



1. Regulations:

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 mandatory gender pay gap reporting requirements and is based on 2019 data. It reports on the following across our entire workforce:

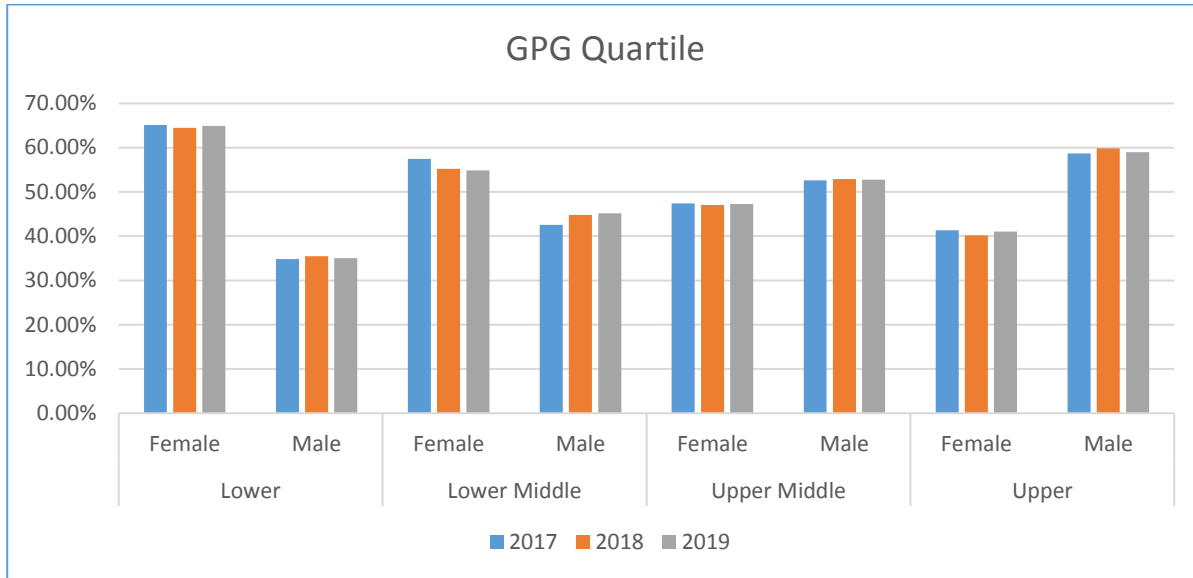
- Proportion of males and females within pay quartiles
- Gender pay gap
- Bonus pay gap
- Proportion of males and females who received a bonus or recognition payment.

We take a partnership approach to 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.

2. 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:

Table 1: Percentage of males and females by pay quartile 2017-2019



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.

There are only subtle changes in the quartile data from the two previous years. 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).

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 2019 figures show a further slight reduction in our mean and median gender pay gap compared with the two previous years.

Table 2: 2017-19 mean and median gender pay gap.

Gender Pay Gap Snapshot	Legislation Snapshot		
Data Group	<ul style="list-style-type: none"> - Based on the entire workforce (includes clinical academics and zero hours' employees and workers 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	2019	2018	2017
Mean %	17.8	17.9	19.0
Median %	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.

Although we are pleased to see that our gender pay gap continues to fall and compare well with the gender pay gap figures published by other Russell Group universities last year, we recognise that the reduction is still small and we need to do more to reduce it at a greater pace.

We are currently working on an action plan to do just that, and we plan to publish further details on this as soon as possible, alongside our March 2020 figures.

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 are based on bonus, incentive and recognition payments from a number of different schemes (listed below) paid from April to March.

Our 2018-19 figures show a continued reduction in our mean bonus gap compared to previous years.

The median bonus gap has fluctuated in the three years we have measured it. This is due to fluctuating median bonus gaps in the component schemes that make up the overall gender bonus gap.

Table 3: Mean and median bonus gap 2016-17, 2017-18 and 2018-19

	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
BONUS GAP			
Mean %	64.4	64.5	68.6
Median %	20.0	6.3	40.0

Our 2018-19 figures show a continued trend of more females receiving bonus/awards over one year than males, with a higher proportion of bonus received by both males and females than in previous years.

Table 4: Proportion of workforce by gender who received a bonus award in 2016-17, 2017-18 and 2018-19.

	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
PROPORTION RECEIVING BONUS			
Female	23.6	22.8	20.3
Male	20.1	19.3	16.2

In line with the legislation, our 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, 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.

Senior Pay Schemes: This includes our Executive Bonus Scheme, 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 very different schemes is to create a higher overall mean bonus gap than if they were each assessed separately.

As with our pay gap, the bonus gap between males and females is lower for the median (midpoint) than the mean (average). This is because, overall, the mean is impacted by outliers (males with higher bonus or award values) across the above schemes.

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.

We highlighted last year how our Recognition Award Scheme had a significant impact on the overall median bonus gap. In 2016 to 2017, more males were awarded monetary payments, rather than vouchers, which normally have a higher value (despite more females getting awarded through the scheme overall). In 2017 to 2018, the reverse happened and more females received overall a higher average value of award than males through the Recognition Award Scheme. In 2018 to 2019, the median bonus gap has been influenced by our senior bonus schemes, where the median bonus paid to males was higher, than the median bonus paid to females.

These shifts lead to fluctuations in the overall median bonus gap, and continue to demonstrate how a change in one scheme can have a significant impact on our overall bonus gap from year to year. It also illustrates how important it is that we continue to monitor the impact of each of the component bonus and recognition award schemes each year.

5. Next Steps:

In April 2020, the University will be going to analyse its latest gender pay figures based on a snapshot of 31 March 2020, with a commitment to publish these figures with a revised and refreshed action plan as soon as possible. The action plan will aim to accelerate progress in the reduction of both the gender and bonus gaps. This year, the University will also begin to review internally its ethnicity data and any ethnicity pay gaps.

We will continue to 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.