



Gender Pay Gap Report

March 2019



Foreword by the Vice-Chancellor, Professor Shearer West

The University of Nottingham is committed to delivering equality, diversity and inclusion (EDI) across our staff and student populations. This is not simply an essential good of itself; a diverse community is a more productive, resilient and content community. Diversity benefits everyone.

Over the past year, the University has taken significant steps towards securing a more diverse community and ensuring that women are better represented at all levels to make the best use of the talent, skill and commitment found across our institution. As an institution we have secured Silver in the [Athena SWAN](#) awards that promote gender equality in higher education.

To recruit more women into key roles and ensure a diverse workforce, a new approach to embedding [diversity in recruitment](#) practices will deliver EDI training for staff, pilot anonymised application processes, and ensure recruitment agencies emphasise diversity when providing job candidates.

Later this year, we will publish the conclusions of two key reviews to support the promotion and progression of a more diverse community of staff. The reviews of academic promotion and senior pay will help remove barriers to women's progress and ensure that pay is determined by the contribution made rather than the length of service.

We will also embed EDI considerations at a strategic level into everything we do at Nottingham. Our new Pro-Vice-Chancellor for Equality, Diversity and Inclusion has consulted staff and students on a new EDI Strategic Delivery Plan that will underpin our next University Strategy.

In this, the University's second Gender Pay Gap Report, I am pleased to note small but meaningful reductions on the pay gap calculations compared to last year. The mean gender pay gap in favour of male employees has reduced from 23.1% in our 2017 data to 22% in our 2018 data.

However, our gender pay gap remains significant. It is clear that there is much more to do and we must continue to challenge ourselves, and each other, to achieve equality for all staff, at all levels. I hope that everyone in our University community will read this report and work together to continue our progress in this area.

A handwritten signature in black ink, appearing to read "Shearer West".

Professor Shearer West
President and Vice-Chancellor

2018 gender pay gap result summary

Below is a snapshot of the University's headline 2018 gender pay gap results, alongside our 2017 results for comparison.

Within the rest of this report you will find:

- commentary on the cause of the gender pay gap
- commentary on the action the University is taking
- the additional calculations required by the legislation

We recognise that a meaningful reduction in the University gender pay gap will take time, and this challenge is one of many things that we are working to tackle through the development of our Equality, Diversity and Inclusion Strategic Delivery Plan. However, we are committed to consistent progress on this, year on year.

2018 results and 2017 comparison

Calculation	Data type	2017	2018
Pay gap	Median	18.9%	16.6%
	Mean	23.1%	22.0%
Bonus gap	Median	38.5%	28.6%
	Mean	77.5%	75.5%
Proportion of staff awarded a bonus	Male	8.7%	8.4%
	Female	7.5%	7.0%

Comparing 2017 with 2018 shows a reduction in the pay gap across the first four calculations. The proportion of bonus payments for both male and female staff has decreased, however the proportion of female staff receiving a bonus payment has decreased more than for male staff.

It is important to note the significant impact of Clinical Academic pay arrangements on the bonus pay gaps. This impact is explained later within the report.

Taking action on the gender pay gap

The University of Nottingham has produced this report in line with gender pay reporting legislation. This gives us the opportunity to benchmark against our peers, share best practice, and to challenge ourselves in reducing our gender pay gap.

Our gender pay gap is due to a range of factors. Some are historical, and will take time to address. Others can be influenced more rapidly by a proactive review of our strategies affecting recruitment, pay and reward. Making meaningful progress in the key areas highlighted below is the right thing to do, and will lead to the University being increasingly successful in delivering our overall goals to deliver a strong commitment to equality, diversity and inclusion. In turn this will also lead to gender pay gap reductions.

Encouraging women into the University at higher-level roles

The University has placed an active consideration of diversity and inclusion at the heart of its recruitment practices.

