



The
University
Of
Sheffield.

Gender Pay Gap

Report March 2017

This Gender Pay Gap report is based on March 2017 data. Legislation dictates that University's must measure their pay gap annually, based on March figures.

Introduction

This report will present and outline current activity and future plans at The University of Sheffield, within the context of Gender Pay Gap (GPG) reporting.

At the University, we are proud of our diverse and inclusive community and mindful of its vital importance to our success. We believe that diversity in all its forms delivers greater impact in our research and teaching as well as enhancing the experience of our students.

We are committed to rewarding our staff fairly and we continually measure the impact of our reward schemes and take positive action to improve and promote gender equality. We have monitored our gender pay gap since 2003 and we have been successfully taking actions to reduce the overall pay gap since then.

Our analysis has consistently shown us that our overall pay gap is due to the gender distribution of our workforce – essentially, there are more female staff in lower grades.

We are also very proud to have taken a partnership approach to this work, working closely with Human Resources, trade unions and the University's Equality, Diversity and Inclusion Committee, and will continue to do so. Our approach appears in the new UCEA guidance as a good practice example: <http://www.ucea.ac.uk/en/publications/index.cfm/eprgpgpgr>

The Gender Pay Gap is different from Equal Pay, which shows any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value (e.g. the same grade).

We report separately on our equal pay figures every three years, and the next equal pay report will be produced in 2018. Our previous Equal Pay audits show we do not have an equal pay issue.

Methodology

For the first time this year, our gender pay gap figures have been calculated in line with new gender pay gap reporting legislation which is based on a snapshot of our workforce at March 2017. In line with the legislation, we have included a number of additional variables and added new measures to calculate our gender pay gap.

Given the new measures under the legislation, figures generated cannot be directly compared with previous years. For the purpose of providing a meaningful comparison, we have also run our figures using our old methodology, which again show a reduction in the pay gap.

All future reporting of the Gender Pay Gap will be on an annual basis, in line with the new legislative requirements, enabling us to directly compare our position within and outside the sector, and evaluate the impact of our continued work to reduce our gender pay gap.

Our Gender Pay Gap

Pay gap	Mean	Median
<ul style="list-style-type: none"> • Based on the entire workforce at 31 March 17 (includes clinical academics and hourly paid employees and workers with earnings paid in March) • Excludes individuals who were on reduced/nil pay due to absence • Based on gross pay after salary sacrifice • Includes allowances and additional pay 	19.0%	11.1%

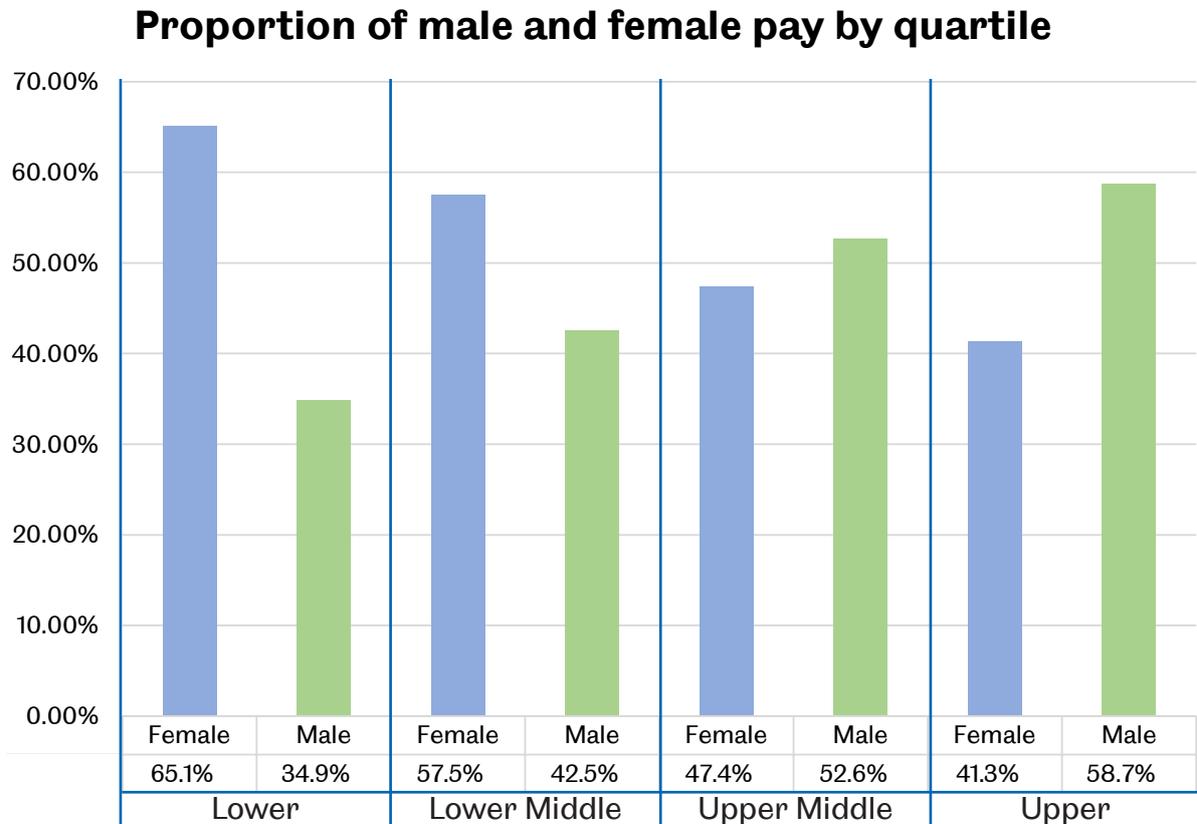
A gender pay gap shows the difference between the average (mean or median) earnings of men and women expressed as a percentage of men's earnings. Our 2017 figures show that, when taken over the whole workforce and across all jobs, women earn on average 19.0% less than men (mean) or 11.1% less than men (median). Note: using our old methodology, our gender pay gap reduced from 32.2% in 2003 to 15.2% in 2017.

