



## 1. Regulations:

Regulations make it mandatory for all organisations with more than 250 employees to report their gender pay gap on an annual basis. Universities, along with other public sector bodies, are required to report their gender pay gap based on data at 31 March each year. The gender pay gap measures differences in pay between men and women across the entire workforce, which includes jobs of different size and level.

This report provides the outcomes of our mandatory gender pay gap reporting requirements and is based on 2022 data. It reports on the following across our entire workforce:

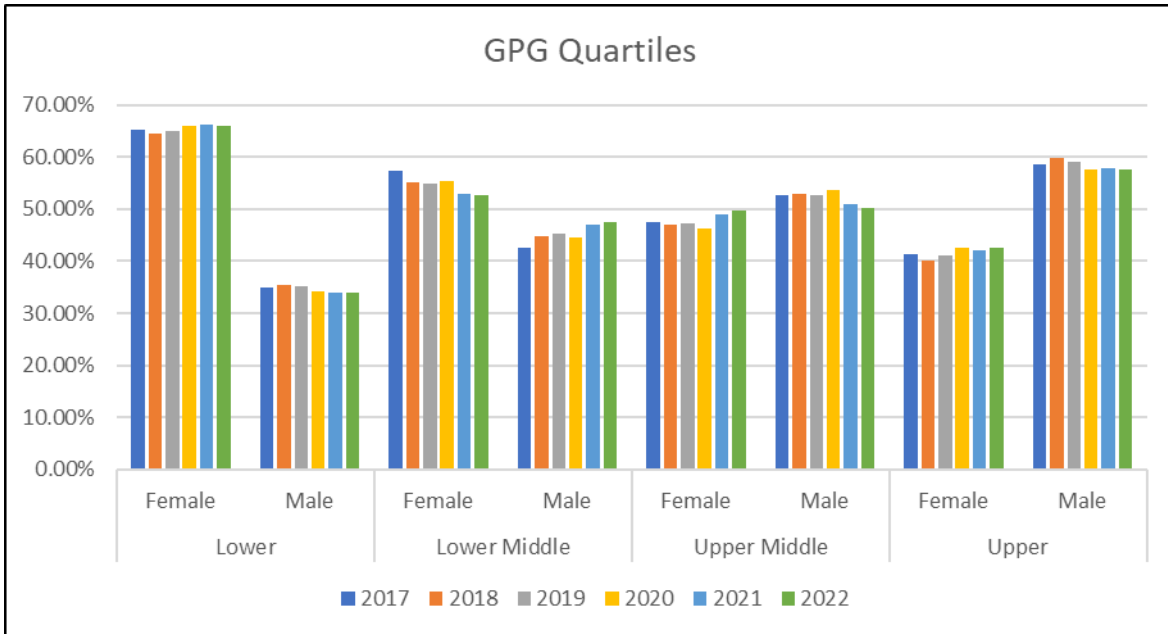
- Proportion of males and females within pay quartiles
- Gender pay gap
- Bonus pay gap
- Proportion of males and females who received a bonus or recognition payment.

**We take a partnership approach to our gender pay gap analysis and action planning, working closely with senior academic colleagues, Human Resources, trade unions, our Gender Equality Committee and Equality, Diversity and Inclusion Committee.**

## 2. Pay Quartiles:

Pay quartiles show a breakdown of the percentage of males and females by pay quartile – where the workforce is split into equal quarters according to level of pay:

Table 1: Percentage of males and females by pay quartile 2017-2022



Note: The quartiles broadly equate to our grade structure (lower G1-4, lower middle G4-7, upper middle G7-8, upper G8+) but this is variable given that pay is based on gross pay after salary sacrifice, so individuals who are in salary sacrifice schemes may be in a lower pay quartile than we would expect for their grade.

**The quartile data shows some shifts in the gender balance in the lower middle (showing a lower proportion of females and a higher proportion of males) and upper middle quartiles (showing a higher proportion of females and a lower proportion of males). These shifts are likely to have contributed to a further reduction in our gender pay gap in 2022. However, our pay quartile figures continue to show the root cause of our gender pay gap – we have a higher proportion of females in our lower pay quartiles (our lower pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades).**

### 3. Gender Pay Gap:

The gender pay gap shows the difference between the average (mean or median) earnings of men and women across the whole workforce, expressed as a percentage of men's earnings:

**Our 2022 figures show a further reduction in our mean gender pay gap compared with the five previous years.**

Table 2: 2017-2022 mean and median gender pay gap.

