

GENDER PAY GAP REPORT

2022

STAFFORDSHIRE
UNIVERSITY



TOP
5

UK
UNIVERSITY

StudentCrowd University
Awards 2022

At Staffordshire University we believe that achieving gender balance across the organisation is not only the right thing to do, but it also enables people and our university to be more successful.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with over 250 employees on 5 April 2018 to publish details of their gender pay gap and gender bonus gap. This is to show any difference between the average earnings of men and women, regardless of role or seniority.

Each organisation is required to publish data regarding their mean and median gender pay gap and gender bonus gap. In addition, organisations are required to publish the percentage gender distribution of staff within the four pay quartiles. It is likely that this reporting will extend to other protected characteristics over time and therefore we are already producing Ethnicity, Disability and Sexuality Pay Gap reports.

Being 'Fair and Inclusive' are one of our core values at Staffordshire University and therefore we strike to ensure this is delivered within all our services for all our staff, students and communities. At present we are only able to report on male and female gender pay gap details and we aim to address non-binary data capture as a part of our Data Integrity project.

WHAT IS THE GENDER PAY GAP?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more, whilst a pay gap below zero shows that women, on average, earn more.

Equal pay is different to the gender pay gap. Equal pay deals with pay differences between men and women who are doing the same jobs, similar jobs or work of equal value. Since 2008 we have regularly undertaken equal pay audits in partnership with our Trades Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 in order to place them equitably on the University Pay and Grading Scale.

WHAT IS OUR GENDER PAY GAP?

The gender pay gap is calculated in two ways:

Mean Gender Pay Gap

The mean gender pay gap is calculated by adding up all of the salaries and dividing the result by how many numbers were in the list.

We can then compare the mean pay for men with the mean pay for women. The difference between the two figures is the mean gender pay gap.

Analysis has revealed that the mean gender pay gap across Staffordshire University is 8.10%. This is an improvement on our 2021 position (at 9%) and our 2019 position (at 9.39%) and is over 7% lower than the HE Sector at 15.5% (ONS data, 2016-17). However, if we remove hourly paid part-time staff from our calculation the mean gender pay gap is 9.23% which is lower than the 10.6% reported in 2021.

Median average

The median gender pay gap is calculated by listing all the salaries in numerical order. The median is the middle number. We can then compare the median pay for men with the median pay for women. The difference between the two figures is the median gender pay gap.

At Staffordshire University this is 0%. Whilst this is positive, particularly when compared to the HE sector at 14.3% (ONS data, 2016-17), if we remove the hourly paid part-time staff from our calculation the median gender pay gap is 9.23% which is still lower than the sector average at 14.3%.

WHAT DOES OUR GENDER PAY GAP DATA TELL US

This data shows that our gender pay gap is the result of us having more women than men in roles in the lower grades of the pay structure. Where both men and women appear in the same pay grade, we know they are being paid equally because of our equal pay audits and job evaluation scheme. Therefore, we need to work on the mix of our male and female staff within the different grades within the University.

Further analysis is provided at Appendix 1

We have also analysed our gender pay gap via intersectionality data comparison to age of average hourly pay per male and female staff, excluding part-time hourly lectures. This data shows that the pay gap widens for female staff from the age 45 years onwards.

Further analysis is provided at Appendix 2

WHAT HAS CAUSED OUR GENDER PAY GAP?

The spread of women and men across the grades at the University is not uncommon with many other organisations. This is shaped by some wider issues:

- Women tend to undertake a disproportionate responsibility for care giving and this results in more women than men working part-time, particularly at lower grades.
- Some job roles are traditionally seen as gendered, such as cleaning, security, administration. This can have a negative impact on the gender balance when recruiting.
- Part-time working can sometimes limit access to career development opportunities and thus the ability to progress through pay grades may be hampered.
- Career breaks such as maternity leave may also have a negative impact on access to career development opportunities.

- Menopausal women are the fastest growing group of workers; there are an estimated 4.3 million women in this category. Nine out of 10 women felt menopause had a negative impact on their working life. The lack of progression of women into senior roles or their retention inevitably influences the gender pay gap, with the gender pay gap being the greatest for those aged over 50.
- Traditionally low staff turnover rates in the higher education sector can be a barrier to changing the gender balance in some occupational groups as recruitment opportunities are limited.

This is not to say that we cannot do more to address these underlying issues, and close the gender pay gap further at Staffordshire University.



What are we doing to close our gender pay gap?

