



UNIVERSITY OF CHESTER

GENDER, ETHNICITY AND DISABILITY PAY GAP REPORT 2024





Executive Summary

At the University of Chester, we are fully committed to reducing inequalities and our enthusiastic staff are working on a variety of projects across the institution to this end. This report helps us reflect on our progress so far and focuses on areas for further attention and action.

The report provides information on the gender pay gap at the University of Chester using HESA data from 31st March 2023, in combination with March Payroll data.

This report shows that the University of Chester continues to narrow the mean gender pay gap while the median gender pay gap remains largely unchanged. The Mean Gender Pay Gap has reduced from 10.9% in 2022 to 10.3% in 2023 and the Median Gender Pay Gap has nominally increased from 13.2% in 2022 to 13.3% in 2023.

The mean ethnicity pay gap has somewhat increased, rising from -1.36% in 2022 to 2.2% in 2023. The median pay gap was -6.4% in 2022 and is -7.5% in 2023.

As part of our commitment to becoming a more equitable and inclusive institution, this report includes our disability pay gap for the first time. Though we have no previous institutional data to compare this to, benchmarking suggests that our median disability pay gap is larger than the national median disability pay gap. This is something we are dedicated to improving in future years and the University of Chester will continue to report our disability pay gap as part of our commitment to this improvement.

Professor Eunice Simmons

Vice Chancellor

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1. Introduction

1.1. Background

At the University of Chester (UoC), we are committed to providing a working, learning, teaching and research environment that is welcoming for all, and allows everyone to flourish.

On the snapshot date of 31st March 2023, UoC had 2187 Full Pay Relevant employees. The University employs staff on academic and professional services contracts. Academic contracts include staff on the Strategic Executive Team, Professors, Heads of Department, Senior Lecturers and Lecturers. Professional Services contracts are varied and include staff at all levels in Finance, IT, Human Resources, Library Services, Registry, Marketing, Estates and Facilities and more. UoC employs cleaning, catering, security and gardening staff; roles which are often outsourced in other organisations.

1.2. How is pay gap(s) data calculated?

The guidelines for calculating the Gender Pay Gap measures are set down clearly by the Government, this ensures that the reported figures are comparable across organisations (see [“Preparing your data”](#) and [“Making your calculations”](#) on the UK Government’s site). To gather and analyse the data for this report, the following steps were taken:

1. Identify Relevant Employees on the snapshot date. This gives us the figure used to identify our size and whether we are required to return the data. It also provides the basis for the rest of the Gender Pay calculations.
2. Gather the payroll data for the relevant pay period. We need to include two types of pay; Ordinary Pay and Bonus Pay (however, UoC does not currently have any staff who receive bonus pay).
3. From our list of Relevant Employees, identify our Full Pay Relevant Employees. This means identifying anyone that was receiving less than their usual basic pay for reasons of leave (for example those on reduced sick pay).
4. Calculate an hourly rate of pay. In most cases this will mean using the contracted hours per week. First converting the monthly pay in to a weekly amount using the prescribed notion of 1 month equalling 30.44 days. In other cases we need to look in more detail, for example with Term Time only staff or casual staff. Now we have our hourly rates and list of Relevant and Full Pay Relevant Employees we are able to calculate the required measures.
5. Arrange the list in order of hourly pay and split it in to quarters (Upper, Upper Middle, Lower Middle and Lower), then the percentage of males and females in each quarter are calculated. Where the quartile split is not equal, the lower levels are occupied first. For example, if the staff list is divisible by 4 with 2 left over, one would go in the lower level and one in the lower middle level. If hourly rates of the same value straddle a quarter, care is taken to ensure each quarter has a representative amount of each gender.

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6. Next, we calculate the mean and median hourly pay for females and for males. We obtain the mean pay gap by subtracting the mean female hourly pay from the mean male hourly pay, dividing by the mean male pay and multiplying by 100. A negative value means that the average female hourly pay is higher than the average male hourly pay. Median pay gap is calculated in the same manner. The same process is applicable to the ethnicity and disability pay gap calculations.
 7. The University of Chester does not currently have any staff who receive bonus pay.

1.3. The gender pay gap – data reporting requirements

UoC is committed to reducing the gender pay gap by recruiting, developing, promoting and rewarding staff fairly regardless of gender or any other protected characteristic. We support initiatives that mitigate against the underlying causes of all pay gaps.

