Gender Pay Gap Report 2023

Our Vision for the University of Sheffield includes a commitment to deliver life-enhancing research, innovation and education that not only transforms the lives of our graduates, but shapes the world we live in. We believe the best way to achieve this is by fostering an ambitious, inclusive, collaborative community. We continue to identify and tackle patterns of inequality to ensure that staff and students can achieve their full potential and these commitments are at the heart of our ambition to eliminate our Gender Pay Gap.

To enable us to remain on track to achieve the elimination of our Gender Pay Gap, we have set ambitious targets for a reduction by 2025 of five percentage points with specific target reductions agreed at Faculty level. A programme of work has been designed to make a visible difference to the working lives and career prospects of our female staff and with a focus on activity proposed at a University level to address structural and cultural barriers to gender equality.

Our Gender Pay Gap is being tackled at a local level in departments, through the creation of specific targets and action plans. Actions that are more appropriately undertaken at a local level are included in a resource or 'menu' of suggested activity to support departmental level action. A steer around themes or priority areas for action emerging from the data analysis is included alongside the gender pay gap data in the annual Departmental Planning Framework data sources and this means that Gender Pay Gap actions have become part of the everyday business of departments, highlighting the connection between local action and University ambition.

To support activity at a local level, we have been delivering a programme of work that is designed to address structural and cultural contributors to gender inequality. This work is being driven centrally and our priority areas of action for the next 12 months are as follows:

Recruitment

We continue to undertake a programme of work to overhaul our end-to-end recruitment process to provide an outstanding recruitment support service to Departments across the University, leading a transformation of the way we attract and recruit people to ensure our recruitment practice is more inclusive.

Work will be undertaken to improve recruitment panels themselves, using implicit bias training, gender balanced panels, as well as trialling and rolling out ways of enabling panels to shortlist anonymised applications.

Career progression

Academic promotions data is being reviewed systematically as part of the annual academic promotions process to identify particular areas where female success rates are significantly

lower than men, at a Department, Faculty and a University level. Recommendations to address systemic barriers to female academic progression (alongside those faced by other marginalised groups) have been made by the Gender, Race, Disability and LGBT+ Promotion Task and Finish Group, which will oversee progress made to address these.

We will continue to develop leadership and management programmes with a focus on inclusion and widening participation for female colleagues to support their leadership journeys, ensuring that development is accessible and coherent to all colleagues to provide focused support and learning opportunities.

1.1 Reporting

Regulations make it mandatory for all organisations with more than 250 employees to report their gender pay gap on an annual basis. Universities, along with other public sector bodies, are required to report their gender pay gap based on data at 31 March each year. The gender pay gap measures differences in pay between men and women across the entire workforce, which includes jobs of different size and level.

This report provides the outcomes of our gender pay gap reporting based on 2023 data. It reports on the following across our entire workforce:

- Proportion of males and females within pay quartiles
- Gender pay gap
- Gender bonus pay gap
- Proportion of individuals who received a bonus or recognition payment by gender.

The University now also reports on its Ethnicity Pay Gap. The report can be found here: https://www.sheffield.ac.uk/inclusion/race/how-were-improving

We take a partnership approach to both our gender pay gap analysis and action planning, working closely with senior academic colleagues, Human Resources, trade unions, our Gender Equality Committee and Equality, Diversity and Inclusion Committee.

1.2. Gender Pay Quartiles

Pay quartiles show a breakdown of the percentage of males and females by pay quartile – where the workforce is split into equal quarters according to level of pay:

