

Gender Pay Gap Report 2021



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I am pleased to present our Gender Pay Gap report 2021. The data presented (collected 31 March 2021) highlights the progress we have made in relation to gender, including our hourly rates of pay and the upper/upper middle/ lower middle and lower quartiles of our 2397 full pay relevant employees. This is an essential component of the University Strategy *'This is our Time'* 2022-2030, which has an ambition to have no gender pay gap by 2030.

Our vision of Education Without Boundaries, is underpinned by our values of being Inclusive, Collaborative, and Impactful. Equality, Diversity, and Inclusion (EDI) is at the heart of everything we do at Greenwich, with Inclusivity and Culture as one of our four strategic priorities. We are striving to achieve and deliver sector-leading EDI initiatives and activities to further reduce our gender pay gap.

The Governing Body, Vice-Chancellor's Group and EDI Committee, which includes our Staff Networks, are committed to continuing to work with our staff community, to celebrate and champion our diversity, achieve fairness and equitability of pay and reward for everyone at the University of Greenwich.

While there has been a decrease in our Gender pay gap figures this year, which is encouraging, we must continue our proactive journey to implement targeted initiatives, which will directly impact on the university's mission to be the best modern university in the UK by 2030.

Thank you

A handwritten signature in black ink, appearing to read 'A. J. Huntington', written in a cursive style.

Introduction and background

Gender Pay Gap legislation requires universities as public sector employers of 250 or more employees to publish statutory calculations, highlighting the pay gap between their male and female employees on 30 March annually. There are six results outlined in this report, four within the main report and two in the appendix. The results will be published on our university and the government websites to achieve compliance.

The university pay scales are determined through an annual national higher education bargaining process, and we provide transparent information on our pay scales, which are benchmarked with other similar institutes. This supports the university to be clear about pay being based on the role fairly within the sector. Pay gaps emerge where there is not pay parity for roles, and these are influenced by factors such as short-term market drivers and long-term structural inequalities such as opportunities for career progression.

The University of Greenwich 'This is our Time' Strategy 2022-2030, has an ambition to achieve no gender pay gap by 2030. Our commitment to equality, diversity and inclusion enables a culture, which promotes an inclusive and supportive environment for all individuals to reach their full potential. We continue to endeavour to ensure all members of our community feel valued and have their contribution fully recognised and remunerated on an equal basis.

To achieve the University strategic mission, Greenwich has developed several sub-strategies including the People sub-strategy with equality and inclusion at its core. We are progressing towards applying for an Athena Swan institutional accreditation by 2025 and made further improvements in our levels of BAME, Disability and LGBT+ equality reporting via the self-disclosure provisions in our Horizon Human Resources technology system.

Report findings:

Gender:

Mean and median gender pay gap.

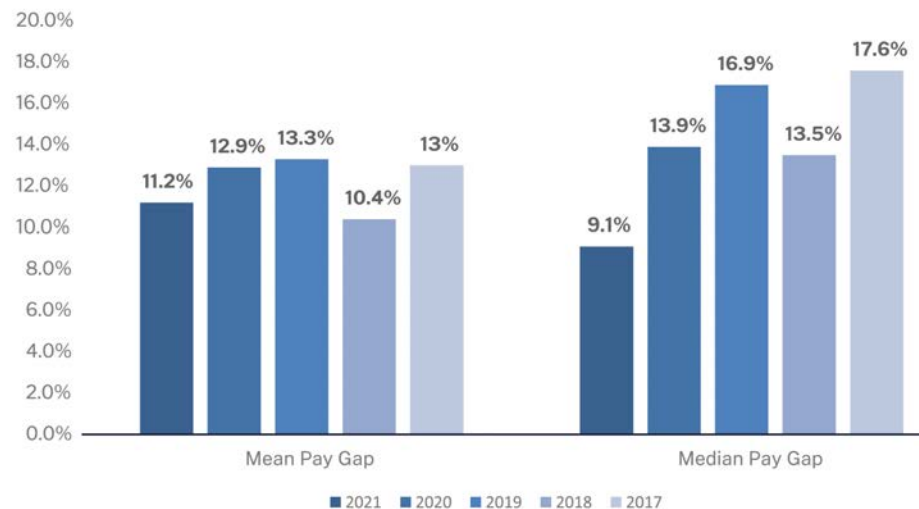
The overall profile of staff included in the snapshot data as of 31 March 2021, includes all full pay relevant employees in employment on that date holding a contract of employment with the University of Greenwich and includes hourly paid staff.

