Gender Pay Gap Report 2022

(Snapshot Date: 31st March 2022)
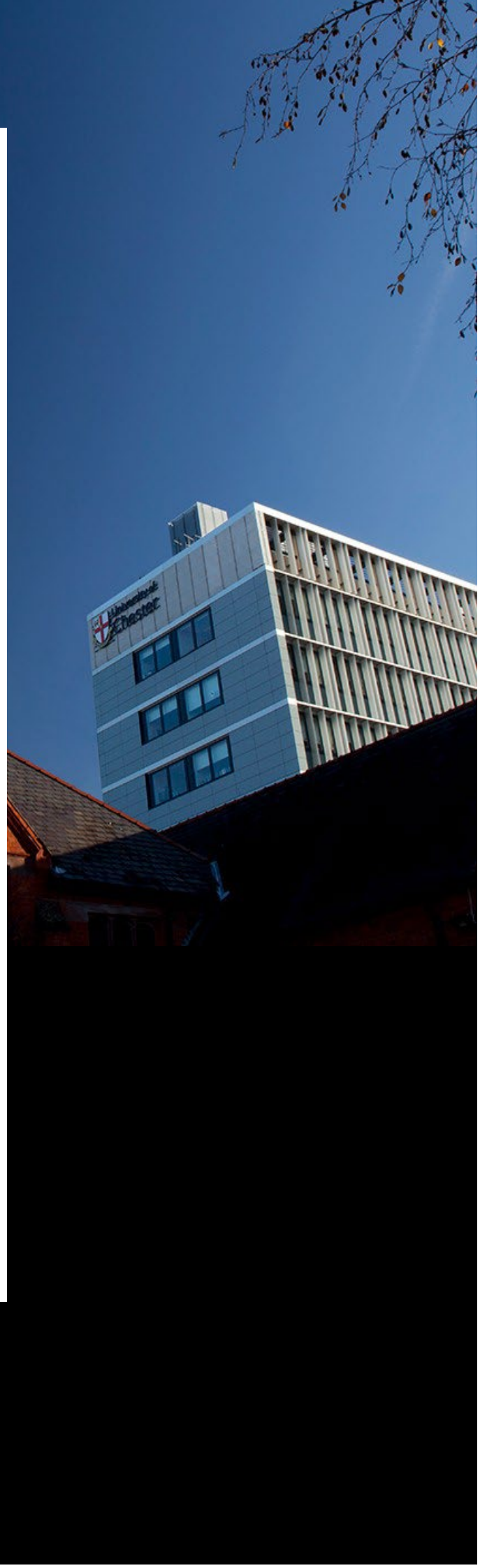
University of Chester

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Background – Gender Pay Gap Reporting

UoC is committed to reducing the gender pay gap by recruiting, developing, promoting, and rewarding staff fairly regardless of gender. It supports initiatives that mitigate against the underlying causes of the gender pay gap.

Since 2017 it has been mandatory for employers with a headcount of 250 or more to publish certain measures relating to Gender Pay.

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 thorugh 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.

The gender bonus gap is the difference between the average pay of men and women in an organisation, including any bonuses that were paid within the reporting periods .

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and therefore employees who identify as non-binary or other gender identities are not included in the data in this report.

The six measures we are required to publish are:

> The percentage of men and women in each hourly pay quarter.

> The mean (average) gender pay gap using hourly pay.

> The median gender pay gap using hourly pay.

> The percentage of men and women receiving bonus pay.

> The mean (average) gender pay gap using bonus pay.

> The median gender pay gap using bonus pay.

In addition to the required figures, employers are invited to provide a supporting narrative, hence this report.

