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.

All large employers are required under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017) to publish gender pay data and to report on any differences in the average pay of female and male staff. For this report that information must be taken from what we were paying the people working for us in the month ending 31 March 2018. The report this year therefore covers a total of 3305 individuals (compared to a total of 2991 last year) and continues to comprise permanent and fixed term staff as well as claims based workers.

We are required to provide information on all reportable individuals (known as ‘relevant’ staff) by reference to where their pay falls by quartile bands based on calculating average rates of pay per hour. We report this data below for 2018 and for comparison by the previous year:

<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 snap shot of pay data for the month ending 31 March 2018. This snap shot included 2008 female and 1297 male staff and the results for them follow:

- ✓ The overall mean rate of pay for males has increased by 25p (1%) whilst for females has increased by 59p (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 has increased by 33p (1.9%) resulting in a fall in the mean gender pay gap from 19% to 16.1%.
- ✓ The overall mean bonus pay for males has increased by £38.95 (10.8%) whilst for females has increased by £60.67 (25.9%) resulting in a fall in the mean bonus pay gap from 35.2% to 26.4%.
- ✓ Currently though the mean and median hourly rates are higher for males by £2.70 and £3.45 respectively.

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
- Playing an active part in building awareness across the higher education sector and keeping up to date with initiatives which can bring about change
- Reporting the progress we are making to our University’s People Board, Chief Executives Group and Board of Governors.

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