

# Pay Gap Reports 31 March 2021

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# Gender pay gap

## Our staff profile by gender

This report is based on pay data for the month ending 31 March 2021. There is a small increase (less than 1%) in the proportion of female staff when compared to last year. This year our total number of staff is 3,097 which is 216 less than last year.

### Breakdown by quartile band

Quartile band	Female	Male	Total
Lower	562 (72%)	214 (28%)	776
Lower middle	450 (58%)	325 (42%)	775
Upper middle	426 (55%)	347 (45%)	773
Upper	416 (54%)	357 (46%)	773
<b>Grand total</b>	<b>1,854 (60%)</b>	<b>1,243 (40%)</b>	<b>3,097</b>

Reporting the quartile bands for staff have provided an important comparator. For 2022, when compared to 2021, we see by proportion 7% more females in the lower band, 5% fewer in the lower middle, and 3% more in the upper with upper middle staying the same. As the proportion of male staff in the higher paying bands is more than the total population, male staff are more likely to be in higher graded posts with better rates of pay.

## Our gender pay data

### The difference between male and female staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	10.30%	11.21%
Bonus pay paid	0.30%	0.00%

The results this year demonstrate pay gaps in favour of male staff other than for median bonus which is the same for both genders due to the effect of a Christmas bonus payment.

The mean pay gap of 10.30% arises from a hourly rate of £25.10 for males compared to £22.51 for females (a difference of £2.59). This means for every £1 earned by male staff, a female earned 89.7p. This is an improvement of 0.15% for female staff when compared to last year.

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The median pay gap of 11.21% arises from a hourly rate of £23.52 for males compared to £20.88 for females (a difference of £2.64). This means for every £1 earned by male staff, a female earned 88.8p. This is an improvement of 3.12% for female staff when compared to last year.

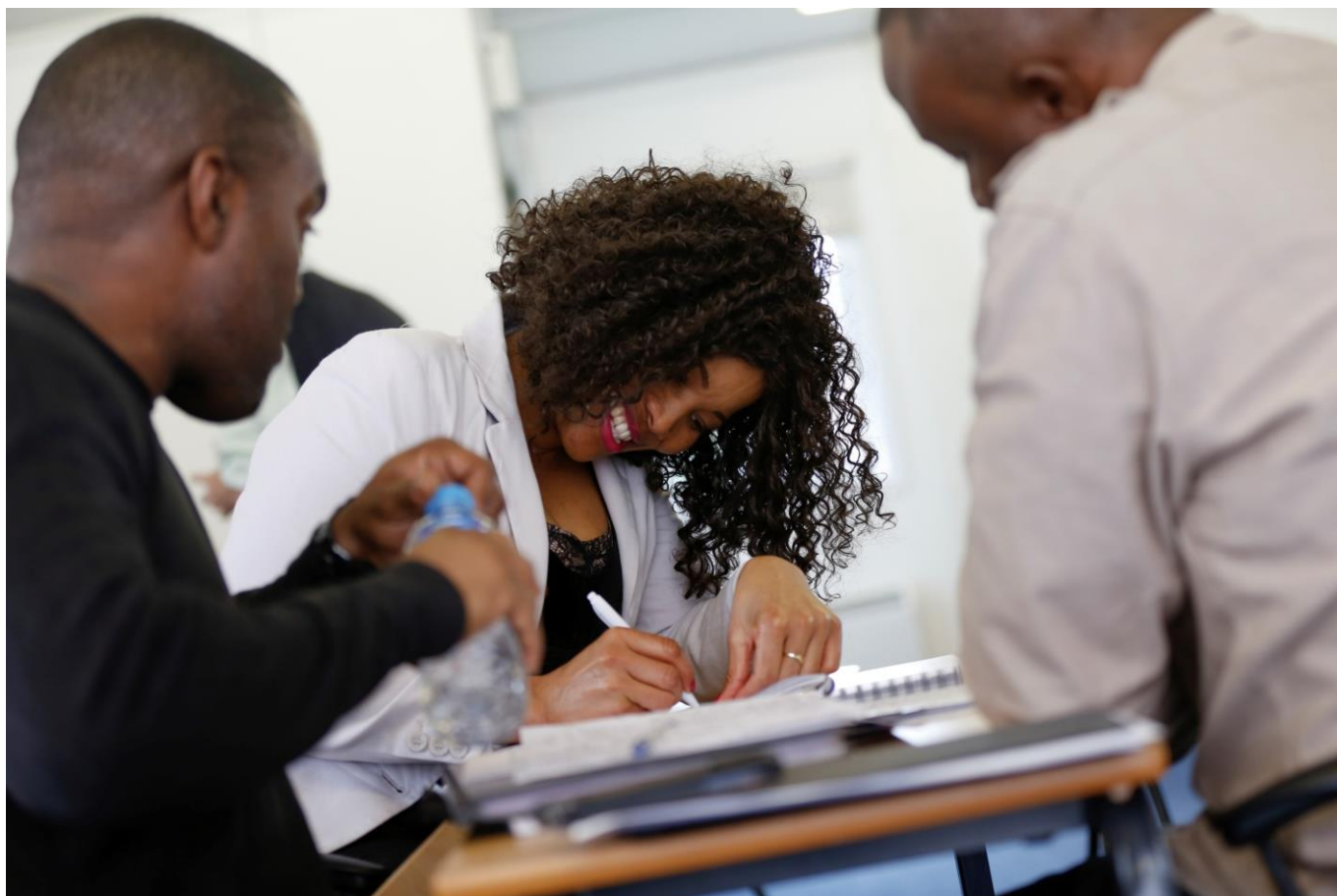
The mean bonus pay gap of 0.30% reflects a difference in average bonus pay of 53p in favour of male staff (£181.10 compared to £180.56). Last year we reported a gap in favour of female staff and the change is due to the allocation of bonus payments to different individuals and for different amounts. The median bonus pay gap remains as expected at 0%.

