LEEDS BECKETT UNIVERSITY

**Gender Pay Gap Report**

2017www.leedsbeckett.ac.uk

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# Introduction

Leeds Beckett University is committed to providing a vibrant, ethical and sustainable working and learning environment that values equality and diversity. This commitment exists alongside our legal and moral obligations to provide an inclusive environment for our staff, students and members of the public who may be affected by our activities and we aim to:

* Provide a supportive, inclusive and welcoming environment in preparing students for employment and lifelong learning.
* Engage, value and develop our diverse community of colleagues.

Our Equality and Diversity Policy can be accessed in full on our website from the link below.

<http://www.leedsbeckett.ac.uk/-/media/files/public-information/a-to-z-guides-and-support/nn_equality__diversity_policy.pdf>

The policy is supported by Equality Objectives as a result of the Public Sector Duty required by the Equality Act 2010. In addition, employers in the public sector are subject to a specific public sector equality duty in respect of their functions – The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which covers reporting on Gender Pay Gaps.

From 2017, all employers with 250 or more employees must publish and report specific figures about their gender pay gap which is the difference between the average earnings of men and women, expressed relative to men’s earnings.

The figures are published at a ‘snapshot date’ which for public sector employers is 31 March 2017. However, the figures are also to take into account any bonuses that are paid in the previous 12-month period.

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency.

Leeds Beckett University is committed to the principle of equal opportunity in employment. To achieve this the University operates a single grading structure for all staff based on a nationally agreed pay spine. The grades of all jobs within this grading structure are determined through the HERA job evaluation scheme and all pay decisions, including salary progression, are made in line with our pay policy which can be accessed on our website from the link below.

<https://www.leedsbeckett.ac.uk/-/media/files/public-information/a-to-z-guides-and-support/nn_pay_policy.pdf>

Separate arrangements are in place for a small number of senior colleagues.

# Gender Pay Gap Data

The regulations set out what data must be gathered and the rules for making the calculations. They can be accessed from the Government website using the link below.

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

The information that must be published is the:

* Mean gender pay gap in hourly pay.
* Median gender pay gap in hourly pay.
* Mean bonus gender pay gap.
* Median bonus gender pay gap.
* Proportion of males and females receiving a bonus payment.
* Proportion of males and females in each pay quartile.

The gender pay gap calculation is based on the number of individual employees and not the full-time equivalent. This means that each part-time employee counts as one employee. If an employee has more than one job, we have aggregated them into a single hourly rate. Casual workers are included if they were working on the ‘snapshot date’.

All standard monetary payments are included in the ordinary pay used to determine the hourly rate. Bonuses include any rewards related to profit-sharing, productivity, performance, incentives or commission and the rewards can be made in cash, vouchers, securities, securities options or interests in securities. For Leeds Beckett University this includes non-consolidated honorarium payments and Long-Service Awards. Payments such as overtime and those related to the termination of employment are excluded from all calculations.

A positive measure indicates the extent to which females earn, on average, less than their male counterparts.

## Mean Gender Pay Gap

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 10.2%.

The mean hourly rate of pay for a male was £20.50 and for a female it is £18.40.

The mean gender pay gap in the higher education sector in 2016/17 published by the ONS (Office for National Statistics) is 15.5%.

## Median Gender Pay Gap

The difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees is 8.4%.

The median gender pay gap in the higher education sector in 2016/17 published by the ONS is 14.3%.

## Reasons for the Gender Pay Gap

The causes of gender pay gaps are complex and overlapping. The main reasons at a national level are considered to be that:

* A higher proportion of women work in occupations that offer less financial reward and many high paying sectors are disproportionately made up of male workers.
* A higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.
* Women are still less likely to progress up the career ladder into high paying senior roles.

We are confident, based on previous equal pay audits that we have conducted and the consistent application of our job evaluation scheme and pay policies, that our pay gaps do not stem from paying male and female employees differently for the same or equivalent work.

The pattern that is evident across the UK economy as a whole is to an extent reflected in our workforce and the main reason for our pay gap is that a much higher proportion of males occupy jobs in the upper pay quartile. Whilst recognising that there is more than can be done, our pay framework and initiatives in relation to gender pay assist in ensuring that our pay gap is lower than the national average.

## Mean Bonus Pay Gap

The difference between the mean bonus pay paid to male employees and that paid to female employees is 54.0%.

The mean bonus for a male was £709.78 and for a female it is £326.66. These figures are based on just 54 payments and a small number of payments made to higher paid colleagues who are subject to a separate pay review process account for this anomaly.

## Median Bonus Pay Gap

The difference between the median bonus pay paid to male employees and that paid to female employees is 0.0% i.e. there is no median bonus pay gap.

The median bonus for a male and female was £300 which is the amount that is paid in vouchers for staff reaching 25 years’ service.

## Proportion of Males and Females receiving a Bonus Payment

2.6% (35) of males received a bonus payment in the 12-month period up to 31 March 2017 and during this period 1.2% (19) of females received a bonus payment.

The majority (36) of these bonus payments were long-service awards and more males reached 25 years’ service in 2017.

## Proportion of Males and Females in each Quartile Band

The proportion of full-pay relevant male and female employees split by pay quartiles is set out in the table below. The split of all males and females is also given for context.

|  |  |  |
| --- | --- | --- |
| Quartile | Male | Female |
| Upper | 58.5% | 41.5% |
| Upper Middle | 45.6% | 54.4% |
| Lower Middle | 42.6% | 57.4% |
| Lower | 38.8% | 61.2% |
| All Relevant Staff | 46.4% | 53.6% |

## Key Findings

The mean pay gap for our University is 10.2% and our median pay gap is 8.4%. This compares favourably against the national figures for the higher education sector and demonstrate the effectiveness of our pay framework and related policies in addressing pay inequalities between male and female workers. However, we recognise that there is still more to do to reduce pay inequalities, including the bonus pay gap, and a number of the ways in which we are working towards closing our gender pay gap are set out in the next section of this report.

# Action Plan

The University is working to close the gender pay gap through a range of positive initiatives which are outlined below.

* We introduced a new annual Academic Promotion Process in 2017 which resulted in 16 males and 18 females being promoted.
* We have a bronze award for the Athena SWAN Charter which recognises our commitment to advancing the careers of women and gender equality more broadly. Our action plan includes specific targets to increase the number of female applicants applying for certain academic positions.
* We use positive action statements for jobs that are under-represented by females including Readers and Professors and will be doing more to identify and encourage female promotion candidates.
* We are increasing the number of female STEM (science, technology, engineering, maths and medicine) academics that attend Leadership/Management development courses including Aurora, Coaching, Mentoring, Leadership Foundation accredited development and our in-house people development programme.
* We are reviewing the practical applications for maternity and adoption leave arrangements and other career breaks to ensure that specific support is put in place that reduces the likelihood of any break having a detrimental impact on career progression including the promotion of more flexible working opportunities.
* We are introducing a new workload allocation model across academic areas and will monitor it to ensure that distribution across teaching, learning, research and service activities ensures that men and women are equally involved in service roles.
* In 2017 we established a new cross University Gender conference to showcase the range of good work in this area.
* In 2017 we introduced a new annual pay review process for all staff paid above our main pay spine which will ensure that more timely decisions are made about salary progression and have due regard to gender pay.
* We are considering changing our PDR (Performance Development and Review) process to place more emphasis on career development and promotion opportunities of all staff.
* We will continue to monitor our pay and reward arrangements to ensure that decisions are made in line with existing policies that are free from any gender bias and explore the reasons for any potential anomalies.