Why is the median pay gap figure lower than the mean pay gap?

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 or lower 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 of National Statistics.

Pay Quartiles

This graph shows a breakdown of the percentage of males and females by pay quartile (where the workforce is split into quarters according to level of pay).



The quartiles broadly equate to our grade structure as follows (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 pay quartile figures 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).

Our bonus pay gap

Bonus gap	Mean	Median
<ul style="list-style-type: none"> Based on bonus, incentive and recognition payments from a number of different schemes (listed below) paid from April 2016 to March 2017 	68.6%	40.0%
Bonus proportion	Male	Female
<ul style="list-style-type: none"> Percentage of entire workforce who received bonus (as above) by gender (April 2016 to March 2017) 	16.2%	20.3%

The bonus pay gap figures are based on the combined bonuses and awards paid from a number of very different 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. 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.
- Senior Pay Schemes.** Includes our Executive Bonus Scheme and Professorial and Professorial Equivalent Pay Schemes which are subject to strict governance and scrutiny (including gender equality monitoring) with delivery against pre-agreed objectives and criteria assessed by independent reward panels).

The impact of combining these schemes is to create a higher overall mean and median bonus gap than if they were each assessed separately. **The inclusion of Clinical Excellence Awards (CEAs) particularly, has a significant impact on our overall mean bonus gap figure.** If we exclude CEAs, our mean bonus gap figure is almost reduced by half as shown in the table below.

Bonus gap (excluding Clinical Excellence Awards)	Mean	Median
Based on bonus and recognition payments listed above but excluding Clinical Excellence Awards paid from April 2016 to March 2017	35.3%	37.5%
Bonus gap (excluding Clinical Excellence Awards)	Male	Female
Percentage of entire workforce who received bonus (as above) by gender (from April 2016 to March 2017)	16.6%	20.6%

CEAs have the most significant impact on our overall bonus gap because:

- a greater proportion of our clinical academics who are eligible to receive CEAs are males
- CEAs have a high monetary value compared with bonus or recognition payments from our University schemes.

Our other schemes contribute to our overall mean and median bonus gap in different ways. For example, our data shows that the Recognition Award Scheme has a high median bonus gap (40%), which does not exist in our Senior Pay Schemes (0%). This is likely to be due to the trend of awarding males monetary payments, rather than vouchers, which normally have a higher value, despite more females getting awarded overall. We will continue to monitor the impact of each of our schemes separately each year.

How The University of Sheffield is tackling the gender pay gap

As we have outlined, the GPG is the result of the structure of the workforce. The University is committed to addressing the imbalances in our workforce and have taken a number of steps to attract and retain talented female staff into higher grades.

The University has long held a Key Performance indicator to increase the proportion of female professorial staff to 24% in 2015/16, which we met a year early. This success was due to action on a number of fronts, detailed below.

Our new KPI related to female professorial staff is to remain in the Top Quartile of Russell Group universities.

