

# GENDER PAY GAP REPORT 2022



## Gender Pay Gap Report 2022

### 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, where 67% of roles are held by women.

To further evidence our commitment to advancing equality for women, in December 2020, we set up a Women's Staff Network. The Women's Staff Network works with the University to address the unique challenges women face within higher education and, more broadly, tackle gender inequalities through projects such as Athena Swan. They have had several successful events and conducted a number of staff surveys. These are highlighted later on in the report.

We have also set up a Gender Equality Action Plan Delivery Group (GEAP) with clear terms of reference that is responsible for monitoring our work on addressing gender inequality including the Athena Swan action plan, which covers actions to address the gender pay gap.

### GENDER PAY GAP

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of 250 or more employees must publish their gender pay gap on an annual basis. The gender pay gap represents the difference in the average pay between men and women across the entire workforce and is different to equal pay. Equal pay is concerned with differences in pay between men and women who carry out the same or similar role of equal value.

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



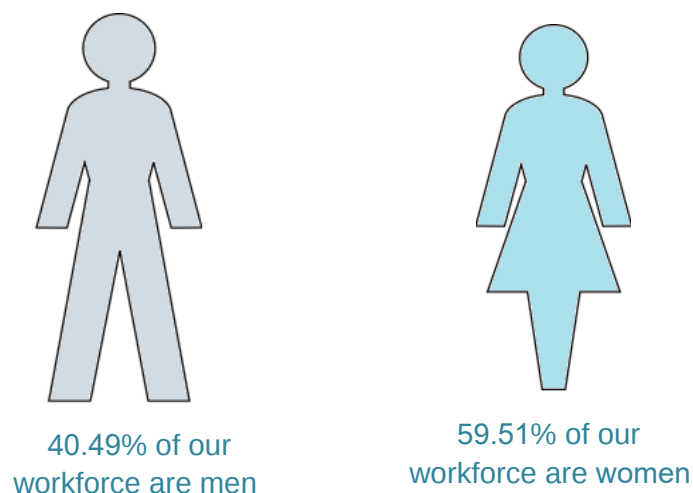
### OUR GENDER PAY GAP

For the purpose of our report, the data is based on the snapshot date of **31<sup>st</sup> March 2022** when our workforce consisted of **1592 women and 1083**

men. Out of the total staff, 2675 were establishment and the remaining 349 visiting lecturers and casuals.

The report incorporates all appropriate additional payments, alongside the proportioning of any bonus payments if paid. There were no bonuses for 2021. Staff are removed from the calculation for instances of half pay, no pay, starters, leavers and other pay deductions. The data is then utilised to create an overall hourly paid rate per job an individual undertakes.

## OUR GENDER COMPOSITION

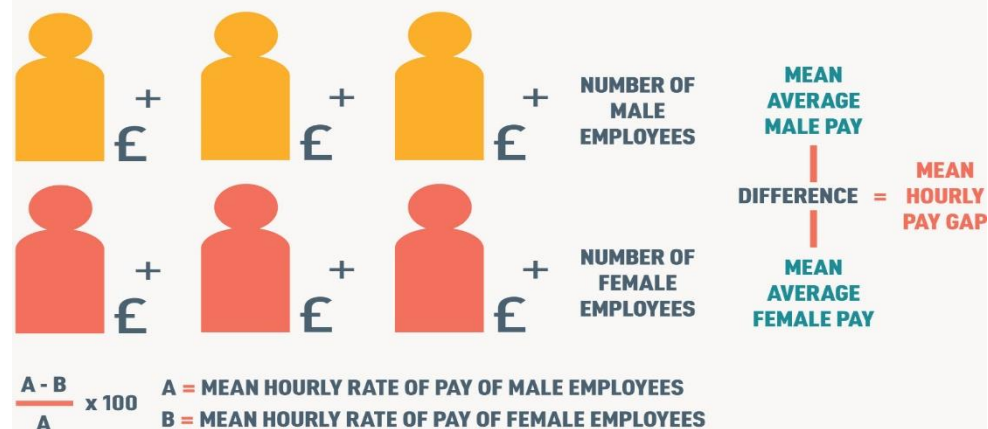


As can be seen from the above illustration we have a larger percentage of female staff than male.