Our workforce comprises **44%** males and **56%** females. The table below highlights the gender pay gap in hourly rates for all

roles. The mean hourly difference is **£2.83**, and a median hourly difference is **£2.14**.

Hence for 2021, this equates to a mean gender pay gap of **11.2%**, a reduction of **1.7%** and a median gender pay gap of **9.1%**, a reduction of **4.8%** from the previous year.

Five Year Mean and Median Pay Gap

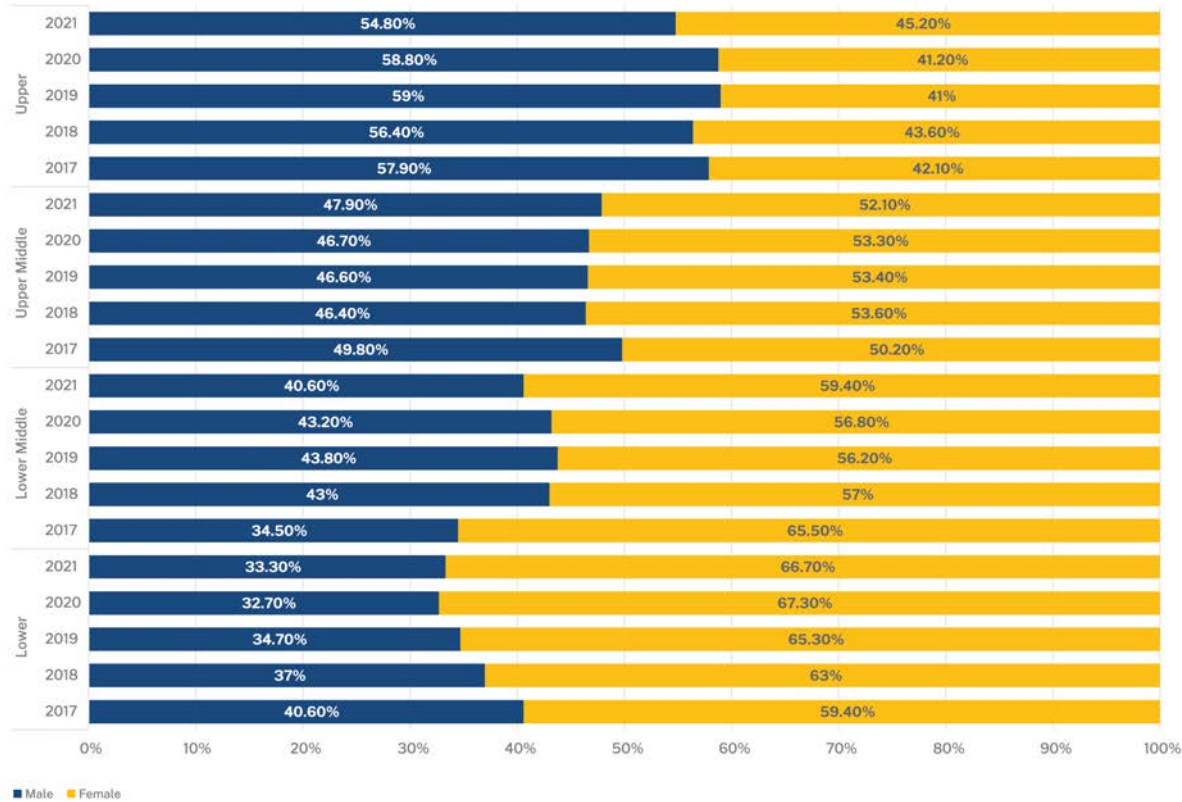


2021 Mean and Median Hourly Rates (£)



Proportions of male and female full-pay relevant employees in the upper, upper middle, lower middle and lower quartile pay bands (%) – 5 years of comparison data for 2021/2020/2019/2018/2017.

