
Staffordshire University:

Ethnicity Gap Report 2020



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At Staffordshire University we believe that achieving race equality across the institution is not only the right thing to do, it also enables people and our business to be more successful.

Since 2017, organisations of over 250 employees in the UK have been required to collate and report gender pay gap data, with the first published information required by April 2018. In January 2019 the UK government closed its consultation on ethnicity pay gap reporting.

We do not yet know what will come of that consultation, but it seems highly likely that in the future this will become a new requirement alongside gender pay gap reporting. It's certainly clear this is on the UK government's agenda, alongside potential future measures, such as pay reporting around disability.

Inclusion and transparency are core values at Staffordshire University and therefore we are publishing our ethnicity pay gap data.

Gender and Disability pay gaps

We recognise that pay differences also occur in relation to disability. Separate reports on our statutory gender pay gap analysis and disability analysis are available at [Pay gap analysis](#)

What is the ethnicity pay gap?

The ethnicity pay gap shows the difference in the average pay between Black, Asian and Minority Ethnic staff (BAME¹) and White staff in the organisation. An ethnicity pay gap above zero will show that on average, White staff earn more while a pay gap below zero shows that BAME, on average, earn more.

Equal pay is different to the ethnicity pay gap. Equal pay deals with pay differences between e.g. men and women; BAME and White people; people with a declared disability and those without who are doing the same jobs, similar jobs or work of equal value. Since 2008 we have regularly undertaken equal pay audits in partnership with our Trades Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 in order to place them equitably on the University Pay and Grading Scale.

What is our ethnicity pay gap?

The ethnicity pay gap is calculated in two ways:

• **Mean average**

The mean average pay is calculated by adding up all of the salaries and dividing the result by how many numbers were in the list. We can then compare the mean average pay for BAME staff with the mean average pay for White staff. The difference between the two figures is the mean average ethnicity pay gap.

Analysis has revealed that the mean average ethnicity pay gap across Staffordshire University is -3.59. However, if we remove part time staff from our calculation the mean average ethnicity pay gap is -5.40%.

• **Median average**

The median ethnicity pay gap is calculated by listing all of the salaries in numerical order. The median average is the middle number. We can then compare the median average pay for BAME staff with the median average pay for White staff. The difference between the two figures is the median average ethnicity pay gap.

At Staffordshire University this is -2.97%. However, if we remove the 'casual' staff from our conversation the median ethnicity pay gap is -6.08%.

¹ BAME is the term used by OfS for reporting purposes, although we recognise the increasing use of the term Person of Colour as equally, if not more, appropriate and will review relevance of all terminology continuously.

What has caused our ethnicity pay gap?

The data shows that our ethnicity pay gap is a result of:

- The overall low number of BAME staff (137) compared to White staff (1432); and
- Differences in pay rates between the top and bottom of the pay grades skewing the average salary data in favour of BAME staff.

Therefore we need to recruit more BAME staff across the institution.

What are we doing to close our ethnicity pay gap?

We are clear that we want to work towards closing the ethnicity pay gap. These are some of the actions that we have identified that are making a difference, which we will continue to support:

- A fresh approach to the attraction and recruitment of BAME staff to our roles, making sure that we are inclusive in our requirements, our advertising and that we encourage applications from the broadest range of candidates;
- Setting positive action targets for BAME staff recruitment across the institution;
- Training our appointment panels to ensure that they are free from stereotypes and unconscious bias when appointing to roles within their teams;
- Through the new Performance Development and Review process, delivering targeted professional development for staff to develop their careers so they can progress within our University or beyond;
- Champion the implementation of the Aurora women's personal and professional development programme to allow opportunity for career and role development for women including BAME women within key underrepresented roles/specialisms within the University; and
- Ongoing data analysis linked to our work on the Race Equality Charter and Athena SWAN to enable a more granular understanding of our ethnicity pay gap.

Data¹

| The mean and median ethnicity pay gap – based on hourly rate of ordinary pay | | | | | | | | | | |
|--|--------------------|-----------------------|-------------------------------------|--------|-----------------------|---------------------------------|-------|----------------|------|-------|
| £19.65 | £18.97 | | £18.04 | £17.50 | | 94 | 1518 | | | |
| BAME | White | | BAME | White | | BAME | White | | | |
| Mean ethnicity pay gap -3.59% | | | Median ethnicity pay gap - 2.97% | | | Total employees 1612 | | | | |
| The mean and median bonus ethnicity pay gap and the proportion of BAME and White staff receiving a bonus payment | | | | | | | | | | |
| £0 | £0 | | £0 | £0 | | 0% | 0% | | | |
| BAME | White | | BAME | White | | BAME | White | | | |
| 0% | | | 0% | | | Proportion receiving a bonus | | | | |
| The proportion of BAME and White staff in each mean hourly rate quartile pay band | | | | | | | | | | |
| 32 ³ | 371 | | 45 | 358 | | 34 | 369 | | 26 | 377 |
| BAME | White ⁴ | | BAME | White | | BAME | White | | BAME | White |
| 8% | 92% | | 11% | 89% | | 8% | 92% | | 7% | 93% |
| Q1 | | Q2 | | | Q3 | | | Q4 | | |
| Lower Quartile | | Lower Middle Quartile | | | Upper Middle Quartile | | | Upper Quartile | | |

¹ Snapshot date as at March 2020

² A negative figure indicates the ethnicity pay gap is in favour of BAME staff

³ Actual staff numbers are rounded.

⁴ Includes ethnicity unknown.

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