

**University of  
Northampton**

# **Gender Pay Report 2018**

**UoN**

# Introduction.

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**This report outlines the University of Northampton's gender pay data for payment of its staff for the year preceding March 2018.**

Employers in Great Britain with more than 250 staff are now required by law to publish their gender pay gap data, and this will be reported annually in the following four categories:

- Proportion of males and females in each quartile of the organisation's pay structure
- Gender pay gap (mean and median hourly pay for each gender across the organisation)
- Proportion of men and women receiving bonuses
- Gender bonus gap (mean and median)

In addition, we have published within this report our latest figures relating to 'equal pay', which is distinct from the gender pay gap. As an employer we must give men and women equal treatment in the terms of their contract if they are employed to do similar work, and in light of this commitment, at the University of Northampton we are pleased and proud that we pay male and female colleagues equally to do work of equal value.

However, as you will see from the data we present here, there are currently more female staff employed in lower grades which is a main contributing factor for the apparent gender pay gap. We will continue to explore ways that ensure we are providing equality of opportunity for all our employees and to identify measures to close the gap, and these are outlined within this report.



Director of HR, Marketing and International Relations

# Glossary.

## **Equal pay**

**Where people are paid the same for work of equal value, i.e. all staff on the same grade on the University single pay spine.**

## **Full-pay relevant**

**To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2018. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.**

## **Gender pay gap**

**The average difference between hourly pay for the two genders across the University workforce.**

## **Mean value (average)**

**The sum divided by the count.**

## **Median value**

**The value in the middle of the list of numbers.**

# Gender Pay Gap.

At the time this data was collected the University had 1,947 "Full-Pay Relevant" (FPR) members of staff.

The workforce of the University of Northampton at this time was made up of:

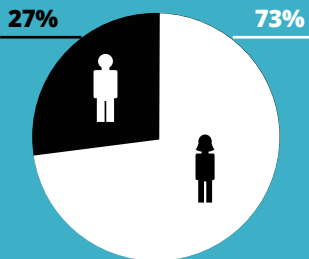


## Proportion of males and females in each quartile

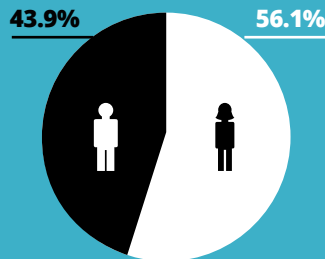
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

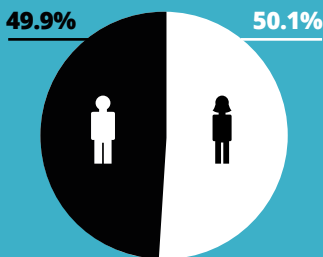
Q1: Grade 5 and below



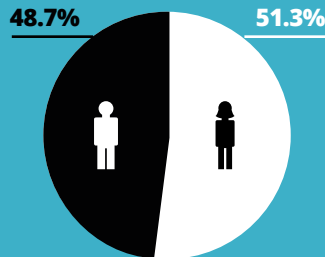
Q2: Grade 6 and 1 spinal point of grade 7



