

Gender Pay Gap

2023



UNIVERSITY OF
GREENWICH

Foreword

As an integral part of our strategic mission, the university has a People Enabling Strategy, which has equality and inclusion at its core. This provides an effective framework for our Equality, Diversity, and Inclusion (EDI) workstreams, including the Gender Pay Gap, for which we have an ambition to have no mean gender pay gap by 2030.

I am pleased to present our Gender Pay Gap report 2023. The data presented (collected 31 March 2023) 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 2,975 full pay relevant employees.

We are striving to achieve and deliver sector-leading EDI initiatives and activities to further reduce our gender pay gap, underpinned by our values of being Inclusive, Collaborative, and Impactful. In 2023, we have drawn down the relevant data earlier in the compliance cycle and formulated four localised reports for the main contributors to our current pay gap. Working in close collaboration with these stakeholders and their specific action plans we are endeavouring to achieve our pay gap ambition. By celebrating and championing diversity we aim to achieve equitability of pay and reward for everyone at the University of Greenwich. The Governing Body, Vice-Chancellor's Executive and EDI Board, which includes our Staff Networks/Community Chairs, are committed to ensuring our university culture is fair and inclusive for all staff, students and our wider community.

While there has been a decrease in our Gender pay gap figures this year of 1.4%, which is encouraging, we will continue to implement targeted initiatives, which directly impact on the university's mission to be the best modern university in the UK by 2030.



Professor Jane Harrington
Vice-Chancellor



Introduction

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. As a public sector employer of 250 or more employees, the university is required to publish statutory calculations, highlighting the pay gap between our male and female employees on 30 March annually. Gender Pay Gap legislation requires universities to outline six results (four in the main report and two in the appendix). The gender pay gap is calculated using the approach required by the Government's reporting regulations using the stipulated pay period, which covers the snapshot date. Through the support of our third-party consultancy (Gap Square) we upload payroll data from our Horizon system to calculate the average difference in earnings between the average pay of baseline group male versus non-baseline group female.

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. 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.

We have collated our figures and completed analysis at an earlier stage within the reporting cycle this year, to allow for us to socialise the figures and support those faculties and directorates who are the greatest contributors to our Gender Pay Gap 2023. This has allowed an opportunity for these key stakeholders to review their own data, consider improvement initiatives, budgetary requirements and resources to reduce their specific pay gaps. We have shared the headline figures with our Senior People Business Partners to work collaboratively with stakeholders to understand their particular pay gap positioning and to outline the key information relating to their initial ideas, actions and interventions that underpin the elimination of the mean gender pay gap by 2030 (University Strategy KPI).

The university results will be published on the government and the University of Greenwich website to achieve compliance.

Gender

Mean and Median Gender Pay Gap

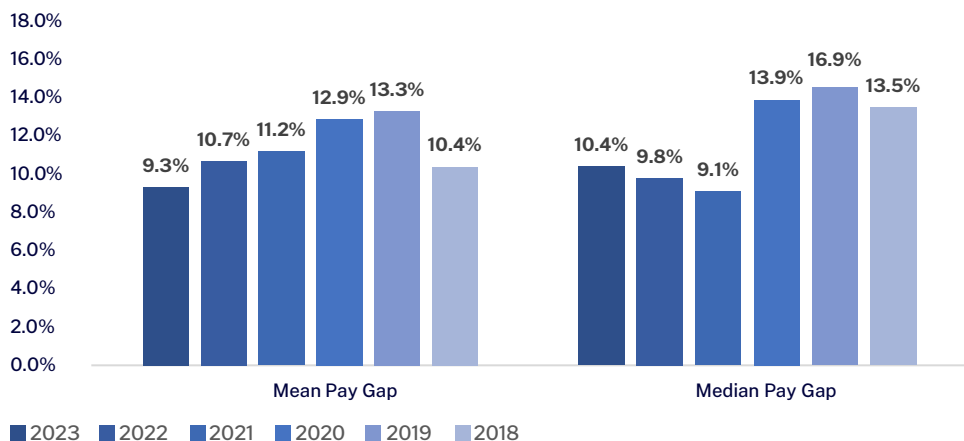
On the snapshot date, 31 March 2023, our staff profile includes 2975 staff as full pay relevant employees holding a contract of employment with the University of Greenwich (this figure includes all hourly paid and Jobshop staff).

