

The University of Northampton

Gender Pay Report 2019

Introduction

Deborah Mattock, Executive Director of HR, Marketing and International Relations

Gender pay reporting requires employers with more than 250 staff to publish statutory calculations every year showing the pay gap between male and female employees. This is the third year this has been a legal requirement.

Gender Pay Data is reported 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)

The Gender Pay Gap is distinct from Equal Pay. The Gender Pay Gap is the difference between the average pay between men and women whereas Equal Pay deals with the pay difference between men and women who carry out the same job, similar jobs or work of equal value.

Equal Pay is reported every 3 years and was last reported in 2017. A copy of the University position with regard to the latest published data is included as Appendix A and shows that we pay male and female colleagues equally to do work of equal value. Universities are at the forefront of ensuring equality and this data provides a real focus for action. As an employer we remain committed to providing our staff equal treatment in the terms of their contract if they are employed to do similar work and to removing any gender pay gap.

There is still work to do in relation to the gender pay gap. 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 our gender pay gap. This is a situation that we continue to investigate to ensure that we are providing equality of opportunity for all our employees and to identify measures to mitigate the gap.

While this appears to be a challenge across society in general, our focus is on determining the causes as to why specific occupations within the University attract one gender over another, thereby contributing to the gap, and where possible to enact measures to address this. This report contains a number of new and ongoing actions which will enable us to close the gap.



Deborah Mattock

Executive Director of HR, Marketing and International Relations

Glossary

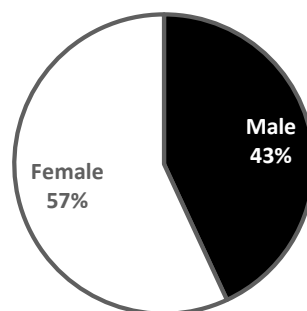
- Equal Pay: Where people are paid the same for work of equal value - i.e. all staff on the same grade on the University single pay spine.
- Full-Pay Relevant: To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2017. This includes basic pay 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.

Our Data

At the time this data was collected the University had 2042 “Full-Pay Relevant” (FPR) members of staff.

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

- Total FPR males: 880
- Total FPR females: 1162

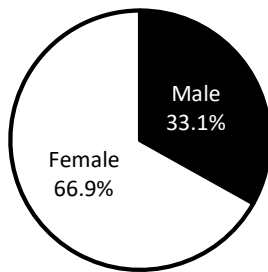


Proportion of Males and Females in each Quartile

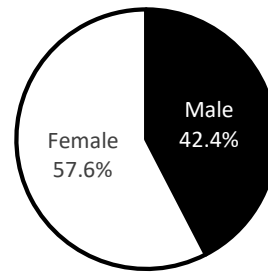
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

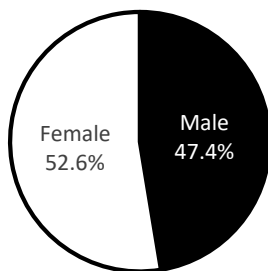
Q1: Grade 5 and below



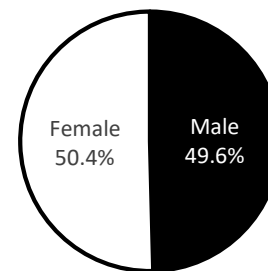
Q2: Grade 6 and 1 spinal point of grade 7



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



Q4: Upper half of grade 8 and above



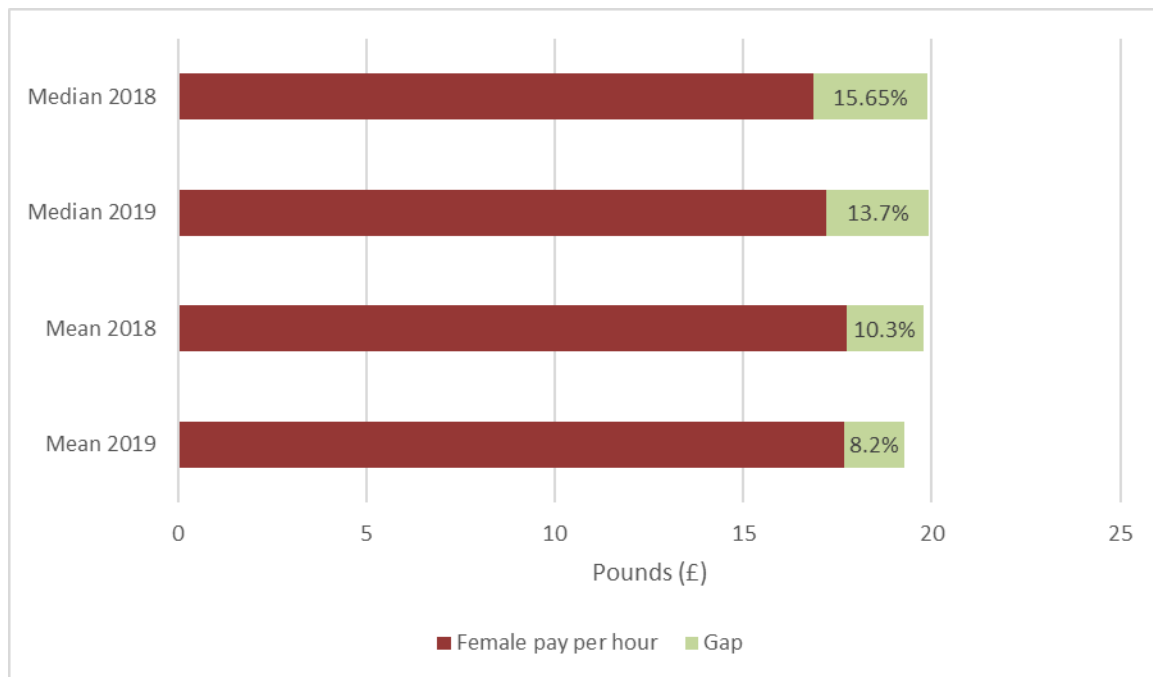
While the gender split in the upper two quartiles is roughly equal, the lowest quartile shows a disproportionate number of females at the University employed in lower grades although this has closed in the last 3 years

