

# Pay Gap Reports

## 31 March 2020

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# Gender pay gap

## Our staff profile by gender

This latest report is based on pay data for the month ending 31 March 2020 and comprises 1,941 (59%) female and 1,372 (41%) male staff. There is a 2% increase in male staff reported here.

The total population of 3,313 individuals reflects the diverse range of employment options recorded for individuals in March 2020, with 1,980 (60%) holding substantive appointments and 1,333 (40%) holding a mix of substantive and atypical (visiting lecturer, casual) appointments. Therefore, to better understand what actions will help us reduce gaps within the University, we also calculate our findings by individual School of Study or professional services department.

When we report on gender pay gaps it is important to note there are differences to reporting equal pay. The former calculates rates of pay and bonus within quartile pay bands, whereas the latter analyses the equality of pay in relation to the same or similar work. We are in the process of compiling a separate report on equal pay which is scheduled to be published later this year.

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### 3 Pay Gap Reports, 31 March 2020 published March 2021

In the previous three years of reporting, the total proportions of female and male staff have remained the same, with some fluctuations in the quartile bands. Compared to 2020, this report includes a higher proportion of male staff (35%, +6%) in the lowest band but also increases in upper middle (45%, +1%) and upper (49%, +2%) pay quartiles. Male staff continue to be more likely to hold the highest graded posts.

Due to the reporting period, the effects of the COVID-19 pandemic in terms of staffing will be considered in the next annual report.

#### Breakdown by quartile band

Quartile band	Female	Male	Total
Lower	538 (65%)	291 (35%)	829
Lower middle	521 (63%)	306 (37%)	827
Upper middle	459 (55%)	369 (45%)	826
Upper	423 (51%)	406 (49%)	829
<b>Grand total</b>	<b>1,941 (59%)</b>	<b>1,372 (41%)</b>	<b>3,313</b>

## Our gender pay data

#### The difference between male and female staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	10.45%	14.33%
Bonus pay paid	-6.63%	0.00%

### Proportion of male and female paid a bonus

Gender	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	65.20%	66.66%	63.60%	68.30%
Male	61.20%	66.27%	63.10%	69.90%

The results demonstrate pay gaps in favour of male staff, other than for mean bonus pay which is higher on average for female staff.

When compared to 2020, the report for 2021 sets out reductions in the total mean (10.45%, - 2.29%) and median (14.33%, -1.86%) pay gaps, thus narrowing the respective differences to 90p and 86p for females for every £1 of male staff earnings. The mean hourly rate of pay for female staff is £21.87, whereas it is £24.42 for male staff – a difference of £2.55. The median hourly rate of pay for female staff is £19.21, whereas it is £22.42 for male staff – a difference of £3.21. These differences reflect the posts and pay grades held by individuals.

Due primarily to changes in the performance bonus payment scheme for senior staff, we are reporting, for the first time, a gap in favour of female staff of 94p for males for every £1 for female staff bonus pay. This is a change of 23.9% in favour of female staff compared to 2020. The mean average bonus pay for female staff is £204.52, whereas it is £191.80 for male staff. The median for bonus pay remains at 0% due to the voucher payment to staff made in December.

This report also records a reduction of 1.46% of the proportion of females receiving bonus pay with the difference at 5.1% being a more significant reduction for males.



# Ethnicity pay gap

## Our staff profile by ethnicity

This is our second ethnicity pay gap report. It is based on a snapshot of information from the month ending 31 March 2020, and comprises the self-declared ethnicity of 3,313 staff with 699 Black, Asian and Minority Ethnic (Black, Asian, Minority, Ethnic), 2,482 white and 132 refused/unknown records. For simplicity in reporting comparator results, this latter group are excluded from the reporting outcomes that follow. We continue to welcome individuals to declare this information. Even though our HESA records demonstrate higher rates of declaration than average, we understand that with this awareness we'd make even more informed decisions.

Compared to 2020, this dataset is bigger by 93 individuals and gives a 1% increase in Black, Asian and Minority Ethnic, 1% decrease in white staff recorded and no change to refused/unknown. The use of the Black, Asian and Minority Ethnic group allows us to draw a comparator to staff recorded as white. When examining differentials in pay, it is important to consider the different ethnicities recorded within this Black, Asian and Minority Ethnic group in order to ensure we better understand staff experiences.

The total population of 3,313 individuals reflect the diverse range of employment options recorded for individuals in March 2020, with 1,980 (60%) holding substantive appointments and 1,333 (40%) holding a mix of substantive and atypical (visiting lecturer, casual) appointments. Therefore, to better understand what actions will help us reduce gaps within the University, we also calculate our findings by individual School or professional services department.