It is important to note that the gender pay gap and equal pay both deal with pay disparity at work, but they are not the same.

- Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as: holiday entitlement, bonuses, pay and reward schemes and pension payments. The University ensures equal pay for work of equal value through evaluating every role using the Higher Education Role Analysis tool (HERA).
- The gender pay gap is the difference between the average pay of men and women in an organisation. The gender pay gap measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way (taking into account men and women only). As such, employees who identify as non-binary or with any other gender identity are not included in this report. However, the University remains committed to gender equity and inclusion of all genders.

The purpose of this Gender Pay Gap Report is to identify any gender pay gaps across the organisation, to compare our results to other available pay gap data and to propose an action plan setting out any steps the University has taken or plans to take in addressing these findings.

Pay gaps are also recognised in the Higher Education sector as existing between disabled and non-disabled people, as well as between ethnicities. As such, as part of our commitment to disability and race equality, this report also contains our findings on ethnicity and disability pay gaps.

2. UoC 2023 Gender Pay Gap Results

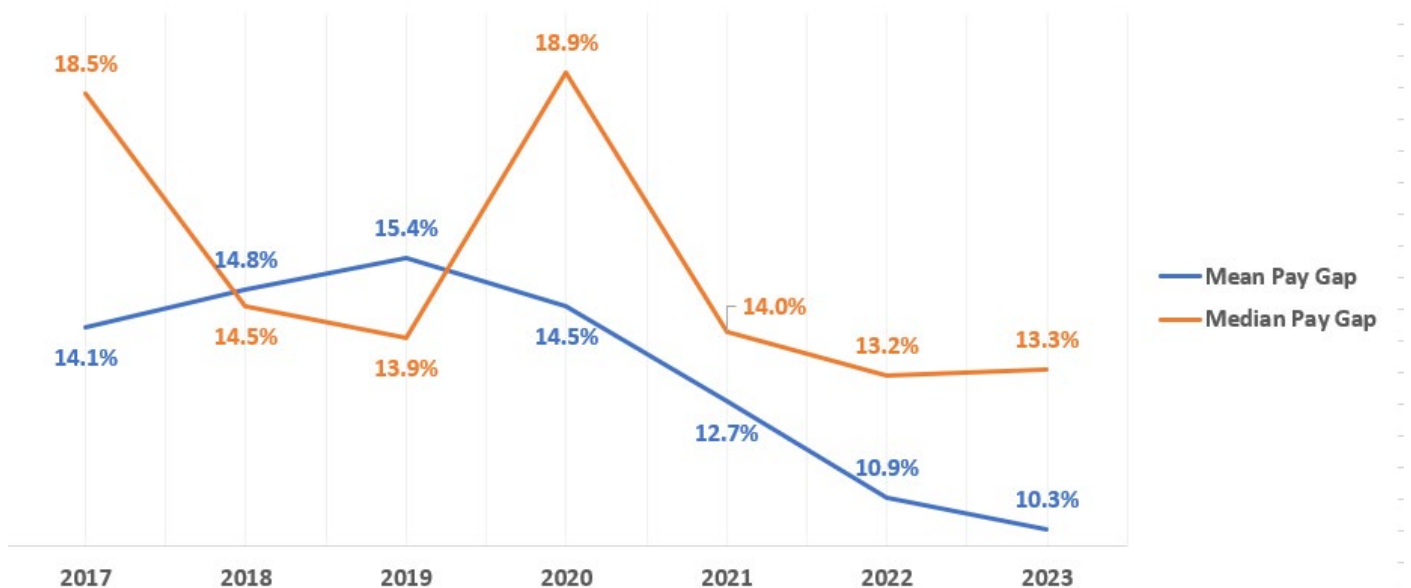
2.1. Gender Mean and Median Hourly Pay Gaps

On the snapshot date of 31st March 2023, UoC had 2187 Full Pay Relevant employees. Of these, 1387 (63.4%) were female, 789 (36.1%) were male and 11 (0.5%) were other.

The mean hourly pay for female staff was £18.56 and for male staff £20.68, giving a mean gender pay gap of 10.3%. The corresponding figures for median were £17.02, £19.63 and 13.3% respectively.



The mean gender pay gap has fallen since last year (10.9%). The median gender pay gap has risen since last year (13.2%), though minutely. This is the fifth year in a row that the mean gender pay gap has fallen and the lowest it has been in 7 years. With the exception of peaks in 2017 and 2020, the median has remained relatively static.

