Gender Pay Gap Report 2021
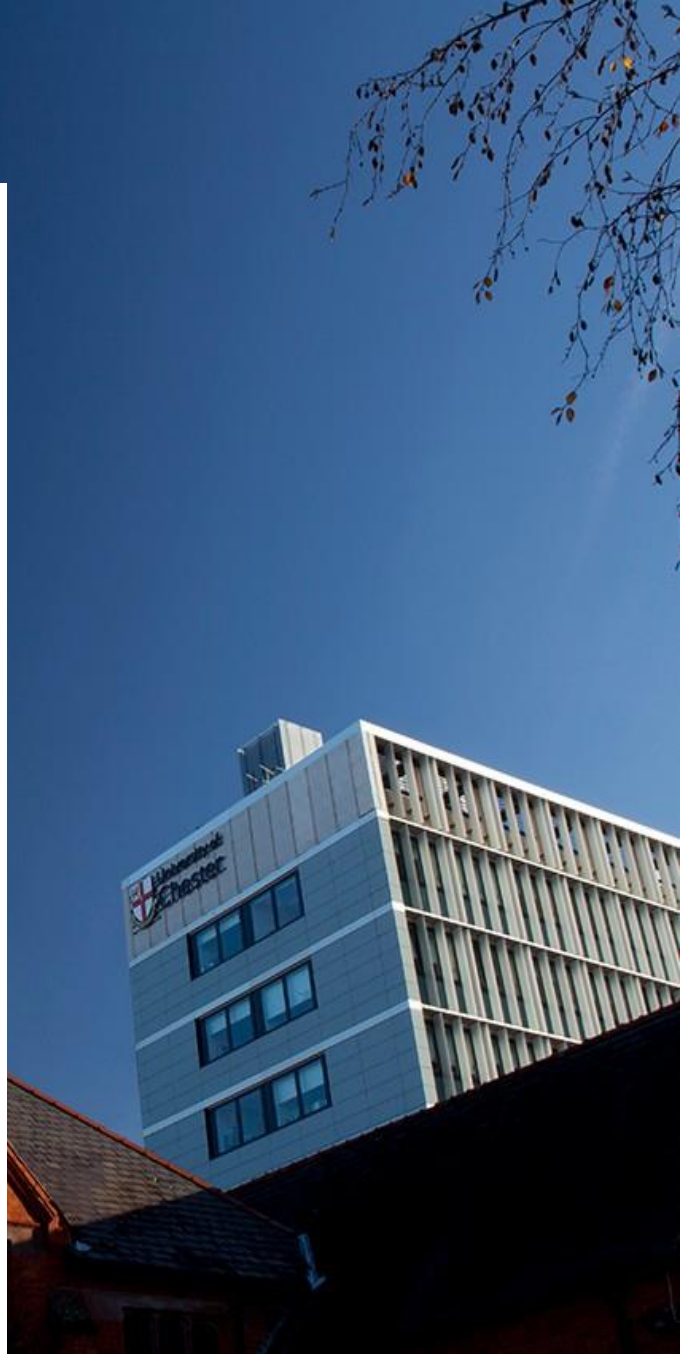
(Snapshot Date: 31st March 2021)

University of Chester

Authored by: Human Resources

Contents

Executive summary

In this report, we provide the statutory gender pay gap data that we are required to publish under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The data included in this report uses a snapshot date of 31st March 2021 and March Payroll data.

This report shows the University of Chester Mean Gender Pay Gap has reduced from 14.5% in 2020 to 12.7% in 2021 and the Median Gender Pay Gap has reduced from 18.9% in 2020 to 14% in 2021.

Whilst the requirement for pay gap reporting currently only covers gender, we have expanded this report to include an investigation in to any ethnicity pay gaps that may be present.

Background

The University of Chester (UoC) is committed to reducing the gender pay gap by recruiting, developing, promoting, and rewarding staff fairly regardless of gender. It supports initiatives that mitigate against the underlying causes of the gender pay gap.

Since 2017 it has been mandatory for employers with a headcount of 250 or more to publish certain measures relating to Gender Pay.

The six measures we are required to publish are:

> The percentage of men and women in each hourly pay quarter.

> The mean (average) gender pay gap using hourly pay.

> The median gender pay gap using hourly pay.

> The percentage of men and women receiving bonus pay.

> The mean (average) gender pay gap using bonus pay.

> The median gender pay gap using bonus pay.

In addition to the required figures, employers are invited to provide a supporting narrative.

The purpose of this Gender Pay Gap Report is to identify any gender pay gaps across the organisation, to compare our results to other available pay gap data and to propose an action plan setting out any steps the University has taken or plans to take in addressing these findings.

