



Gender Pay Gap Report 2018



UNIVERSITY *of*
GREENWICH

Gender Pay Gap Reporting

1. Background

The University of Greenwich is committed to equality, diversity and inclusion. The University demonstrates this commitment through the development and implementation of an Equality, Diversity and Inclusion (EDI) Strategy aligned with the objectives in the University's Strategic Plan and key performance indicators; EDI governance; and by carrying out equality assessments when undertaking major projects or change initiatives, to ensure that our policies and practices, including our employment procedures, reflect these values. All staff are expected to participate in training on equality, diversity and inclusion so that they are able to embed the University's values and the associated behaviours into their day-to-day work.

To ensure that we comply with equal pay legislation, the University uses the Higher Education Role Analysis (HERA) scheme to assess the value of roles, which are then mapped to our grading and pay structure. This structure is based on the Joint Negotiating Committee for Higher Education Staff pay scale. The salaries of senior roles are set by our Nominations, Staffing and Remuneration Committee (sitting as the Remuneration Committee), which considers internal and external data when setting pay levels.

As part of the University's legal obligations under the Equality Act 2010 and as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the University is required from March 2018 to publish data on the University's gender pay gap.

The 'gender pay gap' shows the difference between the average pay of men and women. This differs from 'equal pay'¹. The six calculations we are required to report on are:

1. **Mean gender pay gap:** the % difference between the mean hourly rate of pay of male and female full-pay relevant employees.
2. **Median gender pay gap:** the % difference between the median hourly rate of pay of male and female full-pay relevant employees.²
3. **Mean bonus gender pay gap:** the difference between the mean bonus pay paid to male and female employees.
4. **Median bonus gender pay gap:** the % difference between the median bonus pay paid to male and female employees.
5. Proportion of male and female employees receiving a bonus payment
6. Proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

¹ Gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs. [ACAS 2017-18]

² Full-pay relevant employees equates to 'Paid their usual full basic pay', e.g. whether that is 10 hours part-time or 35 hours full-time. [ACAS 2017-18] Relevant employees are defined as staff employed by the University on the snapshot date of a given year. A full pay employee means anyone who during the relevant pay period is not being paid at a reduced rate or receiving no pay due to being on leave. Leave includes annual leave; maternity, paternity, adoption, parental or shared parental leave; sick leave; sabbaticals and any other form of leave. With the exception of bonus pay calculations, employees who were on a reduced rate of pay during the relevant period for reasons relating to leave should be excluded from the calculations. [PSED specific duties for England briefing June 2017]

2. Contextual narrative

The overall profile of staff included in the snapshot data as of 31 March 2018³ includes all full pay relevant employees in employment on that date holding a contract of employment with the University of Greenwich, and includes hourly paid staff on timesheets, which equates to 44.5% males and 55.5% females.

Staff are normally appointed at the bottom of the pay scale for the grade and move up the spine points based on their service. This means that those who have served in their role for a longer period have a higher salary than those with shorter service.

Key Gender Pay Gap Figures

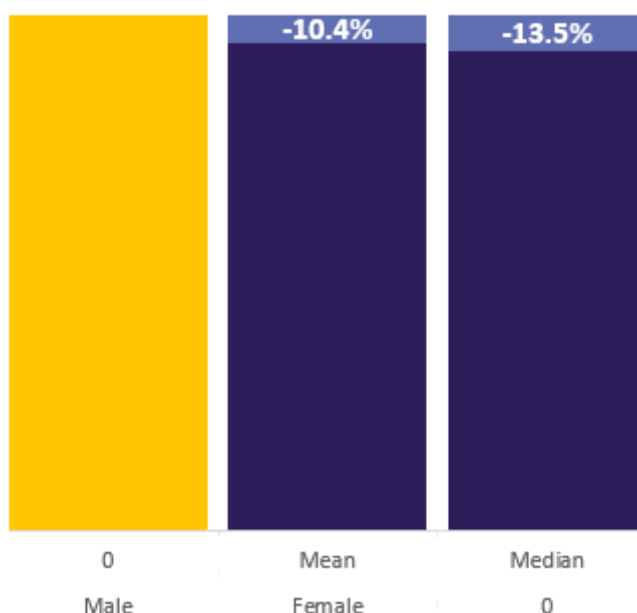
2.1 Mean and median gender pay gap

The **mean gender pay gap** is the percentage difference between the mean hourly rate of men and women. This was calculated by determining the mean hourly rate of each sex, subtracting the female mean hourly rate from the male mean hourly rate, dividing this result by male mean hourly rate and multiplying by 100 resulting in a 10.4% gender pay gap.

