



LEEDS
BECKETT
UNIVERSITY

Gender Pay Gap

2018 Report



This is the second year of Gender Pay Gap reporting and we are pleased to report improvements in both the mean and median gender pay gap.

Our University's mean gender pay gap in 2018 was 9.5% which is a reduction from 2017 when it was 10.2%. The median pay gap was 7.7% and has also reduced from 8.4% in 2017. These figures represent positive progress and are significantly below the reported sector gender pay gap of 16.1%, as published by the Office for National Statistics (ONS).

Nevertheless, we recognise that the gender pay gap continues to exist and we are committed to continuing to monitor and address this through the actions set out in this report.

Our [equality, diversity and inclusion framework](#) is at the core of how we work with all members of our university community and we recognise that the foundation for equality of pay is to operate a pay system, which is transparent, based on objective criteria, and free from bias. Our [Equal Pay Policy](#) sets out these principles which are implemented through the application of our [Pay Policy](#).

As part of our commitment to equality of pay we have undertaken regular equal pay audits which confirm that the pay of all colleagues in the same grade is consistent and there are no gaps on a grade basis. However, gender pay is measured through a comparison of all jobs and all levels, not just those which are rated equally and paid on the same grade. The distribution of men and women across the institution therefore has a significant effect. If more women work in lower paid roles this will affect the size of the gap as will differences in starting salary and bonus payments and trends in the workforce generated by recruitment, promotion and leavers.

Gender Pay	Equal Pay
The gender pay gap is the average difference in earnings between all men and all women in an organisation expressed as a percentage of men's earnings. It includes jobs of different sizes and levels and compares the pay of all men with all women across the University.	Equal pay measures differences in pay between men and women who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (i.e. 2 employees, of the opposite sex and working for the same employer) are treated the same for pay purposes where they undertake like work of equal value – or, if they are paid differently this is for a genuine reason not related to gender.

The pay gap figures expressed in this report are in favour of men unless expressed as a negative. Any negative values would indicate a pay gap in favour of women.

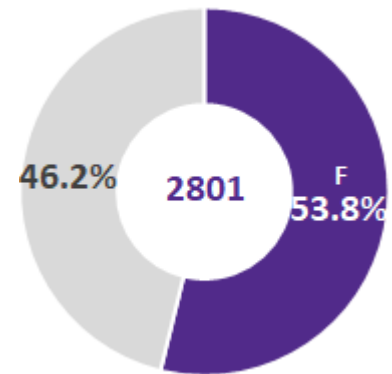
The regulations setting out what data must be included and the rules for making the calculations, can be accessed from the Government website using the link below.

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

The following metrics represent our current workforce profile and gender pay data as required under the Gender Pay Gap legislation.

At the census date of 31 March 2018, 2801 employees were on the payroll.

The proportion of employees overall was 53.8% female and 46.2% male. This is virtually unchanged from 2017.



Gender Pay Gap

Includes jobs of different sizes and levels and is taken as a snapshot of who is on the University payroll on 31 March. Calculated as the average difference in earnings between all men and all women in an organisation expressed as a percentage of men’s earnings.

Gender Pay Gap

Mean 9.5%
Median 7.7%

Gender Bonus Gap

This shows the average difference in all bonuses received in the 12 months prior to the census date. For Leeds Beckett University this includes non-consolidated honorarium payments and Long-Service Awards.

