

Gender

Gender Pay  
**Report 2019**

Pay

# I Introduction

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.



# Our Staff Profile

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:

Quartile Band 2018	Female	%	Male	%	Total
Lower	571	69%	256	31%	827
Lower Middle	524	63%	302	37%	826
Upper Middle	478	58%	348	42%	826
Upper	435	53%	391	47%	826

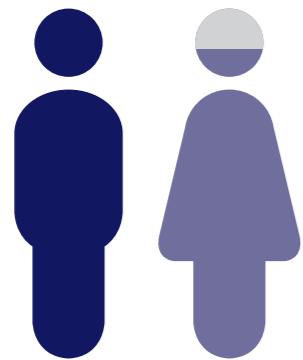
Quartile Band 2017	Female	%	Male	%	Total
Lower	516	69%	232	31%	748
Lower Middle	482	64%	266	36%	748
Upper Middle	431	58%	317	42%	748
Upper	384	51%	363	49%	747

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%).

# Our Gender Pay Data

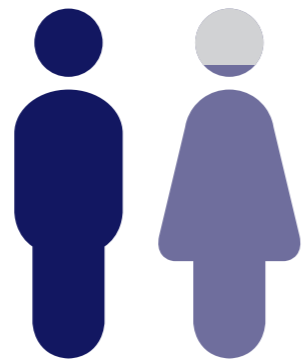
This report is provided in accordance with UK Government Regulations and the pay data we analysed is taken from a snap shot of pay data for the month ending 31 March 2018. This snap shot included 2008 female and 1297 male staff and the results for them follow:

The difference between the **mean hourly rate of pay** of male full-pay relevant employees and that of female full-pay relevant employees



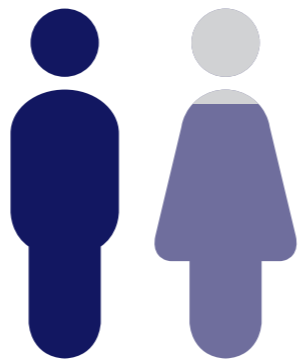
11.6%  
The mean hourly rate of pay

The difference between the **median hourly rate of pay** of male full-pay relevant employees and that of female full-pay relevant employees



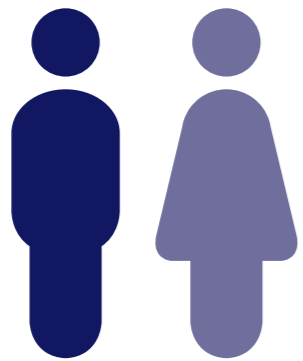
16.1%  
The median hourly rate of pay

The difference between the **mean bonus pay paid** to male relevant employees and that paid to female relevant employees



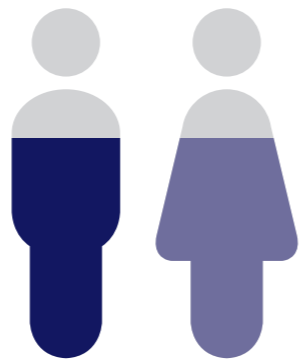
26.4%  
The mean bonus pay paid

The difference between the **median bonus pay paid** to male relevant employees and that paid to female relevant employees



0%  
The median bonus pay

The proportions of male and female relevant employees who were paid bonus pay



63.1% males | 63.6% females  
Employees who were paid bonus pay

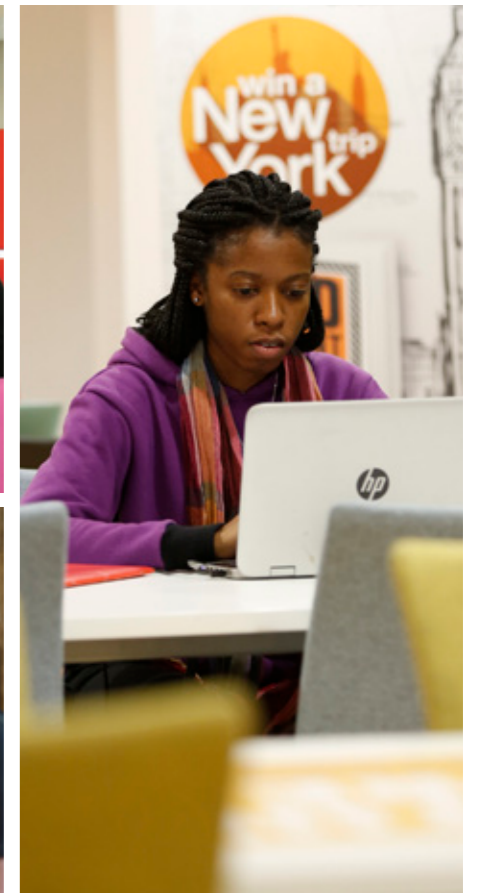
Whilst it is important we acknowledge disparities in pay levels are multi-factorial, often historical and complex, we are pleased that this year's results show positive progress:

- ✓ 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%.
- ✗ Currently though 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 £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%

✗ Current mean bonus pay for male staff is £105.42 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.





# Our Actions

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.

# Our Commitments

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.



# Our Gender Pay Report

We can confirm the data reported is accurate.

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Secretary & Registrar

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