To calculate the **median gender pay gap**, hourly pay rates were listed in numerical order from the lowest to the highest separately for male and female and the mid-point of each range selected as the median hourly pay rate. The female median hourly rate was then subtracted from the male median hourly rate, divided by male median hourly rate and multiplied by 100 resulting in a 13.5% gender pay gap.

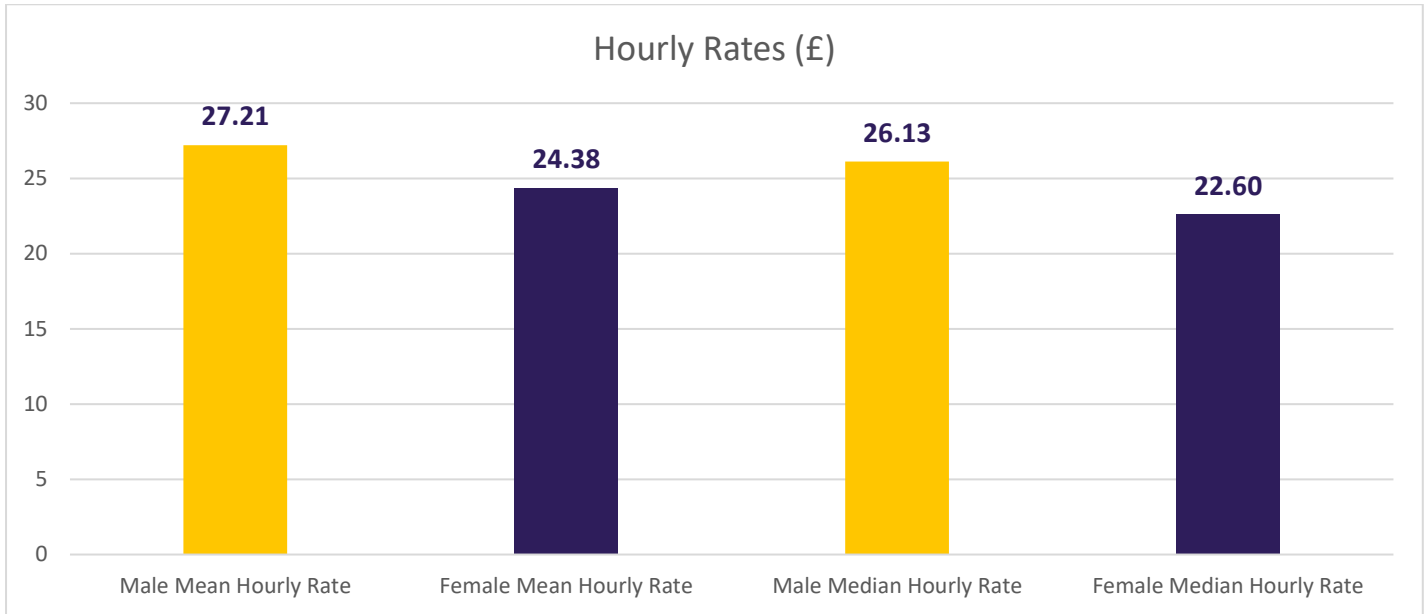
The overall mean and median gender pay gaps have decreased by 2.6% and 4.1% respectively (Mean previously 13.0% and Median 17.6%) since our first report in March 2018, this is a positive move, which is not aligned to the predicted trend of the Higher Education sector reporting for the second time.

Gender Pay Gap



³This data uses a 'snapshot' date of 31 March 2017, the statistics are based on the pay results of the monthly payrolls in period 12 of 2017/18 taxyear.

