

Gender Pay Gap Report 2018/19

Introduction

This report provides information on the Gender Pay Gap (GPG) at the University of Chester as on the snapshot date of 31st March 2019, in line with the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

The University of Chester is committed to fostering a culture of inclusivity, dignity and respect. Founded in 1839 as the first purpose-built teacher training college, Chester now offers 420 course combinations across eight academic faculties. The Chester community is made up of some 19,850 students and over 2,100 members of staff including 858 academic staff supported by 1,247 professional services staff including hospitality, domestic services, estates, administrative, technical, research and managerial staff.

Equal Pay and the Gender Pay Gap

Many people still confuse equal pay gaps and gender pay gaps. While both measurements are concerned with issues of gender pay disparity, it is important to understand the difference between the two.

An equal pay review identifies significant differences in pay between men and women doing work of equal value. The University uses a single job evaluation scheme (HERA) to determine its pay and grading structure so as to ensure equal pay for work of equal value.

The gender pay gap measures the difference between the gross hourly earnings of men and women across the workforce. The mean gender pay gap is the difference between the average hourly rate of pay of men and women. The median gender pay gap is the difference between the mid-point in the range of the hourly rates of pay of men compared to the mid-point in the range of the hourly rates of pay of women.

Current Gender Pay Gap

Figure 1: Gender Pay Gap results



Mean gender
pay gap

15.4%



Mean bonus
gender pay gap

100%



Female relevant employees
receiving a bonus

0.0%



Median gender
pay gap

13.9%



Median bonus
gender pay gap

100%



Male relevant employees
receiving a bonus

0.1%

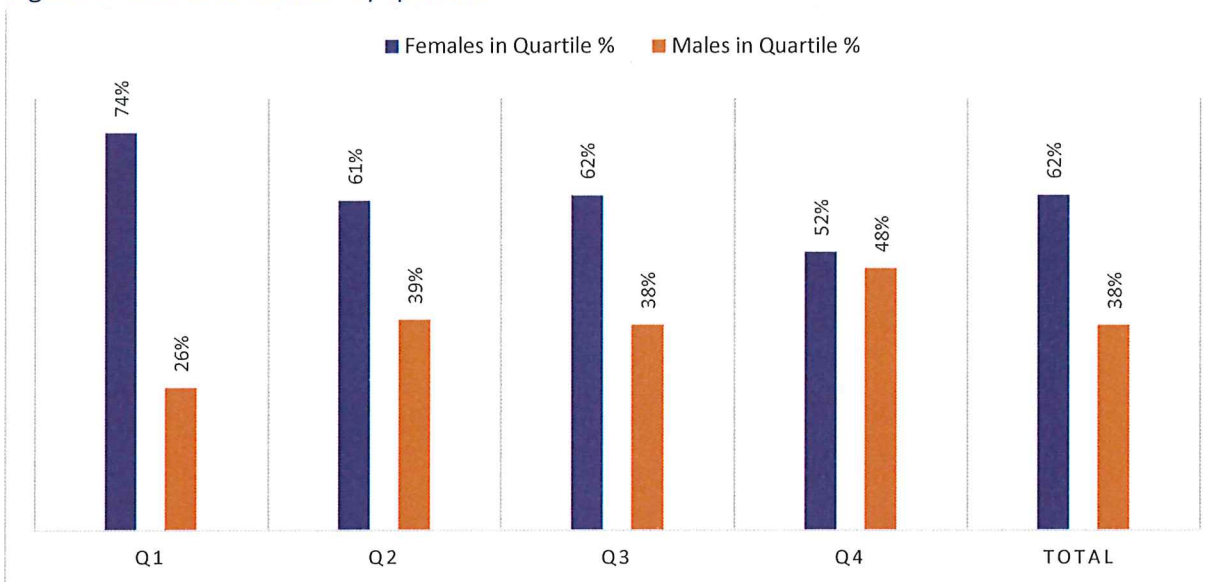
The figures above show that the mean gender pay gap between male hourly pay rates compared to female hourly pay rates has increased by 0.6% from 14.8% (2018) to 15.4% (2019). The median gender pay gap between the male hourly rate and female hourly rate has reduced again this year from 14.5% (2018) to 13.9% (2019).

The median pay gap is a more representative measure of the pay gap in an organisation as it discounts the atypical earners or outliers such as apprentices on National Minimum Wage and the most senior staff.

The percentage of male staff receiving a bonus has decreased from 0.3% (2018) to 0.1% (2019). No female members of staff received performance related pay and so once again the Mean and Median Bonus Pay Gaps remain at 100%.

Gender distribution by quartile

Figure 2: men and women by quartile



The above percentages are obtained by ordering the staff population by hourly pay rate, lowest to highest, dividing them into four equal sections (quartiles) and then determining the percentage of males and females in each quartile. The overall workforce profile remains unchanged from 2018 with 62% female and 38% male. Women are over represented in all quartiles but especially in the lower (Q1 74%), lower middle (Q2 61%) and upper middle (Q3 62%) quartiles. This uneven distribution across the workforce is the main cause of the gender pay gap within the University of Chester.