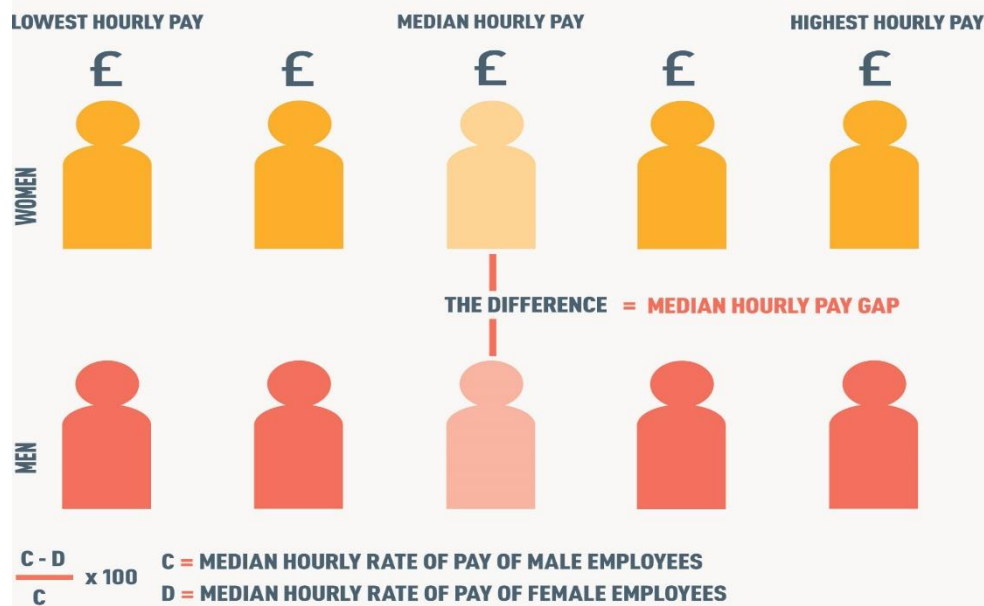
## OUR MEAN AND MEDIAN PAY GAPS

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.

