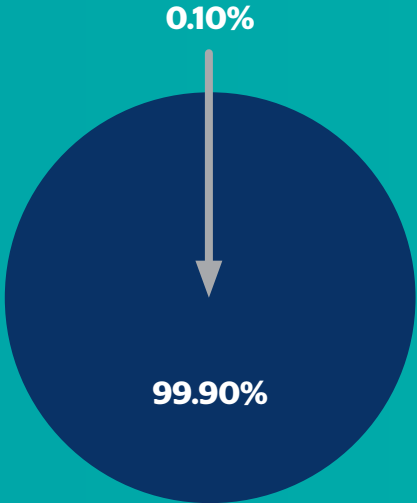
Mean bonus pay gap





Median bonus pay gap



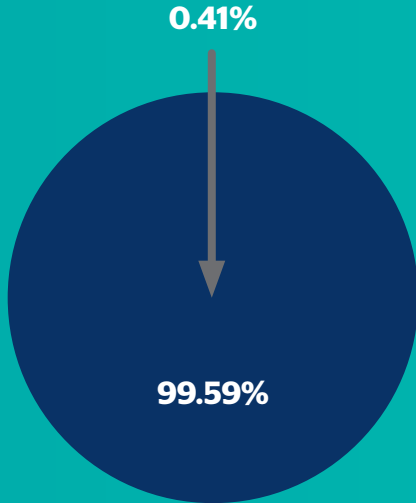
Female





 Bonuses paid
 No bonus paid



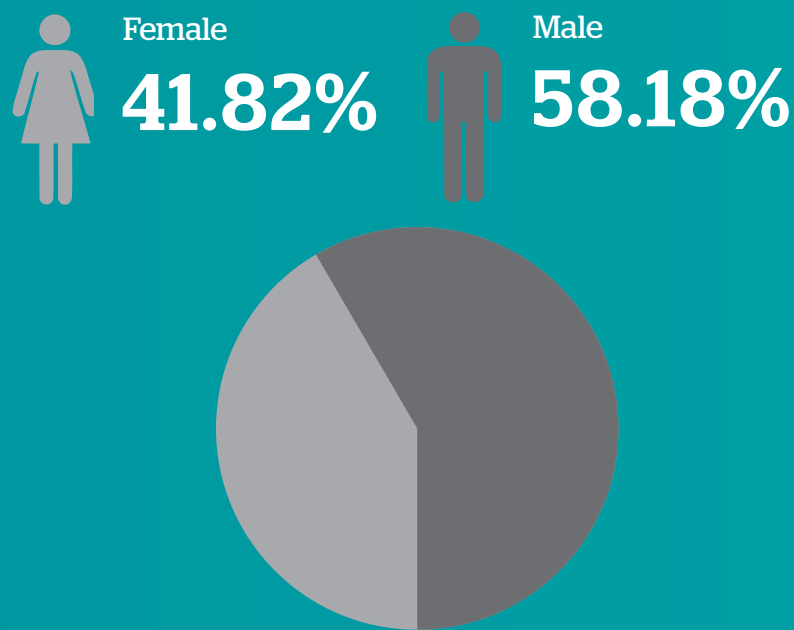
Male



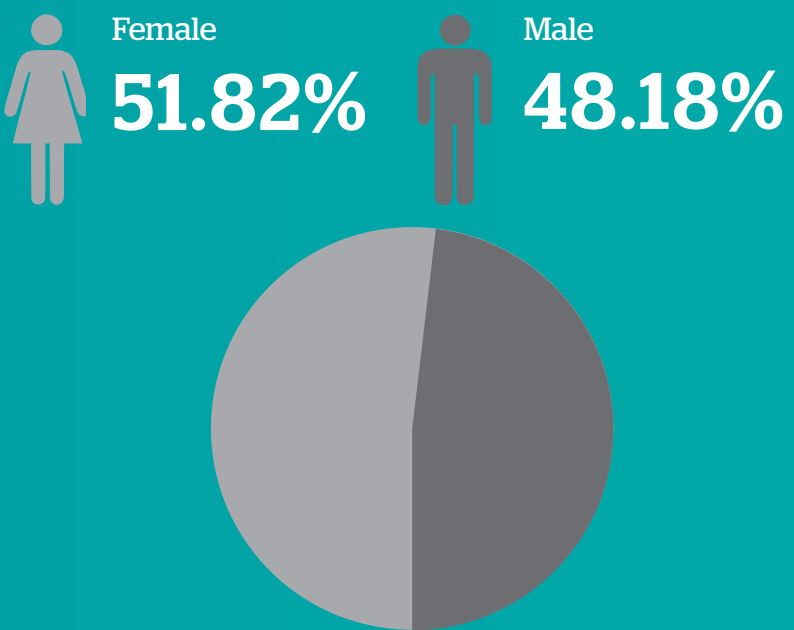
 Bonuses paid
 No bonus paid

Pay quartiles – how many men and women are in each quarter of the employer’s payroll