Our workforce comprises 43% male and 57% female. Since reporting last year, our mean gender pay gap has reduced by 1.4%, from 10.7% to 9.3%, when comparing the average hourly rate of men and women. This is the lowest

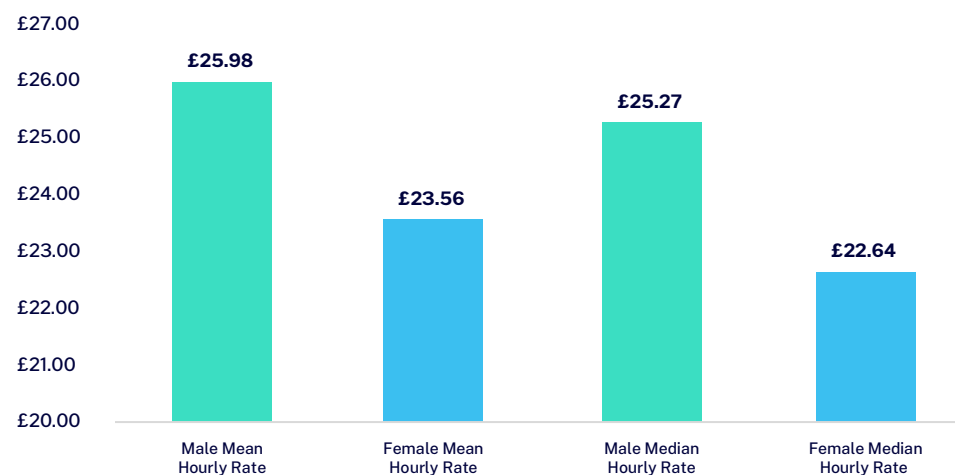
mean pay gap for the University since reporting began in 2017. However, our median gender pay gap has increased slightly again, by 0.6%, and now sits at 10.4%.

This equates to a mean hourly difference of £2.42, and a median hourly difference of £2.63 as demonstrated below.

Five Year Mean and Median Pay Gap



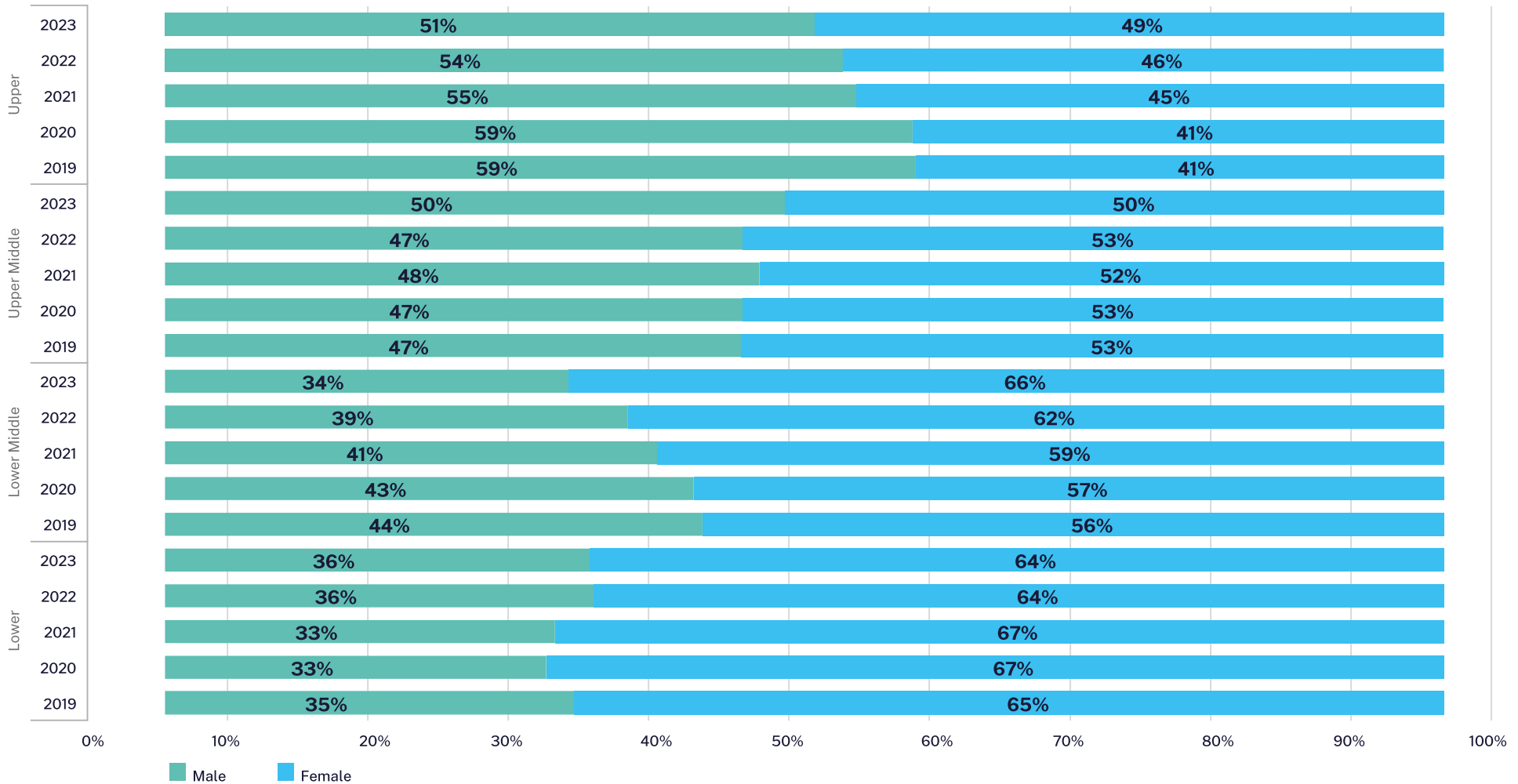
2023 Mean and Median Hourly Rates (£)



Five Year Workforce Data by Quartiles

Our overall staff population is divided into segments from lowest to highest hourly pay and shows the percentage of men and women in each quartile. We have an improving picture but there are still more women in the lower quartile, and more men in the upper quartile.