Five Year Workforce Data by Quartiles



Conclusions and ongoing actions:

In conjunction with the allied work of the University sub-strategies, we will strive to become the best modern University in the UK by 2030. We intend to scope, monitor, foster meaningful gender pay gap targets and provide strategies and interventions for subsequent years with the support of a specialist third party consultancy.

Adapting in response to the pandemic, the University is focused on becoming a modern, flexible employer by evolving a new culture of working principles and guidelines, to enable all employees and in particular women to manage pressures and maintain personal wellbeing to underpin their performance and career potential.

The University has several evolving interventions in place to encourage the development and career progression of women, for example:

- Continue to encourage applications to the Aurora Leadership Programme and other allied female leadership programmes.
- Working with the Women's Network and through this community the wider Women's Higher Education Network (WHEN), and the Women's Professoriate Group to understand the lived experience, actively support and encourage women to prepare for leadership and senior roles.

- Human Resources are considering positive action steps to ensure recruitment, promotions and other panels monitor diversity. Understand and tackle bias in decisions, and attract applicants from underrepresented groups, to support gender balancing with an intersectional lens. In addition, review the impacts of absence data, harmonisation payments and the living wage have on lower paid staff and as to how this shapes/supports the reduction of the pay gap.
- Sustain the work programme to achieve accreditation of Athena Swan, Stonewall and Technicians Commitment, e-accreditation of Disability Confident Employer and implement our Race Equality Action Plan as underpinning EDI initiatives to support this aim.

Our staff networks - BAME, Disability, LGBT+ Community and Women maintain an important and integral role within the University. Consequently, we will work in proactive collaboration and consultation with them to achieve the ambitions of no gender pay gap by 2030.

Appendix:

Bonus gender pay gap and proportion of male and female employees receiving a Long Service Award bonus payment.

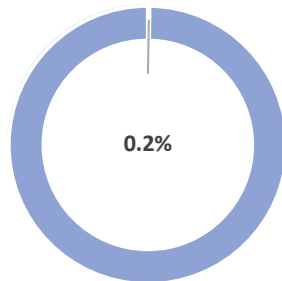
Currently, the University provides a modest award of vouchers for staff who achieve 25 years' service. In line with the guidance, that data is shown as a 'bonus'. Over the stipulated period, the figures below indicate those employees who attained a long service award, through this award process, which is not gender orientated.

Mean and median:

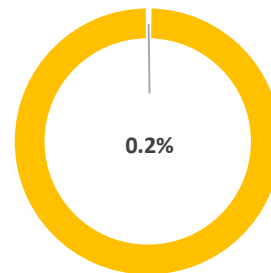
Our mean bonus pay gap is -31% and our median bonus pay gap 23%. Although our mean bonus pay gap figure indicates a female positive bias due to the small percentage of staff receiving our Long Service Award no meaningful analysis can be drawn from the data

Percentage of males and females receiving bonus payments 2021.

Male



Female



■ Proportion of Males Receiving Bonus Payment (%)

■ Proportion of Females Receiving Bonus Payment (%)

Report of 2021 and previous years:

2020 Male: 0.6%; 2019 Male: 1.1%; 2018 Male 0.7%, 2017: Male: 1.1%. 2020 Female: 0.7%; 2019 Female: 0.6%; 2018 Female: 0.4%; 2017 Female: 0.4%



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