Gender Pay Report 2019
This report sets out the position on gender pay at the University of Hertfordshire based on data from March 2018. We are including information on key aspects of our staff profile, the latest gender pay and bonus pay results and we conclude by setting out the work and actions we are undertaking to reduce the gender pay and bonus pay gaps further.

Gender pay reporting should not be confused with equal pay. The former compares averages of rates of pay per hour based on a particular date whereas the latter analyses pay by reference to ‘like work’, ‘work rated as equivalent’ and ‘work of equal value’. Differences in gender pay should be addressed where it is appropriate.

<table>
<thead>
<tr>
<th>Quartile Band 2018</th>
<th>Female</th>
<th>%</th>
<th>Male</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower</td>
<td>571</td>
<td>69%</td>
<td>256</td>
<td>31%</td>
<td>827</td>
</tr>
<tr>
<td>Lower Middle</td>
<td>524</td>
<td>63%</td>
<td>302</td>
<td>37%</td>
<td>826</td>
</tr>
<tr>
<td>Upper Middle</td>
<td>478</td>
<td>58%</td>
<td>348</td>
<td>42%</td>
<td>826</td>
</tr>
<tr>
<td>Upper</td>
<td>435</td>
<td>53%</td>
<td>391</td>
<td>47%</td>
<td>826</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Quartile Band 2017</th>
<th>Female</th>
<th>%</th>
<th>Male</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower</td>
<td>516</td>
<td>69%</td>
<td>232</td>
<td>31%</td>
<td>748</td>
</tr>
<tr>
<td>Lower Middle</td>
<td>482</td>
<td>64%</td>
<td>266</td>
<td>36%</td>
<td>748</td>
</tr>
<tr>
<td>Upper Middle</td>
<td>431</td>
<td>58%</td>
<td>317</td>
<td>42%</td>
<td>748</td>
</tr>
<tr>
<td>Upper</td>
<td>384</td>
<td>51%</td>
<td>363</td>
<td>49%</td>
<td>747</td>
</tr>
</tbody>
</table>

Whilst the number of reportable staff have increased, primarily due to more claims based payments being made, the percentage profiles have remained broadly the same. Overall, female staff account for 60.8% of all individuals reported and the pay profiles show females are overrepresented at the lower and lower middle quartile bands. Since 2017 however, the numbers of females in the upper pay quartile have increased by 51 (2%).
This report is provided in accordance with UK Government Regulations and the pay data we analysed is taken from a snapshot of pay data for the month ending 31 March 2018. This snapshot included 2008 female and 1297 male staff and the results for them follow:

- The overall mean rate of pay for males has increased by 24p (1%) whilst for females it has increased by 58p (2.9%) resulting in a fall in the mean gender pay gap from 13% to 11.6%.
- The overall median rate of pay for males has decreased by 38p (1.7%) whilst for females it has increased by 33p (1.9%) resulting in a fall in the mean gender pay gap from 19% to 16.1%.

However, currently the mean and median hourly rates are higher for males by £2.70 and £3.45 respectively.

- The overall mean bonus pay for males has increased by £5.36 (1.5%) whilst for females it has increased by £32.45 (13.9%) resulting in a fall in the mean bonus pay gap from 35.2% to 27.3%.
- Current mean bonus pay for male staff is £100.04 higher than for female staff.

There are many reasons for these changes in our results ranging from staff turnover, differences in demand levels for the services we deliver and targeted actions taking place within Schools and professional departments across the University. When examining our staff pay grades (UH01 to UH09 and AM1 to AM5), we find that more female staff are employed overall from UH01 through to AM2 inclusive but more males are employed in pay grades AM3 to AM5. Our most senior posts tend also to be held by male staff.
When we reported in March 2018 we outlined a range of actions to address the pay gaps. Many of these measures are focussed on encouraging, developing and supporting women to move into more senior positions at all levels within the institution and with particular emphasis on progression into senior academic posts. We are:

- **Enabling** staff to continue to flourish in their careers by providing access to learning and development opportunities including enhanced arrangements for focussing on continued professional development
- **Giving** all staff the opportunity to apply for career progression and promotion schemes as well as the ability to access professional development, coaching and mentoring services
- **Participating** in the higher education sector’s Aurora development programme to promote our female talent
- **Commencing** the further application of promotion rounds for academic staff with the introduction of associate professor posts as well as reader and professor promotion rounds to support females to progress their academic contributions and so transition to more senior positions.

- **Providing** all the Schools and professional departments with detailed information on their staff and pay profiles
- **Requiring** those Schools and professional departments to create local action plans to address gender pay gaps so they can build their responses into the annual business planning round
- **Encouraging** equality, diversity and inclusion teams to be formed by the Schools and departments
- **Monitoring** the application of those actions year round to ensure appropriate focus is maintained in providing equal, fair and transparent work opportunities

- **Continuing** to embrace to the Athena Swan values and principles at both School and institutional levels
- **Retaining** our Race Equality Charter Mark, Juno Practitioner award from the Institute of Physics and our HR Excellence in Research award.

- **Ensuring** our Human Resources policy review schedule maintains University-wide focus on family friendly working practices
- **Reviewing** pay and reward processes to ensure equal, fair and transparent arrangements are in place both for attracting and retaining staff
- **Making** sure managers and staff are aware of the potential for gender bias and providing them with support and training
- **Keeping** staff, staff networks and our trade union representatives informed of the progress we are making and discussing the measures we are taking with them

- **Extending** our gender pay reporting to University Group companies not required to formally report

We are pleased that this gender pay gap report shows that positive progress has been made since we last reported. We are not, however, complacent and are continuing to work in a variety of ways to ensure we appropriately recognise and reward our highly performing workforce consistently. We understand this is essential to continuing to deliver the best possible teaching, learning and research experiences to our students and other stakeholders.

We can confirm the data reported is accurate.

**Professor Quintin McKellar CBE**  
Vice Chancellor

**Sue Grant**  
Secretary & Registrar