



UNIVERSITY OF
WOLVERHAMPTON

GENDER PAY GAP REPORT 2020



INTRODUCTION

As the University of Opportunity, we are committed to providing equality of opportunity in all we do to create a vibrant university environment that supports the development and progression of all staff and students

The commitment to monitoring and addressing any inequalities in remuneration, including any gender and race pay gaps is reflected in our Workforce Development Strategy, aiming to embed equality and diversity in our approach to reward.

This commitment is driven from the top down, where gender equality is evidenced in our senior management team, where 65% of roles are held by women.

To further evidence our commitment to advancing equality for women, in December 2020, we set up a Women's Staff Network. The Women's Staff Network works with the University to address the unique challenges women face within higher education and more broadly, tackle gender inequalities through projects such as Athena SWAN.

GENDER PAY GAP

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of 250 or more must publish their gender pay gap on an annual basis. The gender pay gap represents the difference in the average pay between men and women across the entire workforce and is different to equal pay. Equal pay is concerned with differences in pay between men and women who carry out the same or similar role of equal value.

OUR GENDER PAY GAP

For the purpose of our report, the data is based on the snapshot date of 31st March 2020, when our workforce consisted of 1768 women and 1207 men.

The gender pay gap highlighted in this report is not as a result of unequal pay for women. We use a bias free job evaluation tool to determine the pay for roles within the University. Employees are therefore remunerated based on their role, not according to their gender or other protected characteristics.

This is our fourth report. All of our previous reports can be found within the [Equality and Diversity](#) section of our website.

OUR GENDER COMPOSITION



OUR MEAN AND MEDIAN PAY GAPS

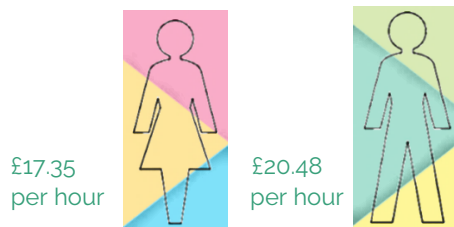
The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. The median gender pay gap represents the difference in pay between the mid-point hourly pay rate of men and women.





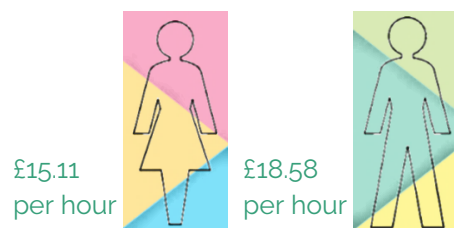
OUR GENDER PAY GAP CALCULATIONS

Our mean (average) gender pay gap is **15.3%**



Our mean gender pay gap sits at the same level as the last reported sector average of 15.3% (based on 117 HEIs reporting their 2019 gender pay gap data).

Our median (middle) gender pay gap is **18.7%**



Our median gender pay gap figure has reduced significantly since last year, due to the fact that the median hourly rate for men has fallen to £18.58 from the previous years rate of £20.27.

Conversely, the median hourly rate for female pay has increased from £14.50 to £15.11.

The reason for the fluctuation in our median gap over the years is as a result of our workforce gender distribution. The fact that we now have 1% more men employed than women as opposed to last year has caused our median figure to decrease this year.

We are encouraged by our year on year improvement in our gender pay gap, which means that we are moving towards a more comparable rate of pay between men and women employed at the University.

Good progress has been made towards reducing our gender pay gap, however we recognise that this is a long term commitment and will take some time to see significant change.

