

Gender Pay Gap Report 2017

Introduction

The University of Wolverhampton is committed to equality and diversity. Our core values include being respectful, inclusive and fair. Our People Strategy aims to ensure we are a “culturally diverse” employer actively demonstrating that we promote equality of opportunity, inclusivity and the wellbeing agenda for all our staff.

Mandatory Gender Pay Gap reporting, introduced by the Government requires us to publish our gender pay gap figures on annual basis. Gender pay gap is the difference in the mean and median pay between men and women across the entire workforce. This differs from equal pay which relates to equal pay for the same or similar work.

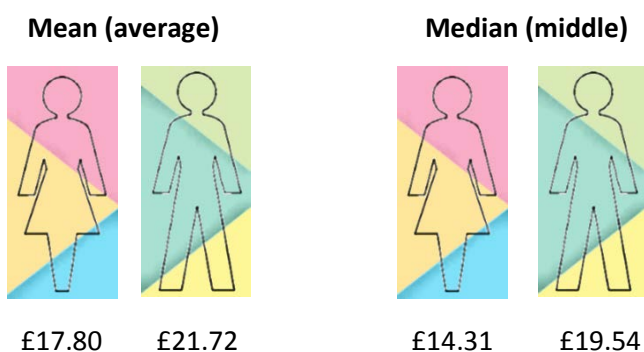
Since the introduction of the Higher Education Role Analysis (HERA) job evaluation tool in 2006 (confirmed by the Equal Opportunities Commission as bias free) the University of Wolverhampton has evaluated posts, using HERA. This has supported equitable pay for males and females in the same role.

For the purpose of this report, the data is based on the snapshot date 31st March 2017, when our workforce consisted of 1691 women and 1141 men. Our figures show that taking all employees into account, the University has a mean gender pay gap of 18.1% and a median gender pay gap of 26.8%. The Office of National Statistics (ONS) reported the mean gender pay gap for all employees in the HE sector in November 2016 as 14.1% and the median gender pay gap as 14.8%

Our staff profile is predominantly female with 60% women and 40% men employed by the University. Although women are usually well represented in higher education institutions (HEIs) as a whole, they remain underrepresented in senior positions, particularly in academic posts.

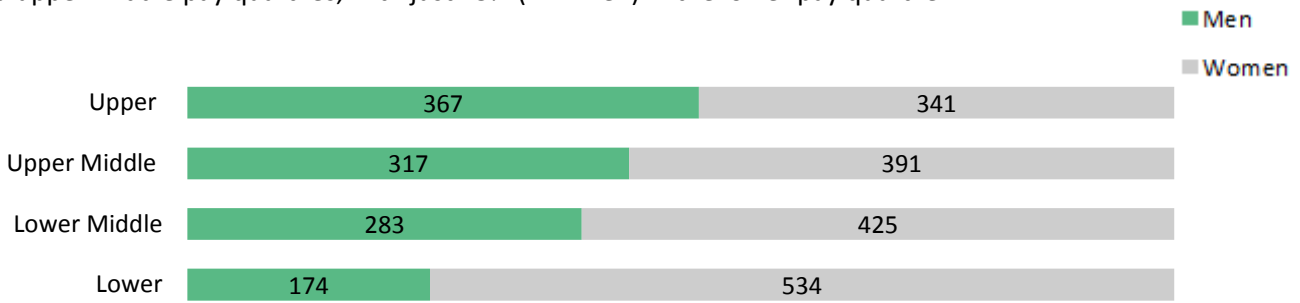
What is driving our gender pay gap?

Our pay gap is influenced by the uneven distribution of male and female employees across the workforce. In particular, we have a greater proportion of women employed in the low and lower middle quartiles.