It is worth noting that the Gender Pay Gap Report should not be confused with an Equal Pay Review. The latter focuses on identifying any differences in pay for people carrying out equal work (the Equality Act 2010 sets out the requirement for people performing equal work to receive equal pay), whereas the Gender Pay Gap Report looks for a gap across the whole organisation regardless of the type of work carried out.
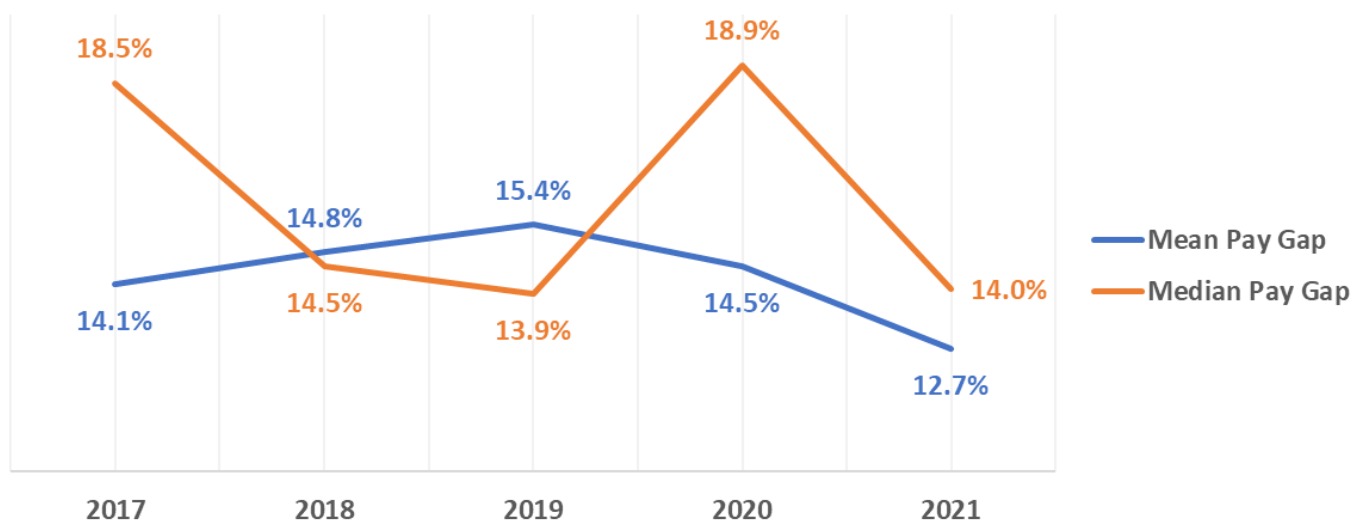
Findings

On the snapshot date of 31st March 2021, UoC had 2093 Full Pay Relevant employees. Of these, 1321 (63.1%) were females and 772 (36.9%) were males.
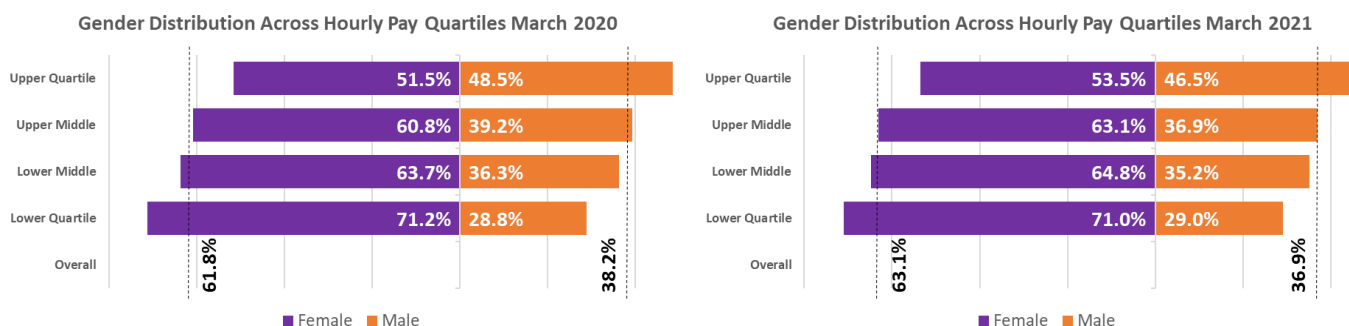
The mean hourly pay for females was £17.03 and for males £19.51, giving a mean gender pay gap of 12.7%. The corresponding figures for median were £15.77, £18.34 and 14.0% respectively.

Mean Gender Pay Gap

Female £17.03 ← 12.7% → £19.51 Male

Median Gender Pay Gap

Female £15.77 ← 14.0% → £18.34 Male
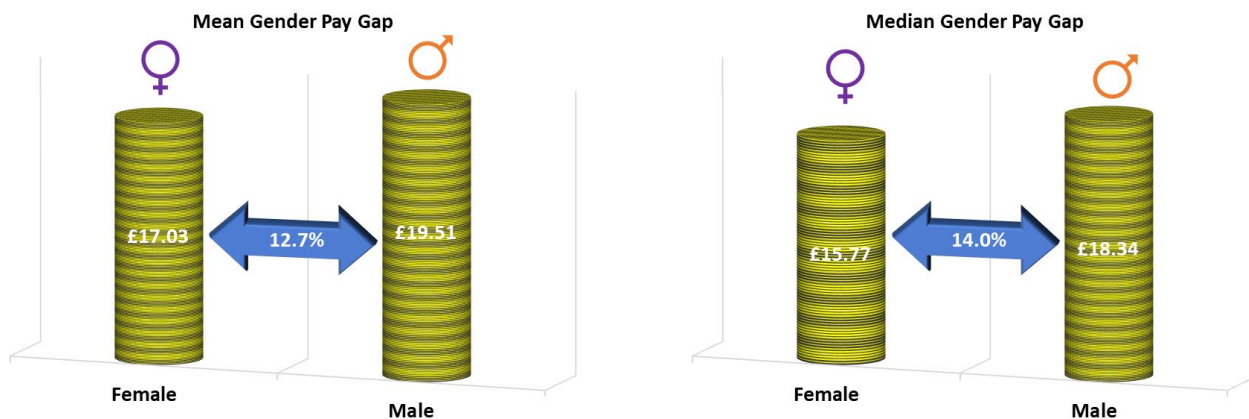
In both cases this is a fall from last year when the mean gap was 14.5% and the median was 18.9%. This is the third year in a row that the mean pay gap has fallen and the lowest it has been in 5 years. With the exception of peaks in 2017 and 2020, the median has remained fairly static.