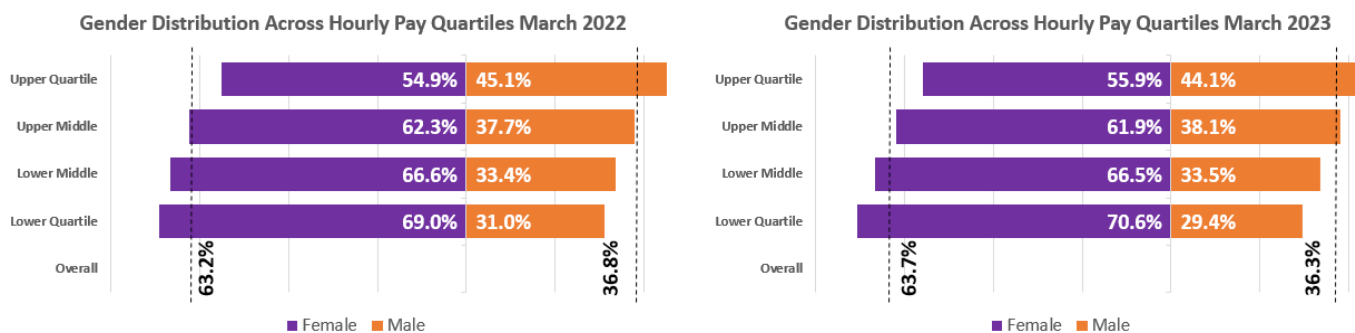


2.3. Gender Pay Gap Bonus Data

The University of Chester does not have any staff receiving bonus pay.

2.4. Gender Pay Quartiles

The below charts show the distribution of gender across the pay quartiles, with a comparison to the overall population distribution, for this and last year:



There has been an improvement in the distribution of genders in the “Upper” quartile (where the female population has increased by 1.0%). However, this improvement is not significant.

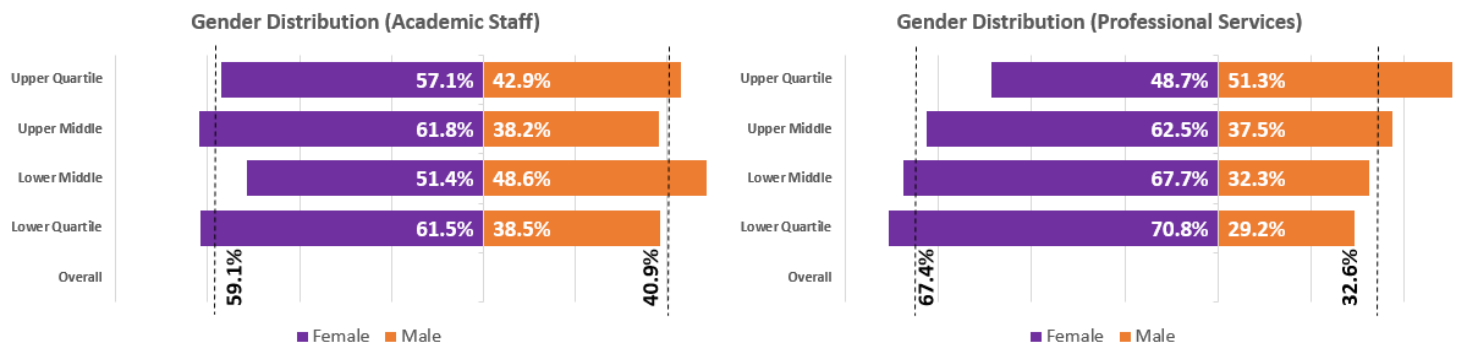
The gender distribution in the “Upper Middle” and “Lower Middle” quartiles remains comparable to the 2022 data (though the female population has nominally decreased in both quartiles).

The female population in the “Lower” quartile has increased since 2022 (increasing by 1.6%).

There is still a notable over-population of female staff in the lower quartiles and under population in the upper. The ten most populous jobs in the ‘Lower’ quartile (regardless of gender) are still predominantly occupied by women, apart from ‘Porter/Security’ and ‘Security Officer’ which are predominantly occupied by male staff.