Staffordshire University can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a gender pay gap which is due to the unequal distribution of men and women at the top pay quartile. Women are also underrepresented in technical and trade roles.

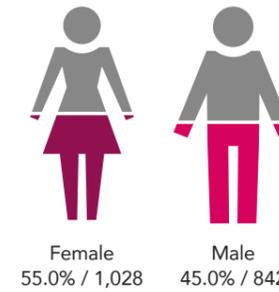
We have been making positive progress within this area and are fully committed and have a proactive approach that will reduce this pay gap further and ultimately achieve pay neutrality. Some of the actions that we remain committed to are:

- Ensuring our 'Staff Make Staffs' culture improvement programme, is developing an inclusive culture, incorporating and addressing the diverse needs of our staff.
- Continue to embed the People Strategy new approach on inclusion, key aspects within this will be the implementation of the equality targets, professional development for staff via the development of the Values and Behaviours framework and the YOURCareer@Staffs programme.

- Continue the roll out of inclusive recruitment methods and how to promote 'Conscious Inclusive thinking and behaviours' to all key staff.
- An inclusive approach to the attraction and recruitment of staff to our roles, making sure that we are gender neutral in our requirements, our advertising and that we encourage applications from the broadest range of candidates.
- Training our recruitment staff on 'Inclusive Recruitment, Selection and Retention' methods to ensure that they are free from stereotypes and bias when appointing to roles within their teams and removing gender imbalance in promotions.
- Champion the implementation of the Aurora women's personal and professional development programme to allow opportunity for career and role development for women within key underrepresented roles/ specialisms within the University.
- Ongoing data analysis linked to our work on Athena SWAN, the Race Equality Charter and Stonewall to enable a more granular understanding of our gender pay gap to inform future actions.
- Ensuring we have policies and practices in place that support part-time and flexible working relevant for the job role.
- Creating an inclusive culture that understands and supports the challenges caring duties may create for individuals.
- Ensuring the 'menopause policy' guidance is delivered to both management and co-workers on how we can support individuals during this period in their lives and to ensure these individuals are treated fairly in the workplace.

Appendix 1

Staffordshire University – Staff profile figures per gender profile group



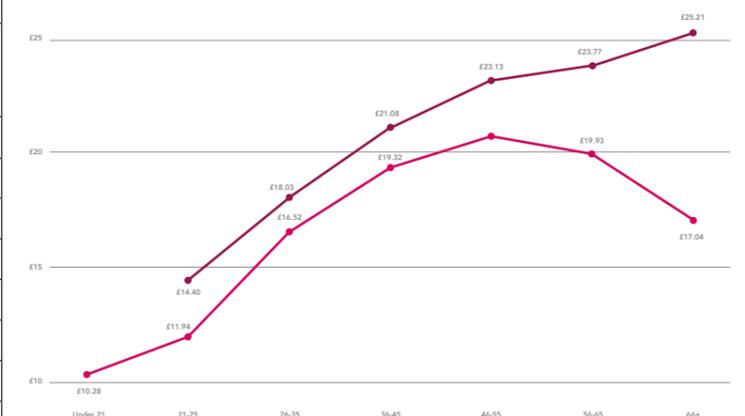
Staffordshire University – Mean and Median pay gap figures per gender profile group

	Mean			Median		
	2021	2022	Change	2021	2022	Change
	£18.50	£18.78	+\$0.28	£17.52	£17.78	+\$0.26
	£20.40	£20.30	-\$0.10	£17.52	£17.78	+\$0.26
Pay Gap	9.0%	8.1%	-0.9pp	0.0%	0.0%	0.0pp

Staffordshire University – Pay Quartiles figures per gender profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	66.0%	52.35%	50.5%	51.0%
	309	245	236	238
	34.0%	47.65%	49.5%	49.0%
	159	223	231	229
Total	468	468	467	467

Age Group on Census Date	F		M	
	Average Hourly Salary	Headcount	Average Hourly Salary	Headcount
Under 21	£10.28	2		
21-25	£11.94	27	£14.40	30
26-35	£16.52	160	£18.03	127
36-45	£19.32	218	£21.08	189
46-55	£20.70	260	£23.13	157
56-65	£19.93	154	£23.77	106
66+	£17.04	9	£25.21	14
Total	£19.04	830	£21.22	623



¹ <https://www.hrzone.com/lead/culture/bridging-the-gap-supporting-menopausal-women-in-the-workplace>



TOP
5

UK
UNIVERSITY

StudentCrowd University
Awards 2022