Chart 1: Percentage of males and females by pay quartile 2017-2023
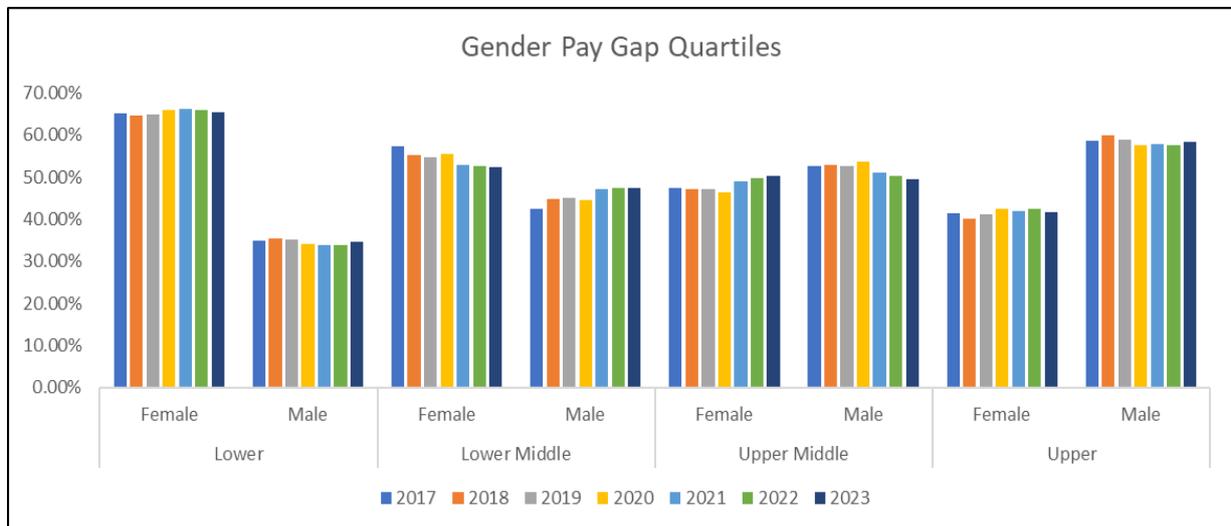
Note: The quartiles broadly equate to our grade structure (lower G1-4, lower middle G4-7, upper middle G7-8, upper G8+) but this is variable given that pay is based on gross pay after salary sacrifice, so individuals who are in salary sacrifice schemes may be in a lower pay quartile than we would expect for their grade.

The quartile data continues to show some shifts in the gender balance in the lower middle (showing a lower proportion of females and a higher proportion of males) and upper middle quartiles (showing a higher proportion of females and a lower proportion of males). These shifts are likely to have contributed to a further reduction in our gender pay gap in 2023. However, our pay quartile figures continue to show the root cause of our gender pay gap – we have a higher proportion of females in our lower pay quartiles (our lower pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades).

1.3. Gender Pay Gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women across the whole workforce, expressed as a percentage of men's earnings:

Our 2023 figures show a further reduction in our mean gender pay gap compared with the previous years.

Table 1: 2017-2023 mean and median gender pay gap.

Gender Pay Gap Snapshot	Legislative Snapshot						
Data Group	- Based on the entire workforce (includes clinical academics and employees and workers who work irregular hours paid in March). - Excludes individuals who were on reduced/nil pay due to absence. - Includes additional pay such as allowances. - Based on pay after salary sacrifice deductions.						
PAY GAP	**2023**	2022	2021	2020	2019	2018	2017
Mean %	**13.5**	14.9	15.8	16.5	17.8	17.9	19.0
Median %	**10.1**	8.5	8.4	11.5	10.7	10.7	11.1

Mean = average, Median = the mid-point value of a sorted list of values.

The gap between male and female earnings is lower for the median (mid-point) than the mean (average). This is because the mean is impacted by outliers (individuals with earnings higher than the norm) within our workforce.

The median tends to be a better indicator of the most typical figure, where a range of figures have an outlier, and is the normal salary measure used by the Office for National Statistics. This year, the median has increased slightly. This is likely to be caused by a fluctuation in some of the variables that impacted on pay in March 2023, including casual data. We have analysed the median pay gap excluding casual data and it has continued to reduce.