Job	Female	Male
Administrative Assistant	82.5%	17.5%
Administrator	81.8%	18.2%
Domestic Services Assistant	84.4%	15.6%
Cashier/Catering Assistant	89.5%	10.5%
Customer Services Assistant	76.9%	23.1%
Receptionist	100.0%	0.0%
Clerical Assistant	100.0%	0.0%
Security Officer	0.0%	100.0%
Nursery Nurse	100.0%	0.0%
Porter/Security	0.0%	100.0%

All posts (in the ‘Lower’ quartile) are Professional Services positions, suggesting a need to look at the two staff groups of Academic and Professional Services staff separately, and by staff per quartile for each separate category. The charts below look at the pay distribution by gender for the two staff groups.

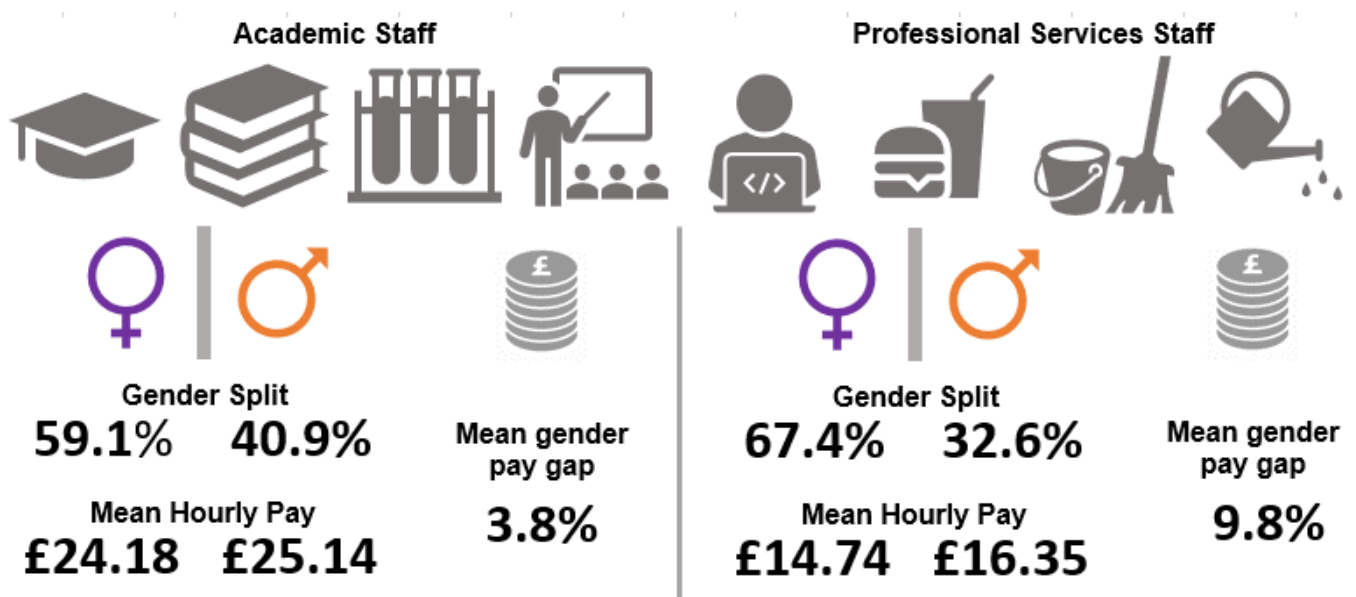


The above figures show that there are more academic males in the 'Upper' quartile than the overall population of males, contributing to the overall gender pay gap. Aside from this, the gender distribution across all quartiles for academic staff is relatively proportional (bar the "Lower Middle" quartile, which is disproportionately overpopulated with male staff).

The Professional Services infographic confirms that the gender pay gap is most stark amongst Professional Services staff. There is a greater gender disparity across pay quartiles, with a significant overpopulation of men in the "Upper" quartiles and a significant overpopulation of women in the "Lower" quartiles.

The proportion of male academic staff in the 'Upper' Quartile is less than that of 2022 (43.7%) and therefore more representative of the general population than previous years. The proportion of male professional services staff in the 'Upper' Quartile has also decreased since 2022 (54.2%), though this is still disproportionately high.

The infographic below demonstrates the gender pay gap for each staff group. It is notable that the gender pay gap of professional services staff is larger than that of academic staff.



The lower gender pay gap for academics, when compared to the overall figures, is likely because the salary range for academic staff is smaller than the salary range for professional services staff (who are paid across all levels of the pay scale).

Furthermore, the mean gender pay gap when isolated to professional services staff is lower than the mean gender pay gap for all staff because academic pay data (which is typically within the 'Upper' quartiles) is removed from the calculation.