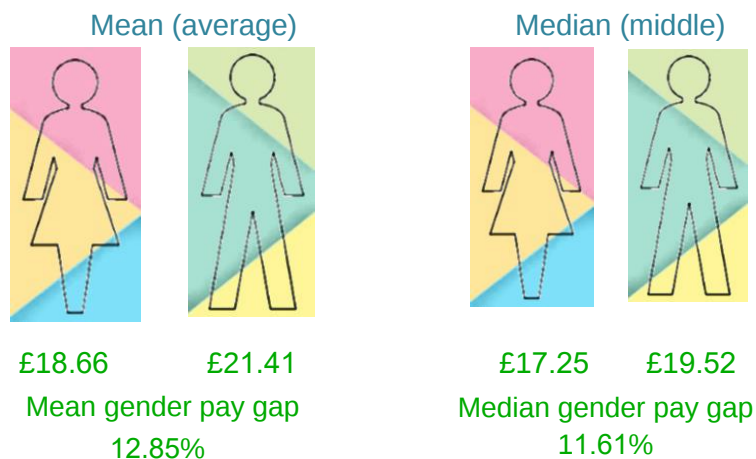
## HOW WE CALCULATE THE MEAN DIFFERENCE



## HOW WE CALCULATE THE MEDIAN DIFFERENCE



## OUR GENDER PAY GAP CALCULATIONS



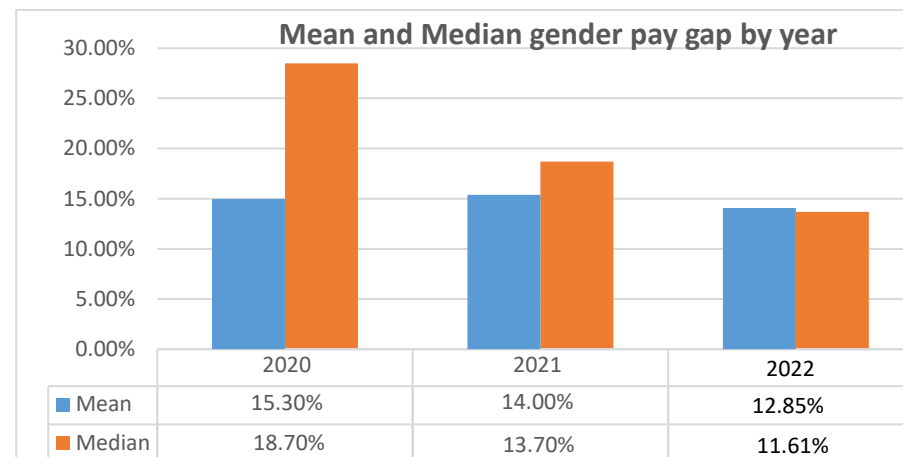
Our median gender pay gap figure has reduced significantly since last year, due to the fact that the median hourly rate for female pay has increased to £17.25 from the previous years rate of £16.03. The median hourly rate for male pay has increased from £18.58 to £19.52.

The University Mean of 12.85% now sits lower than the last reported sector average of 15.% (UCEA 2020 report).

There were 90 less staff (49 Females, 41 Males) than in the previous year, with proportion of this appearing to come from the VL and casual staffing group. This looks to have had an effect on where the median sits with 5% decrease compared 2020 and the mean has decrease by 1.3%.

A number of staff that were made redundant due to the pandemic, were in the lower paid jobs such cleaning and catering which are dominated by females. However the numbers were small in comparison to the overall number and hence there was no change in the percentage of female staff in the lower first quartiles.

The graph below shows that there has been a decrease in the mean pay gap by 1.5% from 2021. The decrease in median pay gap is 2.09% to the previous year. Over a three year period the median pay gap has reduced by 14.8%.



We are encouraged by our year on year reduction in the mean and median gender pay gaps which means that we are moving towards a more comparable average rate of pay between men and women employed at the University.

In general 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

Due to the Pandemic there were no Bonuses paid to any staff for this reporting period.

