



Gender Pay Gap Report 2017



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]

2. Contextual narrative

The overall profile of staff included in the snapshot data as of 31 March 2017³ 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 45.7% males and 54.3% 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 13% gender pay gap.

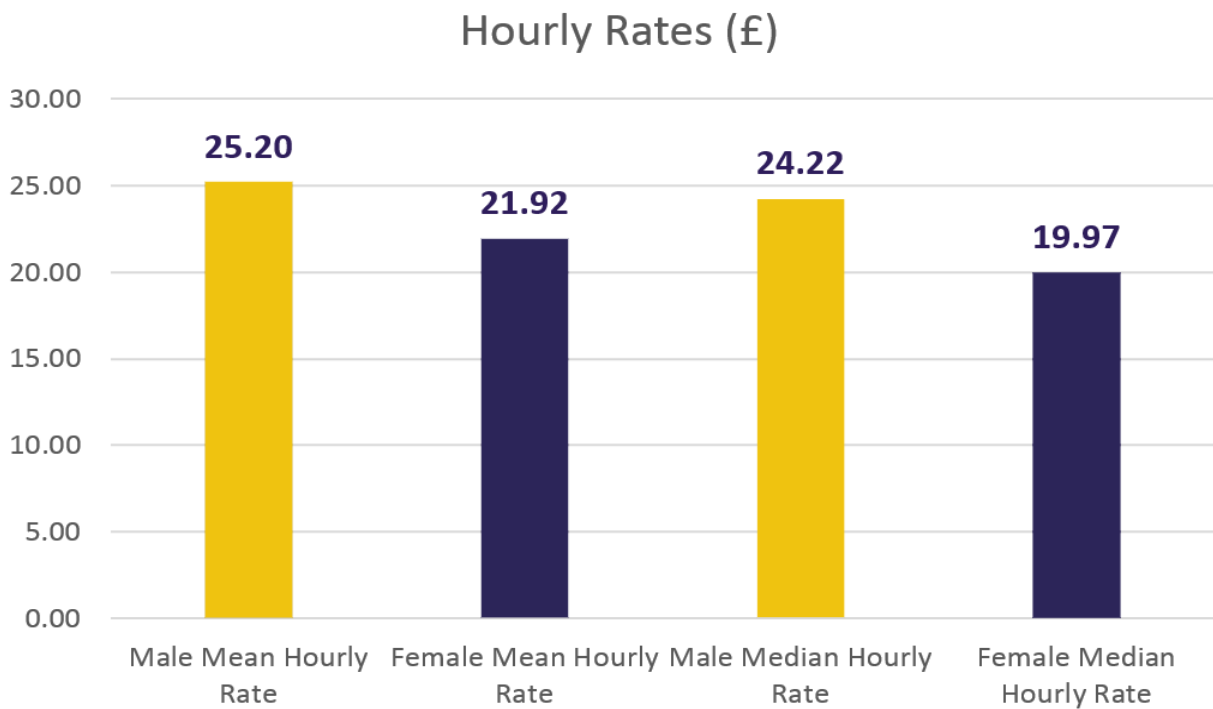
To calculate the **median gender pay gap**, hourly pay rates were listed in numerical order from the lowest to the highest separately for male and female and the mid-point of each range selected as the median hourly pay rate. The female median hourly rate was then subtracted from the male median hourly rate, divided by male median hourly rate and multiplied by 100 resulting in a 17.6% gender pay gap.

Gender Pay Gap



³ This 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 2016/17 tax year.

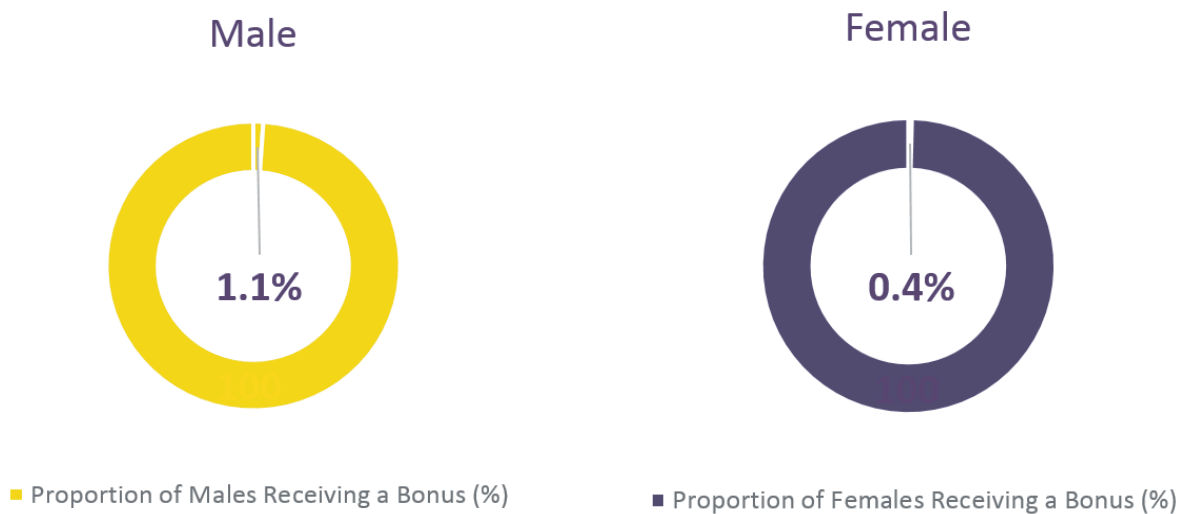
The table below highlights **the gender pay gap in hourly rates**, equating to a mean hourly difference of £3.28 and a median hourly difference of £4.25.