#### Proportion of male and female paid a bonus

Gender	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	75.8%	65.20%	66.66%	63.60%	68.30%
Male	79.2%	61.20%	66.27%	63.10%	69.90%

Staff included in this report were more likely to receive bonus pay when compared to previous years. This is linked in part to some lower staff turnover and fewer hourly paid opportunities during the height of the Covid-19 pandemic and lockdown periods.

There were 2,542 individuals receiving bonus pay (primarily the Christmas bonus scheme which is not immediately open to new starters) and with 1,049 male staff, this accounted for 41.3% which is an excess of 1.3% when compared to what would be expected by the total population included in this report.



# Ethnicity pay gap

## Our staff profile by ethnicity

This report is based on pay data for the month ending 31 March 2021. We use the same dataset as gender pay gap reporting when examining our pay profiles within grades and departments.

These proportions for ethnicity are similar to last year's report, although there are increases in both Black, Asian and Minority Ethnic and white individuals due in part to an improvement in reducing 'unknown' records. The University invites all individuals to provide this information to support our decision making. This report will focus practicably therefore on those staff who have provided information about their ethnicity.

**Breakdown by quartile band**

Quartile band	White	Black, Asian and Minority Ethnic	Refused/unknown	Total
Lower	559 (72%)	191 (25%)	26 (3%)	776
Lower Middle	579 (75%)	168 (22%)	28 (3%)	775
Upper Middle	572 (74%)	175 (23%)	26 (3%)	773
Upper	620 (80%)	137 (18%)	16 (2%)	773
<b>Grand total</b>	<b>2,330 (75.3%)</b>	<b>671 (21.7%)</b>	<b>96 (3.0%)</b>	<b>3,097</b>

By reference to this dataset and for proportional purposes, we would expect to see fewer Black, Asian and Minority Ethnic staff at the lower, lower middle and upper middle pay quartiles. We would also expect to see 3.7% more Black, Asian and Minority Ethnic individuals in the upper pay quartile. There are however 5% fewer in the lower pay quartile and 3% more Black, Asian and Minority Ethnic staff in the upper pay quartile when compared to the previous year. There are also 4.7% more white staff in the upper pay quartile when compared to the total population. They are proportionately represented at lower middle and upper middle pay quartiles, which means they will be in higher grades and earning higher rates of pay when compared to Black, Asian and Minority Ethnic colleagues.