3. UoC 2023 Ethnicity Pay Gap Results

3.1. Ethnicity Mean and Median Hourly Pay Gaps

Whilst the requirement for pay gap reporting currently only covers gender, it is important to be aware of any gaps that may arise from other protected characteristics. As such, we include ethnicity pay gaps in our reporting.

On the snapshot date of 31st March 2023, 2086 employees declared their ethnicity to UoC, with 87.3% identifying as white and 12.7% identifying as minority ethnic. Though the proportion of minority ethnic staff appears to have significantly increased since 2022, this is likely because of the inclusion of the student roles in this data (including the role of Student Race Advocate).

The mean hourly pay for minority ethnic staff was £18.90 and for white staff it was £19.33, giving a mean ethnicity pay gap of 2.2%. The corresponding figures for median were £19.58, £18.22, meaning a -7.5% median pay gap. The mean ethnicity pay gap has somewhat increased, rising from -1.36% in 2022 (pay gap in favour of minority ethnic staff) to 2.2% in 2023 (pay gap in favour of white staff). The median pay gap has increased (in favour of minority ethnic staff) from -6.4% in 2022 to -7.5% in 2023.

The University's ethnicity pay gap has been historically negative (with minority ethnic staff earning more, on average, than white staff). It is possible that the mean ethnicity pay gap has increased because of the inclusion of the student roles in this analysis. However, this pay gap should be monitored going forward to ensure that a significant ethnicity pay gap does not appear.



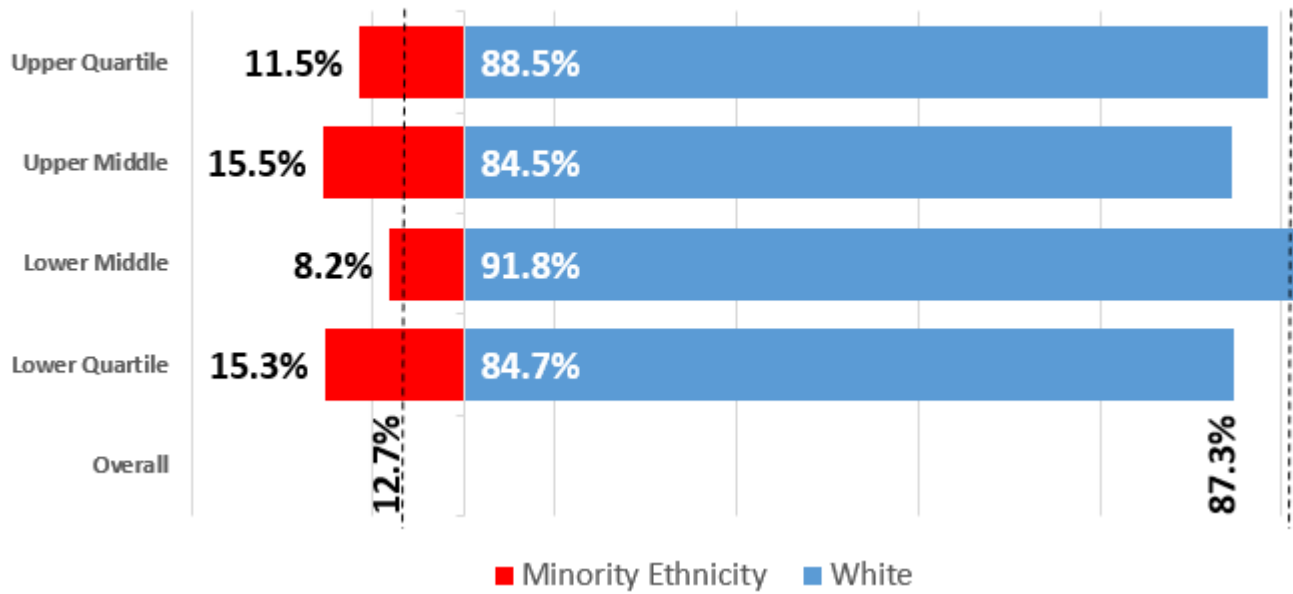
3.2. Ethnicity Pay Gap Bonus Data

The University of Chester does not have any staff receiving bonus pay.

3.3. Ethnicity Pay Quartiles

The chart below shows the distribution of ethnicity across the pay quartiles, with a comparison to the overall population distribution.