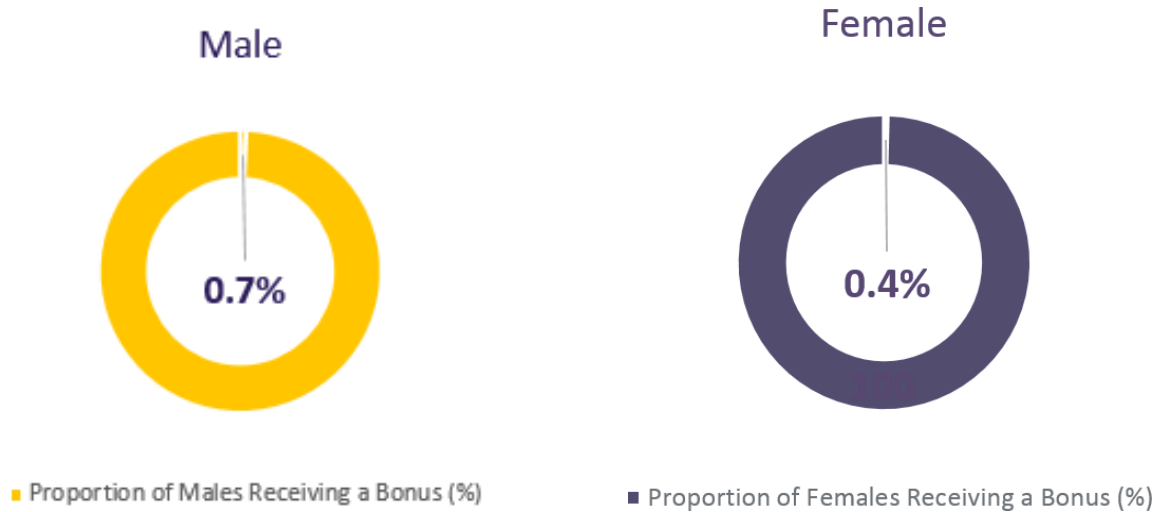
The table below highlights **the gender pay gap in hourly rates**, equating to a mean hourly difference of £2.83 and a median hourly difference of £3.53



While the University has clear and transparent grading structures, the concentration of females in lower graded posts impacts on our gender pay gap. The University will continue to undertake initiatives and developmental opportunities to address this as part of our Equality, Diversity and Inclusion Strategy to help females achieve progress and promotion in their careers.

2.2 Mean and median bonus gender pay gap, and proportion of male and female employees receiving a bonus payment (%)

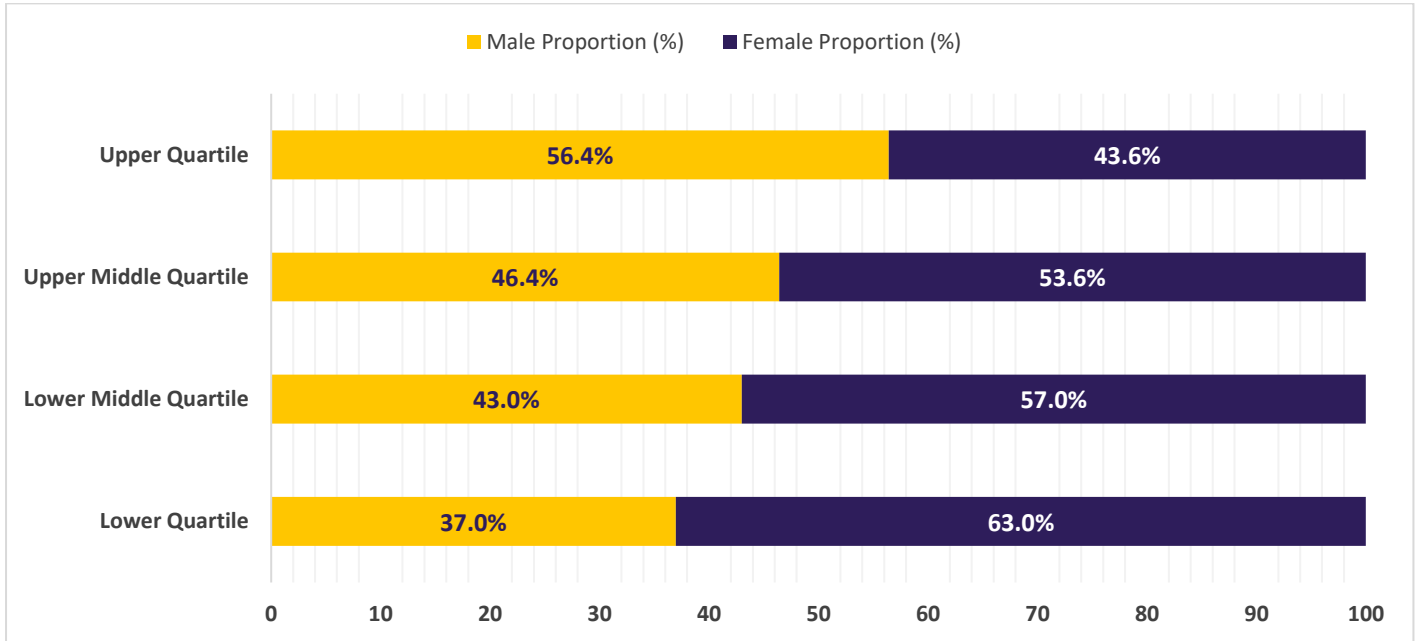
Long Service Award (%)



The University does not pay performance-related bonuses.

