

Pay Gap Reports

31 March 2022

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Gender pay gap

Our staff profile by gender

Our vision to transform lives reflects the ambition and values that are central to the University of Hertfordshire. It is built on the belief that whatever your identity and background, and wherever you are from, we will power the potential of our staff and drive you to succeed.

Equality is a key component of that and embedded in the People and Values strand of our 2020-2025 Strategic Plan to both strengthen and value the diversity and inclusivity of our community. We celebrate the diversity of our work force and seek to provide a positive working and learning environment free from discrimination.

We're pleased that as a result of our work, pay gaps are reducing, but also know there is still more work to be done. It's why we are continuing to review our initiatives and policies at every level to ensure fairness and transparency, and to create a positive working environment that embraces and upholds equality.

The gender pay gap measures the difference in average pay between women and men and is impacted by the number of women and men in different roles in an organisation. Since we

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started sharing our data five years ago our mean gap has reduced from 13% (31 March 2017) to 7.95%.

Breakdown by quartile band

Quartile band	Women	Men	Total
Lower	526 (66%)	265 (34%)	791
Lower middle	477 (60%)	315 (40%)	792
Upper middle	417 (53%)	374 (47%)	791
Upper	430 (54%)	362 (46%)	792
Grand total	1,850 (58%)	1,316 (42%)	3,166

Our gender pay data

The difference between men and women staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	7.95%	6.02%
Bonus pay paid	-3.42%	0.00%

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Women	£22.85	£21.20
Men	£24.82	£22.56

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The gap in both the mean and median rates of pay has narrowed since 31 March 2017 but remains in favour of men. This is largely linked to the over-representation of women within the lowest hourly rates of pay, and an underrepresentation of women within the highest hourly rates of pay.

Proportion of male and female paid a bonus

Gender	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	75.5%	75.8%	65.20%	66.66%	63.60%	68.30%
Male	76.3%	79.2%	61.20%	66.27%	63.10%	69.90%

There were 2,642 staff members who received bonus pay in 2022 primarily through the Christmas bonus scheme, which was open to staff who had been in post from 1 October 2021 to 31 July 2022. The proportional bonus gap by gender has reduced slightly from 3.4% in 2021 to 0.8%, marginally in favour of male staff.



Ethnicity pay gap

Our staff profile by ethnicity

The data on our mean ethnicity pay gap since we began to report in 2020 shows consistent reduction year on year. In 2020 our gap was 15.12%; in 2023 it is 7.6%.

The proportion of Black, Asian and Minority Ethnic staff within this year's snapshot data shows an increase from 21.7% to 23.3%.

Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Refused/unknown	Total
Lower	541 (68%)	212 (27%)	38 (5%)	791
Lower Middle	574 (72%)	172 (22%)	46 (6%)	792
Upper Middle	581 (73%)	191 (24%)	19 (2%)	791
Upper	600 (76%)	163 (21%)	29 (4%)	792
Grand total	2,296 (73%)	738 (23%)	132 (4%)	3,166

Since our last report there has been a reduction of white staff across all quartiles, and increases of Black, Asian and Minority Ethnic staff within the lower, upper middle and upper quartiles.

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	7.6%	2.97%
Bonus pay paid	15.82%	0.00%

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Black, Asian and Minority Ethnic	£22.35	£21.25
White	£24.18	£21.90

We recognise differences in pay connected to ethnicity. Although the gap remains in favour of white staff, the pay gap for mean and median rates of pay has reduced each year since we started reporting in 2020. We are reviewing our pay and reward practices, including our honorarium policy to ensure consistency and eradicate inequality.

To support staff from Black, Asian and Minority Ethnic backgrounds to pursue leadership roles, we provide the Advance Higher Education Diversifying Leadership programme. The programme explores themes of power, influence and cultural identity and is designed to encourage staff who are interested in moving to a leadership role.

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

Ethnicity	31 March 2022	31 March 2021	31 March 2020	31 March 2019
Black, Asian and Minority Ethnic	64.2%	66.2%	51.30%	53.88%
White	81.5%	81.3%	68.50%	70.73%

Bonus payments were made to a total of 2,642 staff. Bonus payments are linked to service and in some cases performance. This means new staff must be employed for a qualifying period before becoming eligible.

The proportion of Black, Asian and Minority Ethnic staff receiving a bonus decreased by 2% (from 66.2% in 2022). While the number of Black, Asian and Minority Ethnic staff increased from 21.7% in 2022 to 23% in 2023 the Christmas bonus payment scheme is not open to the newest members of staff. Staff must have been in post for the period 1 October 2021 to 31 July 2022.

Actions

The University's strategic business unit's management teams supported by Human Resource Business Partners and the equality, diversity and inclusion teams, examine staffing by gender and ethnicity to put in place activities that might address under representation.

Summary of actions

- Staff attendance on internal and Advance HE development programmes
- Recruitment panel diversity for shortlisting and interviewing
- Career development workshops (with under-represented groups particularly encouraged to attend)

There have also been examples of good practices across the University such as:

- School of Social Sciences, Humanities and Education – career progression workshops to support and encourage part-time staff to participate in the academic promotion rounds
- Library and Computing Services – updated the equality statements in their recruitment adverts to better reflect their desire to appeal to underrepresented groups
- Using social media networks to attract applicants from underrepresented groups
- Academic school promotion panels have looked at current pay gap information
- Academic Registry, Health and Social Work and Social Sciences, Humanities and Education have redesigned work patterns to enable applicants who want to work part-time.

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- Review of Technicians Commitment action plan with particular attention to career paths
- Contract changes are individually reviewed to check for equal pay

Future priorities


We have continued to reduce our pay gaps but we acknowledge there is still more to be done and our priorities include:


- Examining our pay gap data at SBU levels to develop local actions as well as University wide reward practice
- Ensuring more diverse shortlisting and interviewing panels
- Continuing the provision of training programmes that include Unconscious Bias and Active Bystander.
- Advance our Athena Swan and Race Equality action plans


“ I welcome the 2023 reports which demonstrate continuing progress in reducing pay gaps by reference to ethnicity and gender. This year we can also report the mean bonus pay gap is in favour of women. Whilst we undertake comprehensive reporting and actions to address pay gaps, it is evident there is still more to be done. I will therefore continue to challenge our senior leaders to continue to address representation and further reduce these gaps. I am confident we will continue to make progress to meet these objectives. ”

Professor Quintin McKellar CBE
Vice Chancellor and Chief Executive

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

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