

Gender Pay Gap Report 2019

INTRODUCTION

At the University of Wolverhampton, we are committed to providing equality of opportunity in all we do, to create a vibrant university environment that supports the development and progression of all staff and students.

The commitment to monitoring and addressing any inequalities in remuneration, including any gender and race pay gaps is reflected in our Workforce Development Strategy, aiming to embed equality and diversity in our approach to reward.

This commitment is driven from the top down, where gender equality is evidenced in our senior management team, which is made up of over 60% of women, including academic senior managers.

To further evidence our commitment to promoting diversity and embedding inclusion, we are pleased to have signed up to the West Midlands Combined Authority (WMCA) Inclusive Leadership Pledge, which is designed to build a movement for inclusive leadership, delivering the message of why diversity and inclusion matters and supporting change.

GENDER PAY GAP

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers of 250 or more to publish their gender pay gap on an annual basis. The gender pay gap differs from equal pay. Where

equal pay is concerned with differences in pay between men and women who carry out the same or similar role of equal value, gender pay is the difference in the average pay between men and women across the entire workforce.

This is our third report. All of our previous reports can be found within the [Equality and Diversity section](#) of our website.

OUR GENDER PAY GAP

For the purpose of our report, the data is based on the snapshot date of 31st March 2019, when our workforce consisted of 1820 women and 1223 men.

The gender pay gap highlighted in this report is not as a result of unequal pay for women. We use a bias free job evaluation tool to determine the pay for roles within the University. Employees are therefore remunerated based on their role, not according to their gender.

OUR GENDER COMPOSITION



40% of our workforce
are men

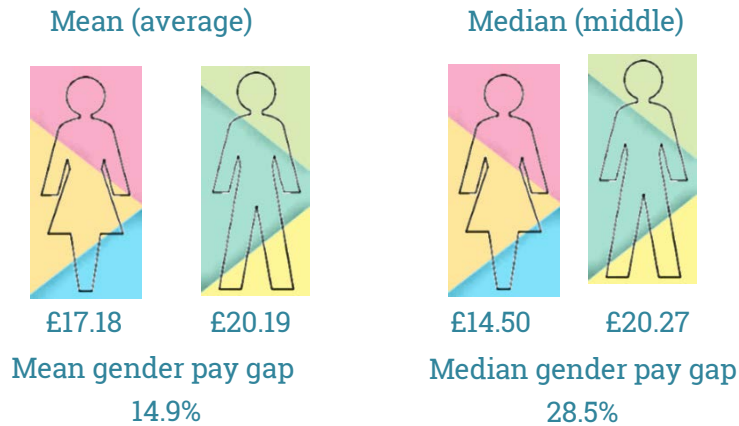


60% of our workforce
are women

OUR MEAN AND MEDIAN PAY GAPS

The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. The median gender pay gap represents the difference in pay between the mid-point hourly pay rate of men and women.

OUR GENDER PAY GAP CALCULATIONS



Since first reporting our gender pay gap in 2017, our mean gender pay gap has been reducing and now sits lower than the last reported sector average of 15.5% (based on 132 HEIs reporting in March 2019).

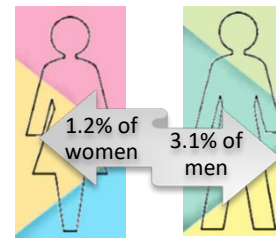
Our median gender pay gap figure still remains disproportionate, despite reducing last year. We are however encouraged by our year on year reduction in the mean gender pay gap which means that we are moving towards a more comparable average rate of pay between men and women employed at the University.

The reason for our high median gap is attributable to our workforce gender distribution. The fact that we now have 1% more women employed than men as opposed to last year has caused our median figure to rise slightly, despite the mean figure reducing.

Good progress has been made towards reducing our gender pay gap, however we recognise that this is a long term commitment and will take some time to see significant change.

BONUS PAYMENTS BY GENDER

Between 1 April 2018 and 31 March 2019, 1.2% of women employed by the University received a bonus compared to 3.1% of men. The average bonus pay was 8.2% higher for men than for women.