However, 'bonus' is widely defined in the Regulations and includes the payment of vouchers. Currently, the University provides an award of vouchers for staff who achieve 25 years' service. In line with the guidance, this data is shown as a 'bonus'. The percentage figures above show the proportion of males and females who received a long service award between 1 April 2017 and 31 March 2018 who were holding a contract of employment with the University of Greenwich on 31 March 2018. The award process is not gender-orientated. In previous years the weighting has been similar, following a general trend.

23 Proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (%)



The graph above shows the proportion of male and female employees in each pay quartile

Quartile 4 Upper: This quartile covers 244 female and 316 male staff with an all-employee hourly rate in the range £31.18 - £134.68. In the upper quartile, Academic (AC) Grade 5's comprise the largest group with males 75% and females 25% of this group. This is followed by Academic Grade 4 (Teaching) (males 54%, females 46%). There is a disproportionate number of males in the AC5 group and as a consequence, the University continues to develop and implement a number of initiatives to increase female representation among Senior Management, including Leadership Programmes such as the Aurora programme. It is recognised that there is further work to do to encourage greater female representation and diversity at the Senior Management level and across the University.

Currently, Senior Management comprises of males 82% and females 18%, of these there is mirrored split of 50% of males and females in each of the Senior Management Academic and Administrative Services

Among professional services employees, Support Grade 9 (males 65%, females 35%) is the largest group with management responsibilities. As a direct comparison with our initial report this is a decrease of 8% of females within this group. As with other quartiles across the University, the Learning and Development Team have and continue to develop programmes that will support and develop the career progression of our staff. Although there is a higher proportion of males in this quartile, which may impact on the gender pay gap, the proportion of female to male in this quartile has increased by 1.5% (42.1% to 43.6%) since our last report.

Quartile 3 Upper Middle: This quartile covers 283 female and 245 male staff with an all-employee hourly rate in the range £23.79 - £31.17.

The proportions of female to male staff in this quartile has increased by 3% since our last report (female 53.2%, male 46.8%).

Academic Grade 3 (Teaching) forms the largest group of academic employees in this quartile, with males 46% and females 54%. This is followed by Academic Grade 4 males 56% and females 44%. There is a need to further develop promotional prospects for female academics within these grades utilising the application of our academic career pathways, flexible working and family friendly policies to increase the opportunity of successful outcomes.

The greatest concentration of professional services staff in this quartile are Support Grade 8 (males 44%, females 56%), with Support Grade 9 being the second largest group equating to 50%/50% equal split between males and females.

Quartile 2 Lower Middle: This quartile covers 333 female and 251 male staff with an all-employee hourly rate in the range £16.68 - £23.78.

Academic Grade 2 (Teaching) comprises the largest number of academic employees in this quartile, equating to 57% of the workforce in this quartile, with a gender distribution of 26% males to 31% females.

By comparison, 96% of professional services employees are distributed across three grades within this quartile: Support Grade 5 (males 67%, females 33%); Support Grade 6 (males 33%, females 67%); and Support Grade 7 (males 49%, females 51%). Females hold the graded position of Support Grade 6 in significant proportions, with males proportionally holding 4% more SG7 posts and females 5% less posts in Support Grade 7 roles in 2018.

Quartile 1 Lower: This quartile covers 317 female and 186 male staff with an all-employee hourly rate in the range £7.83-16.67.

Females predominate in the more junior grades corresponding to this quartile.

Academic staff are 9.9% of this lower quartile equating to 50 employees. Males comprise 66% of this group, with females 34%. AC1's and PGRTA hold the majority of academic positions in this quartile, with males 64% and females 36% within the higher spine point hourly salary range

The greatest concentration of professional service employees in the lower quartile are female in Support Grade 1 - Support Grade 6, equating to 66.2% of this group. This impacts on the pay gap in the lower quartile. Among these grades, Support Grade 5 has the largest number of employees, equating to 217 staff (males 24.4%, females 75.6%).

3. Actions and responses

The University will continue to work to reduce the gender pay gap. In particular:

- Ensure gender equality is one of the key central commitments of our strategic objectives and set specific equality targets to decrease the gender pay gap, with ethnicity and disability intersectionality
- Deliver the Aurora leadership programme for women up to and including Senior Lecturer level (AC3) and their Professional Services equivalent (SG8)
- Actively support and encourage women to apply for senior role promotional opportunities, publicise successful candidates and promote positive role models
- Provide coaching to identify and achieve career goals
- Offer mentoring for those seeking promotion
- Promote our family friendly policies e.g. encouraging shared parental leave, offer flexible working options

Signed

A handwritten signature in blue ink that reads "David J. Maguire". The signature is written in a cursive style.

David Maguire
Vice Chancellor

For further information:

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