UNIVERSITY OF
WOLVERHAMPTON

◆ ETHNICITY PAY GAP REPORT 2021

INTRODUCTION

At the University of Wolverhampton, we are committed to providing equality of opportunity in all we do, to create a vibrant university environment that supports the development and progression of all staff and students.

The commitment to monitoring and addressing any inequalities in remuneration, including any gender and ethnicity pay gaps is reflected in our Workforce Development Strategy, aiming to embed equality and diversity in our approach to reward.

As of writing this report, our B.A.M.E. Staff Network and students recently held a poll to decide how they would like to be identified. As a result of which it was agreed to replace B.A.M.E with Global Majority. Hence in this report we have tried to use Global Majority but at times, due to the way we collect staff data, we have still used the term B.A.M.E, sometimes in brackets.

In October 2020 we were awarded Advance HE's Race Equality Charter Mark Bronze award. This included developing a 'Race Equality Action Plan' to address areas such as underrepresentation and disproportionality between White and Global Majority staff and students.

A Race Equality Action Plan Delivery Group (RECAP) with clear terms of reference has been set up which is responsible for monitoring our work on addressing 'Race' inequality including the Race Equality Charter Action Plan. This is supported by a 'staff experience' subgroup as well as the Global Majority Staff Network.

The Universities Global Majority Staff Network actively works with key internal stakeholders to identify and address the unique challenges staff from Global Majority backgrounds face within higher education and, more broadly, tackle racial inequalities.

ETHNICITY PAY GAP

The Ethnicity Pay Gap compares the average hourly pay (mean and median) of staff from Black, Asian and minority ethnic groups and staff from white ethnic groups. As with the gender pay gap, it reflects the distribution of staff from different ethnic groups across the grades of employment at the University, with an ethnicity pay gap typically indicating a greater proportion of staff from white ethnic groups holding posts at senior grades and a greater proportion of minority ethnic staff holding posts at more junior grades.

This is our first ethnicity pay gap report, however we did do calculations for the ethnicity pay gap in 2018. We will be doing annual ethnicity pay gaps going forward. We will also look at disaggregating the B.A.M.E. data by comparing pay for a number of ethnic groups.
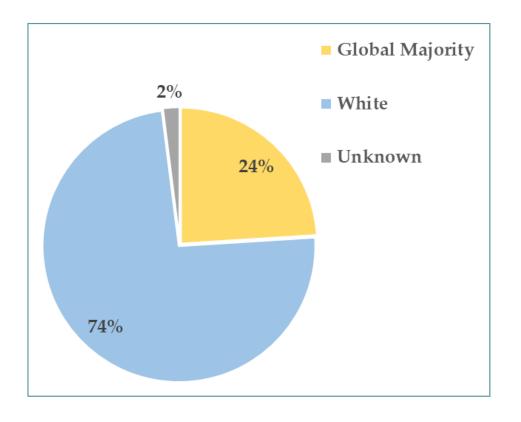
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OUR WORKFORCE COMPOSITION

For the purpose of our report, the data is based on the snapshot of our workforce as of 31st March 2021, when our workforce consisted of 2729 staff out of which 2015 were White, 669 Global Majority and 45 Unknown staff.

The breakdown of the staff population covered is White 74%, Global Majority 24% and Unknown 2%.
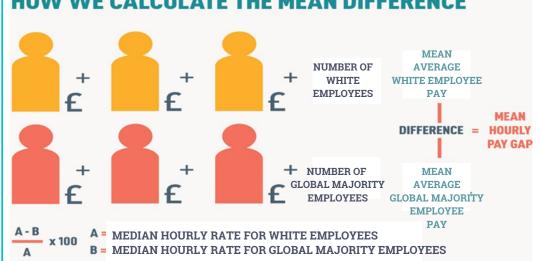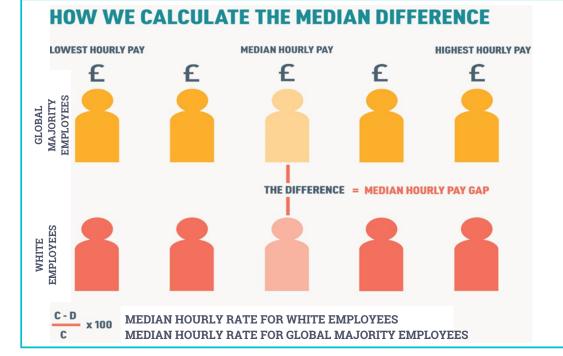
- ■ Global Majority
- ■ White
- ■ Unknown