Activity in 2018 includes:

■ **Diversity in Recruitment**

The University Executive Board approved a number of measures aimed at improving our recruitment processes and attracting a more diverse field of applicants to our roles. Highlights of our [Diversity in Recruitment](#) activity include: requiring EDI training for staff involved in recruitment; greater adoption of anonymised application processes; and requiring external recruitment agencies to evidence diversity in both long and short lists of potential applicants

■ **Diversity by Design**

Working with the external organisation Diversity by Design the University ran two pilots of a new approach to recruitment in our Faculty of Engineering. The results from this pilot – which included blind applications (no personal characteristics revealed), broader publications used to advertise opportunities, and interview processes based purely on role criteria – were extremely positive

■ **STEMM change**

The University won funding from the Engineering and Physical Sciences Research Council (EPSRC) in response to their Inclusion Matters call to run a two-year research project which evaluates the specific issues and its barriers to progression faced by women working in the STEMM fields. The goal of the two-year project is to build on projects such as Diversity by Design to radically overhaul how staff in STEMM roles are recruited, retained and rewarded at the University and beyond. You can read more about this on our [EDI website](#)

■ **Recruiting women into research**

We have continued our Anne McLaren Fellowship Scheme alongside our fellowships programme. The Anne McLaren scheme encourages fellowship applicants who are outstanding female scholars in science, technology, engineering and medicine.

Ensuring that there are more women in senior roles has been a priority for a number of years and we are making consistent progress. The University is committed to increasing gender parity within our senior positions. Our institutional objective aims to have 35% of senior roles (level 6/7) filled by female staff in 2020.

Supporting women to stay and develop careers at the University

The impact of caring commitments is typically higher for women, who have historically found it more difficult to remain in, or return to, employment – whether this is as a result of having young children or elderly parents, or to meet other caring responsibilities. The University is committed to offering flexibility and support around caring responsibilities to staff.

Activity in 2018 has included:

■ **Commitment to the Working Forward Pledge**

Signing up to this pledge confirms our commitment to supporting pregnant women and new parents, particularly in the areas of leadership, employee confidence, supporting line managers and flexible working

■ **Launch of an Employee Assistance Programme (EAP)**

Our EAP launched in autumn 2018. The programme includes support and resources for staff with caring responsibilities, from legal and financial guidance to practical help with caring arrangements

■ **Athena Swan Parenting Rooms**

These rooms, [available across all UK campuses](#), provide a safe, hygienic and secure area for breastfeeding staff and students

Helping women to progress at the University

The University has a wide variety of leadership development and wider personal and [professional development provision](#) available to all staff, but with specific provision for developing the skills and careers of women. The [Leadership and Management Academy](#) launched in 2016. Both the year one and year two cohorts saw a higher proportion of women in comparison to men on the programmes. This extensive programme of talent development is expected to contribute to the progression of women to more senior roles in coming years.

Examples of activity in 2018 included:

■ **Leadership and Management Academy**

The LMA year three cohort once again included a greater proportion of women than men

■ **Review of the Academic Promotions Process**

We have reviewed our academic promotion criteria, process and practices – an activity which is key to identifying and removing barriers to women's progress. All academic staff were provided with the opportunity to input into changes within the process. The review is due to conclude in 2019/20

■ **Senior Pay Review**

The University Executive Board approved the development of detailed proposals to reward level seven staff (equivalent to Professorial grade) in bands based on their contribution. The implementation of this change will reduce the impact of length of service on pay

■ **Robust monitoring processes for promotion and recruitment**

We ensure that all applicants for promotion are able to signal any EDI considerations which should be taken into account when reviewing applications, and continue analysis of gender split across promotion and recruitment applications and appointments

Ensuring balanced gender distribution in lower-level roles

A significant contributor to the current gender pay gap is the lower number of men in lower-level roles. Since 2014 we have moved from 32% of our level one and two roles being occupied by men to 33.8% currently. Increasing these percentages further and ensuring that we have a balanced distribution of gender at roles of all levels is a priority for the University.

Activity for 2018 has included:

■ **Gender neutral imagery and language**

The University has reviewed its approach in advertising roles to ensure that the imagery and language of the advertisements and job descriptions is gender neutral and encourages applications from both men and women for all roles

■ **Inclusion attraction strategy**

Case studies are being developed to be used during the recruitment process to highlight roles currently filled by a high proportion of a specific gender, to challenge gender stereotypes associated with specific roles. A video is also being developed that will demonstrate the diversity of staff at the University, across a variety of roles

A commitment to Athena SWAN principles

The University of Nottingham is proud to have retained our Athena SWAN silver level institutional award in 2018. This demonstrates the University's commitment to the progressive and far-reaching charter, adopting Athena SWAN principles within our policies, actions plans and working culture.

12 University schools/faculties also hold Athena SWAN awards, recognising the commitment of our faculties and schools to progress gender equality through local action plans. We are committed to all schools and faculties holding an Athena Swan award by 2020. We are currently revising our Equality, Diversity and Inclusion governance to ensure that best practice to support the progression, recruitment and retention of women is shared across all parts of the University.

