

Newman University Gender Pay Gap Report 2018



Gender Pay Gap Report 2018

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 **17.9%** (Office of National Statistics, 2018).

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. The gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees. The gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs). At Newman University the majority of part-time posts are occupied by women in lower pay bands typically earning £8.45 per hour (Voluntary Living Wage).

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 is due to conduct an Equal Pay Audit in 2019.

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 2018 when Newman University had **432** employees who met the criteria to be included in the report. **271** of these employees are female and **161** are male, equating to **62.7%** female staff.

Key Findings of 2018 Metrics

For the snapshot date of 31 March 2018:

- The mean gender pay gap for Newman University is **17.8%**
- The median gender pay gap for Newman University is **27.3%**
- 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	31	77	29	71
Q2	33	75	31	69
Q3	42	66	39	61
Q4	55	53	51	49

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 62.7% 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% of women in the upper-middle (Q3) and 19.5% in the upper pay quartile (Q4). This compares with 39.7% of men in the lower and lower-middle pay quartiles (Q1 and Q2), and 28.5% of men in the upper middle quartile (Q3) rising to 31.6% 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.

The University also has a consistently low turnover rate of 7%, and so significant change may take time to realise.

Nevertheless we are proactive in our approach to all forms of diversity including ensuring 100 % of managers who have chaired recruitment panels during this reporting period have received training on recruitment and selection and unconscious bias. Managers and panel members are also required to update their training every 3 years; therefore 12% of panel chairs have received training in the last 12 months.



The University offers flexible working arrangements including part time working and support for working parents including parental leave and paid special leave to address unforeseen family emergencies.

There are also a range to training opportunities provided for employees to support them to obtain promotion and career progression.

At senior management level of the organisation the composition of male to female managers at the has changed since this reporting period, from 50% to 60% female – this will be reflected in the gender pay gap report 2019.

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

- Continuing our progression towards the Athena Swan Bronze Small and Specialist Institution Award. Newman University is now registered for this award which is recognised as a solid foundation for eliminating gender bias and developing a culture that values all staff
- Investigate the establishment of a process for entry to the Aurora Women's Development Programme offered by Advance HE. See link: <https://www.ed.ac.uk/human-resources/learning-development/leadership-programmes/aurora>
- Improving towards 100% of panel members having been trained in recruitment and selection and unconscious bias. In addition to the training for chairs of panels reported above, at the time of writing of this report, 75% of panel members have received recruitment training and 40% separate training in unconscious bias.
- 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;
- Communicating with key stakeholders, for example publishing our gender pay gap is one step on the journey to creating a fair and inclusive culture in which everyone can flourish

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.