

SEXUALITY PAY GAP REPORT

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

The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.

Being 'fair and Inclusive' is one of our core values and although sexuality pay gap reporting is not mandatory, we believe the need to capture and report on our sexuality pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

WHAT IS THE SEXUALITY PAY GAP?

The sexuality pay gap shows the difference in the average pay between LGBTQ+ and straight/heterosexual staff in the organisation. A sexuality pay gap above zero will show that on average, straight / heterosexual staff earn more, while a pay gap below zero shows that LGBTQ+ staff, on average, earn more.

WHAT IS OUR SEXUALITY PAY GAP?

The sexuality pay gap is calculated in two ways:

Mean Sexuality Pay Gap

The mean sexuality pay gap is calculated by adding up all the salaries and dividing the result by how many numbers were in the list. We can then compare the mean pay for LGBTQ+ staff with the mean pay for straight/heterosexual staff. The difference between the two figures is the mean sexuality pay gap.

Analysis has revealed that the mean sexuality pay gap for LGBTQ+ staff across Staffordshire University is 19.34%. However, if we remove hourly paid part-time staff from our calculation the mean average sexuality pay gap is 24.62%

Median Sexuality Pay Gap

The median sexuality 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 staff that have disclosed a sexuality as LGBTQ+ with the median pay for staff that have reported their sexuality as straight/heterosexual. The difference between the two figures is the median sexuality pay gap.

At Staffordshire University this is -5.71% in favour of LGBTQ+ staff. However, if we remove the hourly paid part-time staff from our calculation the median sexuality pay gap is 22.94% for LGBTQ+ staff.

Further analysis is provided in Appendix 1

WHAT HAS CAUSED OUR SEXUALITY PAY GAP?

The data shows that our sexuality pay gap reflects the low overall proportion of 5.45% (101) of staff that have a disclosed their sexuality as LGBTQ+, as 25% of our data is unknown/ or prefer not to say. However, Staffordshire University LGBTQ+ staff sexuality profile is higher than the national average at 3.5% as reported in the 2019 Census data.

Census data has also illustrated the age profile those aged 25 or under are more comfortable in disclosing their sexuality as LGBTQ+, than other age groups. We need to do further analysis to assess if our LGBTQ+ staff numbers are also higher within this age group, as staff aged 25 years or under may be employed on lower pay grades, due to their current skills set and career progression and this may be a contributing factor in the sexuality pay gap difference.

Therefore, at Staffordshire University, we need to address the data gaps and ensure we continue creating an inclusive culture where staff feel comfortable in sharing their sexuality profile and we continue to deliver inclusive recruitment and progression practices for all our diverse staff.

WHAT ARE WE DOING TO CLOSE OUR SEXUALITY PAY GAP?

Staffordshire University can evidence that it is compliant in having equal pay for work of equal value.

We can also evidence that our LGBTQ+ staff profile at 5.45% is higher than the national average reported at 3.5%. However, we recognise that we have data gaps within our sexuality profile data that need to be addressed, so that we can capture and report accurate data on our sexuality pay gap.

We are fully committed and have a proactive approach that will ensure we address these disparities and continue in creating an inclusive and supportive culture within the organisation. Some of the actions that we remain committed to are:

- Launching our Data Integrity project, this includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff profiling data to understand their diverse needs and expectations.
- Ongoing data, systems, plans, and processes analysis work supported by our LGBTQ+ group in partnership with the Stonewall Champions programme to enable a more in depth understanding of our LGBTQ+ staff profile and their needs that will help us to develop SMART action plans to address any disparities identified.

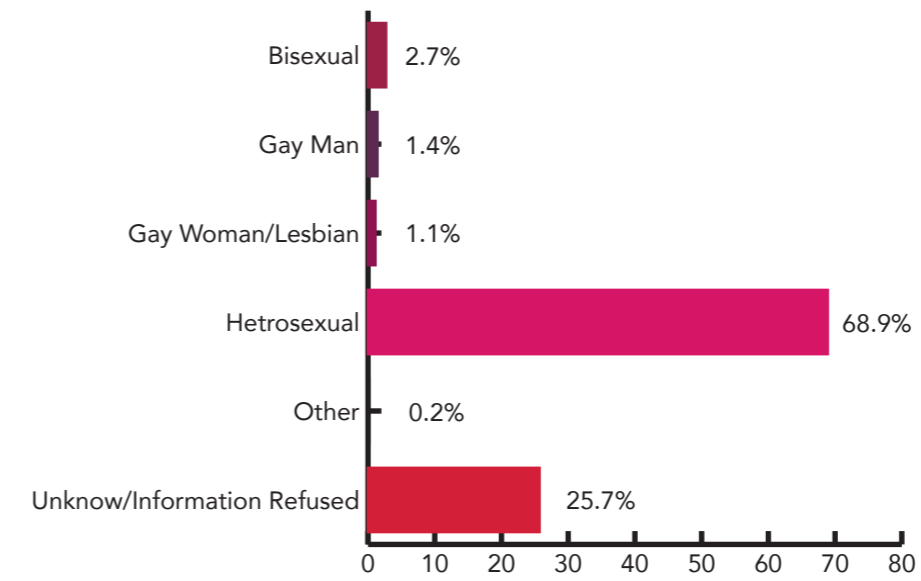
- Continue to embed the People Strategy new approach on inclusion, key aspects within this will be the implementation of the equality targets, professional development for staff via the development of the Values and Behaviours framework and the YOURCareer@Staffs programme.
- Ensuring our 'Staff Make Staffs' culture improvement programme, is developing an inclusive culture, incorporating, and addressing the diverse needs of our staff, so they feel confident in disclosing their sexuality in a supportive environment.
- To increase self-awareness and culture change, mandatory 'Consciously Inclusive behaviours' training has been rolled out across the organisation and has been delivered to over 580 staff. This training session has been made bespoke for each school and service so that it addresses the challenges experienced by our diverse staff (this includes LGBTQ+ training recommendations made by Stonewall) and how to ensure we address these in a proactive inclusive approach.
- Launching 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit LGBTQ+ applicants, making sure that we are applying Stonewall employment principles in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.

¹ LGBTQ+ stands for lesbian, gay, bisexual, transgender, queer (or sometimes questioning), and others. The "plus" represents other sexual identities including pansexual and Two-Spirit.



Appendix 1

Staffordshire University – Staff profile figures per sexuality profile group



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

Sexuality Profile Group	Mean		Median	
	£	Gap*	£	Gap*
Bisexual	£16.91	£2.56 15.12%	£17.78	£0.00 0.00%
Gay Man	£19.11	£0.35 1.85%	£17.78	£0.00 0.00%
Gay Woman/ Lesbian	£19.02	£0.45 2.37%	£18.86	£-1.08 -5.71%
Heterosexual	£19.06	£0.41 2.13%	£17.78	£0.00 0.00%
Other	£21.07	£-1.61 -7.62%	£17.78	£0.00 0.00%
Unknown/ Refused	£20.85	£-1.39 -6.66%	£17.78	£0.00 0.00%
Overall	£19.47		£17.78	



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