Gender pay gap legislation our responsibilities

Gender pay legislation requires employers with 250 or more employees to publish data clearly demonstrating how large the pay gap is between their male and female employees. The University of Nottingham is covered by, and fully complies with, the public sector regulations.

The legislation is based on a snapshot of pay at the census date of 31 March for the relevant reporting year. This report covers the period to 31 March 2018, including annual payments and bonuses which were paid between 1 April 2017 and 31 March 2018.

Why do we have to report on our gender pay gap?

The Equalities Act 2010 (Specific Duties and Public Authorities) came into force on 6 April 2017. It requires public sector organisations to publish their results against six prescribed indicators of gender pay equality.

As a University, we recognise that people are our greatest asset. We are committed to fairness, equality and inclusion. As such, this information is a key element of our work to build greater equality across a more diverse and inclusive workforce. The results help us to better understand and focus on the relevant issues, and we hold ourselves to account as we continue to plan and take action to improve on our current position.

What do we have to report on?

We need to report against six prescribed organisation-wide calculations, to show the difference between the average earnings of male and female staff at our University. This report provides the broader context in understanding the University, its results and the actions that we continue to take in building a University that treats its people fairly, equally and inclusively – regardless of gender or any other protected characteristic.

A note on gender terminology:

When referring to the gender pay gap legislation, or the calculations required by the legislation, the gender terminology used within the legislation (male/female) has been used. When referring to University colleagues, actions taken, or actions planned by the University, we believe using women/men is more inclusive, and those terms are used in this context.

The six calculations

As a relevant employer the University must publish the following information on an annual basis:

1. the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. the proportions of male and female relevant employees who were paid bonus pay and
6. the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

These calculations make use of two types of averages:

A **mean** is the difference between the average hourly earnings of male and female staff

A **median** is the difference between the midpoints in the ranges of hourly earnings of male and female staff. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. This measure is not affected by outliers i.e. a few individuals at the top or bottom of the range.

When and how do we have to publish this information?

We are publishing the University's gender pay gap results within this report, as well as through the [government website](#) as required by legislation.

How often do we have to publish this information?

We are required to publish this information by 30 March on an annual basis. The snapshot date will be from 31 March of the previous year. This report was published in March 2019, and the snapshot date is 31 March 2018.

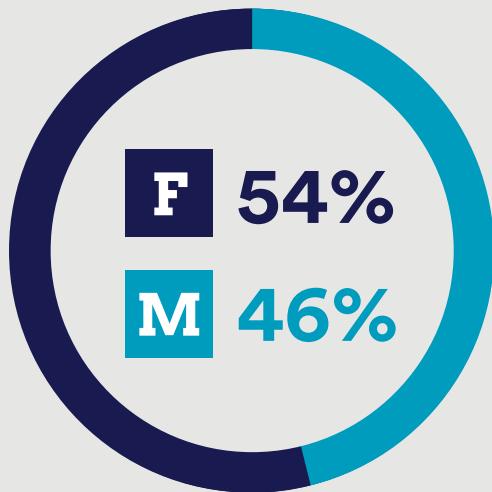
What is the difference between the gender pay gap and equal pay?

The gender pay gap differs from equal pay. Equal pay examines the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value in the same employment. It is unlawful to pay people unequally because of gender. The gender pay gap shows the differences in the average pay between all men and women across the entire organisation, regardless of the level/grade at which they work. The gender pay gap represents the distribution of men and women in different roles at different pay grades.

In line with our legal obligations men and women are paid equally for work of equal value across the University. This ethos of equal pay is underpinned by a robust job evaluation system. We regularly carry out Equal Pay Reviews to ensure that men and women at the University are paid equally for work of equal value. The most recent review was carried out in 2017, reported within the [University Athena Swan submission](#), with a further review planned for 2019.

University of Nottingham gender pay gap results

University demographic split



UCEA has produced various infographics to provide additional information and context to the HE sector gender pay gap. These can be found on the [UCEA website](#). For context, the latest UCEA data on the UK higher education sector shows the same gender split, as reported by the University of Nottingham, of 54% female and 46% male within the workforce.