## 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	8.47%	5.08%
Bonus pay paid	24.63%	0.00%



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The results this year demonstrate pay gaps in favour of white staff when compared to Black, Asian and Minority Ethnic, other than for median bonus which is the same amount due to the effect of a Christmas bonus payment.

When compared to last year, the mean gap has reduced by 4.79% from 13.26%, and the median gap has reduced by 6.03% from 11.11%. The mean bonus gap has also reduced by 3.56% from 28.19% and the median bonus gap is unchanged at 0%.

The mean pay gap of 8.47% is due to differences in the hourly rate of pay. Black, Asian and Minority Ethnic staff earn on average £22.02 compared to white staff who earn £24.06, a difference of £2.04. Therefore, for every £1 earned by white staff, Black, Asian and Minority Ethnic colleagues earn 91.53p.

The median pay gap of 5.08% is also calculated by differences in the hourly rate of pay. Black, Asian and Minority Ethnic staff earn on average £20.91, compared to white staff earning £22.03, a difference of £1.12. Therefore, for every £1 earned by white staff, Black, Asian and Minority Ethnic colleagues earn 94.92p.

The mean bonus pay gap of 24.63% reflects a difference in average bonus pay of £47.11 (£191.30 compared to £144.19) in total in favour of white staff when compared to Black, Asian and Minority Ethnic colleagues.

The median bonus pay gap remains as expected at 0%.

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

Ethnicity	31 March 2021	31 March 2020	31 March 2019
Black, Asian and Minority Ethnic	66.2%	51.30%	53.88%
White	81.3%	68.50%	70.73%

The individuals included in this report are more likely to receive bonus pay compared to previous years. 469 Black, Asian and Minority Ethnic colleagues received a bonus payment compared to 2,015 white staff. Based on the total staff included in this report (discounting unknown staff) we should expect to see around 539 Black, Asian and Minority Ethnic staff receive a bonus payment. The reason Black, Asian and Minority Ethnic staff were disproportionately less likely to receive bonus pay is linked partly to time in post, and higher graded posts tending to pay a higher bonus.



# Actions

## Summary of actions

The University's strategic business units and equality, diversity and inclusion teams and their Human Resource Business Partners examine staffing by gender and ethnicity to put in place activities that might address under representation such as supporting staff to attend Advance HE development programmes, ensuring recruitment panel diversity and running career development workshops. There are examples of good practices across the University. Some highlights include the:


- Academic Registry running local EDI events
- Hertfordshire Business School providing pre and post progression round coaching and mentoring support to existing staff
- Hertfordshire Law School managing gender balance on recruitment panels as well as providing financial and practical support to existing staff to study
- Library and Computing Services developing a recruitment handbook as well as reviewing where posts are advertised externally
- Life and Medical Sciences sharing themed grants calls in order to support flexible working practices
- Engineering and Computer Science focussing on career development activities in areas such as appraisal, evaluation and workshops.


We understand it will take time to address under-representation particularly at senior levels, where there is low staff turnover, and in certain disciplines where the external labour market is not diverse. These activities to address pay differentials are often intersectional and help us progress other University equality, diversity and inclusion objectives for staff.


“ It is pleasing to receive these latest pay gap reports which demonstrate the ongoing progress we are making to reduce pay differentials and support our staff to benefit from long term, rewarding careers with the University. ”

Professor Quintin McKellar CBE  
Vice Chancellor and Chief Executive

**University of Hertfordshire**  
Hatfield, UK  
AL10 9AB  
+44 (0)1707 284000  
herts.ac.uk

 /uniofherts

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 @UniofHerts