Of all the bonuses awarded to Senior Staff, 37% were to women, and 63% to men.

This is influenced by the larger proportion of male professors to female professors, who form the largest group of staff with eligibility to participate in the bonus scheme.

81% of women with eligibility to participate in the reward scheme received a bonus, compared with 58% of eligible men.

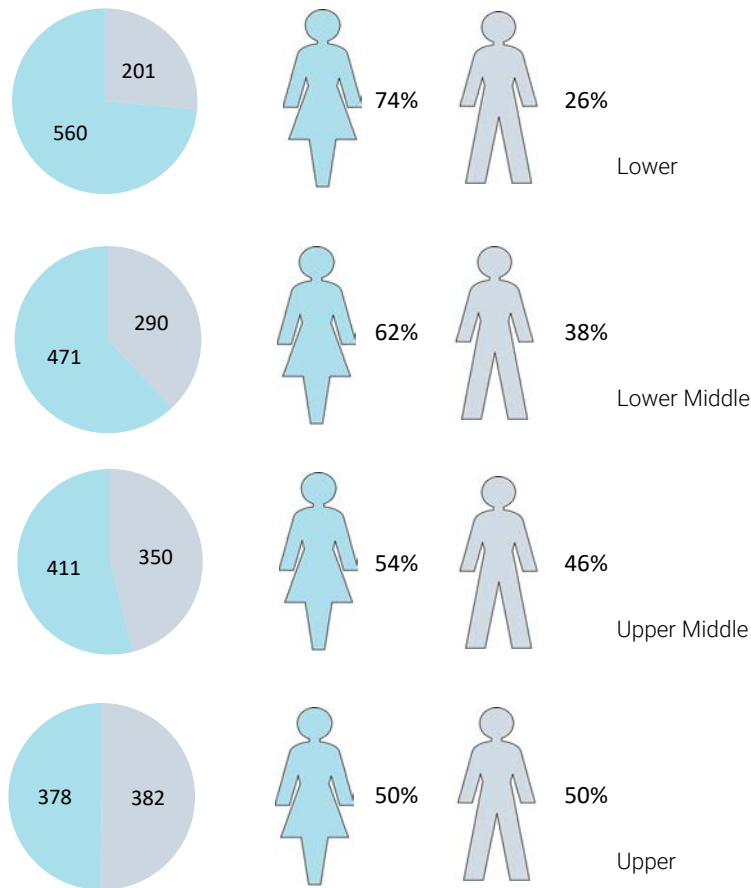
WORKFORCE PAY DATA WITHIN QUARTILES

The gender pay gap regulations also require us to publish the proportion of men and women within four quartile pay bands, which are created by dividing the total number of employees into four equal parts from the lowest to the highest hourly pay.

The following charts show both the percentage and numbers of men and women in each pay quartile.

The charts illustrate the fact that there is an under-representation of women in the highest quartiles and an over-representation of women in the lowest quartiles.