Overall, we are pleased to see that our gender pay gap continues to fall by an average of approximately 1% per year, which is in line with our target to reduce it by 5 percentage points over a five-year period (2020-25). We also compare well with the gender pay gap figures published by other Russell Group universities. However, we recognise we still need to do more to reduce the gap at a greater pace.

1.4. Gender Bonus Gap

The gender bonus gap shows the difference between the average (mean or median) bonus received by men and women across the whole workforce. A positive bonus gap shows that males have received, on average, a higher bonus value than females.

Our bonus gap figures for 2022-2023 are based on bonus, incentive and recognition payments from our standard reward schemes (listed below) paid from April to March. In 2021-2022 some of our standard schemes were paused, which is why the figure in this year is different from the other years.

Table 2: Mean and median bonus gap

	April 2022-March 2023	April 2021-March 2022	April 2020 – March 2021	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
BONUS GAP							
Mean %	**64.7**	58.6	37.1	64.3	64.4	64.5	68.6
Median %	**16.7**	33.3	0	0	20	6.3	40.0

Table 3: Proportion of workforce by gender who received a bonus award

	April 2022-March 2023	April 2021-March 2022	April 2020 – March 2021	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
PROPORTION RECEIVING BONUS							
Female	**34.3**	35.2	71.1	26.2	23.6	22.8	20.3
Male	**26.4**	27.2	76.8	20.5	20.1	19.3	16.2

In 2022-23, our bonus pay gap figures were based on the combined bonuses and awards paid from the schemes listed below:

Clinical Excellence Awards Scheme: This scheme applies to clinical academics in our employment but who are on NHS terms and conditions and pay scales and is not controlled by the University. We have classified these awards as bonus pay in line with the NHS.

Recognition Award Scheme: This scheme is available to all staff and enables departments to nominate individuals and teams to receive awards throughout the year for a job well done. In line with the legislation, this only includes monetary and voucher awards for individuals, not team awards or individual non-monetary gifts.

One-off Recognition Award Schemes: In 2020, we implemented a number of recognition schemes to reward and recognise our staff for their efforts during the pandemic. This included payment of a £50 voucher to all our regular paid employees.

The legislation requires us to combine and report on the bonus gap of the schemes together.

The impact of combining these very different schemes is to create a higher overall mean bonus gap than if they were each assessed separately.

When the bonus gap of the schemes are calculated separately, the results are very different as the tables below show:

Table 4: Mean gender bonus gaps by scheme

Mean GPG	2023	2022	2021	2020	2019	2018	2017
All	**64.7**	58.6	37.1	64.3	64.4	64.5	68.6
Senior	**-9.9**	-9.2	N/A	5.7	18.4	23.7	27.1
Clinical Excellence Awards	**-0.1**	-2.4	-4.5	-2.7	-0.6	2.4	7.3
Recognition Award Scheme	**0.0**	4.5	-12.3	-2.9	4.3	-6.1	8.17
2020 one-off recognition scheme/other	**N/A**	N/A	1.0	N/A	N/A	N/A	N/A

Table 5: Median gender bonus gaps by scheme

Median GPG	2023	2022	2021	2020	2019	2018	2017
All	**16.7**	33.3	0.0	0.0	20.0	6.3	40
Senior	**5.9%**	0.0	N/A	0.0	25.0	0.0	3.6
Clinical Excellence Awards	**-36.6**	-50.0	20.0	-27.5	-37.5	-18.3	34.9
Recognition Award Scheme	**0.0**	16.7	0.0	-20.0	0.0	0.0	37.5
2020 one-off recognition scheme/other	**N/A**	N/A	0.0	N/A	N/A	N/A	N/A

The 2023 mean and median gender bonus gaps when calculated by scheme, are very low and often negative, meaning the bonus value within each scheme was, on average, higher for females than for males. Fluctuations in the mean or median bonus gap of the differing

component schemes can have an impact on the overall bonus gap, particularly the median bonus gap. For example, changes in the recognition award scheme can significantly impact on our overall median bonus gap figure.