



GENDER PAY GAP REPORT

2018

UEA WELCOMES THE OPPORTUNITY TO PUBLISH ITS **SECOND REPORT ON THE GENDER PAY GAP.**

At UEA we are proud to provide the facilities and the working environment that allow all staff to contribute fully, to flourish and to excel. As an employer we are committed to recognising and addressing inequality and to promoting a culture that supports diversity. Our plans keep equality at the heart of our development and our goal is to ensure fair access to all and equal opportunity in both education and employment.



We have worked consistently on the issue of equal pay and since 2003 an internal report has been sent regularly to our Equality and Diversity Committee, currently chaired by our Pro Vice-Chancellor for Arts and Humanities, in which staff data is analysed and pay gaps identified. Through this ongoing work we have closed several significant gaps since 2003 when the first internal report was presented. We recognise that we still have much work to do and have established several new initiatives including our People and Culture Working Group, to oversee and implement change.

Progress on equality sounds simple, but experience shows that progress involves continuous focus: sustained achievement toward genuine equality only comes about through honest reflection on policies, culture and practice combined with firm and sustained activity to redress whichever issues emerge from that reflection.



While acknowledging that we still have much work to do, we are pleased to report that both our mean and median pay gaps have reduced in 2018, reflecting the significant work that we have undertaken over the last 12 months, including staff survey action planning, a flexible working pilot across our professional services and reviews of our promotions and salary review processes for senior academic staff along with our continuing Athena Swan activities and a new campus wellbeing initiative for staff and students.

Given our commitment it is important to acknowledge that the causes of pay gaps are complex.

KEY DATA

Figure 1.

The mean and median gender pay gap – based on hourly rate of ordinary pay.