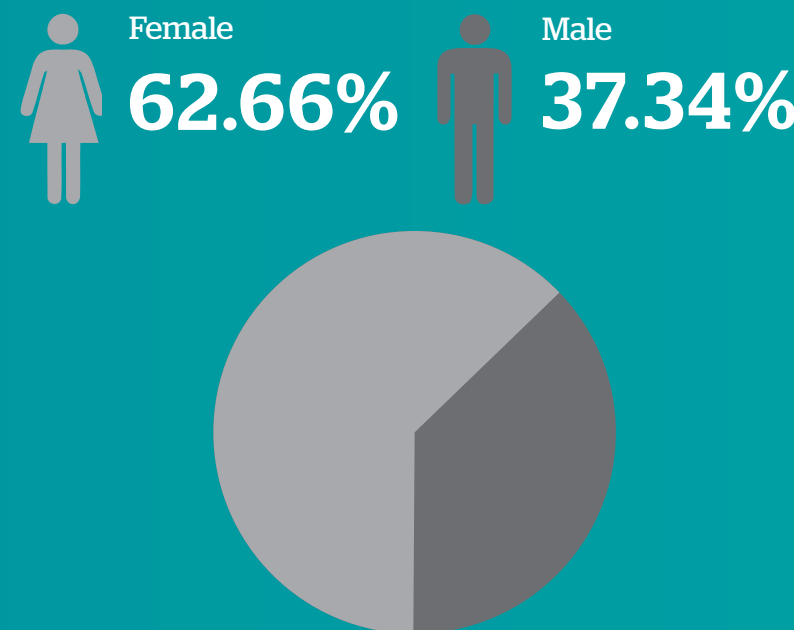
Upper quartile



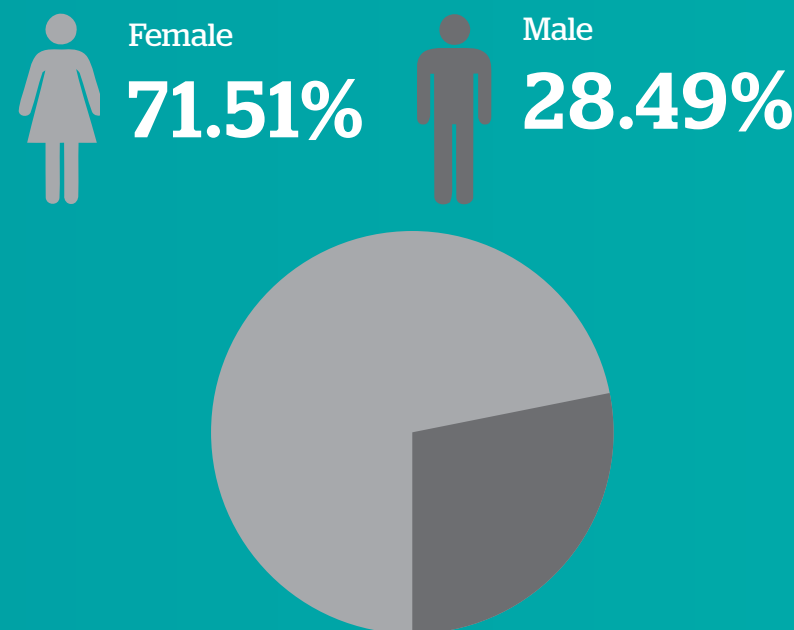
Upper middle quartile



Lower middle quartile



Lower quartile



- 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.



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

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

1. Increase the proportion 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.

To make progress against these priorities, the following points have been identified to help the University address the gender pay gap.

- The Pay Parity Group will monitor and identify University issues that may influence gender pay.
- Continue to review and analyse diversity data to understand gender pay gaps, impact of actions taken and 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 language in job descriptions and recruitment materials.
- Maintain our commitment to remove obstacles and process barriers by creating opportunities for gender advancement and supporting individuals.
- 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.
- 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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