There is no statutory requirement to report ethnicity pay gaps but we elect to do so to help us address differences in pay. The methodology used is based on the statutory model for gender pay gap reporting and calculates rates of pay and bonus within quartile pay bands. It is not the same as reporting equal pay which examines remuneration by the value of like for like (or similar) work. We are in the process of compiling a separate report on equal pay which is scheduled to be published by the end of 2021.

Compared to last year's data, we can see the proportions of Black, Asian and Minority Ethnic and white staff have remained much the same (+1%, -1%) although there are some fluctuations in the quartile bands. Compared to 2020, this report includes a higher proportion of Black, Asian and Minority Ethnic staff in the lower (30%, +4%), upper middle (22%, +1%) and upper pay (15%, +3%) quartiles. There has been a reduction of the proportion of Black, Asian and Minority Ethnic staff in the lower middle (17%, -3%) quartile. By contrast, and again compared to 2020, this report shows, as the proportions of undeclared records are unchanged, that changes for Black, Asian and Minority Ethnic staff are reversed by the same proportions in each quartile for white staff.

The dataset reflects total increases of 93 individuals, comprising 20 Black, Asian and Minority Ethnic staff in the lower pay quartiles and 49 Black, Asian and Minority Ethnic staff in the upper quartiles. There are 25 white staff in the lower pay and eight more white staff in the upper pay quartiles, with nine fewer individuals recorded as unknown. There is no target to change overall representation by ethnicity, although the University has targets in place to increase both teaching and senior graded Black, Asian and Minority Ethnic staff.

Due to the reporting period, the effects of the COVID-19 pandemic in terms of staffing will be considered in the next annual report.

### Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Refused/unknown	Total
Lower	553 (67%)	245 (30%)	31 (3%)	829
Lower Middle	640 (77%)	142 (17%)	45 (6%)	827
Upper Middle	614 (74%)	186 (22%)	28 (4%)	828
Upper	675 (81%)	126 (15%)	28 (4%)	829
<b>Grand total</b>	<b>2,482 (75%)</b>	<b>699 (21%)</b>	<b>132 (4%)</b>	<b>3,313</b>

## Our ethnicity pay data

The difference between Black, Asian and Minority Ethnic and white staff average rates of pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	13.26%	11.11%
Bonus pay paid	28.19%	0.00%

### Proportion of Black, Asian and Minority Ethnic and white staff paid a bonus

Ethnicity	31 March 2020	31 March 2019
Black, Asian and Minority Ethnic	51.30%	53.88%
White	68.50%	70.73%



The results demonstrate pay gaps in favour of white and not Black, Asian and Minority Ethnic staff.

When compared to 2020, the report for 2021 sets out reductions in the total mean (13.26%, -1.86%) and median (11.11%, -0.38%) pay gaps, thus narrowing the respective differences to 87p and 89p for Black, Asian and Minority Ethnic staff for every £1 of white staff earnings.

The mean hourly rate of pay for Black, Asian and Minority Ethnic staff is £20.48, whereas it is £23.61 for white staff - a difference of £3.13. The median hourly rate of pay for Black, Asian and Minority Ethnic staff is £19.12, whereas it is £21.51 for white staff - a difference of £2.39. These differences reflect the roles and pay grades held by individuals.

The mean bonus pay gap of 28.19% results in 72p for Black, Asian and Minority Ethnic staff for every £1 of white staff bonus pay. This is a reduction in that gap of 9.53% compared to 2020. The mean average bonus pay for Black, Asian and Minority Ethnic staff is £151.17, whereas it is £210.52 for white staff. The median for bonus pay remains again at 0% due to the voucher payment to staff made in December.

This report also records (when compared to 2020) a reduction of 2.58% of the proportion of Black, Asian and Minority Ethnic staff receiving bonus pay, whereas there is a reduction of 2.23% of the proportion of white staff.

# Actions

## Summary of actions

- Developing, appraising and retaining our existing staff and ensure there is diversity at senior leadership and management levels
- Continued annual and monthly report and analysis of University and department staffing by ethnicity, including application, shortlisting and appointment activity
- Increasing senior BAME staff (UH9 or above) to 16%
- Increasing BAME teaching staff to 25%
- Increasing senior academic women at grades AM1 and above by 10%
- Retaining the Race Equality Charter Mark
- Ensure all staff participate in our continuous professional development programmes
- Academic promotion schemes / Career development workshops
- Working in partnership with key stakeholders, including trade unions and the BAME staff network

“ As part of launching the University of Hertfordshire’s Strategic Plan for 2020-2025 our people and values strand to transform lives reaffirmed our commitments to our student and staff community by:


- providing opportunities to attract, retain and develop individuals,
- building a diverse and inclusive community, and
- responding with flexibility to the challenges of the changing world.

I am therefore pleased to receive these latest pay gap reports which demonstrate the progress we are making in supporting our diverse staff community to develop and progress their careers. ”

Professor Quintin McKellar CBE  
Vice Chancellor and Chief Executive

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