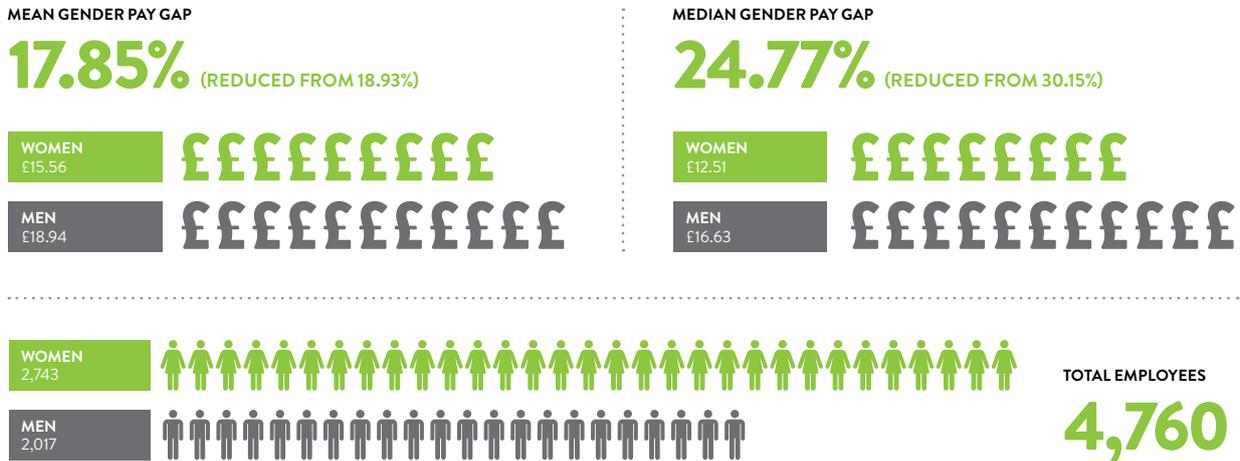


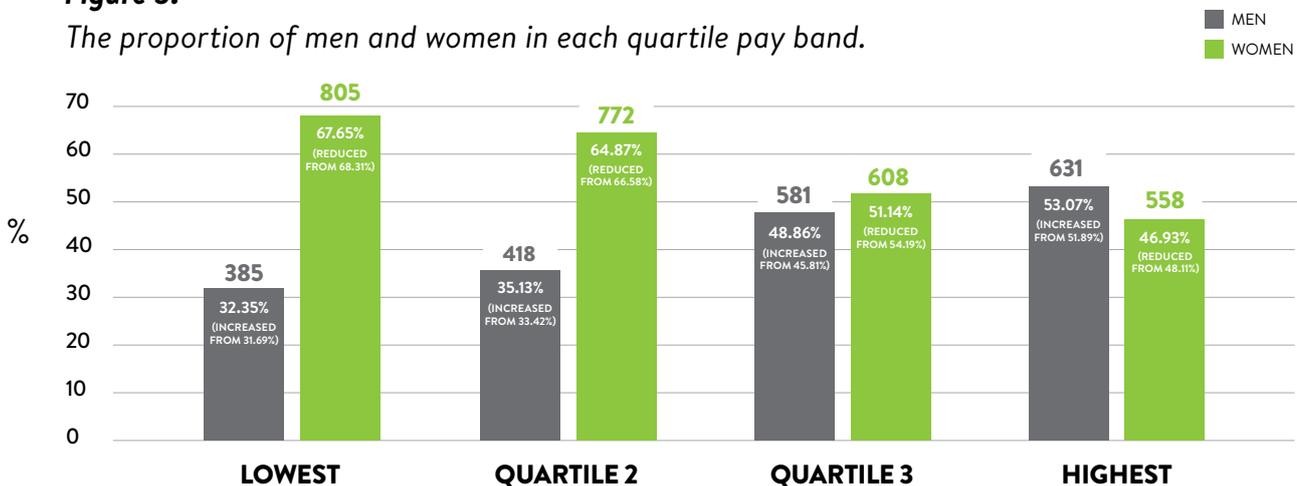
Figure 2.

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment.



Figure 3.

The proportion of men and women in each quartile pay band.



*Please note the difference in total employee numbers shown in the data is as a result of the different methodologies employers are required to use by government. Ordinary pay excludes some staff on reduced pay. The bonus report contains all employees in employment on the relevant date.

ANALYSIS

While the Gender Pay Gap shows the difference between average earnings of men and women across UEA as a whole, in terms of pay equality we are confident that men and women are paid equally for doing equivalent jobs across the University, in that we continue to act to make sure our policies and practices are fair, and we conduct a detailed pay audit, every two years. Our next Pay Audit is due to take place in September 2019 and will examine ethnicity and disability as well as gender.

FACTORS AFFECTING PAY

Analysis of our gender pay gap shows that it is still largely driven by the fact that there are more women in less senior, lower paid roles within UEA. At an institutional level, women are heavily concentrated in lower graded administrative, clerical and operational roles, while under-represented at grade 9 and above. 2018 has seen some rebalancing in the lower grades, 6 and below, with a higher percentage of men. Some rebalancing has also taken place in the senior professorial grade, with a higher percentage of women. Overall, however, the same pattern remains.

The second major contributory factor is that we employ Clinical Academic staff on NHS Clinical pay scales, which are outside the control of the University. Those in receipt of these large payments are predominantly male.

The third major contributor is, as a major local employer, we have taken the decision not to outsource the majority of our campus-based operational service & support roles which means that we continue to provide quality employment opportunities to local people and our student community.

A high proportion of these roles are part time offering more flexible working opportunities. Currently we have more women than men in these roles.

When NHS and operational service and support roles are removed from the figures the Median Pay Gap reduces from 24.77% to 10.93% for 3587 out of 4760 total staff. (75% of staff). This is below the ONS National aggregate gender median pay gap (17.9% in 2018).

The report shows the difference between average earnings of men and women across UEA as a whole in terms of pay equality. It is important to note that UEA is confident that men and women are paid equally for doing equivalent jobs across the university, this is because of our Equal Pay Audit which is conducted every two years and our robust job evaluation methodologies including (HERA) which ensures people are paid according to the levels of responsibility within their roles.