Ethnicity Distribution across Pay Quartiles (March 2023)



Numbers of minority ethnic staff are reasonably balanced across all quartiles, though it is notable that numbers are disproportionately high in the Lower quartile.

Most common roles occupied by minority ethnic staff in the 'Lower' quartile include Administrative Assistant, Domestic Services Assistant, and Learning Facilitator.

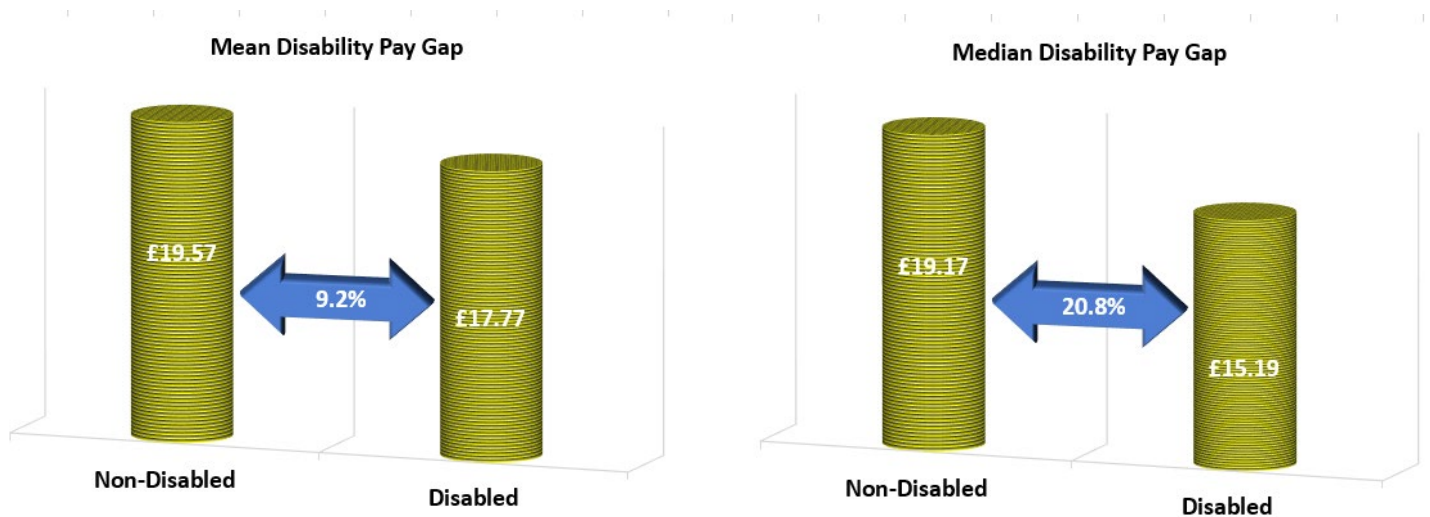
4. UoC 2023 Disability Pay Gap Results

4.1. Disability Mean and Median Hourly Pay Gaps

Whilst the requirement for pay gap reporting currently only covers gender, it is important to be aware of any gaps that may arise from other protected characteristics. As such, we have also expanded our reporting to incorporate the disability pay gap.

On the snapshot date of 31st March 2023, 2066 employees declared their disability to UoC, with 87.8% identifying as non-disabled and 12.2% identifying as disabled.

The mean hourly pay for disabled staff was £17.77 and for non-disabled staff £19.57, giving a mean disability pay gap of 9.2%. The corresponding figures for median were £15.19, £19.17, meaning a 20.8% median disability pay gap. For comparison, the median disability pay gap is larger than the median gender pay gap.