Q3: Most of grade 7 and lower half of grade 8



Q4: Upper half of grade 8 and above



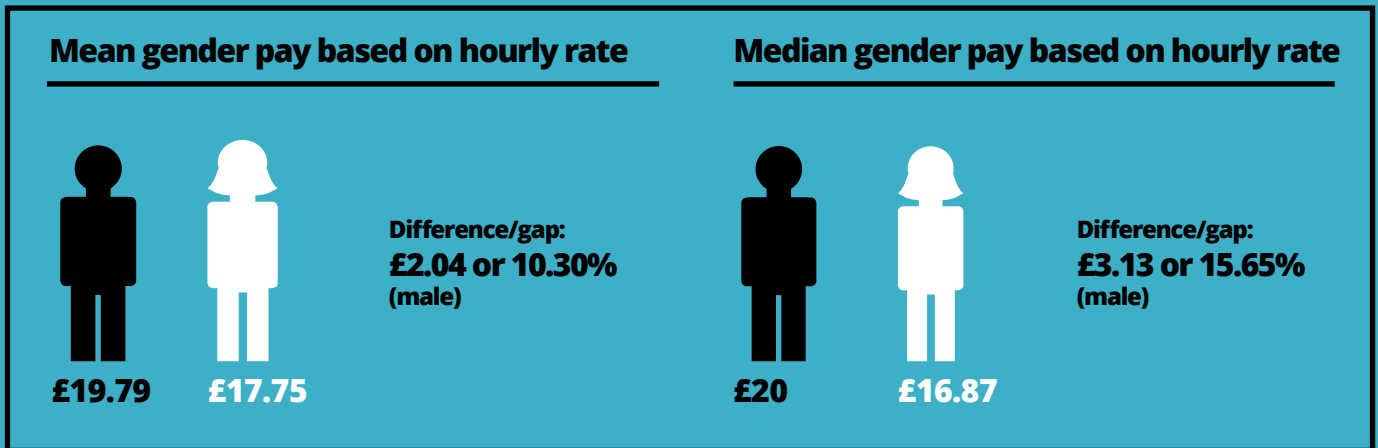
### Gender split

While the gender split in the upper three quartiles is roughly equal, the lowest quartile shows a disproportionate number of females at the University employed in lower grades.

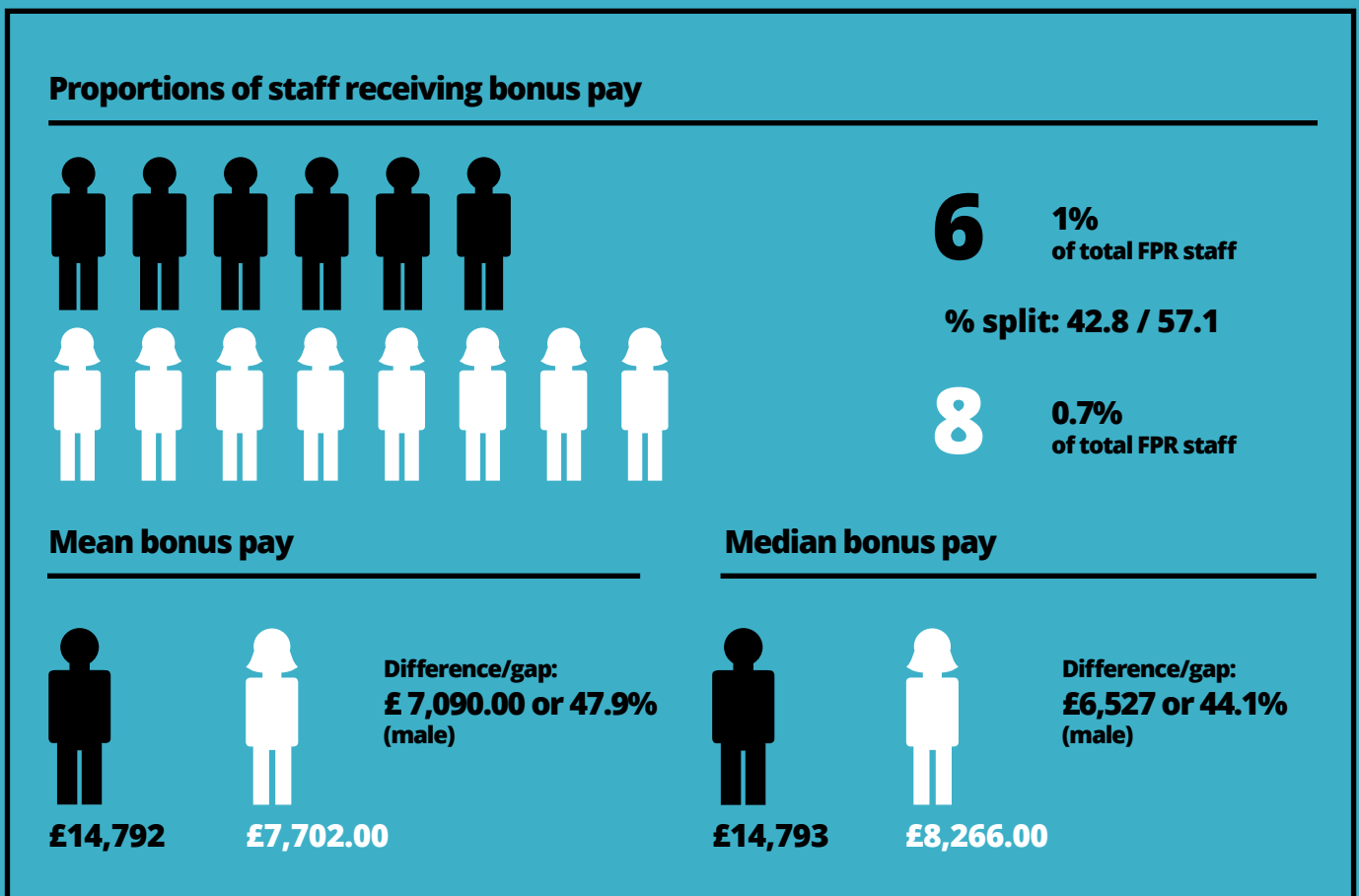
The majority of applicants for roles at grades 5 and below continue to be female, and therefore the number of women appointed to those roles was higher.