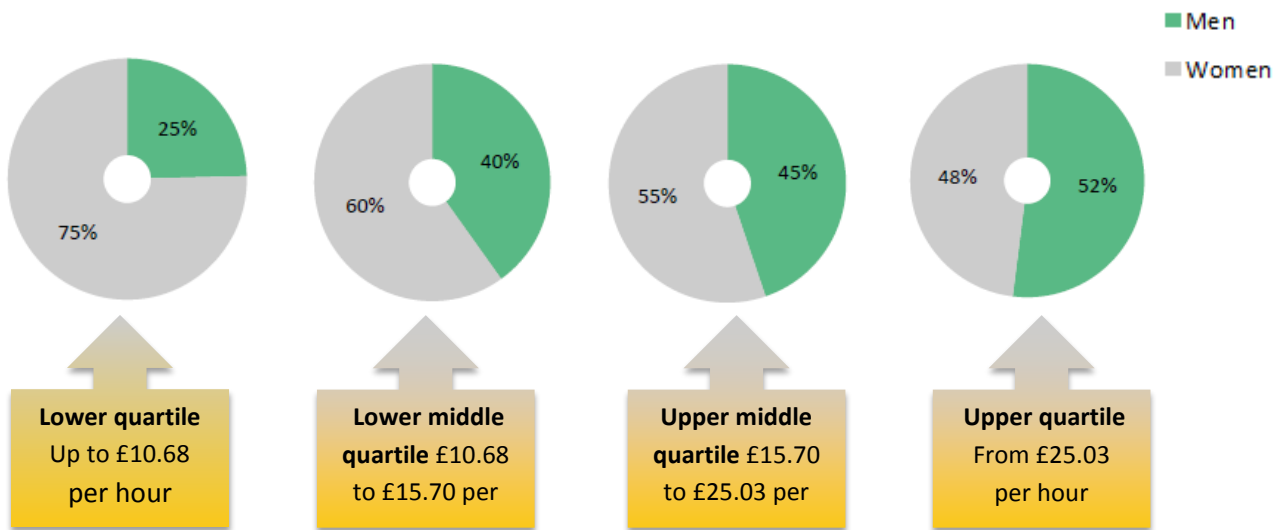


	Women's earnings are:
Mean gender pay gap in hourly pay	18.1% lower
Median gender pay gap in hourly pay	26.8% lower
Difference in mean bonus payments	3.4% higher
Difference in median bonus payments	0% lower

As highlighted below, over half of women (959) were in roles in the lower and lower-middle pay quartiles, with less than a quarter of women (341) in the upper quartile. Conversely, over half of men (684) were in roles in the upper and upper middle pay quartiles, with just 15% (174 men) in the lower pay quartile.



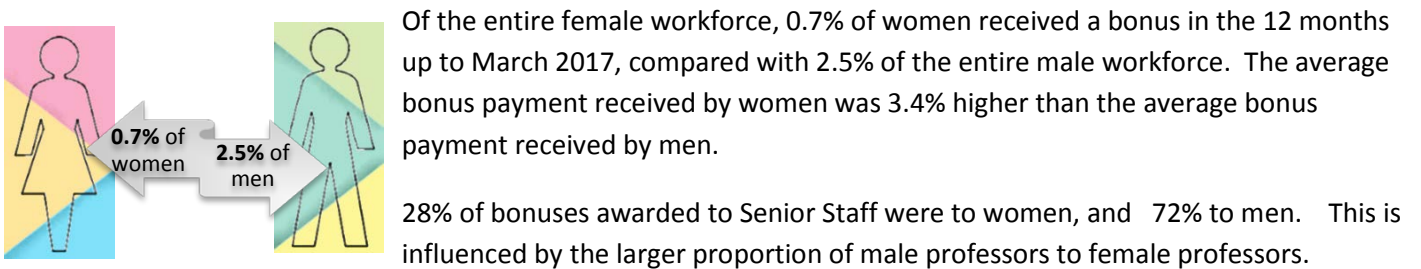
Proportion of men/women in each quartile pay band



This clustering of female employees on the lower grades and male employees on higher grades, such as senior academics is contributing to the overall gender pay gap of the University.