2%

24%

74%

OUR MEAN AND MEDIAN PAY GAPS

The mean ethnicity pay gap is the difference in the average hourly pay for all Global Majority staff compared to all White staff. The median gender pay gap represents the difference in pay between the mid-point hourly pay rate of Global Majority and White staff.
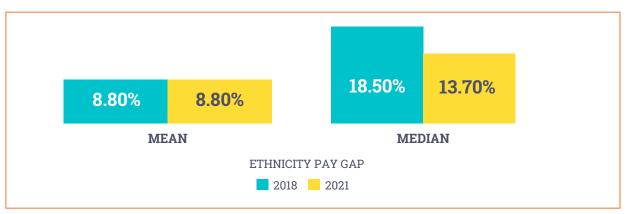
HOW WE CALCULATE THE MEAN DIFFERENCE

NUMBER OF WHITE EMPLOYEES

MEAN AVERAGE WHITE EMPLOYEE PAY

DIFFERENCE = MEAN HOURLY PAY GAP

NUMBER OF GLOBAL MAJORITY EMPLOYEES

MEAN AVERAGE GLOBAL MAJORITY EMPLOYEE PAY

$$\frac{A - B}{A} \times 100$$

A = MEDIAN HOURLY RATE FOR WHITE EMPLOYEES
B = MEDIAN HOURLY RATE FOR GLOBAL MAJORITY EMPLOYEES

HOW WE CALCULATE THE MEDIAN DIFFERENCE

LOWEST HOURLY PAY   MEDIAN HOURLY PAY   HIGHEST HOURLY PAY

GLOBAL MAJORITY EMPLOYEES

THE DIFFERENCE = MEDIAN HOURLY PAY GAP

WHITE EMPLOYEES

$$\frac{C - D}{C} \times 100$$

MEDIAN HOURLY RATE FOR WHITE EMPLOYEES
MEDIAN HOURLY RATE FOR GLOBAL MAJORITY EMPLOYEES

OUR ETHNICITY PAY GAP CALCULATIONS

MEAN (AVERAGE)
Ethnicity pay gap 8.8%

£19.43 — WHITE
£17.73 — GLOBAL MAJORITY

MEAN (Middle)
Ethnicity pay gap 13.7%

£18.57 — WHITE
£16.03 — GLOBAL MAJORITY

The median hourly rate for white staff sits at £18.57 which is around the bottom of UW9/top of UW8. The median for Global Majority staff sits at £16.03 the same as for Female staff in the Gender Pay Gap 2021, the top of UW7 (F27).

The graph below shows that there has been no change in the ethnicity mean pay gap from 2018, which was the last time we conducted an ethnicity pay gap. However, there has been a decrease in median ethnic pay gap by 4.8%.

MEAN: 8.80% / 8.80%
MEDIAN: 18.50% / 13.70%
ETHNICITY PAY GAP — 2018, 2021

We are encouraged by our reduction in median ethnicity pay gap which means that we are moving towards a more comparable average rate of pay between Global Majority and White staff employed at the University. However, we recognize that this is a long-term commitment and will take some time to see significant change.

BONUS PAYMENTS BY ETHNICITY
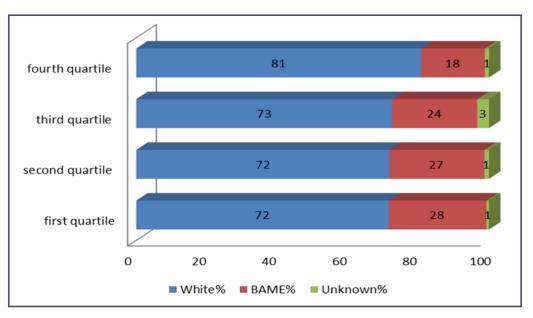Due to the Pandemic there were no Bonuses paid to any staff for this reporting period.

The gender pay gap regulations require us to publish the proportion of men and women within four quartile pay bands, which are created by dividing the total number of employees into four equal parts from the lowest to the highest hourly pay. For consistency we have carried out the same exercise for Global Majority and White staff.

The following establishment chart (excludes V/L and casual staff) show the percentages of Global Majority and White staff in each pay quartile.

OUR PAY QUARTILES

The pay quartiles in the chart opposite are based on the University of Wolverhampton pay grades, with UW 1 being the lowest paid grade.

Q1. UW1 – UW4
Q2. UW5 – UW7
Q3. UW8 – UW10 (F42)
Q4. UW10 (F43) >

Quartile analyses identifies that Global Majority (B.A.M.E.) employees are overrepresented in the two lower pay quartiles and underrepresented in the two upper pay quartiles based on their percentage in the overall workforce.

Based on the data submitted for our successful bronze 'Race Equality Charter Mark, there was an increase of B.A.M.E. staff in quartile 3 from July 2020 to March 2021.

This increase would have had an impact and are a positive sign that we are moving towards reducing our median ethnicity pay gap and increasing the percentage of Global Majority staff in the higher middle quartile.

FACTORS INFLUENCING OUR ETHNICITY PAY GAP

Our ethnicity pay gap is due to a disproportional representation of Global Majority staff across lower paid job roles (otherwise known as 'horizontal segregation'). This uneven distribution of Global Majority employees on the lower grades and White employees on higher grades, continues to contribute to the overall ethnicity pay gap of the University.