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.
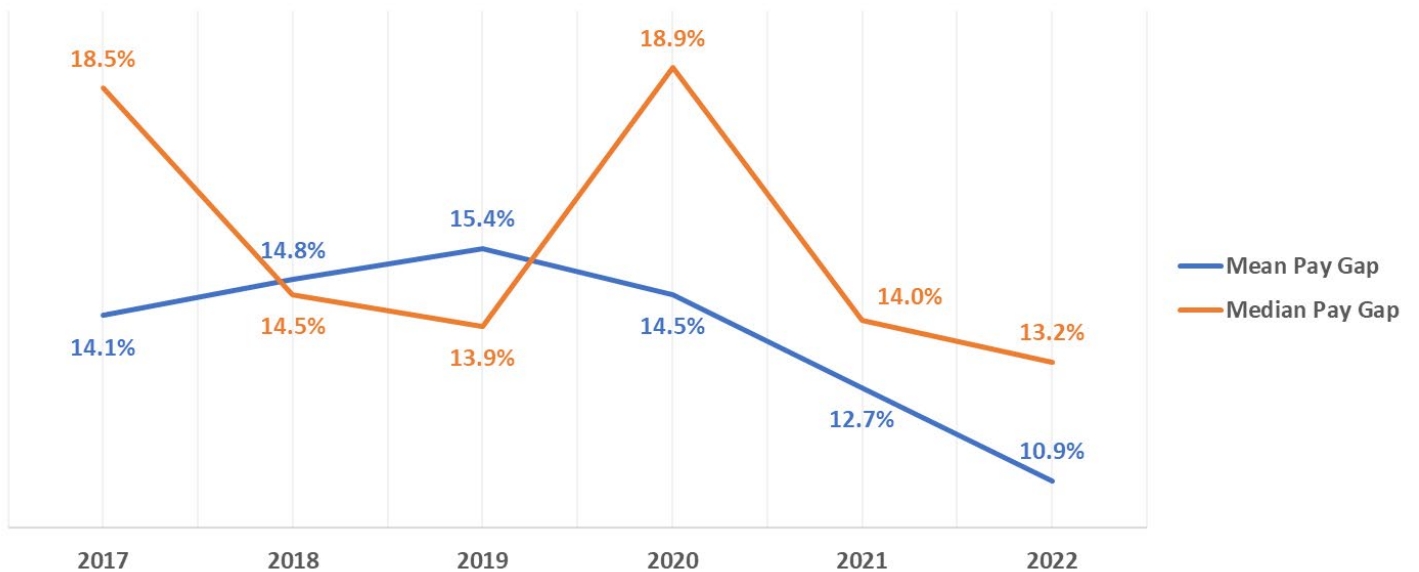
Findings

On the snapshot date of 31st March 2022, UoC had 2144 Full Pay Relevant employees. Of these, 1355 (63.2%) were female and 789 (36.8%) were male.
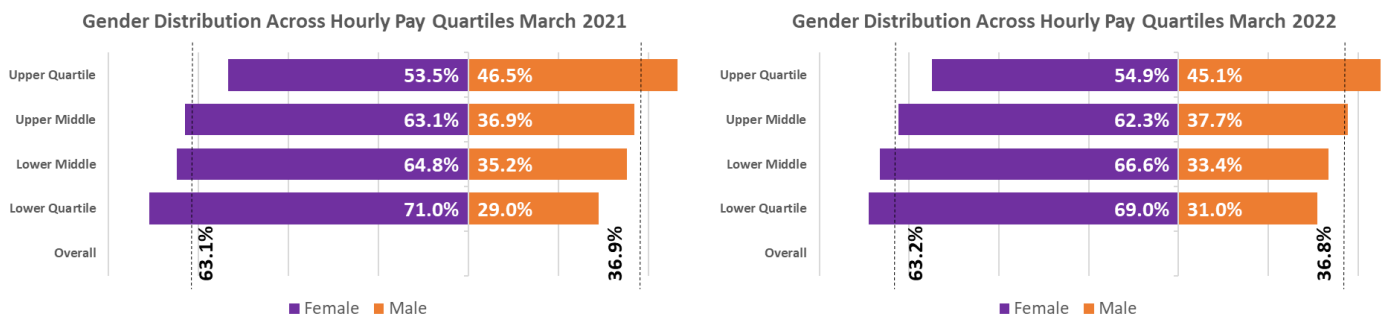
The mean hourly pay for females was £17.43 and for males £19.57, giving a mean gender pay gap of 10.9%. The corresponding figures for median were £16.15, £18.61 and 13.2% respectively.

Mean Gender Pay Gap

£17.43   10.9%   £19.57

Female   Male

Median Gender Pay Gap

£16.15   13.2%   £18.61

Female   Male

In both cases this is a fall from last year when the mean gap was 12.7% and the median was 14.0%. This is the fourth year in a row that the mean pay gap has fallen and the lowest it has been in 6 years. With the exception of peaks in 2017 and 2020, the median has remained fairly static.