The six calculations required by legislation

Difference between male and female staff (calculations one to four)

	Mean	Median
Hourly fixed pay	22.0%	16.6%
Bonus paid	75.5%	28.6%

The table above shows the University of Nottingham's overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (31 March 2018). These results tell us that on average across the University female staff are paid 16.6% less (as a median) than male staff. This is a reduction from the 18.9% median pay gap reported in the 2017 data.

The table also captures the mean and median differences between the value of bonuses paid to male and female staff in the year up to 31 March 2018.

Impact of high vs low-level roles

Our data shows that there are more men in senior roles at the University, with more women in lower-level roles. This is a continuation of previous years' trends. This disparity in representation across the full range of roles at the University results in the gender pay gap.

When looking at the bonus gap (value) it is again predominantly driven by the higher number of male staff in senior, higher-paid roles. Bonuses are currently paid as a percentage of salary, and so staff earning a higher salary will receive a higher value of bonus. As more male staff are paid higher salaries, the value of those bonuses is higher.

When looking at the bonus gap (proportion) our analysis shows that a very similar proportion of male staff (8.4%) and female staff (7%) receive bonus payments.

The impact of including Clinical Academic pay arrangements

The median (28.6%) and mean results of the value of bonus paid (75.5%) are significantly influenced by the Clinical Excellence Awards (CEA). CEAs are a National Health Service (NHS) award, local award schemes are managed by individual NHS employers, with national awards being managed by the Advisory Committee on Clinical Excellence Awards Trust. The University does not control the CEA award schemes.

The majority of Clinical Academic staff employed at the University are male, and so CEAs have a disproportionate impact on the overall bonus gap. The table below shows bonus pay gaps with Clinical Academic staff removed: this shows the gap in relation to bonus awards the University is able to directly control.

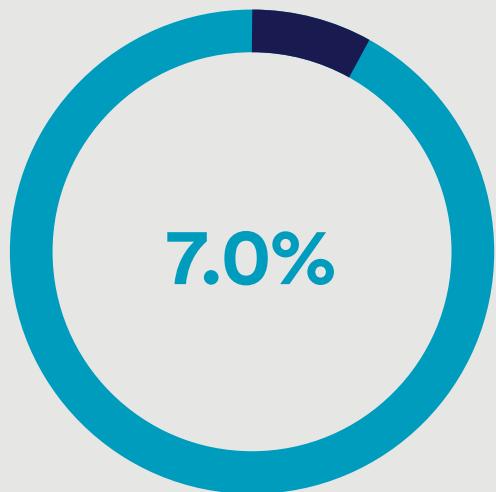
Calculation	Type	2018 (Including) Clinical Academic staff	2018 (Excluding) Clinical Academic staff	2017 (Including) Clinical Academic staff	2017 (Excluding) Clinical Academic staff
Bonus gap	Median	28.6%	19.0%	38.5%	29.7%
	Mean	75.5%	30.2%	77.5%	34.3%

Proportion of staff awarded a bonus

Calculation five



Female staff = 7.0%



Male staff = 8.4%



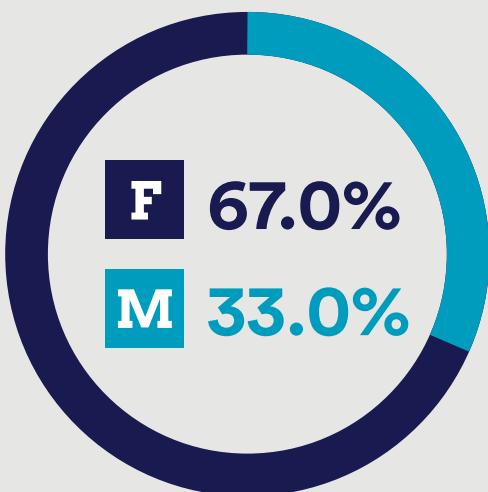
The graphs above show that 1.4% fewer female staff received a bonus than male colleagues. The Clinical Excellence Award (CEA) also influences this result. If we discount the CEA the results would have been reversed, with 9.2% of female staff receiving a bonus in comparison with 8.9% of male staff for their performance in this period.

We are confident that the minimal difference in the gender split of bonus payments awarded shows that male and female staff have an equal opportunity to earn a bonus within the University scheme. Our University bonus schemes are monitored on an ongoing basis to ensure that there is equality of opportunity for staff to earn a bonus. The results of the monitoring are analysed at a local and institutional level.