Gender Bonus Gap

Mean 7.0%
Median 0%

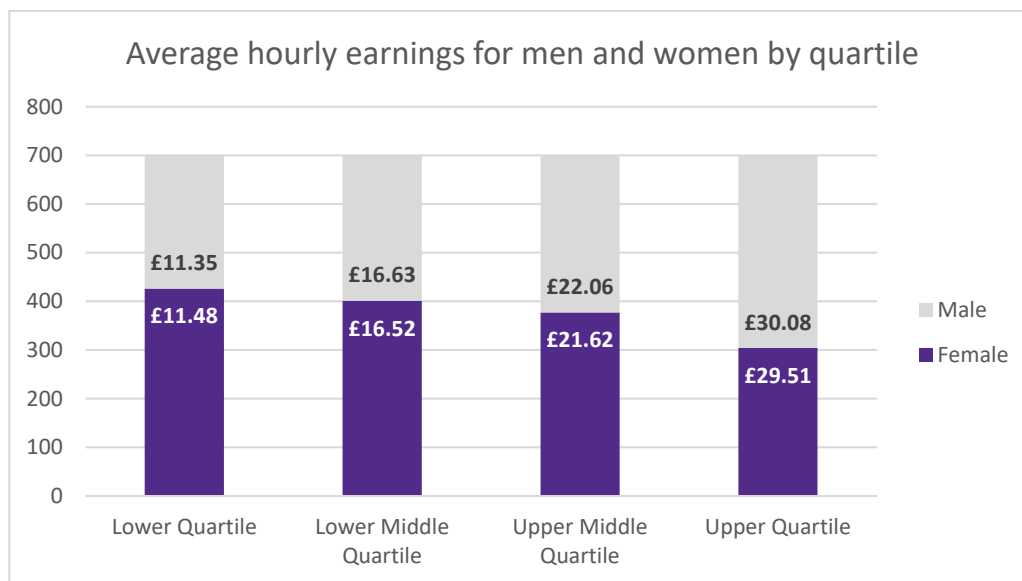
Pay Quartiles

This shows the proportion of female and male colleagues on the snapshot census date across the University’s four pay quartiles.

	Female	% F	Male	% M
Lower Quartile	426	61%	275	39%
Lower Middle Quartile	401	57%	299	43%
Upper Middle Quartile	377	54%	323	46%
Upper Quartile	304	43%	396	57%

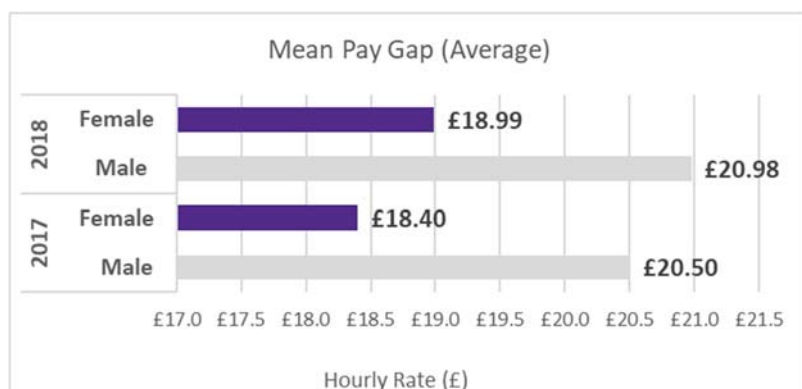
There are more women than men in the lower pay quartile and, more men than women in the upper quartile.

Expressed as average hourly earnings the chart shows the difference between men and women for each quartile.



Gender Pay and Gender Bonus Gap Comparison 2017 and 2018

This is the second year of reporting in this way and it is now possible to compare years although trend analysis will require at least a third year of data.



Type	2017			2018		
	Male	Female	Gap	Male	Female	Gap
Mean	£20.50	£18.40	10.2%	£20.98	£18.99	9.5%
Median			8.4%	£19.54	£18.03	7.7%
Mean Bonus	£709.78	£326.66	54.0%	£818.83	£761.88	7.0%
Median Bonus	£300	£300	0%	£300	£300	0%
Proportion Receiving Bonus	2.6%	1.2%		1.9%	1.2%	
Upper Quartile	58.5%	41.5%		56.6%	43.4%	
Upper Middle Quartile	45.6%	54.4%		46.1%	53.9%	
Lower Middle Quartile	42.6%	57.4%		42.7%	57.3%	
Lower Quartile	38.8%	61.2%		39.2%	60.8%	

Mean and Median Pay Gap Figures

The difference between the mean (average) hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees is 9.5%. The gap has decreased by 0.7% from 10.2% in 2017. This compares with a mean gender pay gap in the higher education sector of 16.1% in 2018 as published by the ONS (Office for National Statistics). The difference between the median (middle value) hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees is 7.7% and has also decreased by 0.7% from 8.4% in 2017. This compares with a median gender pay gap in the higher education sector of 15% in 2018 as published by the ONS (Office for National Statistics).

The decrease in both mean and median pay gaps is welcome and is likely to be the result of the increase in the proportion of women in the upper quartile. In 2017 women accounted for 41.5% of the upper quartile increasing to 43.4% in 2018.

Gender Bonus Pay Gap Figures

The difference between the mean bonus pay paid to male employees and that paid to female employees is 7%. In 2018 the mean bonus payment for women was £761.88 compared with £818.83 for men. These figures are based on just 43 payments; 13 honorariums and 30 long service awards. 8 men and 5 women received honorariums and more men than women received long service awards (17 M : 13 F).