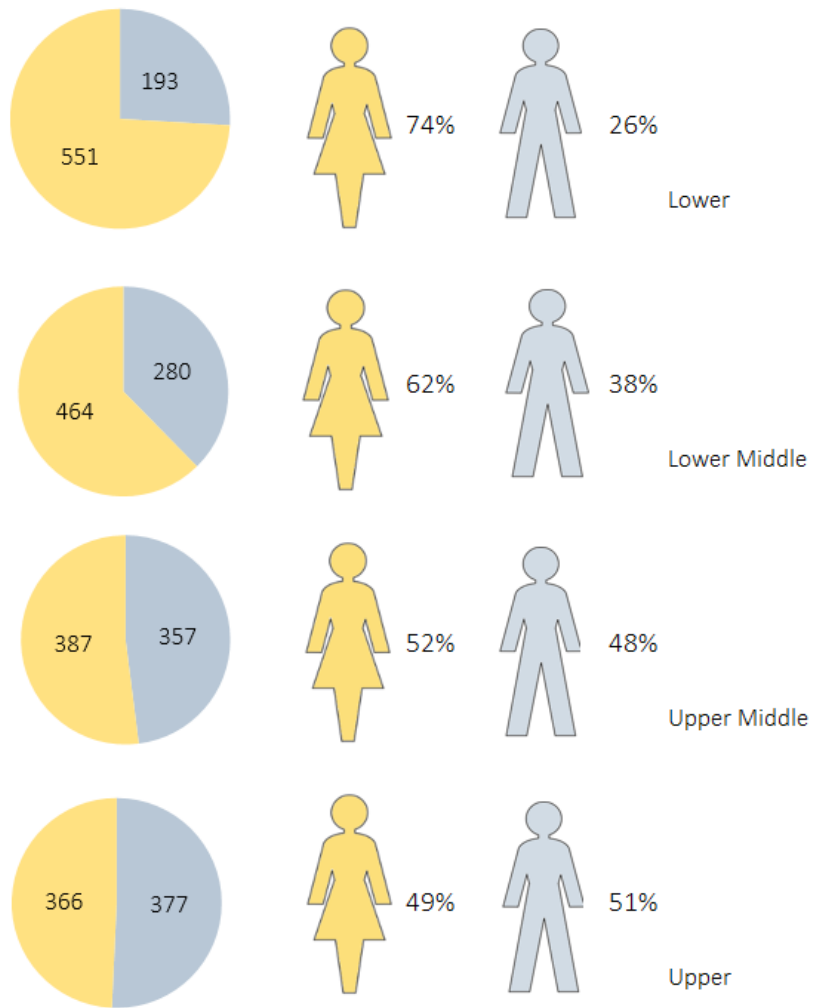
BONUS PAYMENTS BY GENDER

Between 1 April 2019 and 31 March 2020, 1.6% of women employed by the University received a bonus compared to 3% of men. The average bonus pay was **5.9% higher** for women than men.

Of all the bonuses awarded to Senior Staff, 44% were to women, and 56% to men.

88% of women with eligibility to participate in the reward scheme received a bonus, compared with 66% of eligible men,

Our Pay Quartiles



The gender pay gap regulations also require us to publish the proportion of men and women within four quartile pay bands, which are created by dividing the total number of employees into four equal parts from the lowest to the highest hourly pay.

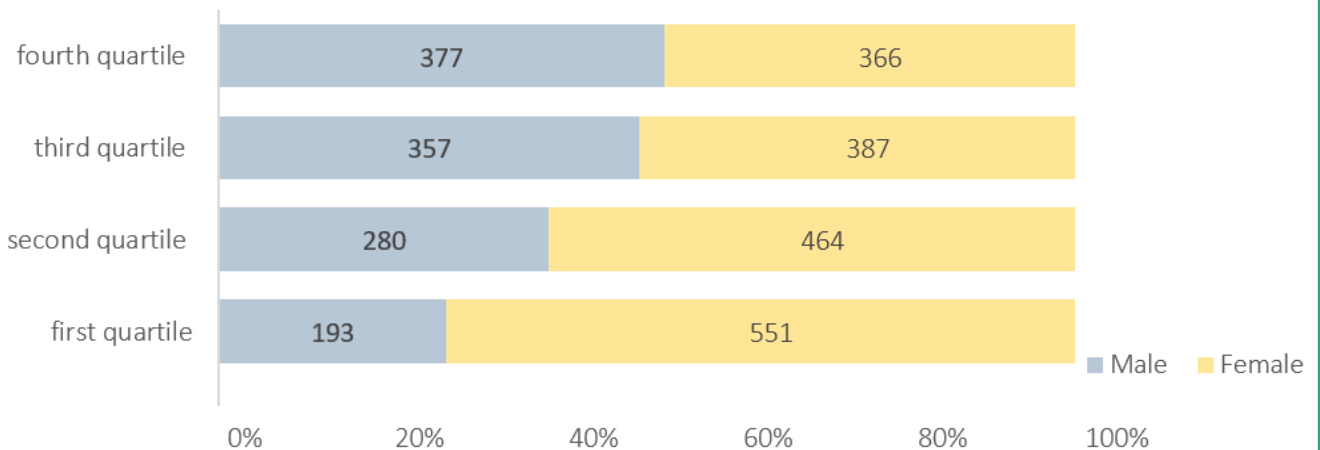
The above charts show both the percentage and numbers of men and women in each pay quartile.

As with previous years, the charts illustrate the fact that there is still an uneven distribution of gender across the quartiles, with an over-representation of women in the lowest quartiles.

OUR QUARTILE DATA

FACTORS INFLUENCING OUR GENDER PAY GAP

Our gender pay gap is due to “horizontal segregation” which is caused by a disproportional representation of men and women across lower paid job roles.



As shown in the above graph, over half of the female workforce (1015) in our dataset were in roles in the lower and lower-middle pay quartiles. Whereas over 60% of male staff members (734) are occupied in roles in the upper and upper middle quartiles.

- The gender imbalance within our professional services grades UW1 to UW7 continues to be the primary cause for the uneven distribution within the lowest two quartiles. Of the 658 positions between these grades, 79% are occupied by women.
- Similarly, of 229 catering, cleaning and customer service roles, which form part of the lowest quartile, less than 10% of positions are held by men.
- In contrast, 65% of our senior management team are female, however as this is a relatively small number of staff it is not enough to counteract the imbalance caused by the uneven distribution of gender in the lowest quartiles.