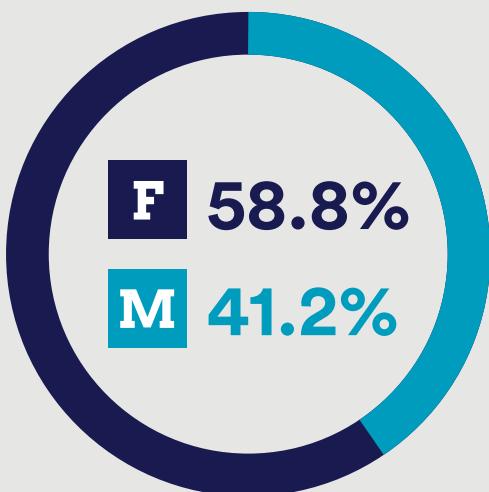
Pay quartiles

Calculation six

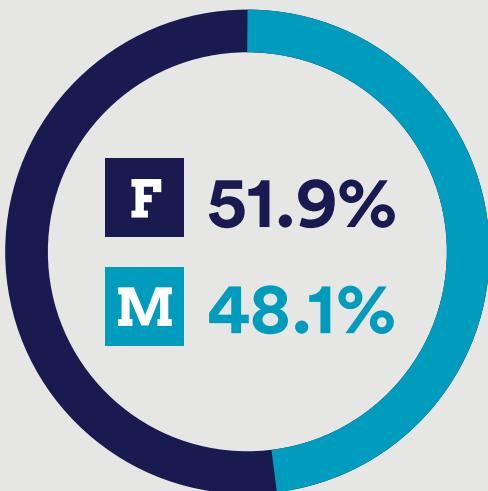
Lower



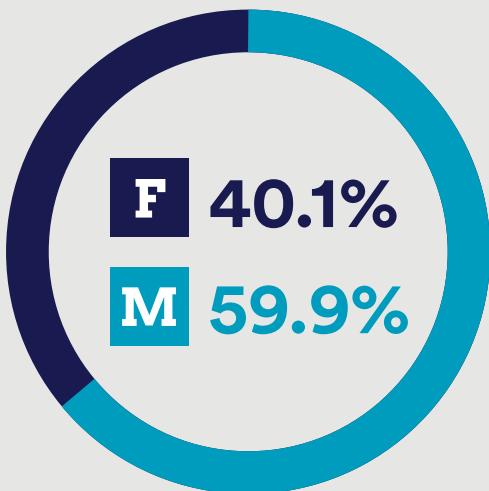
Lower middle



Upper middle



Upper



The above image illustrates the gender distribution at the University of Nottingham across four equally-sized quartiles.

The quartiles illustrate the root cause of the gender pay gap within the University. There is a higher proportion of female staff within the lower three quartiles, and a higher proportion of male staff within the upper quartile. This is the primary influence on the gender pay gap at the University of Nottingham. The proportion of female staff in the higher paid two quartiles has increased when compared with the 2017 results. The upper quartile has increased from 39.4% female staff representation to 40.1%, and the upper middle from 51.3% female staff representation to 51.9%. This increased proportion of female staff at higher pay levels is a contributing factor in the reduction in the 2018 gender pay gap figures.

The gender pay gap within UK higher education

Processes, policies and practice

The University is committed to ensuring that its processes, policies and practice reflect an institutional commitment to fairness, equality and inclusion. It is also useful to highlight context that is particularly relevant to the UK higher education sector.

The UK HE sector as a whole sees an imbalance of men at senior levels. This is prevalent within academic positions and has been evidenced for many years. While there are a number of causes for this, both institutional and societal, the result is that the University of Nottingham, like many other UK HEI institutions, retains a significant number of long-serving male academics with salaries that are – in many cases – significantly above the levels of more recently-promoted or recruited academic staff.

The proportion of women academics, including those in senior posts, is increasing. But the gender pay gap remains, in part due to the length of time senior male staff have been in post. The senior pay project is scheduled to conclude in 2019/20, this will focus senior pay decisions on contribution, moving away from reward decisions relating to time served in post. In recent years the University has taken steps to equalise starting pay on promotion, and to take proactive action on analysing, identifying and equalising historic gender salary imbalances.

The counterpoint to the imbalance of men at senior levels in the sector is the lower proportion of men at lower staff levels. This contributes towards the gender pay gap by leading to a higher number of women at the lower-paid staff levels. Efforts to significantly reduce the gender pay gap need to focus on the imbalance at both lower and senior levels. The University continues to be committed to improving results at all levels.