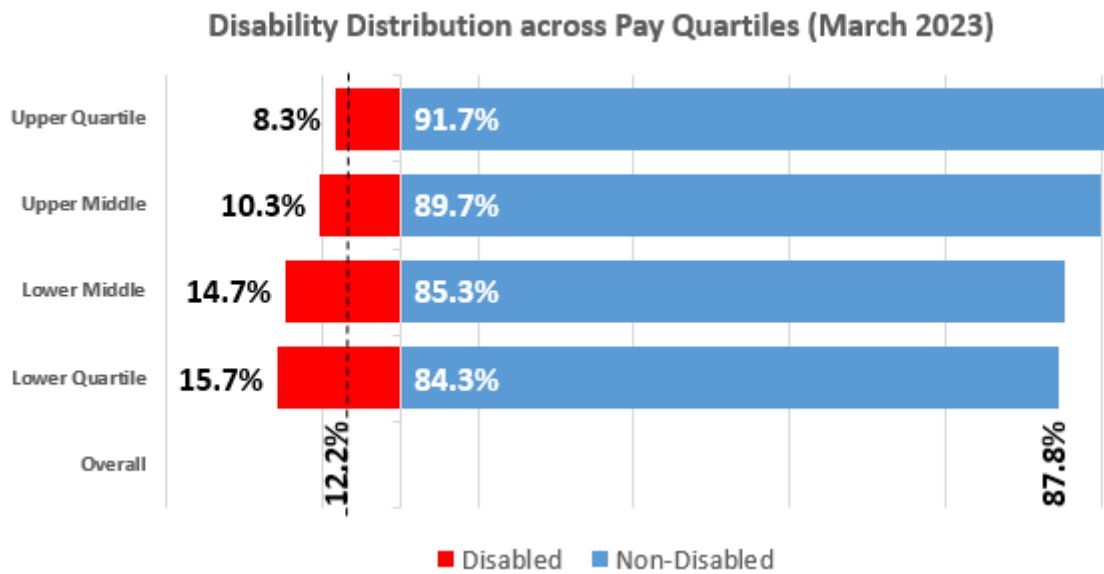


4.2. Disability Pay Gap Bonus Data

The University of Chester does not have any staff receiving bonus pay.

4.3. Disability Pay Quartiles

The below chart shows the distribution of disability across the pay quartiles, with a comparison to the overall population distribution:



There is a disproportionate overpopulation of disabled people in the 'Lower' and 'Lower Middle' Quartiles. Posts with most common 'Lower' quartile roles for disabled staff include Administrative work, Receptionist work, Cashier/Catering and Porter/Security.

5. Benchmarking

Gender Pay Gap¹

National Median Gender Pay Gap is 14.9%

HE Sector Median Gender Pay Gap is 12.3%

University of Chester Median Gender Pay Gap is 13.3%

Ethnicity Pay Gap

HE Sector Median Ethnicity Pay Gap is 2.8%

University of Chester Median Gender Pay Gap is –7.5%

The University of Chester is among just 36 Higher Education Institutions (HEI) who reported a pay gap in favour of ethnic minorities.

Disability Pay Gap²

National Median Disability Pay Gap is 14.6%

University of Chester Median Disability Pay Gap is 20.8%

¹ UCEA (2024), “Intersectional Pay Gaps in Higher Education 2021-22”, UCEA website (membership controlled)

² TUC (2023), “Jobs and pay monitor - disabled workers”, Trade Union Congress website: <https://www.tuc.org.uk/research-analysis/reports/jobs-and-pay-monitor-disabled-workers-23>

6. Achievements and changes

Since the last Gender Pay Gap Report was published, the following achievements and changes have taken place:

- During this reporting period, a number of senior female appointments were made to the posts 'Head of Division' and 'Head of School'.
- 13 female staff were supported by the University and their departments to undertake Advance HE's leadership development initiative for women, Aurora.
- The University's Parents', Carers', Menopause, Women's, Men's, Race Equality, Disabled Staff, Armed Forces and LGBTQ+ Networks continued to operate well throughout 2023 with good attendance and engagement, and positive feedback on the value of the networks with regards to both engagement and retention.
- The Neurodiversity Staff and Student Support Network was founded and meets regularly, offering support for neurodiverse students and colleagues, as well as guidance for staff and students looking to better support their neurodiverse peers.
- The University held a number of well-received events as part of the Diversity Festival 2023 including:
 - International Women's Day (2023)
 - Events supporting carers
 - International Men's Day (2023)
 - Events focussing on parenting
 - World Menopause Day
 - Black History Month events
 - Disability History Month events
 - LGBTQ+ Support events
- The University also launched Diversity Festival 2024 in September 2023 and has thus far held events focussing on race equality, disability, men's issues, the menopause and more.
- The University are working towards the renewal of our Athena Swan bronze chartermark (a gender equality charter), with an engaged and diverse Self-Assessment Team.
- The University successfully renewed our Navajo LGBTQ+ Chartermark award after a rigorous assessment day in August 2023.
- The University supported 2 more members of staff in the undertaking Advance HE's Diversifying Leadership programme. This is a development programme which addresses the under-representation of leaders from Black, Asian and minority ethnic backgrounds in higher education (HE), at all levels but particularly at senior levels.