Mean Pay Gap: 14.1% (2017), 14.8% (2018), 15.4% (2019), 14.5% (2020), 12.7% (2021), 10.9% (2022)

Median Pay Gap: 18.5% (2017), 14.5% (2018), 13.9% (2019), 18.9% (2020), 14.0% (2021), 13.2% (2022)

— Mean Pay Gap
— Median Pay Gap

2017   2018   2019   2020   2021   2022

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:

Gender Distribution Across Hourly Pay Quartiles March 2021

	Female	Male
Upper Quartile	53.5%	46.5%
Upper Middle	63.1%	36.9%
Lower Middle	64.8%	35.2%
Lower Quartile	71.0%	29.0%
Overall	63.1%	36.9%

■ Female ■ Male

Gender Distribution Across Hourly Pay Quartiles March 2022

	Female	Male
Upper Quartile	54.9%	45.1%
Upper Middle	62.3%	37.7%
Lower Middle	66.6%	33.4%
Lower Quartile	69.0%	31.0%
Overall	63.2%	36.8%

■ Female ■ Male

There has been an improvement in the distribution of genders across most pay quartiles.

The female population in the 'Upper' increased (1.4%) and, though the female population in the 'Upper Middle' quartile nominally decreased, it is still representative of the overall population.
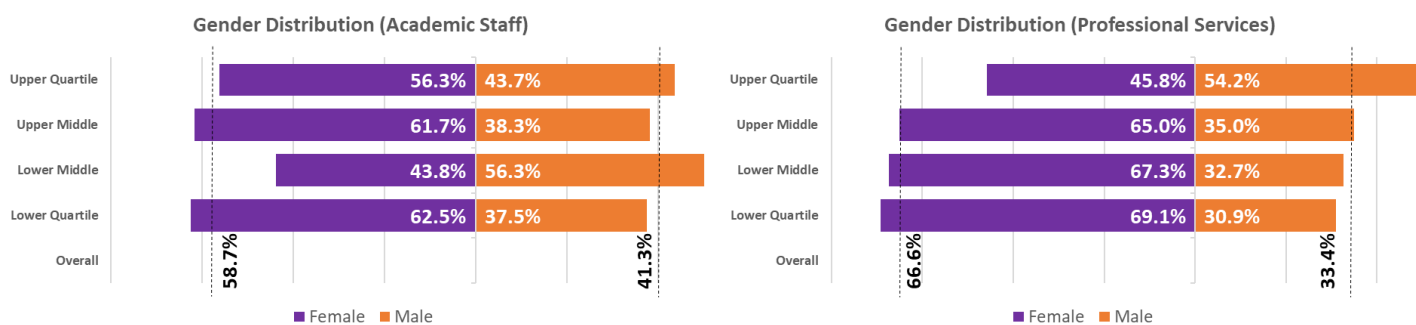
Though the female population in the 'Lower Middle' quartile increased (1.8%), the female population in the 'Lower' quartile has further decreased (2%).

There is still a notable over-population of females in the lower quartiles and under population in the upper. The ten most populous jobs in the 'Lower' quartile are still predominantly occupied by females, apart from 'Porter/Security' which is predominantly occupied by males.

Job	Female	Male
Administrative Assistant	83.9%	16.1%
Administrator	82.4%	17.6%
Domestic Services Assistant	84.6%	15.4%
Cashier/Catering Assistant	84.6%	15.4%
Unijob Student Ambassador	87.5%	12.5%
Customer Services Assistant	70.6%	29.4%
Porter/Security	6.7%	93.3%
Clerical Assistant	86.7%	13.3%
Unijob Genuine Int Interviewer	66.7%	33.3%
Learning Facilitator - Art & Design	81.8%	18.2%
All others jobs in lower quartile	59.9%	40.1

