

Pay Gap Reports 31 March 2019

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Gender pay gap

Our staff profile by gender

The data in this report is based on a snapshot of information from the month ending 31 March 2019. This year's report includes a total of 3,220 staff, comprising of 1,952 (60.6%) female and 1,268 (39.4%) male staff.

There are differences between the gender pay gap and 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. Differences in gender pay should be addressed where it is appropriate, and we will be publishing a separate report on equal pay later this year.

As in previous years, there are more female staff than male staff in total at the University and in each of the quartile bands. The number of female staff in the upper quartile pay band has decreased since 2018, but the proportion of female (53%) staff to male (47%) has remained the same. A higher proportion of male staff hold senior roles when compared to female.

Breakdown by quartile band

Quartile band	Female	Male	Total
Lower	573 (71%)	232 (29%)	805
Lower middle	503 (62%)	304 (38%)	807
Upper middle	451 (56%)	353 (44%)	804
Upper	425 (53%)	379 (47%)	804
Grand total	1,952 (61%)	1,268 (39%)	3,220

Our gender pay data

The difference between male and female staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	12.74%	16.19%
Bonus pay paid	17.24%	0.00%

Proportion of male and female paid a bonus

Gender	2018-19	2017-18	2016-17
Female	66.66%	63.60%	68.30%
Male	66.27%	63.10%	69.90%

As of March 2019, our mean gender pay gap for hourly rates of pay is 12.74% and the median gender pay gap is 16.19%, maintaining a downward trend and reducing the gender pay gap since 2017. There has been a significant reduction in the mean bonus pay gap by 9.12%, which

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has been achieved in part by a thorough review of how we award bonuses. The proportion of eligible staff receiving a bonus has increased from last year, with marginally more female staff receiving a bonus than male.

The reasons for our gender pay gap are complex, often impacted by multiple historical factors. This year's report includes 85 fewer staff compared to last year, of which 65.88% were female. We follow recruiting best practice and recruit new staff at the start of the pay scale which can have an impact on our pay gap. A higher reduction of female staff numbers and turnover of female staff onto a lower starting pay scale are contributing factors.

The mean hourly rate for male staff is £24.02 and £20.96 for females. This is a difference of £3.06, which represents 12.74% mean pay gap. The median hourly rate for male staff is £22.41 and £18.78 for females. This is a difference of £3.63 which represents a 16.19% median pay gap. The mean bonus pay amount for male staff is £297.97 and £246.59 for female. The difference of £51.38 represents 17.24% mean pay gap.



Ethnicity pay gap

Our staff profile by ethnicity

The data in this report is based on a snapshot of information from the month ending 31 March 2019. This year's report includes a total of 3,220 staff, with 2,449 white staff, 630 Black, Asian and Minority Ethnic (Black, Asian, Minority Ethnic) staff and 141 refused/unknown.

Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Refused/unknown	Total
Lower	570 (71%)	210 (26%)	25 (3%)	805
Lower Middle	598 (74%)	157 (20%)	52 (6%)	807
Upper Middle	604 (75%)	165 (21%)	35 (4%)	804
Upper	677 (84%)	98 (12%)	29 (4%)	804
Grand total	2,449 (76%)	630 (20%)	141 (4%)	3,220

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	15.12%	11.49%
Bonus pay paid	37.72%	0.00%

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

Ethnicity	2018-19
Black, Asian and Minority Ethnic	53.88%
White	70.73%

Our data shows that an ethnicity pay gap exists in both mean and median hourly rates of pay and mean bonus pay.

The mean hourly rate of pay for white staff is £22.91 and £19.44 for Black, Asian and Minority Ethnic. This is a difference of £3.47, which represents a 15.12% mean pay gap. The median hourly rate of pay for white staff is £20.68 and £18.30 for Black, Asian and Minority Ethnic. This is a difference of £2.38, which represents a 11.49% pay gap. 1,771 white staff and 347 Black, Asian and Minority Ethnic staff are eligible for bonus pay. The mean bonus pay amount for white staff is £288.90 and £179.93 for Black, Asian and Minority Ethnic. This is a difference of £108.97, which represents a 37.72% pay gap.

Actions


Summary of actions

- Unconscious bias refresher training to increase our level of recruitment of Black, Asian and Minority Ethnic staff
- Diversifying leadership programme
- Black, Asian and Minority Ethnic staff mentoring scheme
- Target - To increase senior Black, Asian and Minority Ethnic staff (UH9 and above) to 16%
- Target - To increase Black, Asian and Minority Ethnic teaching staff to 25%
- Applications data review and system supported anonymous shortlisting
- Charter submissions and action plans for Athena Swan and Race Equality Charter Mark


“ The University of Hertfordshire places the highest importance on attracting, developing and retaining outstanding staff. Our 2020-2025 Strategic Plan focusses on transforming lives and ensures our staff flourish in the work that they do and that their career development is recognised and rewarded. The reasons for pay differentials are complex and by taking actions over time we will reduce these differences. ”

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