## 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.

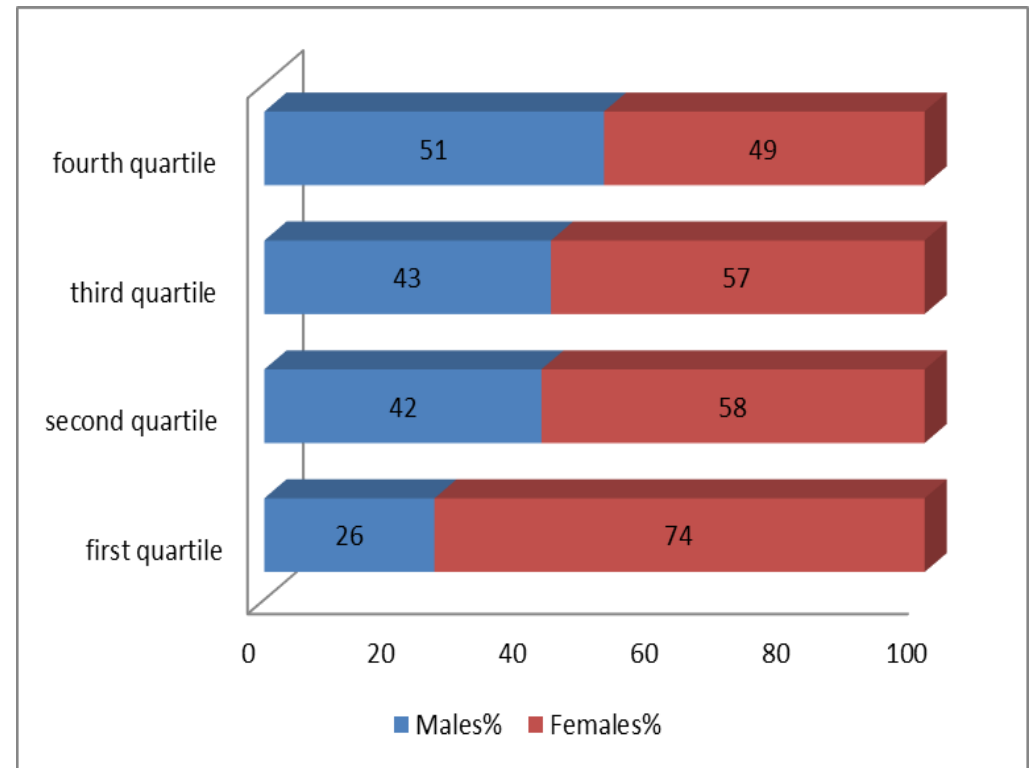
The following establishment chart (excludes V/L and casual staff) show the percentages of men and women in each pay quartile.



## OUR PAY QUARTILES

The pay quartiles in the chart opposite are based on the University of Wolverhampton pay grades, with UW 1 being the lowest paid grade.

- Q1. UW1 – UW4
- Q2. UW5 – UW7
- Q3. UW8 – UW10 (F42)
- Q4. UW10 >



As with previous years, the charts illustrate the fact that there is still an uneven distribution of gender across the quartiles, with an over-representation of women in the lowest quartiles.

Compared with last year's data, there has been a decrease in the second pay quartile by 4%, with an increase in 5% staff at the third quartile of female staff. The other pay quartiles have remained the same.

These increases would have had an impact and are a positive sign that we are moving towards reducing our mean gender pay gap and increasing the percentage of female staff in the higher middle quartile.

## 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, over half of the female workforce in our dataset were in roles in the lower and lower-middle pay quartiles. Conversely, over half of male staff members 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 663 professional services roles graded UW1 to UW7, 76% are occupied by women (reduction by 3% from 2020).

In addition, of 224 catering, cleaning and customer services roles sitting with the lowest quartile (grades 1 to 4) the vast majority are female (90%).

In contrast, 67% (up by 2% from 2020) of our senior management team (OVC, Faculty Deans and Service Directors) are female, however as this is a relatively small number of staff 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

We have dedicated leads within Faculties and Schools who are responsible for Athena Swan departmental submissions and promoting gender equality in general. They report to the Faculty EDI committees who report into the Gender Equality Action Plan delivery group mentioned earlier in the report. We also have EDI champions in all of our professional services directorates.

Our Institutional Athena Swan action plan has a number of actions to increase the representation of female staff in senior positions, which would impact on reducing the gender pay gap, some of which are highlighted later in this report.

Since its establishment in December 2020, the Women’s Network team have been making progress in helping the University to drive work on the gender equality action plan. Activities to date includes:

- The development of an internal Women’s leadership programme to support progression within women at the university.
- An Aurora Alumni group to promote the learning from this programme across the university.
- A lived experience survey to really understand the experience of women within the organisation.
- An internal informal mentoring scheme for member of the wsn
- Represent the Women’s Staff Network in key committees / initiatives across the University, to challenge for change and ensure that gender-specific issues are considered.
- Undertaking a specific programme of work to increase and enhance the University’s focus and support for women experiencing the Menopause.
- Working with the other staff networks (BAME, Disability, LGBT+) to build an intersectional approach into its work.
- Facilitate and nurture opportunities for women in the University.