The gender balance of all other jobs in the 'Lower' quartile in 2021 was 56.2% Female and 43.8% Male. This has shifted slightly in 2022, with the female population in the 'Lower' quartile growing to 59.9%.
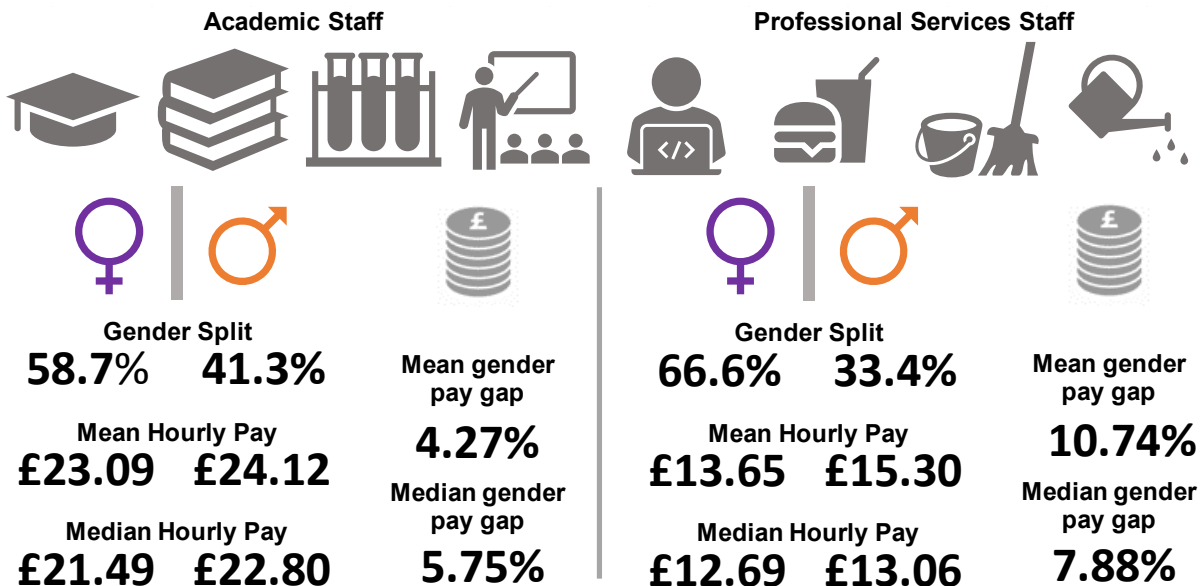
All of these posts (in the 'Lower' quartile) are Professional Services positions, suggesting a need to look at the two staff groups of Academic and Professional Services staff separately by staff per quartile for each separate category. The charts below look at the pay distribution by gender for the two staff types separately.

Gender Distribution (Academic Staff)

	Female	Male
Upper Quartile	56.3%	43.7%
Upper Middle	61.7%	38.3%
Lower Middle	43.8%	56.3%
Lower Quartile	62.5%	37.5%
Overall	58.7%	41.3%

Gender Distribution (Professional Services)

	Female	Male
Upper Quartile	45.8%	54.2%
Upper Middle	65.0%	35.0%
Lower Middle	67.3%	32.7%
Lower Quartile	69.1%	30.9%
Overall	66.6%	33.4%

The above figures show that there are more academic males in the 'Upper' quartile than the overall population of males, contributing to the overall pay gap. Furthermore, these figures demonstrate that the female population is disproportionately high in the 'Lower' quartiles of both staff groups.

The proportion of male academic staff in the 'Upper' Quartile is less than that of 2021 and therefore more representative of the general population than previous years. However, the proportion of male professional services staff in the 'Upper' quartile increased and was less representative of the general population in 2022.

However, there are differences between the two staff types when we look at the actual pay gaps:

Academic Staff

Professional Services Staff

Gender Split
58.7% **41.3%**

Mean gender pay gap
4.27%

Mean Hourly Pay
£23.09 **£24.12**

Median gender pay gap
5.75%

Median Hourly Pay
£21.49 **£22.80**

Gender Split
66.6% **33.4%**

Mean gender pay gap
10.74%

Mean Hourly Pay
£13.65 **£15.30**

Median gender pay gap
7.88%

Median Hourly Pay
£12.69 **£13.06**

The lower pay gap for academics, when compared to the overall figures, is likely because the academic staff are paid in a smaller range within the pay scales than professional services who are paid at all levels within the pay scale.