WHAT WE ARE DOING TO ADDRESS THE PAY GAP

We have a number of actions within our overall Race Equality Action Plan that will impact on reducing the ethnicity pay gap. This includes targets to increase the number of Global Majority staff in senior roles. Some of these actions are detailed below, other actions that we have implemented are included in our Race Equality Charter report 2021.

ACADEMIC PROGRESSION & INCREASING LEADERSHIP OPPORTUNITIES

We have started analyzing data on the conferment process (Academic Staff promotions) to identify any disproportionality between Global Majority and White staff. Benchmarking against previous years also helps in identifying any trends and concerns. The data is presented to the RECAP delivery group as well as the Joint E&D Committee. Recent data (2021) analysis highlighted that there is no disproportionality within the process but there is a need to increase applications from Global Majority staff.

To address this with the support of the Global Majority Staff Network, we organised a bespoke workshop for Global Majority staff on our academic staff promotions conferment process 2021. We will repeat this each year before the annual conferment process/cycle.

Based on the feedback we received we reviewed and updated the Conferment Handbook to provide applicants with examples of how they can evidence their achievements.

A working group has been set up to develop an internal Global Majority staff leadership programme.

A pilot reverse mentoring programme is currently being rolled out for Global Majority staff and students who as reverse mentors will work with senior leaders acting as mentees. Those involved include the VC, Deputy-VC and Deans of all three Faculties. To deliver this work we have partnered with the ReMEDI Project Ltd (a spin out company from the University of Nottingham). The contract with ReMEDI also involves 'train the trainer' that is staff within the University of Wolverhampton being trained to enable us to develop reverse mentoring capability internally. This will ensure that reverse mentoring is not a 'one-off' initiative, and we will run future iterations independently.

We believe that this work will impact on the decision-making of senior leaders as the mentors share their lived experiences and seek to challenge them. This will also give an insight for Global Majority mentors into leadership roles.

There are a number of actions within our 'Race equality charter action plan to address the under representation of Global Majority staff, particularly within senior roles as identified during analysis of staff data for the 'Race Equality Charter' submission. The actions we have completed thus far include:

A review of vacancy adverts and job descriptions that has been led by the talent attraction manager leading to a number of changes and guidance for recruiting managers. The Global Majority and disabled staff networks were consulted in developing a standard positive action statement which is incorporated in adverts for all University vacancies:

"The University of Opportunity for Students and Staff" As part of our commitment to ensuring that the diversity of our staff body reflects those of the student and local communities we serve, we particularly welcome applications from candidates of Black, Asian, or Ethnic Minority heritage, and candidates who are disabled (including people who may not define themselves as disabled, but nevertheless encounter challenges).

The recruitment and selection panel composition guidance/policy for recruiting managers has also been updated and communicated to all staff. This includes the requirement to have a Global Majority member of staff on all interview panels for senior roles. An example of how this policy is being monitored at Faculty level is that the administrators for the Faculty for Education, Health and Wellbeing are keeping records and are required to escalate to the Dean if there are interview panels without Global Majority colleagues.

With the support of the Global Majority Staff Network, we recruited and trained a pool of volunteers from our Global Majority staff to sit on these recruitment panels for senior roles.

Regular meetings have been held with these volunteers to identify any issues or concerns they have and what further support they require. The main concern expressed is that of resourcing and acknowledging the contribution of the volunteers. We are working on how to address this, drawing from the experience of other Universities.

Data will be collated and analyzed to see what the impact has been of having a Global Majority staff member on the panels on our recruitment targets for people from Global Majority backgrounds. We will also be capturing the experience of the volunteers and others on these diverse panels to identify lessons learnt and good practice.

'The University of Wolverhampton is fully committed to promoting and enabling equality of opportunity and demonstrating inclusivity for all our staff and students.

I am pleased that we have now produced our first full ethnicity pay gap report and we are committed to producing this on an annual basis. It is positive to see that the median ethnicity pay gaps have decreased from an initial analysis that we did back in 2018. However, this is not the time for complacency, and we will continue to strive to reduce and eradicate this gap.

Equality, diversity, and inclusion is at the heart of everything we do and all of our senior staff members have an annual objective to help drive the diversification of the University's staff base, including development of career structures and promotion of leadership programmes for our Global Majority staff to increase representation in senior roles.

Along with colleagues across the University, key members of our senior management team are responsible for our race equality advancement work which champions equality, diversity and inclusion and implements the principles of the Race Equality Charter programme, in which we hold a Bronze award at an institutional level.

We will continue to develop enabling opportunities for advancement amongst our diverse workforce and I will continue to meet with the Office holders of all our Staff Networks, including the Global Majority Staff Network, to discuss and address issues of concern.

Our Ethnicity Pay Gap Report 2021 highlights the important work that we are doing to close our gap and demonstrates our commitment to advancing race equality within our institution.''

Professor Ian G. Campbell