

# Gender Pay Gap Report 2018

## INTRODUCTION

As the University of Opportunity, we place equality and diversity at the heart of everything we are trying to achieve as both an employer and educator.

Our Workforce Development Strategy aims to ensure we that we “embed equality and diversity in our approach to reward” and we are committed to monitoring and addressing any inequalities in remuneration including any gender and race pay gaps.

A key objective within our Strategic Plan is for our University to better reflect the communities it is a part of and to be a place where an individuals gender or other protected characteristics does not determine their experience.

## GENDER PAY GAP

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers of 250 or more to publish their gender pay gap on an annual basis. Gender pay gap is the difference in the mean and median pay between men and women across the entire workforce. This differs from equal pay which relates to equal pay for the same or similar work.

This is our second report, following our [2017 Report](#), which can be found within the Equality and Diversity section of our website.

Based on information published by 126 HEIs in March 2017, the median percentage difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees within the sector was 15.6%.

## OUR GENDER PAY GAP

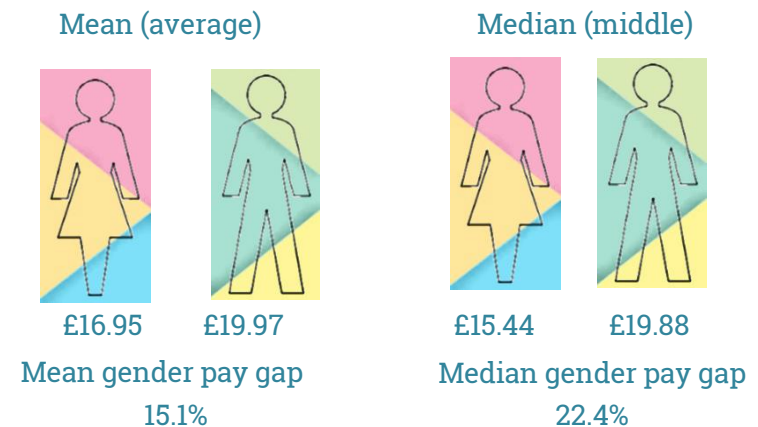
For the purpose of our report, the data is based on the snapshot date 31<sup>st</sup> March 2018, when our workforce consisted of 1727 women and 1193 men.

## OUR GENDER COMPOSITION



## HOURLY RATE OF PAY BY GENDER

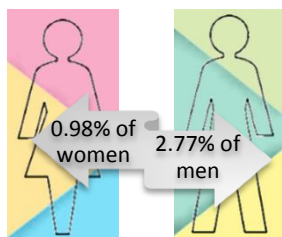
The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. The median gender pay gap represents the difference in pay between the mid-point hourly pay rate of men and women.



Our 2017 data reported a mean pay gap of 18.1% and a 26.8% median pay gap. It is encouraging to report that our median pay gap has reduced by 4.4% and our mean pay gap by 3% this year. Good progress has been made towards reducing the gap, however we recognise that there is still work to be done.

### BONUS PAYMENTS BY GENDER

Between 1 April 2017 and 31 March 2018, 0.98% of women received a bonus compared to 2.77% of men. The average bonus pay was 1.71% higher for men than for women.



Of all the bonuses awarded to Senior Staff, 34% were to women, and 66% to men. This is influenced by the larger proportion of male professors to female professors, who make up a

large proportion of the group of staff with eligibility to participate in the bonus scheme.

Of the women who were eligible to participate in the reward scheme, 68% received a bonus and of the men eligible to participate, 48% received a bonus.

