



Gender Pay Gap
Report 2020

As an employer of more than 250 people, we are required by UK law to publish our gender pay gap information, both on the Government's Gender Pay Gap Service and on our own website.

Due to the coronavirus pandemic, the Government Equalities Office suspended compulsory reporting for pay gap data based on the March 2019 snapshot dates. Once again, this year, we've gone beyond the minimum reporting requirements to provide narrative to help explain the factors contributing to our gender pay gap and the actions we're taking to close it. Here you can access our 2020 report and view our archived reports - <https://www.edgehill.ac.uk/documents/collection/reports/gender-pay-gap-reports/>

A look behind our gender pay gap data and our long-term commitment to closing the gap

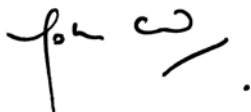
Introduction by the VC

Edge Hill has a long tradition of widening access to education and is committed to creating an inclusive work environment, addressing barriers to all forms of inequity and to providing all staff with equal opportunity. This commitment is not only central to our values, it is also critical to the continued success of the University.

The University employs a substantial percentage of women in the first quartile - a consequence of our deliberate decision not to franchise-out any of our cleaning and catering jobs, therefore guaranteeing that the least well-remunerated are paid in excess of the Living Wage Foundation recommendation and that all have access to a Defined Benefits Pension.

We remain committed to closing the gap by examining all factors that influence the pay gap and implementing identified strategies to render gender equality in pay a future reality.

I can confirm that the information presented in the report is an honest, accurate and true representation of Edge Hill University's position as of 31 March 2020.



Gender Pay Gap Reporting – An overview of requirements

In the UK, public, organisations with 250 or more employees have to report their gender pay gaps on an annual basis. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

A gender pay gap above zero represents that on average men earn more than women whereas a pay gap below zero indicates that women, on average, earn more than men.

Employers must report six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all of these measures as each one can tell you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight. If there is a big difference between an organisation's mean and median pay gap, this indicates that the dataset is skewed – either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean bigger than the median).

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations, however, the snapshot has the potential to mask the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.

The University's gender pay gap data

The University's gender pay gap data was collected on the snapshot date of 31 March 2020. Pay gap data has been calculated as per the method advised by ACAS. The gender pay gap looks at the distribution of men and women across all levels of the organisation, and how this translates into the average salary and bonus payments made to them as a result of this. As per legislative requirements, all Academic, Professional and Support Staff, Senior Managers, Professors and hourly paid Associate Tutors and non-academic workers have been included in this audit. Our workforce has remained stable throughout the last three years with an increase in overall staff numbers over that period of 2.1%

On the snapshot date, Edge Hill's staffing population was 2338, of which 1729 were establishment contracted staff (permanent/fixed term employees). Figure 1 charts the gender distribution of the census data.

	Male	Female
Establishment Staff	37%	63%
Associate Tutors	27%	73%
Non-academic workers	27%	73%

Our Gender Pay Gap Results

General commentary

To summarize, 61.1% of staff in the highest paid quartile of staff at the University are female, as are 60.8% of staff in the second highest paid quartile. This quartile includes the majority of our academic staff.

Mean Gender pay gap:

2020: 8.5% - based on an hourly rate of ordinary pay (Men £20.53 | Women £18.78).

2019: 9.0% - based on an hourly rate of ordinary pay (Men £20.38 | Women £18.54).

2018: 9.8% - based on an hourly rate of ordinary pay (Men £20.10 | Women £18.14).

A narrowing of the gap in absolute terms over the period of 1.3% or 13.2% in comparative terms.

Median Gender pay gap:

2020: 18.6% based on an hourly rate of ordinary pay (Men £17.93 | Women £14.59).

2019: 16.9% based on an hourly rate of ordinary pay (Men £17.26 | Women £14.34).

2018: 19.6% based on an hourly rate of ordinary pay (Men £17.26 | Women £13.88).

A narrowing of the gap in absolute terms over the period of 1.0% or 5.1% in comparative terms

Bonus Pay gap:

Mean: **2020:** 39.1% **2019:** 19.3%
Median: **2020:** 0.0% **2019:** 0.0%

Proportion Receiving a Bonus:

2020 Men: 24 (2.0%) Women: 35 (1.5%)
2019 Men: 25 (2.1%) Women: 32 (1.3%)

Across both reporting years more women than men in the University received bonus payments .

Proportion of males and females when divided into four groups from lowest to highest pay:

(Mean and Median figures advise pay within this group)

Lowest-paid Staff

For this group the mean gender pay gap is 1.0% and the median 0.4%.
73.5% of this group is female

Lower-middle paid staff

For this group the mean gender pay gap is 1.3% and the median is 0.0%.
66.3% of this group is female

Upper-middle paid staff

For this group the mean gender pay gap is 0.1% and the median is 0.0%.
61.5% of this group is female

Highest (Upper) paid staff

For this group the mean gender pay gap is 0.6% and the median is -8.8%.
61.3% of this group is female

In all of these groups the pay differences are not significant except for the highest paid staff where women earn substantially more than men at a median level .

Analysis

Our figures indicate our mean gender pay gap of 8.5% continues to be significantly below the national Higher Education mean gender pay gap figure of 14.7% (UCEA).

Over the years, the University has strived to ensure equality of pay through regular equal pay audits and to date we have found no evidence of inequitable disparities on the grounds of gender.