Furthermore, the mean pay gap when isolated to professional services staff is lower than the mean pay gap for all staff because academic pay data (which is typically within the 'Upper' quartiles) is removed from the calculation. Similarly, the lower median pay gap for professional services staff when compared to the overall figure is likely due to the fact that there are more academics in the top pay grade/s.
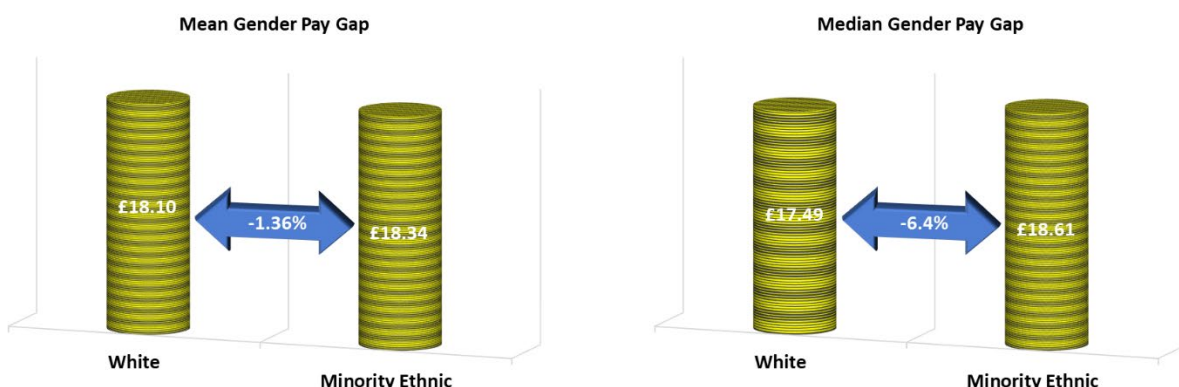
UoC does not currently have any staff receiving bonus pay.
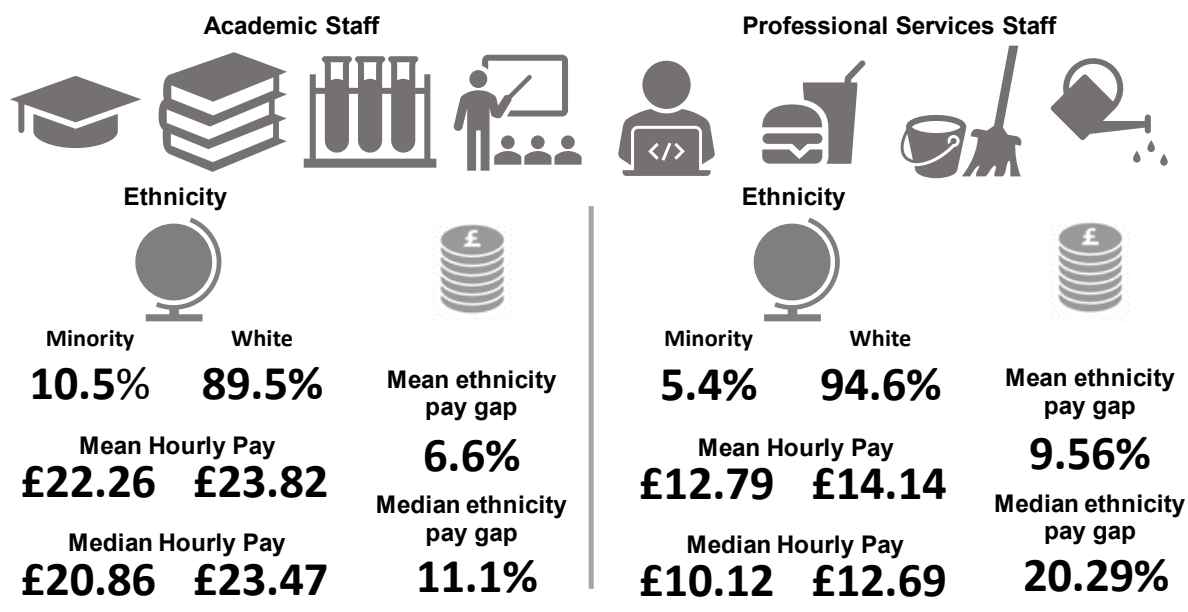
Ethnicity Pay Gap

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. In the first instance we have expanded this report to include an investigation into any ethnicity pay gaps that may be present.

On the snapshot date of 31st March 2022, 1984 employees declared their ethnicity to UoC, with 92% identifying as white and 7.5% identifying as minority ethnic. This is a slight increase in minority ethnic staff when compared to the previous reporting year.

The mean hourly pay for minority ethnic staff was £18.34 and for white ethnicity £18.10 giving a mean ethnicity pay gap of -1.36%. The corresponding figures for median were £17.49, £18.61, meaning a -6.4% median pay gap.

Mean Gender Pay Gap

£18.10 -1.36% £18.34

White   Minority Ethnic

Median Gender Pay Gap

£17.49 -6.4% £18.61

White   Minority Ethnic

The infographic below shows that the ethnicity pay gap among Professional Services staff is larger than that of Academic staff. However, the Professional Services pay gap decreased in the last year, whereas the Academic pay gap grew.

Academic Staff

Professional Services Staff

Ethnicity

Minority	White
10.5%	**89.5%**

Mean Hourly Pay
£22.26   £23.82

Median Hourly Pay
£20.86   £23.47

Mean ethnicity pay gap
6.6%

Median ethnicity pay gap
11.1%

Ethnicity

Minority	White
5.4%	**94.6%**

Mean Hourly Pay
£12.79   £14.14

Median Hourly Pay
£10.12   £12.69

Mean ethnicity pay gap
9.56%

Median ethnicity pay gap
20.29%

Benchmarking

Achievements and changes since 2021

Action Plan

Appendix 1: Glossary

Appendix 2: Methodology

Appendix 3: References