Figure 3: Mean and Median pay by quartile

Proportion of Males & Females per Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total Staff profile
Mean Female Pay	£ 9.86	£ 13.52	£ 18.81	£ 26.94	£ 16.54
Mean Male Pay	£ 9.87	£ 13.89	£ 18.94	£ 29.85	£ 19.55
Mean Pay Gap per Quartile	0%	3%	1%	10%	15.4%
Median Female Pay Gap	£ 9.81	£ 13.01	£ 18.01	£ 25.56	£ 15.50
Median Male Pay Gap	£ 9.81	£ 13.78	£ 18.25	£ 26.32	£ 18.01
Median Pay Gap per Quartile	0%	6%	1%	3%	13.9%

With the exception of the lower quartile, female staff occupy lower paid roles within each quartile. In the lower middle quartile there is a preponderance of women in OS5 and OS6 administrative roles whilst there is a preponderance of men in the higher paid OS7 and OS8 technical roles such as web developer, team leader, and Learning & Information officer. In the upper quartile women occupy the majority of senior lecturer, accountancy posts and deputy director roles while men occupy the majority of professorial, dean and senior management roles with 48% of those earning above the male median rate of £26.32 compared to 35% women earning more than the female median rate £25.56 per hour. These compositional features contribute significantly to the positive mean and median pay gaps in favour of men across three out of four quartiles.

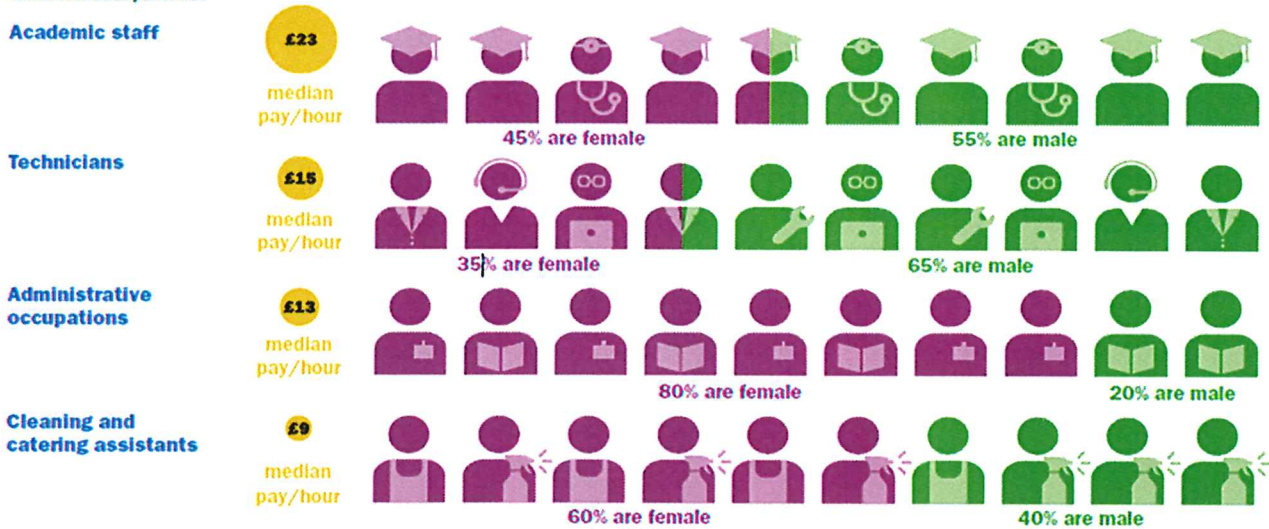
Higher Education Sector

The median gender pay gap for the Higher Education Sector was 15% compared to 17.9% for the whole economy in the same period (ONS ASHE, 2018). According to the Universities & Colleges Employers' Association (UCEA Briefing on HR Gender Pay Gap, April 2019) the higher education sector has an uneven distribution of women across occupations both in horizontal segregation (Figure 4) and vertical segregation (Figure 5).

Figure 4: 4 Roles with Horizontal Segregation

What is horizontal segregation?

Gender pay gaps can spotlight areas that require investigation by employers. Differential distribution of women and men in the workforce is often referred to as 'occupational segregation'. Horizontal segregation is the tendency for women and men to be concentrated in different occupations.

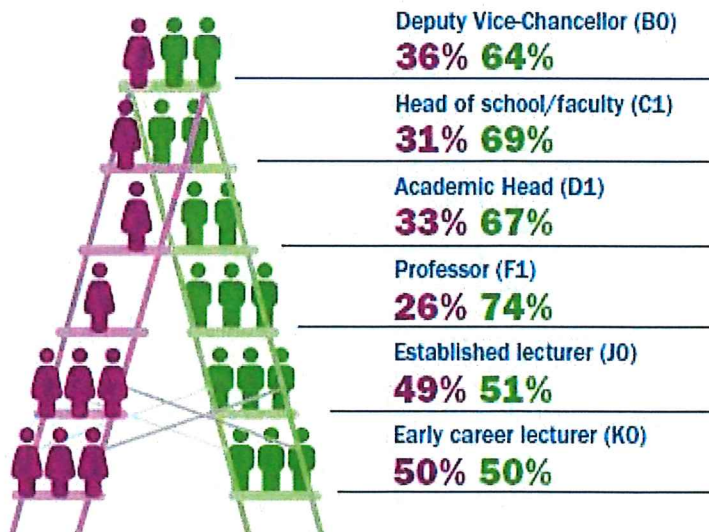


Source: HESA, 2017–18. Hourly rate based on median earnings for full and part-time staff and 36 hour working week. Gender distribution rounded to 5%.