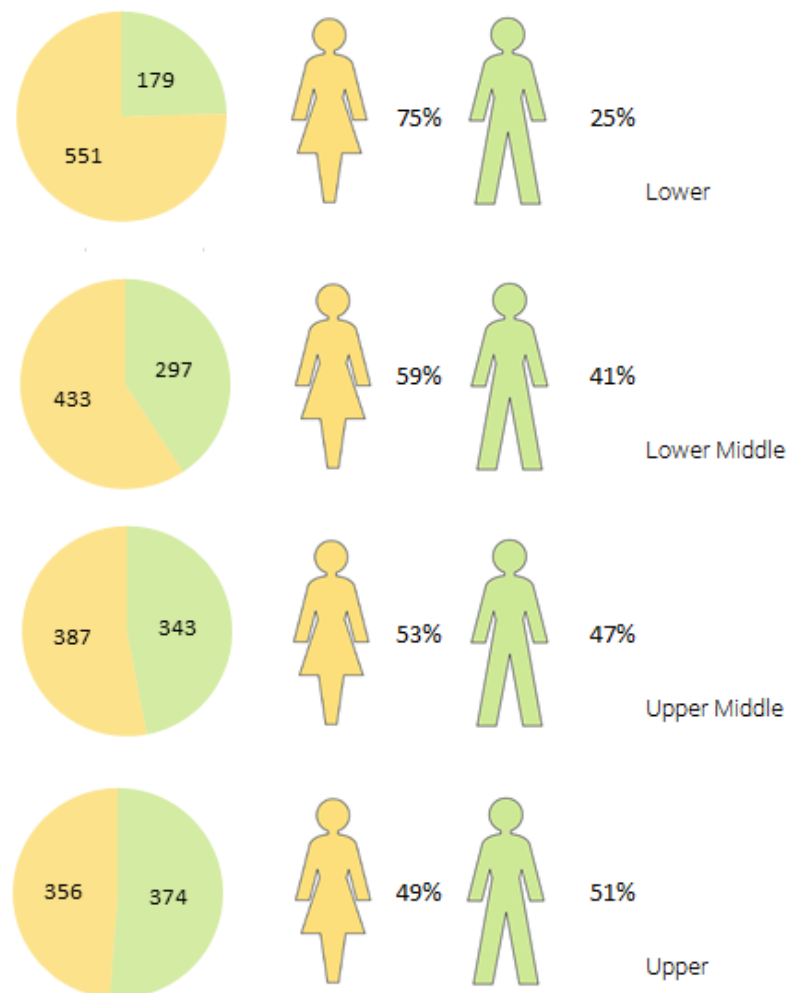
### WORKFORCE PAY DATA WITHIN QUARTILES

To illustrate how levels of pay are distributed amongst men and women across the workforce, we have divided the numbers of men and women into four equal segments from the lowest to the highest hourly pay.

The following charts show both the percentage and numbers of men and women in each pay quartile, demonstrating the fact that there are significantly more women in the lower quartiles, and more men in the upper quartiles.

Compared with last year, our lower pay quartile has not changed, however the upper middle quartile has increased by 2% for females and a further 1% of females make up the upper quartile compared with last year, which is a really positive move towards reducing over gender pay gap.

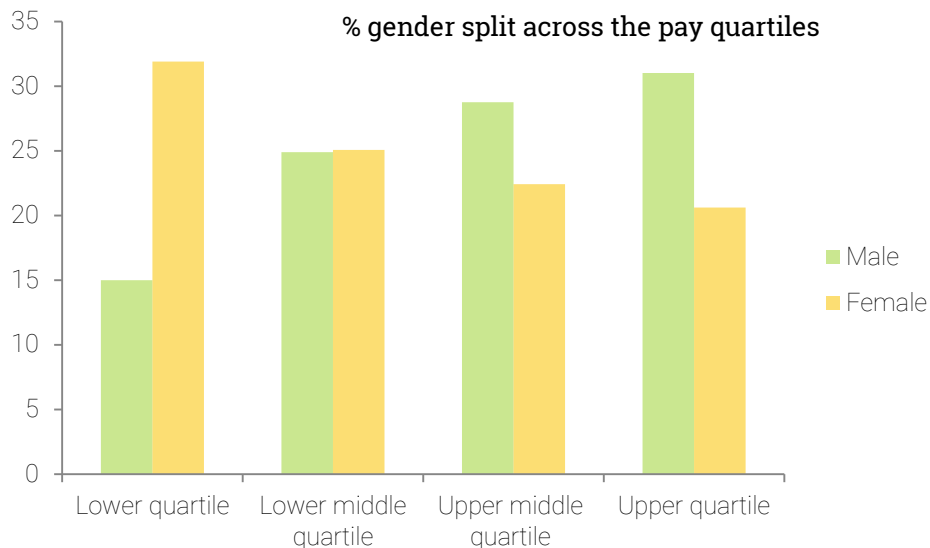
### OUR PAY QUARTILES



## FACTORS INFLUENCING OUR GENDER PAY GAP

In our 2017 report, we highlighted how our gender pay gap is predominantly due to the under representation of women at senior grades and the occupational segregation at lower paid roles, and this continues to be the case.

The gender pay gap highlighted in this report is not as a result of unequal pay for women. The University conducted an Equal Pay Audit in 2016 where salaries for men and women carrying out like for like work was compared. This resulted in no pay inequality for staff carrying out the same roles.



As highlighted within the pay quartile charts and the above graph, over half of the female workforce (984) were in roles in the lower and lower-middle pay quartiles. Conversely, only 15% of men (179) employed by the University sit in the lower pay quartile.

Although we have seen an improvement in the gender composition of the upper quartiles compared with last year, which is encouraging, more than half (60%) of men are in roles within the upper and upper middle pay quartiles and less than a quarter of women (356) in the upper quartile.

One of the main reasons for the uneven distribution within the lower quartile is due to a much higher proportion of women employed on contracts as cleaners, catering assistant and ancillary workers (*90% of these posts are occupied by females*), as they generally fall into the lower pay grades.