The higher percentage of females applying for, and subsequently being employed in, lower grades must therefore be considered in any reporting of average pay gaps.

# Gaps



# Bonuses



**Discretionary performance related bonus plan**

Senior staff at the University of Northampton are eligible to be considered under the University's Discretionary Performance Related Pay (PRP) scheme.

- VC/COO
- Executive Deans/Deans
- Directors
- Deputy Deans

**Bonus payments are based on two sets of criteria:**

- Corporate/University Performance measured by the Remuneration Committee against corporate targets/KPIs
- Individual performance measured against SMART objectives and submitted with evidence to Human Resources and the Board of Governors

# Equal pay.

**The Equal Pay review carried out by the University is distinct from the Gender Pay reporting. The University carried out an equal pay audit in April 2017.**

Equal Pay evaluates pay for work of equal value, and therefore only takes into account staff subject to job evaluation i.e. all staff on a grade on the pay scales and senior staff. This is the equal pay data from 2017:

Grade	Female mean salary	Count of female staff	Male mean salary	Count of male staff	Pay gap
2	£16,303	8	£16,303	1	0.0%
3	£17,006.42	66	£17,013.32	22	0.0%
4	£19,525.90	117	£19,444.50	16	-0.4%
5	£23,282.21	100	£23,675.25	20	1.7%
6	£29,707.88	264	£29,940.38	202	0.8%
7	£35,286.98	127	£35,086.55	93	-0.6%
8	£44,644.14	230	£44,723.41	184	0.2%
9	£53,157.79	33	£51,948.87	39	-2.3%
10	£62,516.29	7	£62,679.87	23	0.3%

## Senior Executive average salary



**£111,481.60**



**£86,080.67**

## Senior Executive

The three most senior roles – including those of Vice Chancellor and Chief Operating Officer – are currently held by men, which are the highest paid positions in the institution. This is why there is such a disparity in the amount of pay and bonus. Even though there is a gap across the senior team, where work of equal value is being performed by males and females the pay is the same.

# Working to close the gap.

**These are some of the actions that we have already taken or are planning to take to support our employees and to ensure that any possible form of bias is eliminated from our recruitment and pay processes.**



We have developed an Equality Charter to demonstrate our continued commitment to equality issues

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We are holding facilitated, in-depth discussions with staff in grades 2 - 6 to identify perceived barriers to progression for females in the lower grades and thereby enhance development/progression opportunities at the University for female staff

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Our Human Resources colleagues continue to review promotions of staff moving to higher grades

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We will continue to promote and support Springboard – the award-winning work and personal development programme for women currently offered to University staff. Since 2015 we have had 124 women complete Springboard.

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We are conducting further analysis of fixed term and casual contracts throughout the University

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We have reviewed the starting salaries procedure and changed the process for all new appointments and internal staff moves within the University to ensure consistency



Continue to promote the University's 'Understanding Unconscious Bias' training for all staff and ensure it is mandatory for our managers

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Since 2013, 59 women and 40 men have participated in our leadership development programme, and since 2015, 75 women and 32 men have participated in our management development training for aspiring or new managers

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We will continue to provide leadership and management training for our colleagues

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We will continue to match our minimum level of pay to the Living Wage Foundation's recommended rate

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We are reviewing the internal recruitment process to ensure no barriers are in place because of gender

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We are analysing our recruitment data to identify trends of underrepresented groups.