The median bonus for men and women was £300 and is the amount paid in vouchers for employees reaching 25 years' service. There is no gendered difference and the median bonus pay gap was therefore 0%.

Reasons for the Gender Pay Gap

The Gender Pay Gap is based on average pay for men and women within the organisation which means that the numbers of men and women in different roles, levels and grades will affect the size of that gap. It is still the case that a higher proportion of males occupy jobs in the upper middle and upper pay quartiles while women occupy more roles in the lower middle and lower quartiles.

Work preferences, aspirations and personal choice will all contribute to this and closing the gap means addressing several areas, there is no single solution. We are already committed to and addressing this as an institutional priority through our gender equality objectives.

Closing the Gap

To ensure greater gender balance across all grades and job roles we will identify attraction strategies to address the lower levels of women in senior roles and the higher number of women in more junior roles, focussing on progression and improving our understanding of

why people leave. Department level gender pay gaps will be calculated to inform strategies and actions which address local practice.

We will work with managers across our university to enhance our recruitment and progression practices, and use data generated by our leavers to gain better insight to ways that we can retain female and male colleagues in roles where they are currently under-represented. Some of these actions have already been identified and are in progress as a result of the University's work on gender equality through the Athena SWAN standard.

Recruitment

Our recruitment data is reviewed through equality impact assessment and more recently through analysis for Athena SWAN. This shows that, once they apply, women are more likely to be shortlisted and appointed and increasing the number of female applicants is a key Athena SWAN objective. This includes initiatives to encourage female academics to apply sooner for academic promotion and to access mentoring and coaching. We now include positive action statements in all job adverts where women are currently under-represented and have also reviewed terminology in job descriptions and adverts to ensure that the language used is not of itself a barrier. Our mandatory recruitment and selection training for panel members includes a module on understanding bias in recruitment.

In 2017 we introduced a return to work mentoring scheme to support people back to work following a period of maternity, adoption or shared parental leave. This makes the transition back to work easier by matching individuals with mentors who have experienced it themselves and are able to support based on their own real life experiences and has been very well received. In 2018 we launched a new family friendly webpage to promote and publicise the support available to colleagues and have also reviewed our parental leave guidance for managers based on feedback from colleagues.

We will :

1. use data collated from the new online recruitment portal to monitor selection panel composition and conduct an annual review by gender and ethnicity
2. request gender-balanced shortlists where search agencies are used
3. work with departments to identify local strategies for attracting applicants including male applicants in roles where there is under-representation
4. promote our family friendly and caring approach as a core part of the benefits we offer and ensure that our job site is linked to the family friendly webpage

Progression and Promotion

Our leadership development programme is an established part of progression and promotion activity. Included within this are a number of targeted programmes including

Aurora, a leadership development initiative that combines education, mentoring and on-line resources to provide learning with a more enduring impact. Since the programme began in 2013 we have supported 56 participants with 46% going onto higher graded roles. We also work with 6 other universities to support regional action learning sets for female academic colleagues.

In the lower pay quartiles women account for 59% of the population, predominantly in professional and support roles. In 2017/18 we piloted a future leaders programme aimed at colleagues with both the potential and aspiration to take their first step into a management role and 65% of those attending are women which compares favourably with the overall population figure.

In 2017 we introduced an annual promotion process for academic colleagues seeking progression to Reader and Professor roles. This has contributed to the increasing number of women in these roles and 40.4% of Readers and 28.6% of Professors are now women.

We will :

1. target development through the continued support of our Aurora programme and work with areas to identify colleagues for Leadership Development
2. develop a workshop approach to supporting academic colleagues applying to the annual promotions round
3. consider how the development needs of colleagues in lower grades can be supported
4. work with managers to increase the use of apprenticeships in entry level roles

Leavers

Our current work around leavers has been to promote the use of exit questionnaires and interviews more widely. This has included changes to the way in which information is requested to increase the completion and return rates for these.

We will :

1. review and analyse exit questionnaires on an annual basis to establish what the reasons are for leaving the university and to develop actions where needed
2. map leaver data against the pay quartiles to establish where any difference may exist and develop actions as appropriate

The Government has signalled that from April 2020 the current pay gap reporting requirements are likely to include ethnicity and disability in addition to gender. Mindful of this the University will undertake preparatory work on this basis from 2019.