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 (%)

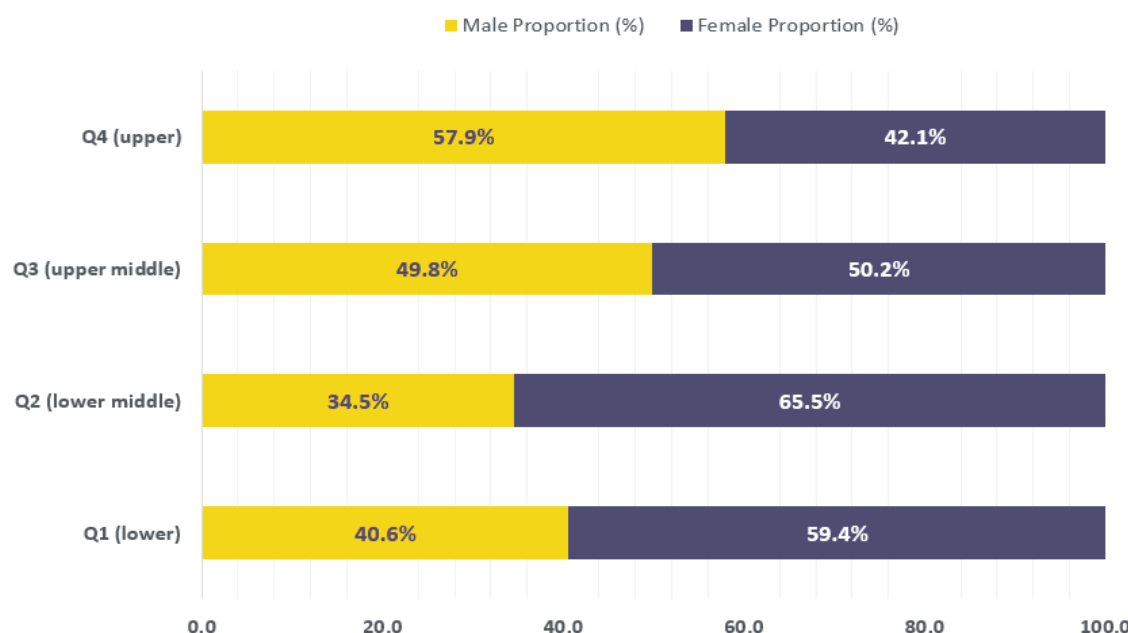
Long Service Award (%)



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 2016 and 31 March 2017 who were holding a contract of employment with the University of Greenwich on 31 March 2017. The award process is not gender-orientated. In previous years the weighting has been similar, following a general trend.

2.3 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 256 female and 352 male staff with an all-employee hourly rate in the range £29.06 - £129.90. In the upper quartile, Academic Grade 2 (Hourly Paid Lecturers) form the most significant group of academic employees, with males comprising 51% and females 49% of this group. This is followed by Academic Grade 4 (Teaching) (males 56%, females 44%).

The higher proportion of males in this quartile may impact on the gender pay gap. The University has developed and implemented a number of initiatives to increase female representation among Senior Management. We recognise that there is further work to do to encourage greater female representation and diversity at the Senior Management level and across the University.

Currently, males comprise 91% of Senior Management (Academic) and 75% of Senior Management (Professional Services).

Among professional services employees, Support Grade 9 (males 57%, females 43%) is the largest group with management responsibilities. As with other quartiles across the University, the Learning and Development Programme will support and develop the career progression of our staff.

Quartile 3 Upper Middle: The proportions of male to female staff in this quartile are almost equal (male 49.8%, female 50.2%). This quartile covers 305 female and 303 male staff with an all-employee hourly rate in the range £22.11 - £29.05.

Academic Grade 3 (Teaching) forms the largest group of academic employees in this quartile, with a similar gender distribution (males 47%, females 53%).

The greatest concentration of professional services staff in this quartile are Support Grade 8 (males 41%, females 59%), with Support Grade 7 being the second largest group (males 57%, females 43%).

Quartile 2 Lower Middle: this quartile covers 398 female and 210 male staff with an all-employee hourly rate in the range £14.80 - £22.11.

Academic Grade 2 (Teaching) comprises the largest number of academic employees in this quartile, equating to 10.4% of the workforce, with a gender distribution of 46% males to 54% females.

By comparison, 74% of professional services employees are distributed across three grades: Support Grade 5 (males 26%, females 74%); Support Grade 6 (males 28%, females 72%); and Support Grade 7 (males 56%, females 44%). Females hold the lower graded positions of Support Grade 5 and Support Grade 6 in significant proportions, with males predominating in Support Grade 7.

Quartile 1 Lower: this quartile covers 361 female and 247 male staff with an all-employee hourly rate in the range £8.27 - £14.81.

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

Administrative, Professional, Technical & Contract Casual are the largest group, equating to 379 employees in the lower quartile. Males comprise 43.8% of this group, with 52% on the higher spine point (Spine Point 7) hourly salary range. Females comprise 56.2%, with 27% on the higher spine point (Spine Point 7) 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 67.2% 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 59 staff (males 23.7%, females 76.3%).

3. Actions and responses

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

- In 2017 the University introduced career pathways for academic staff, built around the HERA job evaluation principles. A clear and transparent route to achieving promotion opportunities with robust measures is now available for academic staff. The University will monitor the long-term impact of career pathways on the promotion rates of men and women.
- We will ensure major projects and initiatives consider the impact on pay of men and women through equality impact assessments.
- We will develop a leadership framework to further underpin the learning provision in place. We will continue to provide professional and personal development, including coaching and mentoring opportunities to support career progression.

Signed

A handwritten signature in blue ink, appearing to read 'David Maguire'.

David Maguire
Vice Chancellor

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