OUR PAY QUARTILES



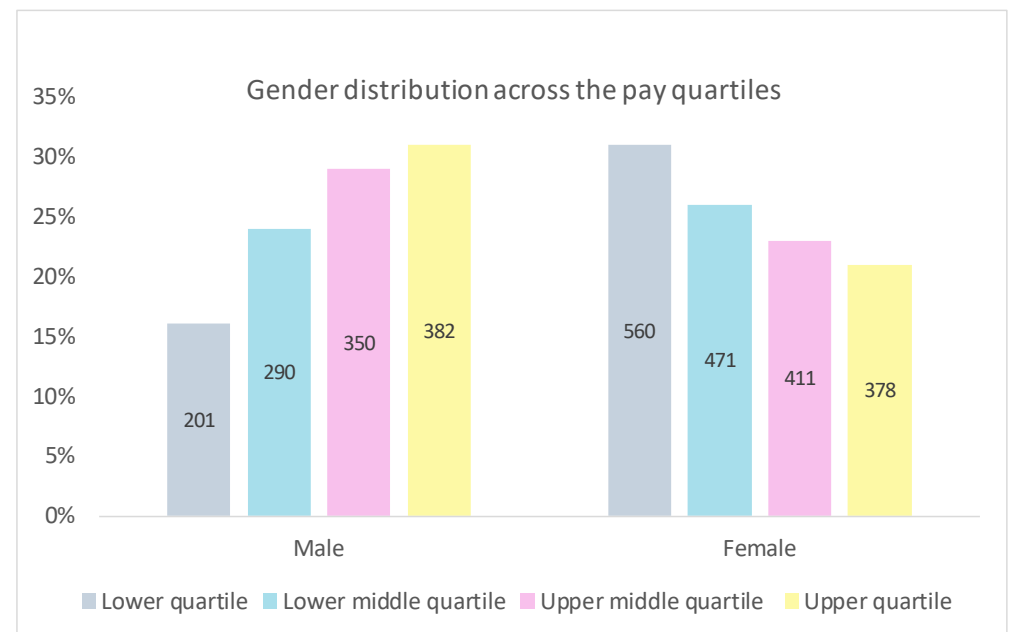
Compared with last year's data, all pay quartiles have seen a movement in the gender distribution. The biggest shift is in the lower middle quartile, with a 3% increase in both men and women. The upper middle quartile has increased by 1% for females and a further 1% of females make up the upper quartile, which now has an equal 50/50 gender split.

These increases are a positive sign that we are moving towards reducing our mean gender pay gap.

However, it is still the case that over half of females (68%) sit in the two lowest paid quartiles, increasing by 1% since the last 2018 report, compared with just 32% of all men employed.

FACTORS INFLUENCING OUR GENDER PAY GAP

Our gender pay gap is due to a disproportional representation of men and women across lower paid job roles (otherwise known as "horizontal segregation").



As highlighted within the pay quartile charts and the above graph, over half of the female workforce (1031) in our dataset were in roles in the lower and lower-middle pay quartiles. Conversely, over half of male staff members (732) occupied roles in the upper and upper middle quartiles.

One of the main reasons for the uneven distribution within the lowest two quartiles is down to the gender imbalance within our professional services roles. Of the 655 professional services roles graded UW1 to UW7, 78% are occupied by women. In addition, of 198 catering, cleaning and customer services roles sitting with the lowest quartile (grades 1 to 4) the vast majority are female (91%).

In contrast, 64% of our senior management team are female, however as this is a relatively small number of staff (22 in total) it is not enough to redress the imbalance across the wider workforce.

We also recognise the fact that within of our Professoriate, where most of our highest paid academics are employed, just 31% are female. Whilst this is a sector wide issue we have been taking positive steps to address this and have seen an improvement in this since the previous year.

This uneven distribution of female employees on the lower grades and male employees on higher grades, continues to contribute to the overall gender pay gap of the University.

WHAT WE ARE DOING TO ADDRESS THE PAY GAP

In January 2019 we signed up to the Inclusive Leadership Pledge, led by the West Midlands Combined Authority (WMCA), along with some of the region's biggest employers, to pledge our support in tackling the lack of diversity at senior levels. We have pledged to create a staff base that better represents the communities we serve, and to foster an inclusive environment for work and study. More specifically, we have committed to increasing the number of female and BAME staff in senior positions, including academic and professorial roles.

We still recognise the need to attract men into roles that are held predominately by women to improve the gender balance across all

grades. Another area of priority for us is around ensuring access to flexible working across all pay bands and improving our "family friendly" policies to maximise individual potential for all our staff, taking into account their personal circumstances.

We continue to work towards achieving the aims in our action plan, which is divided into four main areas, as follows:

Academic Progression

We continue to address the gender imbalance within our senior academic roles, with an increase in the representation of women in our Professoriate to 31% (an increase from 24% in 2018).

Our achievements:

- Significant changes have been made to the academic conferment process, including the revision of criteria for professorships and the introduction of an individual circumstances panel, which assists staff members in their application, where they have had time away from the workplace or any other circumstances affecting their outputs.
- A positive action statement has been included within the conferment policy to encourage more female applicants to apply for promotion.