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

Mean and Median gender pay based on hourly rate



Bonuses

Proportions of staff receiving bonus pay

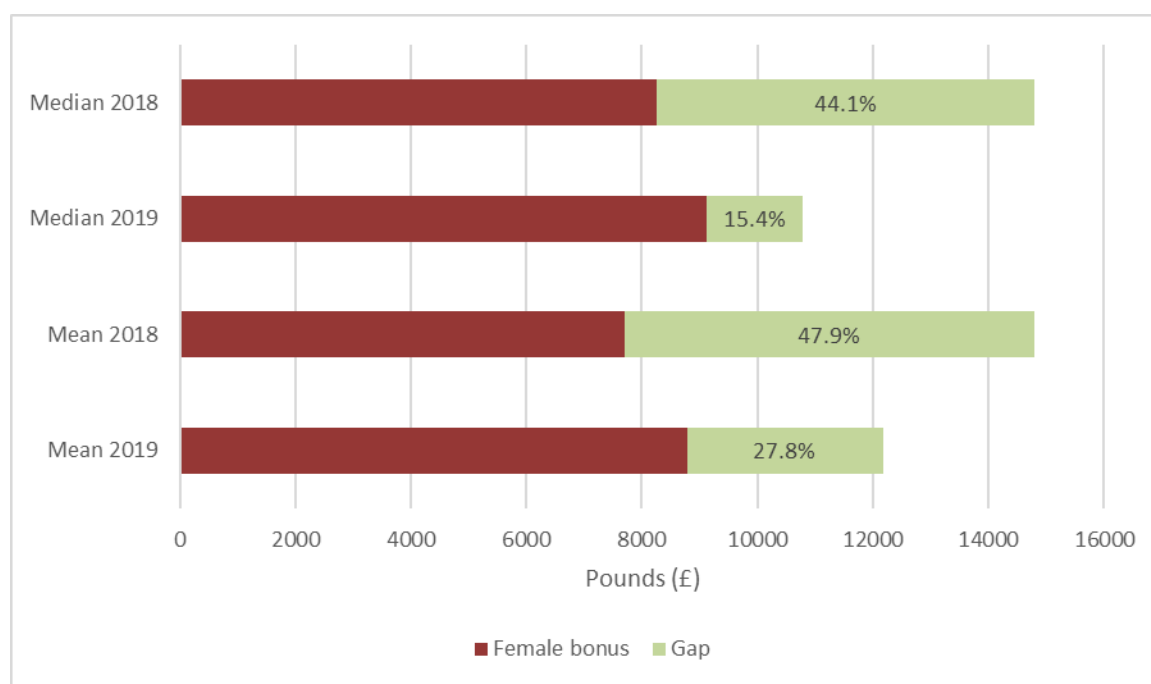


0.9 of total FPR female staff



1.1% of total FPR male staff

Mean and Median bonus pay



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/KPI's.
- Individual performance measured against SMART objectives and submitted with evidence to Human Resources and the Board of Governors.

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. More members of staff received a bonus or PRP this year, with equal numbers of males and females. Whilst the gap has closed the three most senior staff account for the gap that does exist. 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

The commitment below articulates 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
- We have reinvigorated the Staff Equality and Inclusion forum, reviewing the Terms of References and placing accountability for actions to the University Management team
- We have recruited an Equality and Inclusion Lead to undertake priority work in all areas of inclusion
- We have held facilitated, in depth discussions with staff in grades 2 - 6 to identify perceived barriers to progression for females in the lower grades. As a result, we are reviewing our approach to flexible working.
- Our Human Resources colleagues continue to review promotions of staff moving to higher grades
- We check our job adverts to ensure we are using gender neutral language
- We continue to promote the university's Understanding Unconscious Bias training for all staff and will ensure it is mandatory for our managers.
- We have ensured unconscious bias is threaded into recruitment and selection training as well as making the e-learning Understanding Unconscious Bias a prerequisite requirement before attending the course.
- We have implemented Mental Health First Aid training and increased awareness raising to support our colleagues suffering with mental ill health.
- We have trained our HR staff in menopause awareness and will start a network for those going through or supporting others through perimenopause and menopause.
- We provide coaching to staff via independent providers and identify where our staff may benefit from this provision
- 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 137 women complete Springboard.

- Since 2013, 59 women and 40 men have participated in our leadership development programme, and since 2015, 87 women and 35 men have participated in our management development training for aspiring or new managers
- We will continue to provide leadership and management training for our colleagues
- We will continue to match our minimum level of pay to the Living Wage Foundation's recommended rate
- We are continually reviewing the internal recruitment process to ensure no barriers are in place because of gender.
- We are exploring the use of anonymous application forms for recruitment
- We are analysing our recruitment data to identify trends of underrepresented groups.
- We will revise the Equality and Inclusion e-learning with a view to providing a more engaging and relevant course.
- We will review the University approach to reward and recognition
- We will establish a women's network to support female staff career development
- We will routinely check job adverts and job descriptions for gender bias language and wherever possible adopt gender neutral language

Appendix A

Equal Pay

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	£16,303.00	8	£16,303.00	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

- Male Average Salary - £111,481.60

Female Average Salary - £86,080.67

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.