	2017	2018	2019	2020	2021
Mean Pay Gap	14.1%	14.8%	15.4%	14.5%	12.7%
Median Pay Gap	18.5%	14.5%	13.9%	18.9%	14.0%

The below charts show the distribution of gender across the pay quartiles, with a comparison to the overall population distribution, for this and last year:

Gender Distribution Across Hourly Pay Quartiles March 2020

	Female	Male
Upper Quartile	51.5%	48.5%
Upper Middle	60.8%	39.2%
Lower Middle	63.7%	36.3%
Lower Quartile	71.2%	28.8%
Overall	61.8%	38.2%

Gender Distribution Across Hourly Pay Quartiles March 2021

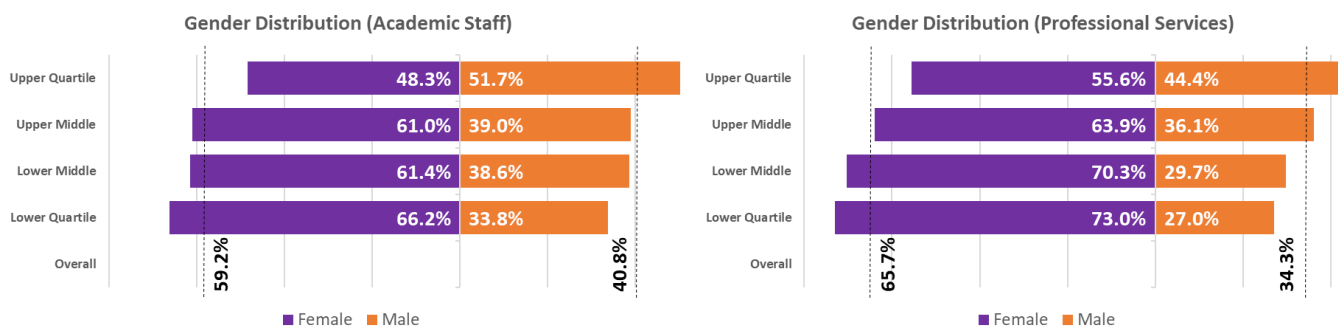|	Female	Male
Upper Quartile	53.5%	46.5%
Upper Middle	63.1%	36.9%
Lower Middle	64.8%	35.2%
Lower Quartile	71.0%	29.0%
Overall	63.1%	36.9%

There has been an improvement in the distribution of genders across the pay quartiles. The upper middle quartile is now representative of the overall population and the lower middle is not far off and this has contributed to the narrowing of the overall pay gap.

However, there is still notable over-population by females in the lower quartile and under population in the upper. If we look at the ten most populous jobs in the lower quartile they are predominantly occupied by females.
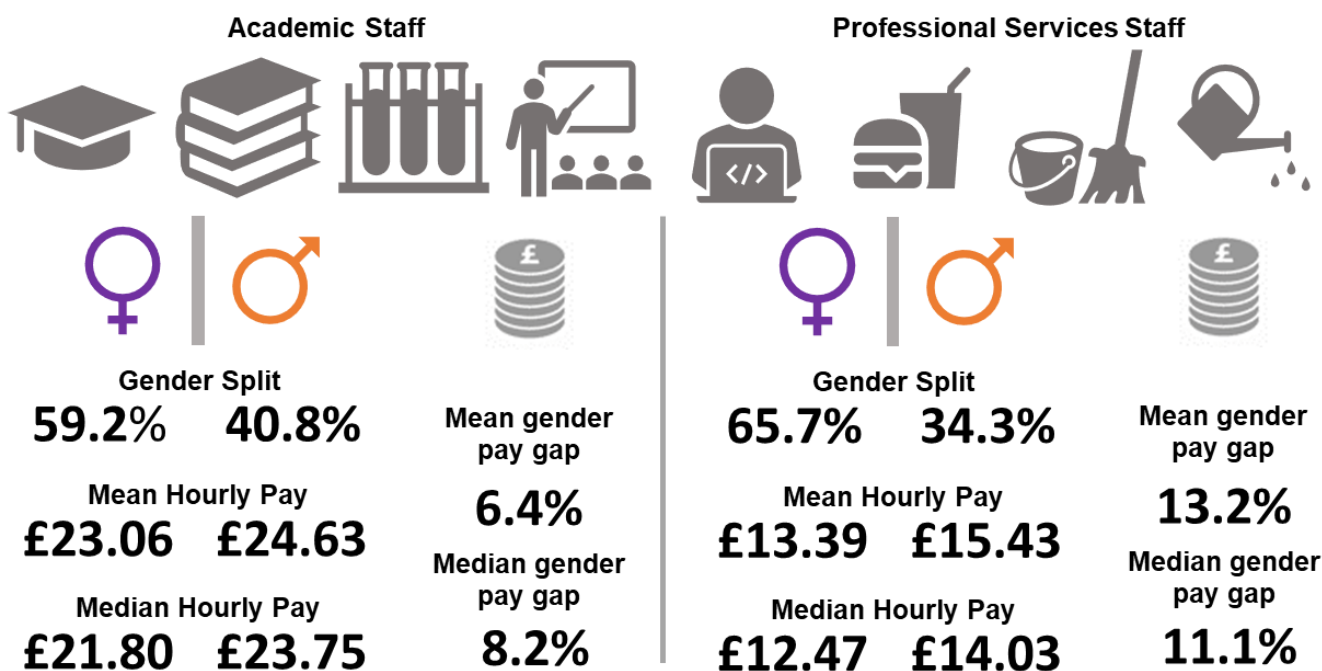
Job	Female	Male
Admin Assistant	79.7%	20.3%
Domestic Services Assistant	90.2%	9.8%
Asymptomatic Test Prog Asst	82.1%	17.9%
Cashier/Catering Assistant	82.4%	17.6%
Administrator	89.3%	10.7%
LIS Resources Assistant	77.8%	22.2%
Clerical Assistant	92.0%	8.0%
Receptionist	85.0%	15.0%
Porter/Security	5.3%	94.7%
Nursery Nurse	100.0%	0.0%
All others jobs in lower quartile	56.2%	43.8%