Five Year Workforce Data by Quartiles



Commentary

- 57% of our workforce is female, increasing by 1% from last year, but they are not evenly distributed across the quartiles
- 64% of staff in the lower quartile are female compared to 49% in the upper quartile
- Despite a decrease in female representation within our upper middle quartile (53% to 50%) the increase of female representation within our upper quartile (46% to 49%) is a contributing factor to the decreases in our mean pay gap
- The upper quartile continues to be the greatest contributor to the gender pay gap at 12.85 percentage points, a reduction from 15.7 in 2022.
- When JobShop staff are excluded from the calculation the university's mean and median pay gap reduce to 9% and 7.5% respectively. The 2.9% decrease of our median gender pay gap when Jobshop staff are excluded is due to the removal of a proportion of our lowest paid staff. This means our lowest salary point for both male and female has increased while the highest paid salaries remain the same.
- Again, our Gender Pay Gap is wider for Professional Services Staff than academics. Among, academic staff, the mean gender pay gap is 7.2%, an increase of 2.3% from 2022, and the median is 8.2%, an increase of 6.6% from 2022. Among, Professional Services staff, the mean is 9%, a decrease of 2.3% from 2022 and the median is 11.7%, a decrease of 2.9%.
- Although academic staff have a smaller mean and median pay gap, they are the lead contributor to our Gender Pay Gap with 13.4 percentage points. This is due to 52% of our academic staff being female but not evenly distributed across the quartiles. This can be seen by 59% of academic staff in our lowest quartile compared to 44% of academic staff in the upper quartile.



Conclusion

The University continues to be focused on becoming a modern, flexible employer to enable all employees and in particular women to manage pressures and maintain personal wellbeing to underpin their performance and career potential.

The University is committed to:

- a target of no mean gender pay gap by 2030 and closing other Pay Gaps (Disability, Ethnicity and LGBT+) within the same time frame as part of 'This Is Our Time' 2030 Strategy
- ongoing use of systematic role analysis review to support equal pay principles
- reviewing benefits and rewards as outlined within the People Enabling Strategy
- working in partnership with our key stakeholders including trade union representatives to ensure equity in role evaluation and substantive FTE recruitment
- continuing encouragement of applications to Aurora Leadership Programme and other allied leadership programmes such as Southeast Action Learning.
- the SUMS external review on the sustainability of our staff networks/ communities (BAME, Disability, LGBT+ and Women), which is aimed at building on the proactive collaboration and consultation of all staff networks to maintain an important and integral role within the University, to achieve the ambitions of no mean gender pay gap by 2030.
- working with the Women's Network and through this community the wider Women's Higher Education Network (WHEN) to understand their lived experience, actively support and encourage women to prepare for leadership and senior roles.

Actions

The University has altered the reporting cycle defined by the compliance timeframe (which previously resulted in up to a year's lag before improvements from the statistics were evident). A shift in emphasis to a value driven and impact model, has been piloted aligning this activity with our own business requirements. As a result, additional actions include:

- Drawing down the gender pay gap data earlier enabling the university to identify its key contributors and to optimise the timeframe available to implement initiatives to reduce their specific pay gaps.
- Working at a local level with faculties and directorates to develop detailed and targeted action plans.
- Working with the wider institution providing further support with evolving initiatives such as Athena Swan Accreditation, 'Ignition' BAME Leadership Programme, Menopause Friendly Accreditation, Tech Talent Charter etc., addressing formal structural and process inequalities.
- Maintaining a campaign to encourage staff to update their personal diversity data via employee self-service.
- Continuing to review the impacts of absence data, harmonisation payments and the living wage on lower paid staff and how this shapes/ supports the reduction of pay gaps.

Bonus calculation

Our bonus calculation includes our Long Service Award for employees who achieve 25 years' service and an additional exceptional one-off payment for all permanent staff was awarded within the September 2022 payroll.

This was in recognition of the increased costs faced by all households. The £1000 payment applied to all Academic and Professional Services staff employed on a permanent and fixed term contract (including Hourly Paid Lecturers) who were on the payroll on 30 September. The payment was calculated based on FTE in the month of September with the exception of Hourly Paid Lecturers, where the payment was pro-rated according to FTE over the financial year 2021/22. The Vice-Chancellor, Deputy Vice-Chancellors, Chief Operating Officer and Chief Finance Officer were exempt from this payment.

The percentages of males and females that received bonus payments over the legislated reporting period ending on the snapshot date equates to 70% of males and 68% of females receiving a bonus.

Mean and median:

Our mean bonus pay gap is 1.3% and our median bonus pay gap 0%. Due to a small percentage of staff receiving our Long Service Award no meaningful analysis can be drawn from the data.