Our aims:

- To increase our representation of women within the Professoriate from 31% (as at March 2019) to 40% by 2020.
- To increase our representation of female Readers and Associate Professors 40% (as at March 2019) to 50% by 2020.
- To achieve a 5% increase in applications for academic roles from women by June 2020.

Increasing leadership opportunities for women

We are proud that over 60% of our University's Corporate Management Team are female, including academic senior managers, however we acknowledge the need to strive for a gender balance in all leadership roles.

Our achievements:

- All senior staff now have an objective to diversify the University's staff base, including an improvement to the gender balance across job families, development of career structures and promotion of leadership programmes.
- We are promoting the availability of mentors and positive benefits of having a career mentor to all staff through our e-mentoring platform.
- The following programmes are in place or professional services staff and form part of the leadership development programme so far:
 - Emerging Leaders Programme (Grades 7-9)
 - Aurora Programme (grades 8 – 10)
 - Aspiring Leaders (Grades 10 and above by application)
 - Transformational Leadership for PLs (this is being piloted within FEHW and will roll out across the university)

Our aims:

- An increased number of women in senior posts and an improved gender balance in higher level professional service and academic leadership roles by increasing representation by at least 10% to more accurately reflect the gender balance of the overall workforce.

Recruitment Practices

We recognise the fact that our recruitment practices can have a huge impact on the gender balance across roles at the University.

Our achievements:

- We have introduced anonymous shortlisting within our recruitment process, to limit the impact of any unconscious bias which may occur.
- We have started investigating whether there are any institutional barriers existing to women who may wish to progress.
- We have developed Equality and Diversity Guidance for appointing managers to accompany our recruitment policy.

Our aims

- To review the availability of flexible working options in roles at all levels and include the "*Happy to Talk Flexible Working*" logo from <https://workingfamilies.org.uk/> for advertising posts which may be eligible for flexible working options.
- To implement an effective senior staff pay structure and senior reward and recognition policy, available to all staff and any potential candidates.
- To have equitable levels of men and women in catering, cleaning and customer services posts and in administrative roles UW1 to UW7.
- Review all of our allowances to ensure they are appropriate for the roles they accompany.

Family Friendly Policies

We are continually making improvements to our policies and guidance to staff and managers around "family friendly" policies.

Our achievements:

- We have implemented a new flexible working policy and procedure for all staff which is easily accessible.
- We are undertaking a review of our family friendly policies including career breaks and shared parental leave.

Our aims:

- To ensure transparency and accessibility for all of our family friendly policies.
- To provide better support for staff preparing or returning from career breaks/long term leave.
- An increase in the level of confidence of managers advising staff on planning for a career break.
- Increased numbers of men taking shared parental leave by 2020.

To enable us to look holistically at our approach to diversity across our workforce, we will be extending our analysis of pay gaps to other protected characteristics, including ethnicity and disability.

We will also continue to embed transparency into University policies, practices and committees, paying particular notice of any identified trends and issues.

As the University of Opportunity, it is really important to us that we do everything we can to enable all individuals to succeed. This is not about giving everyone the identical opportunity but about recognising the different circumstances that staff members may have and about understanding and meeting their needs.

Unlike other institutions, we have made a positive decision to keep our catering and cleaning staff in-house. We acknowledge that our organisational structure means any significant decrease to our gender pay gap will be difficult to achieve, so our focus instead is on creating opportunities for women to progress, which includes reviewing any structural barriers that may exist as barriers to promotion and increasing the pool of women who are able to progress to the highest roles.

We are proud to hold the Athena SWAN bronze award, which recognises the work of colleagues across the institution in developing a gender equality action plan that is true to our values as an institution that champions equality, diversity and inclusion and actively implements the principles of the Athena SWAN programme.

We are fully committed to ensuring equality and opportunities for advancement amongst our diverse workforce and our gender pay gap report illustrates the important work that we are doing to close the gap, both institutionally and within the wider community.

Geoff Layer, Vice-Chancellor