All of these posts (in the lower quartile) are Professional Services positions, suggesting a need to look at the two staff groups of Academic and Professional Services staff separately by staff per quartile for each separate category. The charts below look at the pay distribution by gender for the two staff types separately.

Gender Distribution (Academic Staff)

	Female	Male
Upper Quartile	48.3%	51.7%
Upper Middle	61.0%	39.0%
Lower Middle	61.4%	38.6%
Lower Quartile	66.2%	33.8%
Overall	59.2%	40.8%

Gender Distribution (Professional Services)

	Female	Male
Upper Quartile	55.6%	44.4%
Upper Middle	63.9%	36.1%
Lower Middle	70.3%	29.7%
Lower Quartile	73.0%	27.0%
Overall	65.7%	34.3%

The above figures show that there are more academic males in the upper quartile than the overall population of males, contributing to the overall pay gap, and as detailed above, the above graphs consistently show a higher percentage of females in the lower quartiles in both staff group.

However, there are differences between the two staff types when we look at the actual pay gaps:

Academic Staff

Gender Split
59.2%   40.8%

Mean Hourly Pay
£23.06   £24.63

Median Hourly Pay
£21.80   £23.75

Mean gender pay gap
6.4%

Median gender pay gap
8.2%

Professional Services Staff

Gender Split
65.7%   34.3%

Mean Hourly Pay
£13.39   £15.43

Median Hourly Pay
£12.47   £14.03

Mean gender pay gap
13.2%

Median gender pay gap
11.1%

The lower pay gap for academics, when compared to the overall figures, is likely driven by the fact we are now looking at a much smaller proportion of staff. Similarly, the mean pay for professional services is lower when compared to the overall figure, since it no longer has the higher average academic pay to lift it. The lower median pay gap for professional services staff when compared to the overall figure is likely down to the distribution of the top half of the Universities pay, which is around 86% academic, 14% professional services. This could combine with the fact that the median is generally not as affected by larger outlying salaries as mean.

UoC does not currently have any staff receiving bonus pay.
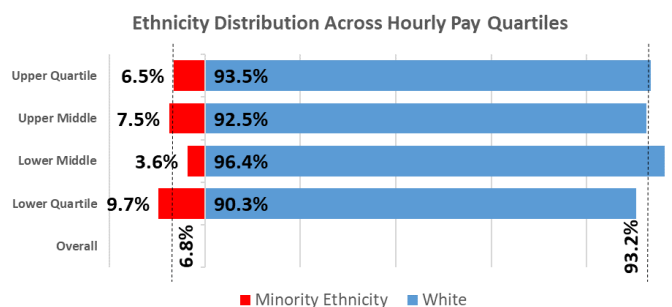
Ethnicity Pay Gap

Whilst the requirement for pay gap reporting currently only covers gender, it is important to be aware of any gaps that may arise from other protected characteristics. In the first instance we have expanded this report to include an investigation in to any ethnicity pay gaps that may be present.