This uneven distribution of female employees on the lower grades and male employees on higher grades, continues to contribute to the overall gender pay gap of the University.



WHAT WE ARE DOING TO ADDRESS OUR PAY GAP

Since its establishment in December 2020, the Women's Network team have been making progress in helping the University to drive work on the gender equality action plan.

The progress that has been made to date includes:

- Holding monthly meetings with members to empower the voice of women in the University, gather feedback and discuss key issues.
- Organising a series of inspirational events, so staff hear from female leaders both from within the University and externally.
- Developing key workstreams to complement and add to the positive work already done within the University on the gender equality action plan, including workstreams focussed on flexible working, mental health and wellbeing, career progression and skills development.

We remain committed to increasing the number of female and BAME staff in senior positions, including academic and professorial roles.

We still recognise the need to attract men into roles that are held predominately by women to improve the gender balance across all grades. Another area of priority for us is around ensuring access to flexible working across all pay bands and improving our "family friendly" policies to maximise individual potential for all our staff, taking into account their personal circumstances.





ACADEMIC PROGRESSION & INCREASING LEADERSHIP OPPORTUNITIES

We are proud that 65% of our University's Corporate Management Team are female, including academic senior managers, however we acknowledge the need to strive for a gender balance in all leadership roles.

Our achievements:

- We are developing pathways training through our Organisational Development team with courses such as "Aspiring to be first line manager" and "Owning your own development".
- The following programmes are in place for professional services staff and form part of the leadership development programme so far:
 - Emerging Leaders Programme (Grade 7-9)
 - Aurora Programme (Grades 8 – 10)
 - Aspiring Leaders (Grades 10 and above)
 - Transformational Leadership for PLs
- We have held focus group sessions with groups of staff who are under represented in areas of the University to explore barriers to progression, with a view to undertaking a review of our criteria for promotion.
- We have continued to offer mentoring to staff to assist with their personal development.

Our aims:

- To support an internal Aurora Network
- To set up a mentoring and coaching bank.
- To enhance our provision of training to support specific protected characteristics (eg. positive action leadership development for female staff).
- To enhance our mentoring provision with an inhouse mentoring tool.
- To introduce a reverse mentoring programme to promote understanding of different protected characteristics.

We continue to address the gender imbalance within our senior academic roles, by enhancing the personal development of staff members, enabling a greater diversity of staff to be promoted.

RECRUITMENT PRACTICES AND FAMILY FRIENDLY POLICIES

We are continually improving our Recruitment and HR Practices and Procedures and policies to ensure gender equality throughout the employee lifecycle.

Our achievements:

- Information, advice and guidance has been produced to accompany our recruitment policy, including:
 - How to write inclusive job and person specifications
 - Ensuring criteria are essential
 - Ensuring gender neutral language is used
 - Advice on how to give feedback to unsuccessful internal applicants
 - Inclusion of flexible working statements
 - Inclusion of positive action statements where there is a gender imbalance.
- We have implemented a new flexible working policy and procedure for all staff which is easily accessible.
- We are undertaking a review of our family friendly policies including career breaks and shared parental leave.

Our aims:

- To implement an effective senior staff pay structure and senior reward and recognition policy, available to all staff and any potential candidates.
- We will update our exit interview questions to explore why people may leave after maternity leave.
- HR will specifically ask any woman who resigns within a year of returning from maternity leave whether there is anything the university could do to enable them to stay.
- Review our allowances to ensure they are appropriate for the roles they accompany.



We strive to make improvements to our policies and practices to better promote a positive worklife balance including improved support for working parents.

STATEMENT BY OUR VICE CHANCELLOR

Professor Geoff Layer



As the University of Opportunity, we are fully committed to promoting and enabling equality of opportunity and demonstrating inclusivity for all our staff and students.

Along with colleagues across the University, key members of our senior management team are responsible for our gender equality advancement strategy which champions equality, diversity and inclusion and implements the principles of the Athena SWAN programme.

We recognise that our organisational structure, with an in house catering and cleaning provision means that any significant decrease to our gender pay gap will not be easy to achieve, so we have extended our focus to include enabling opportunities for advancement amongst our diverse workforce in a way that is true to our values as an institution.

We have recently launched a Women's Staff Network, which aims to provide women staff members with a greater voice, whilst supporting and challenging the University in achieving its gender related aims. The Network sits alongside and works collaboratively with our other staff networks: BAME, Disabled and LGBTQ+.

Equality, diversity and inclusion is at the heart of everything we do and all of our senior staff members have an annual objective to help to drive the diversification of the University's staff base, including an improvement to the gender balance across job families, development of career structures and promotion of leadership programmes.

Our Gender Pay Gap Report 2020 highlights the important work that we are doing to close our gap and demonstrates our commitment to advancing gender equality within our institution.