We are 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.

### ACADEMIC PROGRESSION & INCREASING LEADERSHIP OPPORTUNITIES

We are proud that 78% of our Service Directors and 71% of the senior team in the Offices of the Vice Chancellor are female. However we acknowledge the need to strive for a gender balance in all leadership roles

Our achievements:

- 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).
- We are piloting a leadership programme for those staff that were unsuccessful in their Aurora Womens leadership programme applications.
- We are piloting a reverse mentoring programme for our B.A.M.E. staff and students and have a number of B.A.M.E. female staff that have volunteered to be Mentors. This will be rolled out promote understanding of all different protected characteristics.
- We have run a series of promotions workshops for potential applicants. These have included presentations from female staff who have previously been promoted to highlight positive role models.

Our aims:

- To increase our representation of women within the Professoriate from 31% (as at March 2021) to 40% by 2025.
- To achieve a 5% increase in applications for academic roles from women by June 2023.

We continue to address the gender imbalance within our senior academic roles, by enhancing the personal development of staff members, enabling a greater diversity of staff to be promoted.



### RECRUITMENT PRACTICES AND FAMILY FRIENDLY POLICIES

We are continually improving our Recruitment and HR Practices and Procedures and policies to ensure gender equality throughout the employee lifecycle.

#### Our achievements:

- We have updated our recruitment and selection training to include more focus on equality, diversity, inclusion and unconscious bias.
- Our 'Recruitment, Selection Panel Composition guidance has been updated to ensure gender diversity on all recruitment panels.
- We have developed an Agile working policy to promote flexibility and support women to overcome barriers. New ways of working can also offer time-based agility (the 'when') for some tasks, to enable individuals to better manage the changing demands of work and to balance this with personal commitments and interests and preferred time of work. This policy does not replace the Flexible Working Policy. Agile working is not appropriate for instances where a permanent change of hours or working pattern is required (e.g. for childcare), the Flexible Working
- Due to the current situation with Covid-19 our working ways (family friendly and flexible) have had to change very quickly and drastically. The OD team have developed a range of training courses which are run digitally and are easily accessible when you are working from home. The courses are designed to support employees with their development into successful agile working as well as support Line Managers to transition to supporting and managing their teams when working remotely.
- We have updated our exit interview questions to explore why people may leave after maternity leave. HR specifically asks any woman who resigns within a year of returning from maternity leave whether there is anything the university could do to enable them to stay.

#### Our aims:

- To increase the percentage of female staff at grades 8 plus
- To monitor the uptake of our flexible working policy.

We strive to make improvements to our policies and practices to better promote a positive worklife balance including improved support for working parents.

#### STATEMENT BY OUR INTERIM VICE CHANCELLOR

*"As the University of Opportunity, we are fully committed to promoting and enabling equality of opportunity and demonstrating inclusivity for all our staff and students.*

*Even though the Pandemic has had an impact on the activity at the University, I am pleased that we have reduced the mean and median gender pay gaps from previous years. However, this is not the time for complacency and we will continue to strive to reduce the gaps further.*

*Equality, diversity and inclusion is at the heart of everything we do and all of our senior staff members have an annual objective to help to drive the diversification of the University's staff base, including an improvement to the gender balance across job families, development of career structures and promotion of leadership programmes.*

*Along with colleagues across the University, key members of our senior management team are responsible for our gender equality advancement work which champions equality, diversity and inclusion and implements the principles of the Athena SWAN programme, in which we hold a Bronze award at an Institutional level.*

*We will continue to develop enabling opportunities for advancement amongst our diverse workforce and I will continue to meet with the Office holders of all our Staff Networks, including the Women's Staff Network, to discuss and address issues of concern.*

*Our Gender Pay Gap Report 2021 highlights the important work that we are doing to close our gap and demonstrates our commitment to advancing gender equality within our institution."*

*Professor Ian Campbell*

