

Pay Gap Reports

31 March 2023

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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.

The gender pay gap report compares pay between men and women for the March 2023 dataset period.

Breakdown by quartile band

Quartile band	Women	Men	Total
Lower	578 (66%)	298 (34%)	876
Lower middle	543 (62%)	333 (38%)	876
Upper middle	459 (52%)	416 (48%)	875
Upper	477 (55%)	398 (45%)	875
Grand total	2,057 (59%)	1,445 (41%)	3,502

Although there are only minor fluctuations within the quartiles, the proportion of women in the Lower middle rose from 60% to 62%.

Our gender pay data

The difference between men and women staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	7.59%	8.32%
Bonus pay paid	8.04%	0.00%

The impact from our overall increase in numbers of staff this year and the rise in women represented in the lower middle quartile is reflected in a minor drop in mean hourly rate pay gap from 7.95% to 7.59% and rise in the median pay gap from 6.02% to 8.32%.

- The mean bonus gap changed from -3.42% to 8.04%
- The mean average of 7.59% indicates that for every £1 paid to men, women's pay is 92.41p

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Women	£23.86	£21.72
Men	£25.82	£23.69

Proportion of men and women paid a bonus

Gender	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Women	65.8%	75.5%	75.8%	65.20%	66.66%	63.60%	68.30%
Men	65.6%	76.3%	79.2%	61.20%	66.27%	63.10%	69.90%

Bonus proportions: 65.6% men compared to 65.8% women, a variance of 0.2%.



Ethnicity pay gap

The ethnicity pay gap report compares pay for Black, Asian and Minority Ethnic staff with White staff. The results are based on the same March 2023 dataset used for other comparator groups which ultimately informs actions to be taken.

Our staff profile by ethnicity

Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Not provided	Total
Lower	537 (61%)	294 (34%)	45 (5%)	876
Lower Middle	620 (71%)	221 (25%)	35 (4%)	876
Upper Middle	612 (70%)	230 (26%)	33 (4%)	875
Upper	657 (75%)	182 (21%)	36 (4%)	875
Grand total	2,426 (69%)	927 (27%)	149 (4%)	3,502

The quartiles identify overall growth within our Black, Asian and Minority Ethnic community to 26.5% of all staff. The quartiles show greater proportions of Black, Asian and Minority Ethnic within the Lower quartile (33.6%) and a significantly lower proportion within the Upper quartile.

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	10.77%	8.26%
Bonus pay paid	5.10%	0.00%

- The 10.77% mean gap means that for every £1 paid to White staff, then Black, Asian and Minority Ethnic 's pay is 89.23p

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Black, Asian and Minority Ethnic	£22.73	£21.10
White	£25.47	£23.00

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

Ethnicity	2022/23	2021/22	2020/21	2019/20	2018/19
Black, Asian and Minority Ethnic	53.8%	64.2%	66.2%	51.30%	53.88%
White	72.5%	81.5%	81.3%	68.50%	70.73%

- Bonus proportions: 72.5% white compared to 53.8% Black, Asian & Minority Ethnic, a variance of 18.7%.



Disability pay gap

This year we are introducing our first disability pay gap report using March 2023 snapshot data. Calculating this information provides greater intersectional insights, opportunity for review and a basis for identifying what further interventions might be needed to reduce pay gaps.

Whilst disability declarations might not always be reported or kept up to date by our colleagues, our records show more than 300 staff with a declared disability. It is important we view these results as a starting point, acknowledging that all staff updating their declarations would provide better and more meaningful information.

As a Disability Confident Employer, we are delivering actions to enhance staff experience. This report will support the success of the recent Key Performance Indicator “Increase senior staff grades UH9 and above with a declared disability to 8%”.

Our staff profile by disability

Breakdown by quartile band

Quartile band	Declared disability	Declared no disability	Not provided	Total
Lower	94 (11%)	595 (68%)	187 (21%)	876
Lower Middle	80 (9%)	652 (75%)	144 (16%)	876
Upper Middle	78 (9%)	648 (74%)	149 (17%)	875
Upper	57 (7%)	702 (80%)	116 (13%)	875
Grand total	309 (9%)	2,597 (74%)	596 (17%)	3,502

Our disability pay data

The difference between average rates of pay for staff with declared disability and those with declared no disability

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	9.07%	10.86%
Bonus pay paid	17.35%	0.00%

- 9.07% mean average - This means that for every £1 paid to staff with no declared disability, individuals with declared disability pay is 90.93p

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Declared disability	£22.96	£20.51
Declared no disability	£25.25	£23.00

Proportion of declared disability and declared no disability staff paid a bonus

Disability	2022/23
Declared disability	65%
Declared no disability	67%

Bonus proportions: 67% declared no disability compared to 65.03% declared disability, a variance of -2%.

More work will be undertaken to understand our initial results leading to informed actions.

Actions

The University's strategic business unit's pay gap actions (March 2023) outlines a range of actions undertaken across the University to address pay gaps and under-representation in the workplace.

Summary of actions

- Human Resources have successfully led a project to bring forward the pay gap reporting timeline by 9 months each year

- For the first time, Human Resources are publishing disability pay gaps to improve actions to understand new areas of improvement, as part of our commitment to Disability Confident and the new key performance indicator
- A review of pay gap reporting process and timeline has allowed in year reporting to develop more meaningful and timely actions.
- Across the university our Schools and Strategic Business Units are:
 - Encouraging staff attendance on Advance Higher Education development programmes, enhancing leadership development, and addressing systemic inequalities
 - Applying positive action statements, anonymous shortlisting and mandatory panel diversity processes to ensure we provide a fully inclusive and accessible recruitment process
 - Delivering career development workshops and encouraging under-represented groups to attend so they have the confidence to reach their full potential
 - Redesigning work patterns to enable applicants who want to work part-time
 - Reviewing and undertaking our Athena Swan and Race Equality Charter Marks, Disability Confident and Technician Commitment action plans with particular attention to developing staff career paths
 - Regularly reviewing equal pay when renewing contracts.
 - Adopting Disability Confident employer commitments and making opportunity now to review and take action following our first disability pay gap results.
- Further examples include:
 - Marketing and Communications undertook website enhancements that incorporate greater accessibility
 - School of Life and Medical Science supported the establishment of our own Neurodiversity Network
 - School of Physics, Engineering and Computer Science are running a school-based Women's Network

“ It is very welcome to see the University's pay gap reporting has been brought forward in the year so that our results can be more closely aligned to the ongoing actions we are taking to reduce gaps. These latest reports reflect a notable increase in staff as we expand our teaching programmes. I am also pleased to see our first disability pay gap report as this information will help us identify areas of review as well as additional interventions to support the reduction of pay gaps.

I will continue to challenge our senior leaders to address under representation and make further progress to reduce pay gaps. I am confident that together we will continue to take successful steps to achieve our objectives. ”

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