On the snapshot date of 31st March 2021, of our 2093 Full Pay Relevant employees, 1985 declared their ethnicity to us, with 1850 (93.2%) identifying as white and 135 (6.8%) identifying as a minority ethnicity.
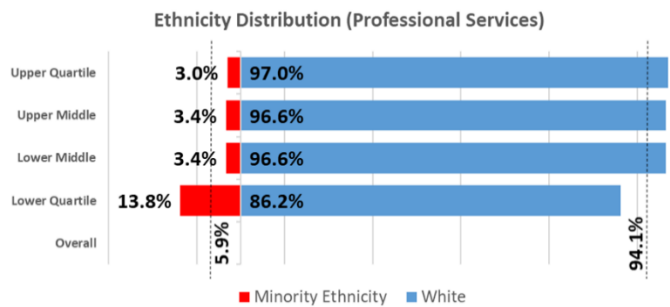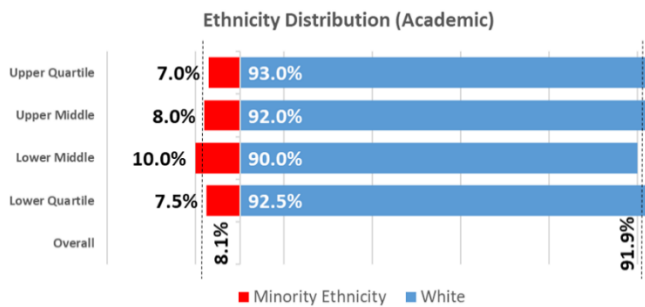
The mean hourly pay for minority ethnicities was £17.01 and for white ethnicity £17.94, giving a mean ethnicity pay gap of 5.2%. The corresponding figures for median were £17.74, £17.68 and -0.4% respectively.
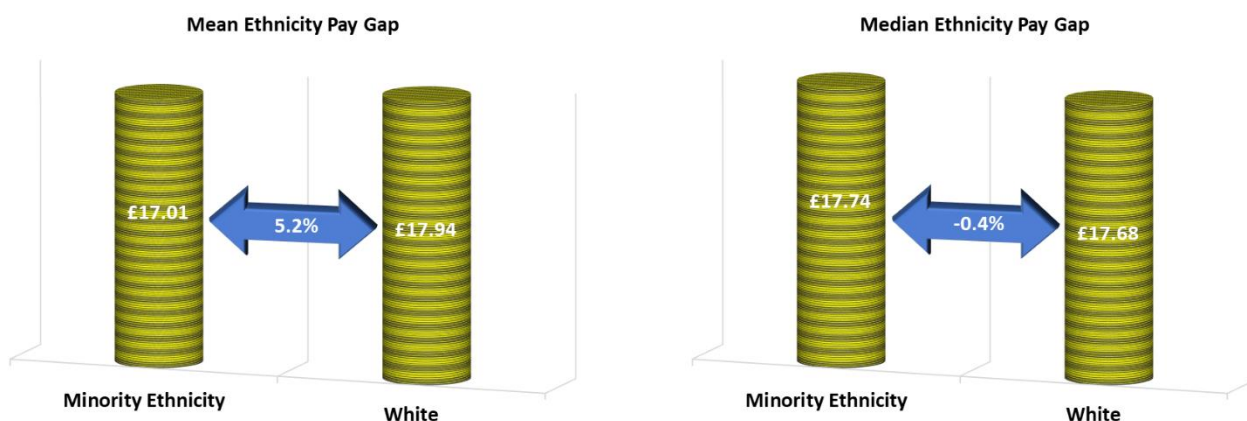
The chart below shows how ethnicity is distributed across the pay quartiles:

Given that there is a noticeable difference between the lower quartile distribution and the overall distribution, it is surprising that the median pay gap slightly favours minority ethnicities. However, as seen earlier, this lower quartile is made up of professional services staff. So, separating the staff in to the two groups (academic and professional services) may be more informative. This shows a much more significant pay gap than the overall data and requires further investigation.

Academic Staff

Ethnicity

Minority	White
8.1%	**91.9%**

Mean Hourly Pay

£22.90	£23.69

Median Hourly Pay

£21.80	£23.12

Mean ethnicity pay gap

3.3%

Median ethnicity pay gap

5.7%

Professional Services Staff

Ethnicity

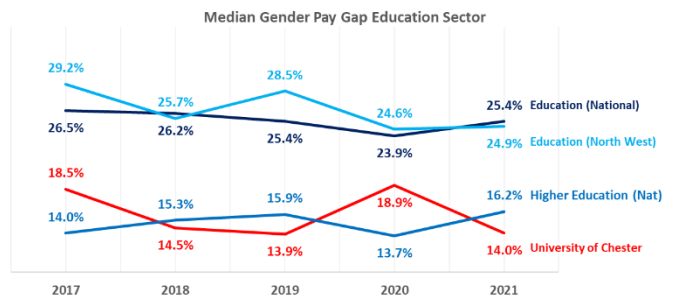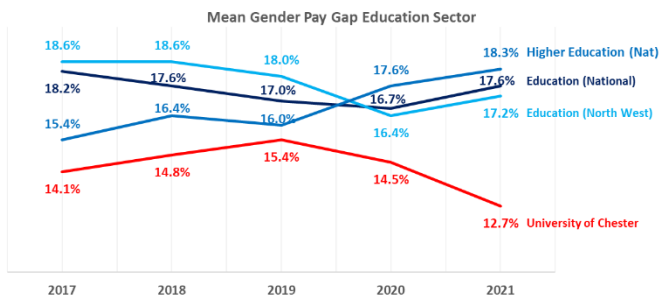| Minority	White
5.9%	**94.1%**

Mean Hourly Pay

£11.54	£14.15

Median Hourly Pay

£9.77	£12.47

Mean ethnicity pay gap

18.4%

Median ethnicity pay gap

21.7%

Ethnicity Distribution (Academic)

	Minority	White
Upper Quartile	7.0%	93.0%
Upper Middle	8.0%	92.0%
Lower Middle	10.0%	90.0%
Lower Quartile	7.5%	92.5%
Overall	8.1%	91.9%