BONUS

Our bonus gap is driven by three key factors. The first factor is the inclusion of NHS Clinical Excellence Awards. These payments, which are of significant value and paid to a cohort of clinical academic staff who are predominantly male, are outside of the control of UEA but are included nonetheless in the calculation. The second factor, as with the gender pay gap, is the fact that there are more women in less senior roles (bonus payments are typically proportional to salary). Thirdly, the pro rata bonus payments received by part-time employees (a greater number of whom are women) are not adjusted to full time equivalent payments for the purposes of the bonus gap calculations.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS PAYMENT

This shows just over a percentage point difference in the number of men and women who received a bonus for their performance in the 12 month reference period. We are confident that men and women have an equal opportunity to participate in and earn performance-related awards.

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND

The chart above illustrates the gender distribution at UEA across four equally sized quartiles, containing just under 1200 colleagues per quartile. There is a relatively even distribution of men and women in our two highest quartiles.

Q4 comprises a broad range of managers, senior academic and administrative staff along with our senior leadership team members. While we have seen an increase in the number of women in our professoriate we're aware of the slight reduction in the number of women overall in Q4 and will be focussing on this as part of the next phase of actions, including a look at the way that salaries for senior staff are reviewed.

OUR COMMITMENT TO EQUALITY

UEA is committed to equality and diversity and we have a dedicated strategy, action plan and policies in place to support gender equality and address the gender pay gap. As an employer and educator, we are proud of the work we are doing to address this issue and it is great to see demonstrable progress through the reduction in our mean and median gender pay gaps.

Our Equality and Diversity Committee includes Student Union and Trades Union representatives and meets three times a year to tackle a wide range of equality issues with an emphasis on continuously improving the experience for students and staff at UEA.

The next phase of our UEA Plan for the years 2020-2025 will have a much clearer focus on developing and supporting our people.

We launched our People & Culture Working Group in January 2019 with representation from a wide range of staff groups. The Group will draw together and co-ordinate the implementation of a range of initiatives which will promote and deliver people-related policy and strategy including gender pay gap action planning.

SUPPORTIVE WORKING ENVIRONMENT

We recognise the importance of supporting women at all stages of their careers, and we proactively support women in applications for promotion, pay awards, flexible working, training and career development in both research, teaching, management and leadership. UEA is working to develop and support a range of flexible working initiatives, designed to promote a safe, fair and healthy work-life balance as well as supporting staff returning from parental leave and career breaks.

CONTINUAL PROFESSIONAL DEVELOPMENT

UEA is focused on providing an environment where all of our staff are enabled to participate in continual professional development with all academic staff encouraged and supported to apply for Higher Education Academy fellowship, or equivalent, and all professional service staff supported to develop their skill and expertise in a range of areas appropriate to their career development. We have a range of professional networks in place, including RESNET and Technicians' Forum to ensure all staff groups feel represented and have a voice.

RECRUITMENT, RETAINING AND PROMOTING WOMEN

We are strongly committed to the Athena SWAN principles and we are the proud holder of an institutional Bronze Athena SWAN award, we have bronze and silver awards across many of our Schools, and we are working towards our institutional Silver Award. This Award recognises and celebrates good practice in recruiting, retaining and promoting women and addressing gender equality more broadly, as well as tackling the barriers to progression that affect women. Our progress compares well with other universities and we have made rapid progress compared with our peers.

Further information about Equality and Athena SWAN at UEA, including the University's Action Plan, can be found here www.uea.ac.uk/equality/athenaswan

LEADERSHIP PROGRAMME

UEA also supports the Aurora Programme, which was launched in November 2013 by the Leadership Foundation for Higher Education. This women-only programme is available to academic, professional and services staff who feel they would benefit from a career development programme; it covers identifying and overcoming barriers and obstacles; building networks, and support processes and guidance on behaviours, skills and knowledge for leadership.

SUPPORTIVE PROCESSES

UEA ensures we have processes in place to nurture and develop our talented academic, professional and support staff at all stages of their careers and ensure equality of opportunity at all levels of the organisation.

POLICY REVIEW

UEA is carrying out a systematic review of its equality, diversity, dignity and respect policies, producing a set of managers guides' to accompany these revised policies, and embarking on an institution-wide conversation to ensure that the spirit of these policies is understood and embedded across UEA.

REWARD POLICIES

UEA is committed to supporting, promoting and rewarding staff and celebrating success across all areas.