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- The University have implemented processes to ensure that the completion of mandatory online training, including online EDI training, is more actively monitored. Since June 2023, completion rates have increased to over 90% for the majority of mandatory courses.
 - An appended version of online mandatory courses (including EDI training) is currently being created with a view to providing Visiting Lecturers and casual staff with appropriate training for their roles.
 - The implementation of the 2022 pay award has led to higher uplifts for those on lowest pay grades (where women, minority ethnic and disabled staff are over-represented). This demonstrated the sector's commitment to improving the all pay gaps.

7. Action Plan

The University of Chester takes addressing the gender pay gap, along with all aspects of equality, diversity and inclusion very seriously and we are committed to taking steps to improve this through a number of initiatives and actions. These actions focus on a range of areas including recruitment, progression, support and flexibility. We recognise that sustainable and meaningful change will take time and needs to be embedded within our culture, policies and practices. We are continually working on range of actions to improve equity and inclusion and to reduce all pay gaps.

UoC holds the Advance HE Athena Swan Charter at Institutional Bronze level and a Departmental Bronze award for the Department of Psychology and, as aforementioned, we are in the process of renewing this award. As part of this process we have identified a number of actions that we can take forward in order to improve gender equity and inclusion for staff, students and alumni. The Athena Swan award places great emphasis on intersectionality, and therefore charter actions relate to all protected characteristics.

The University also hold the HR Excellence in Research Award, which requires the University to review data in relation to Research staff across the organisation and identify and implement the required actions, via a separate structured action plan to support career development and wellbeing of our research community.

Likewise, the University is committed to the Technician Commitment, which continues to deliver actions to support and develop our technical staff.

The following *specific* actions will be implemented to address the issues outlined in this report.

1. Further analyse the ethnicity pay gap, identifying which specific ethnicity groups are more affected by unequal pay and any job role commonality.
2. Further analyse the disability pay gap, seeking to identify if there are specific disability groups which are more likely to experience unequal pay.
3. Discuss disability pay gap results with the Disabled Staff Network, with a particular focus on the disproportionately high number of disabled staff in 'Lower' pay quartiles. Identify further actions to determine why this is the case / how this disparity might be improved (e.g. positive action review).
4. Further embed Athena Swan principles and practices across the University and incorporate actions identified during the Athena Swan renewal application into the 2025 Pay Gap Report.
5. Promote career progression and promotion opportunities through promotions rounds.
6. Work with Faculty's, schools and Professional service Departments to identify local actions to contribute to addressing the University's gender, ethnicity and disability pay gap.

Appendix 1: Glossary

Athena Swan - The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research.

Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.

Bonus Pay - Bonus Pay includes any rewards related to: profit-sharing, productivity, performance, incentive, commission and long service awards with a monetary value (cash, vouchers or securities), Non-consolidated (one-off, non-pensionable) bonuses are included.

Full Pay Relevant Employee - Full-pay relevant employees are all employees who are employed by the employer on the snapshot date, and: are paid their usual full basic pay during the pay period in which the snapshot date falls (the relevant pay period), or are paid less than their usual basic pay on the snapshot date if it is for reasons other than leave.

LGBTQ+ - Lesbian, Gay, Bisexual, Transgender (including gender diverse), Queer/Questions +

Mean - The mean is a statistical measure of average. The mean of a series of numbers is calculated by adding the values together and then dividing by the quantity of values.

Median - The median is a statistical measure of average. The mean of a series of numbers is obtained by arranging them in order from lowest to highest and then taking the middle value.

Non-Binary – A gender identity: when a person does not identify as a man or woman.

Ordinary Pay - Ordinary pay includes any monetary payment such as: basic pay, allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives), pay for piecework, pay for leave and shift premium pay

Pay Gap – The difference between the average (mean or median) hourly pay for two employee characteristics (for example, gender), expressed as a percentage of the other.

Relevant Employee - Relevant employees are all employees employed by the University on our snapshot date, who: have a contract of employment with your employer (including those employees working part-time, job-sharing and employees on leave), or are self-employed (where they must personally perform the work).

Relevant Pay Period - A pay period is a timeframe in which the University pays its employees their basic pay. In our case this, we have a monthly pay period. The Relevant Pay Period is the pay period that contains the Snapshot Date. In our case this is March Payroll.

Snapshot Date - Our gender pay gap calculations are based on payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. In our case this is 31st March.



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