■ Minority Ethnicity ■ White

Ethnicity Distribution (Professional Services)

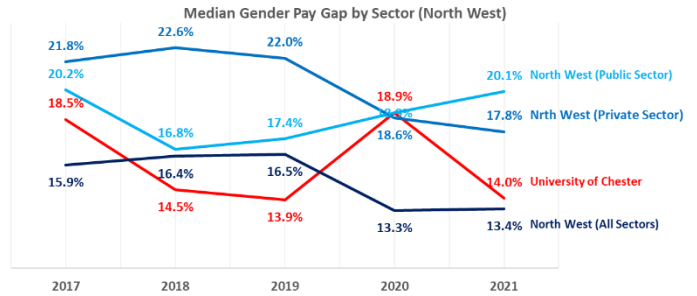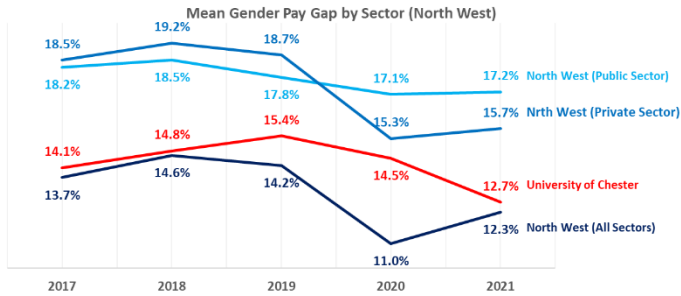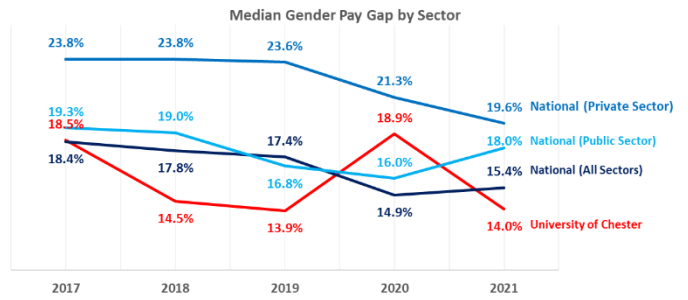|	Minority	White
Upper Quartile	3.0%	97.0%
Upper Middle	3.4%	96.6%
Lower Middle	3.4%	96.6%
Lower Quartile	13.8%	86.2%
Overall	5.9%	94.1%

■ Minority Ethnicity ■ White

The charts above show that there isn't a significant difference between the percentage of ethnic minority staff in each quartile and the overall distribution for academic staff. While there are slightly fewer minority ethnic staff in the upper quartile and slightly more in the lower middle and this is reflected in the smaller gap. However, there are over twice as many ethnic minority staff in the lower quartile for professional services than you would expect when compared to the overall make up of staff, which contributes to the large mean and median pay gaps for this category of staff.

Benchmarking

The Annual Survey of Hours and Earnings (ASHE) give provisional median gender pay gap figures for April 2021 of 7.9% for full-time employees, -2.7% for part-time employees and 15.4% overall.

The following charts show the 5-year trend for mean and median gender pay gap using data from ASHE. The figures are broken down by sector and region with a comparison to University of Chester figures.

Mean Gender Pay Gap by Sector

	2017	2018	2019	2020	2021	
National (Private Sector)	20.9%	20.6%	19.9%	16.8%	17.8%	National (Private Sector)
	17.7%	17.4%	16.3%		14.9%	National (All Sectors)
	17.2%	17.2%	15.7%	14.7%	14.8%	National (Public Sector)
University of Chester	14.1%	14.8%	15.4%	14.5% / 13.9%	12.7%	University of Chester

Median Gender Pay Gap by Sector

	2017	2018	2019	2020	2021	
National (Private Sector)	23.8%	23.8%	23.6%	21.3%	19.6%	National (Private Sector)
	19.3%	19.0%	17.4%	18.9%	18.0%	National (Public Sector)
	18.5% / 18.4%	17.8%	16.8%	16.0%	15.4%	National (All Sectors)
University of Chester		14.5%	13.9%	14.9%	14.0%	University of Chester

Mean Gender Pay Gap by Sector (North West)

	2017	2018	2019	2020	2021	
North West (Public Sector)	18.5%	19.2%	18.7%	17.1%	17.2%	North West (Public Sector)
	18.2%	18.5%	17.8%	15.3%	15.7%	Nrth West (Private Sector)
University of Chester	14.1%	14.8%	15.4%	14.5%	12.7%	University of Chester
	13.7%	14.6%	14.2%	11.0%	12.3%	North West (All Sectors)

Median Gender Pay Gap by Sector (North West)

	2017	2018	2019	2020	2021	
North West (Public Sector)	21.8%	22.6%	22.0%		20.1%	North West (Public Sector)
	20.2%			18.9% / 19.8%	17.8%	Nrth West (Private Sector)
	18.5%	16.8%	17.4%	18.6%		
	15.9%	16.4%	16.5%		14.0%	University of Chester
		14.5%	13.9%	13.3%	13.4%	North West (All Sectors)

