

Newman University Gender Pay Gap Report 2017



Gender Pay Gap Report 2017

Introduction

Newman University is committed to advancing equality and valuing diversity and inclusion in all its practices and activities. The University continues to create fair and open policies and processes that encourage and facilitate staff and students to develop and progress, achieving their true potential.

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the number of men and women according to quartile pay bands

Gender Pay is not the same as Equal Pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay. The gender pay gap is a measure of the difference between male and female average earnings across an organisation over a standard period of time, regardless of role and seniority. It is expressed as a percentage of men's earnings. Source: Equality Act 2010 and Equality and Human Rights Commission.

The UK national gender pay gap for all employees is estimated to be at median of **18.1%** (Office of National Statistics, 2016).



We have conducted a number of equal pay reviews over the past decade which have been shared with our consultative committees. The University is committed to promoting equality of opportunity for all and a culture which values differences. As an employer, we want to ensure our workforce is representative of the community it serves and attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience. We regularly publish information on the diversity of our workforce, including an annual Equality and Diversity Report, and the University last undertook an Equal Pay Audit in 2016.

Newman University is committed to the principles of equal pay and operates non-discriminatory pay processes and an analytical job evaluation scheme to measure the relative value of jobs in the pay and grading structure within an overall framework. We are confident that there is no significant equal pay gap between men and women at the same grade within our single pay spine. However, we recognise we have a gender pay gap.

The gender pay gap reporting data was collected on 31 March 2017 when Newman University had **421** employees who met the criteria to be included in the report. **263** of these employees are female and **158** are male, equating to **62.47%** female staff.

All of the data included in this report has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Key Findings of 2017 Metrics

For the snapshot date of 31 March 2017:

- The mean gender pay gap for Newman University is **20.39%**
- The median gender pay gap for Newman University is **27.53%**
- The mean gender bonus gap is **-207.91%** and the median bonus gap is **-395.04%**
- The proportion of male employees at Newman University receiving a bonus is **3.16%** and the proportion of female employees receiving a bonus is **1.14%**.

Pay quartiles by gender

	Male	Female	M%	F%
Q1	25	80	23.80	76.20
Q2	35	70	33.33	66.66
Q3	42	63	40.00	60.00
Q4	56	50	52.83	47.16

Evaluation

The main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the University. Our Gender Pay Gap Report indicates an under representation of women in senior roles, which increased at executive level, whilst there is a higher proportion of women relative to men in lower scales

Given that 62.47% of our workforce is female, it is the case that there are a greater proportion of men in the upper pay quartile compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartile, and this has an impact on our gender pay gap. The University outsources security services but other traditionally low-paid staff, including catering, housekeeping and estates management are employed directly by

the University. Over half of all women (57%) were in roles in the lower and lower middle pay quartiles (Q1 and Q2) with 23.5% of women in the upper-middle (Q3) and 19.5% in the upper pay quartile (Q4). This compares with 38% of men in the lower and lower-middle pay quartiles (Q1 and Q2), and 27% of men in the upper middle quartile (Q3) rising to 35% of men in the upper pay quartile (Q4).

Bonus payments are not a standard feature of the University's approach to remuneration and less than 2% of staff received a bonus. Whilst the figures show that greater bonuses were paid to women, as such a small number of staff received a bonus, no significant conclusions can be drawn.

How we are addressing the Gender Pay Gap

Newman University remains committed to furthering equality between female and male employees and is engaged in minimising the gender pay gap. Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap, but the University also has a consistently low turnover rate, currently standing at 9%, and so significant change may take time to realise. We must continue to be proactive in our approach to all forms of diversity including gender and recognise that meaningful change takes time.

The University has identified a number of actions to pursue in order to close the gender pay gap and foster an inclusive culture and they include:

- Take steps to work towards attaining the Athena Swan Bronze Small and Specialist Institution Award, which is recognised as a solid foundation for eliminating gender bias and developing a culture that values all staff;
- Continue to identify and address anomalies within historic pay structure arrangements. The University may, where necessary, develop additional actions dependant on the outcome of future equal pay audits;
- Ensure we continue to take promotion and progression decisions that are based on merit;
- Continue to review the use of gender neutral language during the recruitment process and provide access for all staff to unconscious bias training; and
- Enhance existing skills, understanding and development opportunities, including mentoring and coaching, in addressing equality and inclusion issues.

We are committed to moving at a pace that enables us to close the gender pay gap and ensures that we continue to attract, develop and retain the widest range of talent available

Publishing our gender pay gap is one step on the journey to creating a fair and inclusive culture in which everyone can flourish.