Creating the right environment:

- Leadership - four out of eleven members of the UEB (compared to none in 2011), including the deputy VC are female (36%).
- Athena SWAN - charter which recognises excellence in gender equality in science, technology, engineering, mathematics and medicine (STEM) subjects.
- Almost 7 in 10 (69%) Academics & Researchers at the University are in award winning departments, and over a quarter of them (27%) are within a Silver department. See: www.sheffield.ac.uk/hr/equality/focus/athenaswan
- Committee membership – marked increase in female representation on Senate over the last 10 years. Four in ten Senators are female compared to only two in ten in 2006/7. Eleven of our fifteen Senate Committees have over 40% female representation. A third (6/18) of the University Council are female, the highest proportion in eight years.
- Portrait of a Woman – two photographic exhibitions of women, nominated by colleagues, who have made a valuable contribution to our University. Painting of Professor Gillian Gehring, the first woman Professor of Physics at the University of Sheffield, and only the second woman to hold a Professorship in a UK Physics Department, hangs in Firth Hall. See: www.sheffield.ac.uk/staff/portraits

Career Support:

- Mentoring schemes designed to address the sector-wide under-representation of female academics in professorial posts: circa 200 academic women have participated to date.
- Unconscious bias training: lecture theatre style sessions and workshops with groups of staff supported by online training. Both Faculties of MDH and Engineering have now made this mandatory for staff.

Maternity support:

- Women Academic Returners' Programme (WARP): supports women who are returning to work after time off for maternity leave. 163 women have received awards since 2006 totalling over £2.1 million. Award recipients have since brought in over £20 million in apportioned research grant income to the University, representing a return on investment of over 847 per cent. This appears as a good practice example in the new UCEA guidance: <http://www.ucea.ac.uk/en/publications/index.cfm/eprgpggr>
- Whyte Payment - Introduced by the Medical School in November 2014 to encourage use of Keeping in Touch days. The Medical School used their Athena SWAN working group to develop this initiative, which has now also been taken up by SchARR. See: <https://www.sheffield.ac.uk/scharr/news/whyte-1.424823>

Networking:

- Women@TUOS - a network for academic women, initially in science and engineering and now extended across the whole university. Has dedicated activities for academic and professional women, as well as for all staff.
- Parents in Academia network – open to women and men who have families or are thinking about having families.
- Women Professors Network – provides an informal environment in which to discuss topics of mutual interest and share areas of good practice.

Targeted action:

Women in Engineering: dedicated to increasing the numbers of female staff and student engineers. 10.6% of the professors in the Faculty of Engineering are female, significantly higher than the national average of 6%.

- Inspiring the next generation of engineers: Suzie and Ricky - as part of the Engineering Is campaign, our Women in Engineering Student Society and Engineering Sheffield created a children's book, Suzie and Ricky – The Crash Landing, with the message that girls and boys alike can aspire to be engineers. More than 2,000 copies that have been given out and it has resonated so much with its young audience that a second print run is planned.
- Changing job titles: our Head of Campus Services challenged the presumption that certain roles, such as security and portering, are the preserve of male staff and changed advertisements to state appointees could work part time.

Whilst we are making significant progress, there is much more to do. We are committed to continuing with our key activities at University level, and taking a strategic approach to actively building diverse teams, in order to rebalance our workforce.

We have committed to:

- 1.** Designing diversity into our Talent Attraction approach, by actively considering each role in relation to the existing diversity of that team, to feed through the entire employment cycle. Through our processes, language and search tools, we actively encourage females in traditionally male roles, and males into traditionally female roles, in order to rebalance the workforce.
- 2.** Developing a new and transparent Academic Career Pathways scheme, which will help us measure progression rates by gender.
- 3.** Considering gender in relation to Recruitment and Selection, and succession planning for Heads of Department.
- 4.** Supporting departments, including those that wish to go for an Athena Swan award, to develop actions around gender.
- 5.** Implementing the University level Athena Swan action plan, with the Gender Equality Committee (which considers the gender balance of all staff across the whole University).
- 6.** Actively working with our recruiters and HR Services staff to implement our approach to Talent Attraction. This includes holding a conversation with managers to identify those characteristics which will contribute to building diverse teams when making attraction, advertising and selection decisions.
- 7.** Reviewing the Recognition Awards scheme in detail to identify gender differences.
- 8.** Encouraging Unconscious Bias and Equality and Diversity training for all staff.
- 9.** Undertaking an Equal Pay Audit in 2018, in line with our internal ongoing timetable taking into account the new UCEA guidance.