In addition, we recognise that a disproportionate amount of lower graded administrative roles are occupied by women (*83% of nearly 500 professional services posts between grades 1 and 5 are held by females*).

In contrast, less than 25% of our Professoriate, where most of our highest paid academics are employed is comprised of women. Whilst this is a sector wide issue we are taking positive steps to address this.

This clustering of female employees on the lower grades and male employees on higher grades, such as senior academics continues to contribute to the overall gender pay gap of the University.

## WHAT WE ARE DOING TO ADDRESS THE PAY GAP

Our key focus is around increasing the number of women in higher paid roles, through mechanisms that support both recruitment of new staff and the development of our current staff. We also recognise the need to attract men into roles that are held predominately by women to improve the gender balance across all grades. Another area of priority for us is around ensuring access to flexible working across all pay bands and improving our “family friendly” policies to maximise individual potential for all our staff, taking into account their personal circumstances.

To achieve these aims, we have developed an Action Plan, which is divided into four main areas, with targets against each action, as follows:

### Academic Progression

We are increasing female representation within senior academic roles and the Professoriate.

#### Our achievements:

- We have created an additional route for progression under learning and teaching to encourage an increase in applications, which has been in place from May 2018. The last conferment round with appointments from August 2018 resulted in 10 promotions (of which 80% were female).

#### Our aims:

- To increase our representation of women within the Professoriate from 24% (as at March 2018) to 40% by 2020.
- To increase our representation of female Readers and Associate Professors from 42% to 52% by 2020.
- To achieve a 5% increase in applications for academic roles from women by June 2020.

## Mentoring, Coaching and Leadership support

While 60% of the University Corporate Management Team are female, including academic senior managers, we strive for a gender balance in all senior roles.

#### Our achievements:

- We introduced a new web-based platform in place from August 2018 for the matching of mentors and mentees.
- We confirmed a further 8 places on to Aurora, the women-only leadership development programme, which we have had in place for the past four years, with any unsuccessful applicants offered a complimentary training session: “introduction to Leadership” which is run by the Leadership Foundation.

#### Our aims:

- Increased number of women in senior posts and an improved gender balance in higher level professional service and academic leadership roles by increasing representation by at least 10% to more accurately reflect the gender balance of the overall workforce.

## Recruitment Practices

We recognise the fact that our recruitment practices can have a big impact on the gender balance across roles at the University.

#### Our achievements:

- We have increased our headcount of men in underrepresented roles, but we recognise there is more we can do in terms of our recruitment practices.
- We introduced Unconscious Bias training in 2016 as a mandatory course for all staff. In addition, the importance of gender balance

and diversity is covered in our recruitment and selection training for managers.

#### Our aims

- To advertise all jobs with flexible working options, such as part time working, job sharing, compressed hours.
- To implement an effective senior staff pay structure and senior reward and recognition policy, available to all staff and any potential candidates.
- To have equitable levels of men and women in catering, cleaning and customer services posts and in administrative roles UW1 to UW5.
- Review all of our allowances to ensure they are appropriate for the roles they accompany.

#### Family Friendly Policies

We are making improvements to our policies and guidance to staff and managers around “family friendly” policies.

#### Our achievements:

- We have improved the information available to staff on flexible working applications.
- We are undertaking a review of our family friendly policies including career breaks and shared parental leave.

#### Our aims:

- To create a section on our website containing all family friendly policies to ensure transparency and accessibility.
- Staff returning to work from long term leave to be better informed on their options.
- An increase in the level of confidence of managers advising staff on planning for a career break.
- Increased numbers of men taking shared parental leave by 2020.

In addition to the above actions, we are committed to undertaking regular Equal Pay Audits, with the last one undertaken in 2016.

To ensure our processes are inclusive for all staff, we will also be reviewing our recruitment, progression and promotion processes, in order to minimise the risk of unconscious bias. These reviews will encompass all protected characteristics, e.g. those with disabilities or from ethnically diverse backgrounds.

*“The University of Wolverhampton is committed to progressing gender equality, both institutionally and in the wider community.*

*We are committed to the Athena SWAN charter for gender equality in research roles, achieving our institutional Award in September 2013 to 2018. We are currently in the process of making a renewed application, and our aims mirror that of Athena Swan Charter in recognising advancement of gender equality: representation, progression and success for all.*

*In the wider community, we have a number of ongoing initiatives to tackle the national under-representation of women studying science, technology, engineering and mathematics (STEM) subjects, which lead to careers in construction, engineering and science.*

*We are confident that in publishing this report, we have provided a clear and transparent narrative regarding our gender pay gap at the University of Wolverhampton.*

*We believe that our Action Plan will build on the best practice that already exists within the University, and is robust enough to address the challenges that have been identified, and should place us in a better position for progressing gender equality in the future”.*

**Geoff Layer**

**Vice-Chancellor**