Proportion of employees receiving a bonus

Bonus pay at the University is available to Senior Staff and Senior Postholders and is subject to a reward and recognition scheme, linked to the annual appraisal. Currently, 129 are included in the University’s bonus scheme and unlike all other staff groups; none of this group are eligible for an annual increment.



Of the women who were eligible to participate in the bonus scheme, 44% received a bonus and of the men eligible to participate, 50% received a bonus.

Progressing Gender Equality

The University of Wolverhampton is committed to progressing gender equality, both institutionally and outside in the wider community. Some of the initiatives that the University has implemented include:

Accredited Living Wage Employer

The University of Wolverhampton became an Accredited Living Wage Employer with effect from January 2013. This has resulted in staff on the lowest pay bands, (comprising mainly of females) being paid the national Living Wage since this date.

Athena SWAN

The University is committed to the Athena SWAN charter for gender equality, achieving its institutional Bronze Award in September 2013 and has progressed since then in foregrounding gender equality at all levels, including the establishment of an Intersectionality Working Group which actively engages with BAME and LGBT groups across the University.

Some of the high profile and key events we have held to promote Athena SWAN within the University include the following:

- An Athena SWAN International Women's Day event comprising of a series of lectures, debates and workshops held over the course of a week, annually since 2016 to coincide with International Women's Day.
- "From here to where: Progressing your career in STEM" A collaborative workshop on 2nd March 2016 jointly delivered by our Athena SWAN Champion in Built Environment and the Chairwoman of the Association of Project Management (APM), Women in Project Management Special Interest Group.
- 'This Girl Will', an outreach event on 14th April 2016 that attracted 150 female-only attendees from secondary schools to encourage them to consider careers in sport, a Institute of Sport event with a Keynote address delivered by England Women's Rugby legend Maggie Alphonsi.
- An Athena SWAN day on 22nd September 2016 for postgraduate researchers as part of the Doctoral College's Research Week Programme covering the importance in gender equality in HE and Research and exploring the support in place for students and staff.
- Dr Ruth Pearce from the University of Warwick presented 'Trans Feminism' at an Athena SWAN Intersectionality Group special guest seminar as part of International Women's Week on 10th March 2017.
- At our Inaugural Athena SWAN Annual Guest Speaker Lecture on 16th May 2017, double Paralympic gold medallist Danielle Brown MBE discussed her experiences of, and research into, equality and inclusion for women.

Aurora Programme

We strive to have a gender balance in senior roles, and 55% of the University Corporate Management Team are women, including Academic Senior Managers.

In order to continue to support women to engage in development opportunities and encourage them into more senior and leadership positions, in the last four years, the University of Wolverhampton has participated in Aurora, a

HE Leadership Programme, developed to stimulate systemic level change in the sector, for women in both academic and professional services.

Now in its fourth year of operation, this highly competitive women-only leadership development programme has received 96 applications (52 Professional Services and 44 Academic), for 30 places to date at the University.

Tackling STEM under representation of women

Too few young women are studying science, technology, engineering and mathematics (STEM) subjects which lead to careers in construction, engineering and science. The University is determined to tackle this and to this end we have increased the number of initiatives to raise the profile of women, which includes:

- Women into Engineering and Science Scholarships - we are awarding up to 40 £1000 Rosalind Franklin scholarships to women for their first year of undergraduate study on a qualifying full-time STEM course.
- We joined the 'Women's Engineering Society' (WES) as 'Education Members' in 2015, providing a range of benefits to students and staff.
- We have been members of the WISE campaign since 2016. WISE enables and energises people in business, industry and education to increase the participation, contribution and success of women in STEM.
- "ENCOURAGING -ENGAGING- ESTABLISHING -EXCELLING: Women into Property and Construction" on 7th July 2017 consisted of a day dedicated to highlighting the challenges, opportunities and the future of women in property and construction, and welcomed attendees from industry, professional bodies, academic, students, teachers and pupils.
- The University has historically acknowledged, reflected and publicised the achievement of women in science. Invitations to external women speakers highlight female contributions to SET. Among the speakers we featured are Dr Alexandra Sandham on being an MoD Psychologist (2014), and Professor Anne-Marie Bathmaker (University of Birmingham) 'Who wants to be an engineer? UTCs vocational diversification and the experience of girls and boys from different social class backgrounds in England' (2015).
- Female academic staff and students in SET are encouraged to publicise their work internally via the University's Annual Research Conference (ARC). Initially for ERAS Fellow presentations, over the last two years the ARC has been expanded to an open call to staff and research students.
- An Athena SWAN PhD Bursary commenced in 2016 for completion by 2020.
- The University named its new state-of-the-art Science Centre as the Rosalind Franklin Building and, through Athena SWAN offices, a design was incorporated for a display feature explaining Rosalind Franklin's relevance for women in science.

Further actions

We are aware that a factor influencing our gender pay gap is down to the under representation of women at senior grades and the occupational segregation at lower paid roles, rather than an equal pay issue, therefore we are committed to reducing our pay by gap by implementing the following:

Retention and advancement of female staff

- We will continue to encourage women to apply for Reader and Professor roles through the conferment process. We have recently reviewed our promotional pathways for academic staff and created an alternative route for progression with the introduction of an Associate Professor role under a teaching, scholarship and professional practice route. This will create further opportunities for career progression to senior posts for academic staff.
- We aim to achieve a 5% increase in applications from women in academic roles, particularly in senior posts and will provide guidance and support for applicants and recruiting managers to enable this.
- We will develop a programme of aspiration raising events for female academics or prospective female academics, especially those who are potential applicants for senior academic roles.
- We are consider ways of increasing the opportunities for all academic staff to develop their research portfolios, where relevant and aim to increase the proportion of women academics submitted to REF 2021.
- Whilst 42% of our 71 senior staff posts (excluding Professors) consist of women, we recognise the need to have a gender balance in senior roles, rewarded through a gender balance in pay and rewards. We are currently reviewing our senior staff reward and recognition scheme.

Mentoring and support

- We are in the process of establishing an E-mentoring platform scheme which will be introduced in 2018, alongside training for those who wish to act as mentors. This will strengthen our current mentoring arrangements and provide further support for female staff by giving them the confidence to enhance their careers and enable them to reach their full potential.

Equal Pay Audits

- The University conducted an Equal Pay Audit in 2016 where salaries for men and women carrying out like for like work was compared. This resulted in no pay inequality for staff carrying out the same roles. The University is committed to completing an Equal Pay audit every two years, alongside a review of pay and reward practices to ensure that equal work attracts equal pay.

HR strategy and policy review

We are currently reviewing our HR strategy and our HR policies and procedures, to ensure that the processes are easy and accessible and are communicated effectively across the workforce. Specifically we are reviewing the following:

- **Flexible working:** We have in place the opportunity for any member of staff to apply for flexible working, but will ensure that staff are aware and that the same opportunities exist at each level of the organisation to improve knowledge and take up of flexible working. We are also introducing a new system for recording flexible working requests and providing training to managers.
- **Maternity Leave:** We are reviewing arrangements for maternity leave, cover and supporting staff in their return to work.

- **Shared Parental Leave:** Currently, our Shared Parental Leave offers an enhanced rate of pay, and we will be further reviewing arrangements for staff.
- **Carers:** The University is already a member of *Employers for Carers*, but we are working towards improving leave arrangements for those with caring responsibilities and reviewing the accessibility of opportunities to retrain or change career pathways to those with caring responsibilities.
- **Recruitment:** Starting salaries will be monitored to ensure equality in pay. Wherever possible, jobs will be advertised as potential for job share.