Mean Gender Pay Gap Education Sector

	2017	2018	2019	2020	2021	
Higher Education (Nat)	18.6%	18.6%	18.0%	17.6%	18.3%	Higher Education (Nat)
	18.2%	17.6%	17.0%	16.7%	17.6%	Education (National)
	15.4%	16.4%	16.0%	16.4%	17.2%	Education (North West)
University of Chester	14.1%	14.8%	15.4%	14.5%	12.7%	University of Chester

Median Gender Pay Gap Education Sector

|	2017	2018	2019	2020	2021	
	29.2%	25.7%	28.5%	24.6%	25.4%	Education (National)
	26.5%	26.2%	25.4%	23.9%	24.9%	Education (North West)
	18.5%	15.3%	15.9%	18.9%	16.2%	Higher Education (Nat)
University of Chester	14.0%	14.5%	13.9%	13.7%	14.0%	University of Chester

The Office for National Statistics (ONS) mention that differences in wages, hours worked and the difficulty in collecting data, caused by the coronavirus pandemic, mean that caution should be taken when using the 2020 ASHE figures as a comparator. Note also that the 2021 figures are currently provisional.

Overall the University fares well in all the above comparisons. The only exception being the North West all sector figure.

The latest figures available at the ONS on the ethnicity gap relate to 2019 data. The below chart shows how our figure compares with some of the available measures:

Ethnicity Pay Gap

University of Chester	-0.4%
UK	1.9%
England and Wales	2.3%
North West	5.4%
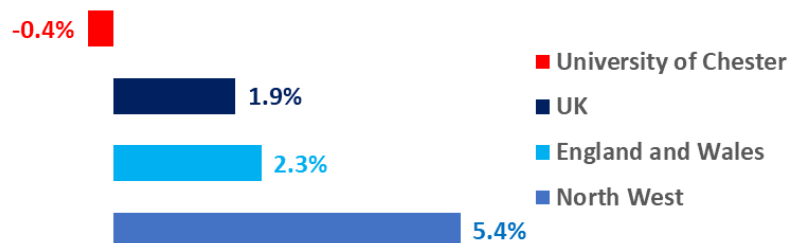
Achievements and changes since 2020

Since the last Gender Pay Gap Report was completed, the following achievements and changes have taken place:

- The appointment of a female Deputy Provost from 1st April 2021 and a female Strategic Director of Human Resources from 4th May 2021. Combined with the appointment of a female Vice Chancellor from 1st January 2020 and the appointment of a female Pro Vice Chancellor Student Engagement from 3rd February 2021, these roles have increased the female representation on the Strategic Executive Team to 40% female.

- In the 2021 Academic Promotions round, 60% of those eligible to apply were female and of those who applied, 70% were female, all of whom were successful in their application to progress to the next grade.

- 8 female staff were supported by the University and their departments to undertake Advance HE's leadership development initiative for women, Aurora in 2021.

- The University's Parents', Carers', Menopause and Women's Networks continued to operate well throughout 2021 with good attendance and engagement and positive feedback on the value of the networks for both engagement and retention.

- The continuation of the University's Athena Swan work.

- The continual review of our Recruitment and Selection procedures to ensure they continue to reflect our strong commitment to EDI. This includes use of the University's positive action guide and mandatory EDI training for all panel chairs.

- The University approved a Job Shadowing Procedure and a Temporary Reassignment Procedure, both of which will give staff the opportunity to develop their careers within the University.

- The establishment of a Race Equality and Cultural Heritage (REACH) Network has identified the need to develop a career development plans for REACH staff across the University.

- 2 members of staff were supported by the University to undertake Advance HE's Diversifying Leadership programme, a development programme to address the under-representation of leaders from Black, Asian and minority ethnic backgrounds in higher education (HE) institutions in the UK at all levels but particularly at senior levels

- From April 2021 to September 2021, 1295 members of staff completed mandatory Race Equality, Microaggressions and Unconscious Bias training. 95% of respondents who completed the training evaluation agreed the training enabled them to reflect on the importance of race equality at the University of Chester.

Action Plan

The University of Chester takes addressing the gender pay gap, along with equality, diversity and inclusion very seriously and we are committed to taking steps to improve this through a number of initiatives and actions focusing on a range of areas including recruitment, progression, support and flexibility. We recognise that sustainable and meaningful change will take time and needs to be embedded within our culture, policies and practices. We are continually working on range of actions to improve gender and race equality and reduce our gender and ethnicity pay gaps.

UoC holds the Advance HE Athena Swan Charter at Institutional Bronze level and a Departmental Bronze award for the Department of Psychology. The Athena Swan action plan details 70 points of action to improve gender equality and the Psychology action plan includes many actions operationalised at a local level.

The following *specific* actions will be implemented to address the issues outlined in this report.

- In order to address the findings of higher gender percentages in lower paid roles:

    - **Action:** *To follow a process of positive action recruitment when recruiting to the roles identified on page 4, in order to increase the percentage of males in the lower quartile.*

- In order to address the findings that a higher proportion of male academics fall into the upper quartile:

    - **Action:** *Develop a talent management process for advancing female staff to roles within the upper quartile for academic.*

- To address the higher pay gap in Professional Services roles:

    - **Action:** *To review the Athena Swan action plan to identify actions to address this gap.*

- In order to address the professional services ethnicity pay gap:

    - **Action:** *Embark on a process of positive action to increase the percentage of ethnic minority in the lower middle quartile and above*

    - **Action:** *Develop a talent management process for advancing ethnic minority from the lower quartile to roles within the lower middle quartile and above.*

We recognise that the impact of Covid-19 throughout 2020 and 2021 is likely to have been disproportionately felt by female staff, and through Athena Swan we are relooking at actions, and adapting any relevant guidance, especially in relation to academic promotions, to reflect this consideration.