Gender Pay Gap Snapshot	Legislation Snapshot					
<b>Data Group</b>	<ul style="list-style-type: none"><li>- Based on the entire workforce (includes clinical academics and zero hours' employees and workers paid in March)</li><li>- Excludes individuals who were on reduced/nil pay due to absence</li><li>- Includes additional pay such as allowances</li><li>- Based on pay after salary sacrifice deductions</li></ul>					
<b>PAY GAP</b>	<b>2022</b>	2021	2020	2019	2018	2017
Mean %	<b>14.9</b>	15.8	16.5	17.8	17.9	19.0
Median %	<b>8.5</b>	8.4	11.5	10.7	10.7	11.1

***Mean = average, Median = the mid-point value of a sorted list of values.***

The gap between male and female earnings is lower for the median (mid-point) than the mean (average). This is because the mean is impacted by outliers (individuals with earnings higher than the norm) within our workforce.

The median tends to be a better indicator of the most typical figure, where a range of figures have an outlier, and is the normal salary measure used by the Office for National Statistics.

Although we are pleased to see that our gender pay gap continues to fall and compare well with the gender pay gap figures published by other Russell Group universities last year, we recognise we still need to do more to reduce the gap at a greater pace.

## 4. Gender Bonus Gap:

The gender bonus gap shows the difference between the average (mean or median) bonus received by men and women across the whole workforce. A positive bonus gap shows that males have received, on average, a higher bonus value than females.

Our bonus gap figures for 2021-2022 are based on bonus, incentive and recognition payments from our standard reward schemes (listed below) paid from April to March. In 2021-2022 some of our standard schemes were paused, which is why the figure in this year is different from the other years.

Table 3: Mean and median bonus gap

	<b>April 2021- March 2022</b>	April 2020 – March 2021	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
<b>BONUS GAP</b>						
Mean %	<b>58.6</b>	37.1	64.3	64.4	64.5	68.6
Median %	<b>33.3</b>	0	0	20	6.3	40.0

Table 4: Proportion of workforce by gender who received a bonus award

	<b>April 2021- March 2022</b>	April 2020 – March 2021	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
<b>PROPORTION RECEIVING BONUS</b>						
Female	<b>35.2</b>	71.1	26.2	23.6	22.8	20.3
Male	<b>27.2</b>	76.8	20.5	20.1	19.3	16.2

In 2021-22, our bonus pay gap figures were based on the combined bonuses and awards paid from the schemes listed below:

**Clinical Excellence Awards Scheme:** This scheme applies to clinical academics in our employment but who are on NHS terms and conditions and pay scales, and is not controlled by the University. We have classified these awards as bonus pay in line with the NHS.

**Recognition Award Scheme:** This scheme is available to all staff and enables departments to nominate individuals and teams to receive awards throughout the year for a job well done. In line with the legislation, this only includes monetary and voucher awards for individuals, not team awards or individual non-monetary gifts.

**One-off Recognition Award Schemes:** In 2020, we implemented a number of recognition schemes to reward and recognise our staff for their efforts during the pandemic. This included payment of a £50 voucher to all our regular paid employees.

The legislation requires us to combine and report on the bonus gap of the schemes together.

**The impact of combining these very different schemes is to create a higher overall mean bonus gap than if they were each assessed separately.**

**When the bonus gap of the schemes are calculated separately, the results are very different as the table shows below:**

<b>Mean Bonus Gap</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
<b>All</b>	<b>58.6</b>	<b>37.1</b>	<b>64.3</b>	<b>64.4</b>	<b>64.5</b>	<b>68.6</b>
Senior	-9.2	N/A	5.7	18.4	23.7	27.1
Clinical Excellence Awards	-2.4	-4.5	-2.7	-0.6	2.4	7.3
Recognition Award Scheme	4.5	-12.3	-2.9	4.3	-6.1	8.17
2020 one-off recognition scheme/other	N/A	1.0	N/A	N/A	N/A	N/A

<b>Median Bonus gap</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
<b>All</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>	<b>6.3</b>	<b>40</b>
Senior	0.0	N/A	0.0	25.0	0.0	3.6
Clinical Excellence Awards	-50.0	20.0	-27.5	-37.5	-18.3	34.9
Recognition Award Scheme	16.7	0.0	-20.0	0.0	0.0	37.5
2020 one-off recognition scheme/other	N/A	0.0	N/A	N/A	N/A	N/A

As with our pay gap, the overall bonus gap between males and females is lower for the median (midpoint) than the mean (average). This is because, overall, the mean is impacted by outliers (males with higher bonus or award values) across the above schemes.

Fluctuations in the mean or median bonus gap of the differing component schemes can have an impact on the overall bonus gap, particularly the median bonus gap. For example, changes in the recognition award scheme can significantly impact on our overall median bonus gap figure.

**We will continue to take a partnership approach to both our gender pay gap analysis and action planning, working closely with senior academic colleagues, Human Resources, trade unions, our Gender Equality Committee and Equality, Diversity and Inclusion Committee.**

