



Edge Hill University



Gender Pay Gap Snapshot 2021

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.

Once again, 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 2021 report and view our archived reports - <https://www.edgehill.ac.uk/documents/collection/reports/gender-pay-gap-reports/>

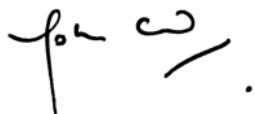
A look behind our gender pay gap data and our long-term commitment to closing the gap

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 outsource any of our housekeeping and catering jobs, thereby guaranteeing that the least well-remunerated are paid in excess of the Living Wage and that all have access to a Defined Benefit Pension Scheme.

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 2021.



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. However, measure can tell you something different about the underlying causes of the gender pay gap and each 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 higher 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 and the mix of staff employed by the University.

The University's gender pay gap data

The University's gender pay gap data was collected on the snapshot date of 31 March 2021. 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.

On the snapshot date, Edge Hill's population of established, permanent, and fixed term staff, was 1998. Although establishment numbers remained relatively stable, there was a 24% reduction in Associate Tutor posts and a 69% reduction in casual staff.

Figure 1 charts the gender distribution of the census data.

	Male	Female
Establishment Staff	37.1%	62.8%
Academic (including AT)	39.4%	60.6%
Non-academic (including Casual)	32.4%	67.6%

Our Gender Pay Gap Results

Mean Gender pay gap:

2021: 9.9% - based on an hourly rate of ordinary pay (Men £21.34 | Women £19.22).

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).

At 9.9% the University's Mean Gender Pay Gap sits well below the 14.7% sector average, for the third consecutive year.

Median Gender pay gap:

2021: 11.4% based on an hourly rate of ordinary pay (Men £19.09 | Women £16.91).

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).

At 11.4% the University's Median Gender Pay Gap has seen the most dramatic improvement with a significant 7.2% decrease year on year.

Bonus Pay gap:

Mean: **2021:** 45.9% **2020:** 39.1% **2019:** 19.3%
Median: **2021:** 0.0% **2020:** 0.0% **2019:** 0.0%

The Vice-Chancellor and Deputy Vice-Chancellor occupy our two most senior leadership roles, both are male. Excluding these roles from our analysis allows us to explore a less skewed, more accurate picture of our bonus distribution. Making this adjustment reduces the Mean Bonus Pay Gap figure from 45.9% to just 9.8%.

The Median Gender Pay Gap, in both scenarios, does not alter and remains at 0.0% for the third consecutive year.

Proportion Receiving a Bonus:

2021	Men: 22 (2.3%)	Women: 29 (1.5%)
2020	Men: 24 (2.0%)	Women: 35 (1.5%)
2019	Men: 25 (2.1%)	Women: 32 (1.3%)

More women than men received a bonus payment for the third consecutive year, reflective of a growing population of high-performing, female leaders.

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 1.8% and the median 2.6%.

74.6% of this group is female

Lower-middle paid staff

For this group the mean gender pay gap is 1.5% and the median is 1.2%.

62.1% of this group is female

Upper-middle paid staff

For this group the mean gender pay gap is 2.1% and the median is 2.6%.

62% of this group is female

Highest (Upper) paid staff

For this group the mean gender pay gap is 2.3% and the median is 2%.

59.7% of this group is female

A major contributing factor to our current position is the disproportionately high number of female staff employed in Facilities Management (74.6%). It is encouraging however, to see this shifting with the proportion of males in the lower-middle quartile gradually increasing by 4.2% to 37.9% this year.

If commercial and site services (catering and housekeeping) roles were excluded from our analysis, we would experience a dramatic reduction of the mean gender pay gap from 9.9% to 6.9%, and median gap reducing from 11.4% to a sector leading 2.8%.

Working to close the gap

Over the years, the University has striven 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.

Female managers are well-represented in both academic and professional support areas and we are pleased that the number of women Professors, Deans and Heads of Department continues to grow.

The University retained Athena Swan Bronze and has added an HR Excellence in Research award in the last two years. The robust action plans for both these external charters are helping us to continuously improve the support for academic career development, particularly for those from underrepresented groups. Integrated work streams arising from these assessment processes are well established and are now governed by a strategic EDI Steering group. The positive impact of this strategic effort is evidenced in the recalibration of the gap in favour of women.

We remain committed to gender equality in pay and have 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 will however undertake a focused project to explore ways in which we can mirror the success of academic career development and pathways for support roles during 2022.
- We continue our commitment to advancing gender equality through the delivery of our Athena Swan, Gender Pay Gap and strategic Equality, Diversity and Inclusion (EDI) Action Plans.
- Directed by the strategic EDI action plan, we continue to embed responsibility for inclusive practice in all roles within the University and will deliver this objective through our Performance Review and Development process.
- 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 policies and extended their 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 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 including via the Progression and Promotion windows.

We will continue efforts to support the diversification of our workforce by further improving best practice recruitment, retention, career development, succession, talent management and engagement strategies in line with our People Plan and strategic EDI Action Plan.