We will align our Athena Swan work to actions within our other equality charter marks and frameworks, including the Technicians Commitment and our Researcher Development Concordat, to ensure our approach is consistent with our Citizen Student Strategy and holistic approach to EDI.

Appendix 1: Glossary

Athena Swan - The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research.

Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.

Bonus Pay - Bonus Pay includes any rewards related to: profit-sharing, productivity, performance, incentive, commission and long service awards with a monetary value (cash, vouchers or securities), Non-consolidated (one-off, non-pensionable) bonuses are included.

Equal Pay Review - An equal pay review involves comparing the pay of women and men doing equal work, investigating the causes of any gender pay gaps and closing any gaps that cannot be satisfactorily explained on grounds other than sex. It can equally be applied to other characteristics such as ethnicity, age or disability.

Equal Work - There are three kinds of equal work: 1) Like work is the same or broadly similar. It involves similar tasks which require similar knowledge and skills, and any differences in the work are not of practical importance. 2) Work rated as equivalent has been rated under a valid job evaluation scheme as being of

equal value in terms of how demanding it is. 3) Work of equal value is not similar and has not been rated as equivalent, but is of equal value in terms of demands such as effort, skill and decision-making.

Full Pay Relevant Employee - Full-pay relevant employees are all employees who are employed by the employer on the snapshot date, and: are paid their usual full basic pay during the pay period in which the snapshot date falls (the relevant pay period), or are paid less than their usual basic pay on the snapshot date if it is for reasons other than leave.

Mean - The mean is a statistical measure of average. The mean of a series of numbers is calculated by adding the values together and then dividing by the quantity of values.

Median - The median is a statistical measure of average. The mean of a series of numbers is obtained by arranging them in order from lowest to highest and then taking the middle value.

Ordinary Pay - Ordinary pay includes any monetary payment such as: basic pay, allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives), pay for piecework, pay for leave and shift premium pay

Pay Gap – The difference between the average (mean or median) hourly pay for two employee characteristics (for example, gender), expressed as a percentage of the other.

Relevant Employee - Relevant employees are all employees employed by the University on our snapshot date, who: have a contract of employment with your employer (including those employees working part-time, job-sharing and employees on leave), or are self-employed (where they must personally perform the work).

Relevant Pay Period - A pay period is a timeframe in which the University pays its employees their basic pay. In our case this, we have a monthly pay period. The Relevant Pay Period is the pay period that contains the Snapshot Date. In our case this is March Payroll.

Snapshot Date - Our gender pay gap calculations are based on payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. In our case this is 31st March.

Appendix 2: Methodology

The guidelines for calculating the Gender Pay Gap measures are set down clearly by the Government, this ensures that the reported figures are comparable across organisations (https://www.gov.uk/guidance/gender-pay-gap-reporting-overview). To gather and analyse the data for this report, the following steps were taken

1. Identify Relevant Employees on the snapshot date. This gives us the figure used to identify the size of the employer and whether they are required to return the data. It is also used for the Bonus Pay Calculations and provides the basis for the rest of the Gender Pay calculations.

2. Gather the payroll data for the relevant pay period. We need to include two types of pay; Ordinary Pay and Bonus Pay.

3. From our list of Relevant Employees, identify our Full Pay Relevant Employees. This means identifying anyone that was receiving less than their usual basic pay for reasons of leave (for example those on reduced sick pay).

4. Calculate an hourly rate of pay. In most cases this will mean using the contracted hours per week. First converting the monthly pay in to a weekly amount using the prescribed notion of 1 month equalling 30.44 days. In other cases we need to look in more details, for example with Term Time Only staff or casual staff. Now we have our hourly rates and list of Relevant and Full Pay Relevant Employees we are able to calculate the required measures.

5. Arrange the list in order of hourly pay and split it in to quarters (Upper, Upper Middle, Lower Middle and Lower), then the percentage of Males and Females in each quarter are calculated. Where the quartile split is not equal, the lower levels are occupied first. For example, if the staff list is divisible by 4 with 2 left over, one would go in the lower level and one in the lower middle level. If hourly rates of the same value straddle a quarter, care is taken to ensure each quarter has a representative amount of each gender.

6. Next, we calculate the mean and median hourly pay for females and for males. We obtain the mean pay gap by subtracting the mean female hourly pay from the mean male hourly pay, dividing by the mean male pay and multiplying by 100. A negative value means that the average female hourly pay is higher than the average male hourly pay. Median pay gap is calculated in the same manner.

7. The University of Chester does not have any staff who receive bonus pay

Appendix 3: References

Government Equalities Office (n.d) Eight ways to understand your gender pay gap https://gender-pay-gap.service.gov.uk/public/assets/pdf/understand-your-gender- pay-gap.pdf

Government Equalities Office (2020) Gender Pay Action Plan Guidance

EHRC (2017) Fair opportunities for all: A strategy to reduce pay gaps in Britain. https://www.equalityhumanrights.com/en/publication-download/fair-opportunities- all-strategy-reduce-pay-gaps-britain