We are confident that where we do have a gender pay gap it does not reflect an equal pay issue.

Whilst comparison of the gender pay snapshots indicate growth on the median gender pay gap year on year, review of data by staff type confirms that the gap at Edge Hill University is influenced by the makeup of our staffing profile. As engagement of non-academic hourly paid workers is demand driven and rates of pay correlated to activity occurring, the demographics of this population and pay gap figures calculated year on year do vary significantly and as a result can influence overarching university figures for the mean and median gender pay gap.

Looking at our Establishment population independently evidences a reduction in the mean pay gap year on year from 12.6% to 11.3%. The median pay gap for establishment staff was 14.4%.

A mean pay gap of 3.8% was identified for Associate Tutors with a median pay gap of 1.1% for Associate Tutors.

Consideration of the gender pay gap by pay spine, indicates that the mean gender pay gap for established staff on the 51-point single pay spine is 5.8%, with a median of 13.4%. The pay gap in each of these cases has narrowed since 2019 (-2.4 and -1.0 respectively) indicating the positive impact of activity aimed at closing the gap.

The gap for staff on the professor pay spine is closer (2020: mean 4.6%; and median 3.2%) however a wider gap has been calculated for staff paid on the management pay spine (mean gap of 9.9% and median of 10.7%). As the populations on each of these pay spines relatively low, individual appointments can have significant a significant impact on pay gap figures year on year.

Review by job type (academic or professional support) is encouraging and indicates that the University has low gender pay gap differentials for academic related roles (i.e. academics, professors, academic management, Graduate Teaching Assistants, Associate Tutors etc). The mean gender pay gap in 2020 was -1.7% (2019 - 3.4%) with the median pay gap -0.4% (2019 -3.0%).

In relation to professional support function staff (which includes our inhouse facilities management staff and non-academic hourly paid population) a wider gap has been identified (2020 mean 11.3%, median 9.7%) which has encouraged consideration of further actions to increase the diversity of applications at all levels.

The number of staff eligible for performance-related bonus payments remains low (Management and Professor colleagues) and this snapshot evidences a minor reduction in the proportion of each gender receiving a bonus linked to the 2018/19 academic year. Moderation of bonus award recommendations encourages a transparent process and has paved the way for a 0% median gap in the amounts awarded for a second consecutive year. All such payments were subject to a detailed equality impact analysis .

Within each quartile the range is narrow, the mean varying from 0.1% to 1.3% and the median gap spreads from -8.8% to 0.4%.

One of the major contributing factors to our current position is the disproportionately high number of female staff employed in Facilities Management, however it is encouraging to see that horizontal segregation is shifting with the proportion of males in the lower quartile and lower-middle quartile gradually increasing (by 0.7% to 26.5%, and 2.0% to 33.7% respectively).

If Facilities Management posts were excluded from the analysis the overall University mean and median pay gap figures adjust to 9.7% and 9.1% respectively. These gaps are less than the gender pay gap figures calculated by UCEA for English Higher Education Institutions and post-92 institutions.

Working to close the gap

Our historic profile has meant that we have always been fortunate that female managers are well-represented in both academic areas and professional support services.

The University remains committed to gender equality in pay and has a range of short, medium and long-term strategies in place to achieve this.

Examples include:

- Our People Strategy 2020-2025 continues to promote a positive culture where staff feel engaged, recognised, valued, encouraged, and where they experience fairness and equity. We believe that a positive, inclusive culture enables success, competitive advantage and makes us an excellent place to work and study
- The University has clear, externally benchmarked salary ranges in place for all job roles, which ensures that everyone is paid fairly for undertaking the same or similar role using the sector standard HE Role Analysis system to support transparency and equity in grading our roles.
- We continue our commitment to advancing gender equality through the delivery of our Athena Swan, Gender Pay Gap and strategic EDI Action Plans.
- The University retained Athena Swan Bronze status in 2019 and is expecting to retain HR Excellence in Research Award status in 2021. Both robust frameworks are dedicated to the promotion of gender equality. Integrated work streams arising from these assessment processes are well established and are now governed by a strategic Equality, Diversity and Inclusion Steering group.
- Directed by the strategic EDI action plan, we aspire to embed responsibility for inclusive practice in all roles within the University and will deliver this objective through our Performance Review and Development process 2021-22.
- Equality and diversity training will continue to be mandated to all staff upon appointment
- We have improved our guidance and support for workplace flexibility for men and women
- We have improved our Family Friendly policy and extended its reach to support those with caring responsibilities
- We will continue to improve the support extended to staff returning from career breaks
- We will continue to listen to feedback and tailor long term wellbeing initiatives that support women of all ages and at all stages of their career
- We will continue to encourage an environment of openness and transparency where everyone can talk about menopause by raising menopause awareness, education and support
- We will continue to promote career development discussions, formal mentoring, sponsorship and network mechanisms for staff aspiring for progression and promotion
- We will continue to encourage and support women to undertake the Aurora Programme – a programme specifically aimed at women with leadership aspirations
- We will continue to undertake equality impact assessments and take appropriate measures to address any barriers to the recruitment and retention of female, male and underrepresented staff
- We are pleased that the number of women professors and heads of departments continues to grow and we will continue efforts to support this diversification through best practice recruitment and retention methods, career development process and standardised academic role profiles.



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