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# Staffordshire University: Gender Pay Gap Report 2017

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

## What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more while a pay gap below zero shows that women, on average, earn more.

Equal pay is different to the gender pay gap. Equal pay deals with pay differences between men and women 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 gender pay gap?

The gender 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 men with the mean average pay for women. The difference between the two figures is the mean average gender pay gap.

Analysis has revealed that the mean average gender pay gap across Staffordshire University is 9.39%. This is almost 6% lower than the HE Sector at 15.5% (ONS data, 2016-17). This is good news but we want to reduce this gap further.

- **Median average**

The median gender 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 men with the median average pay for women. The difference between the two figures is the median average gender pay gap.

At Staffordshire University this is 15%. This is broadly in line with the HE Sector at 14.3% (ONS data, 2016-17). We want to reduce this gap further.

This data shows that our gender pay gap is the result of us having more women than men in roles in the lower grades of the pay structure. Where both men and women appear in the same pay grade we know they are being paid equally because of our equal pay audits and job evaluation scheme. Therefore we need to work on the mix of our male and female staff within the different grades within the University.

## What has caused our gender pay gap?

**The spread of women and men across the grades at the University is not uncommon with many other organisations. This is shaped by some wider issues:**

- Women tend to undertake a disproportionate responsibility for care giving and this results in more women than men working part time, particularly at lower grades.
- Some job roles are traditionally seen as gendered e.g. cleaning, security, administration. This can have a negative impact on the gender balance when recruiting.
- Part time working can sometimes limit access to career development opportunities and thus the ability to progress through pay grades may be hampered.
- Career breaks e.g. maternity leave may also have a negative impact on access to career development opportunities.
- Traditionally low staff turnover rates in the Higher Education sector can be a barrier to changing the gender balance in some occupational groups as recruitment opportunities are limited.

This is not to say that we cannot do more to address these underlying issues, and close the gender pay gap further at Staffordshire University.

## What are we doing to close out gender pay gap?

**We are clear that we want to close the gender pay gap. These are some of the actions that we have identified that we will work on, to try to close the current gender pay gap:**

- A fresh approach to the attraction and recruitment of staff to our roles, making sure that we are gender neutral in our requirements, our advertising and that we encourage applications from the broadest range of candidates;
- 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; and
- Champion the implementation of the Aurora women's personal and professional development programme to allow opportunity for career and role development for women within key under represented roles/specialisms within the University.

**Data<sup>1</sup>**

The mean and median gender pay gap – based on hourly rate of ordinary pay							
£17.54	£19.35		£16.63	£19.55		852	734
							
Mean gender pay gap 9.39%			Median gender pay gap 15%			Total employees 1586	

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment							
£12,675	£2,148		£10,944	£3,610		0.13 (2)	0.25 (4)
							
Mean gender bonus -17% <sup>2</sup>			Median gender bonus -33%			Proportion receiving a bonus	

The proportion of males and females in each mean hourly rate quartile pay band										
281 <sup>3</sup>	117		187	205		187	206		196	206
										
70.6%	24.4%		47.7%	52.3%		47.6%	52.4%		48.8%	51.2%
Q1			Q2			Q3			Q4	
Lower Quartile			Lower Middle Quartile			Upper Middle Quartile			Upper Quartile	

<sup>1</sup> Snapshot date as at December 2017

<sup>2</sup> A negative figure indicates the gender pay gap is in favour of women

<sup>3</sup> Actual staff numbers are rounded.

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