Figure 5: Academic Vertical Segregation

What is vertical segregation?

Vertical segregation is identified as an issue by many employers. It is the tendency for women and men to be concentrated differently in different job levels within an occupation. This is not about equal pay – as men and women should be paid equally on the ranges for each job level – but typically, including in HE, women are underrepresented in the senior levels and may be overrepresented in the lower levels.



Source: HESA, 2017–18. Based on head count for all staff (full-time and part-time).

University of Chester Actions

The University recognises that the gender pay gap is due to the over-representation of women in lower-paid roles and the under-representation of women in high paid occupations. Hence the focus on training and development, identifying and removing any barriers to progression, and educating decision makers on stereotypes and biases that prevent the career development of women to senior roles within the University.

- Bronze Athena Swan Charter was achieved in 2018, recognising the University's commitment to addressing equality for staff and students in Science, Technology, Engineering, Maths and Medicine and Arts, Humanities, Social Sciences, Business and Law in academic, research and professional roles. The Athena Swan Action plan has 63 initiatives to support women's entry, retention and progression in these subject areas.
- Supporting, funding and mentoring a new cohort of female staff on the Aurora Leadership programme.
- Workshops for academic staff approaching promotion. In 2019 there was 50/50 split between Male and Female staff in Associate Professor roles and a 70/30 split between Male and Female staff in Professorial roles.
- Coaching and Mentoring available to support career development for all staff.
- Ensure all Chairs of recruitment panels attend Unconscious Bias training.
- Ensure all new managers complete mandatory training in Recruitment & Selection, Well-being in the workplace and Equality & Diversity.
- University continues to promote conferences and events such as;
 - Institute of Gender studies Talking Bodies Biennial Conference 2019 including hosting a FASONA (the Feminist Activists and Scholars of the North Atlantic) annual meeting. This network was created by scholars and activists from North America, Canada, Iceland, the UK and other European countries. FASONA promotes interdisciplinary, intersectional feminist scholarship, activism and collaboration.
 - Annual Diversity Festival 2019, a two week programme of events, workshops and speakers open to staff, students and the public. Exploring topics such as Inclusivity in Higher Education, Supporting carers in the Workplace, Making Professor Series, Domestic Violence, Where are Women in Science and Positive Action at Work
 - Forum for Research into Equality and Diversity (FRED) published and promoted its research into the use of Positive Action to improve gender balance in workforces. Together with Young Women's Trust they focused on gender stereotypes and support required for apprenticeships especially in sectors suffering skills shortages such as construction and engineering.

Confirmation of the accuracy of the Gender Pay Gap calculations, as at the snapshot date of 31st March 2019, are signed off on behalf of the University of Chester by:

Professor Neville Ford

Pro-Vice-Chancellor (Enhancement)

Employer	Mean	Median	Mean Bonus	Median Bonus	Male Bonus	Female Bonus	Male Lower Quartile	Female Lower Quartile	Male Lower Middle Quartile	Female Lower Middle Quartile	Male Upper Middle Quartile	Female Upper Middle Quartile	Male Top Quartile	Female Top Quartile	Employer Size
Leeds Arts University	1.7	5.8	0	0	0	0	42	58	35	65	43	57	45	55	250 to 499
Norwich University of the Arts	5.6	8.7	0	0	0	0	49	51	35	65	57	43	57	43	250 to 499
Sheffield Hallam University	12.9	16.2	6.5	-1.3	2.9	2.3	31	69	39	62	46	54	50	50	1000 to 4999
Royal Agricultural University	13.1	6.7	0	0	0	1.2	41	59	41	59	31	69	67	33	250 to 499
University of Chester	15.4	13.9	100	100	0.1	0	26	74	39	61	38	62	38	52	1000 to 4999
The University of Lincoln	17.4	11.1	-1.5	1.6	5.5	2.3	28	72	44	56	63	37	51	49	1000 to 4999
King's College London	17.8	13	59	31.3	7.4	6.4	36	64	42	58	47	53	58	42	5000 to 19,999
University of Leeds	18.9	12.5	82.1	50	7.9	7.5	35	65	40	60	45	55	58	42	5000 to 19,999
Harper Adams University	26.2	34.2	0	0	0	0	23	77	28	72	42	58	58	42	500 to 999
University Hospitals Of Morecambe Bay NHS	29.4	9.8	41	33.3	5.1	0.4	16	85	17	83	14	86	29	71	5000 to 19,999