

Gender pay gap report 2018

Treating our staff with equal respect and dignity is at the very **core of our values as a diverse and inclusive community.**

As a university committed to challenging convention, daring to be different and with inclusivity at our core, we make values-based decisions. This is why we have been looking at issues related to pay inequality for some time and the reason **we gave our female professors a one-off uplift in their salaries in October 2016 in order to eradicate the pay gap at professorial level.** This move, believed to be a sector first, was motivated by impatience after less radical institution-wide policies had failed to close the gap quickly enough.

Mandatory gender pay gap reporting

We have now been asked by the UK government to report our gender pay gap which is a measure of the difference between men's and women's average earnings across an organisation.

We have an overall gender pay gap of 18.6% which arises from the unequal distribution of men and women across grades and a progressive fall in the proportion of women in higher graded roles with higher levels of salary or at the higher salary end of less highly graded posts..

This Document covers the following:

- How has the pay gap changed over time?
- Why do we have a gender pay gap?
- What are we doing to further close the gender pay gap?
- Mean and median hourly pay gaps by gender
- Mean and median bonus pay gaps by gender



The gender pay gap is related to, but different from, the issue of equal pay.

Equal pay is defined as equal pay for work of equal value. The work could be the same or broadly similar, rated as equivalent under a job evaluation scheme or found to be of equal value in terms of effort, skill or decision-making.

At Essex, we have no equal pay issues as everyone, regardless of gender receives equal pay for work of equal value. We are part of the HERA (Higher Education Role Analysis) scheme which helps to ensure that issues of equal pay do not arise as roles are evaluated in a fair, objective and reasonable way.

How has the pay gap changed over time?

We have been working hard to reduce the gender pay gap, and our actions have resulted in a 6.2% reduction in the gap between 2013 and 2017 (24.8% v 18.6%). This is due, in part, to the action we took to in relation to female professors but there are other factors which have also contributed to this improvement.

These include:

An increase of 5.7% in the proportion of female professors from 24.1% as at December 2013 to 29.8% as at March 2017. This is 5.2% above the sector average, which was 24.6% in 2016-17

An increase of 2% in the proportion of female academic staff over the last 3 years from 40% in 2013-14 to 42% in 2016-17

This shows that the trajectory is good but we still have much more work to do. For example, when analysing bonus payments we see two distinct issues: that women are more likely than men to receive a bonus and that men who do receive a bonus on average receive a higher payment.

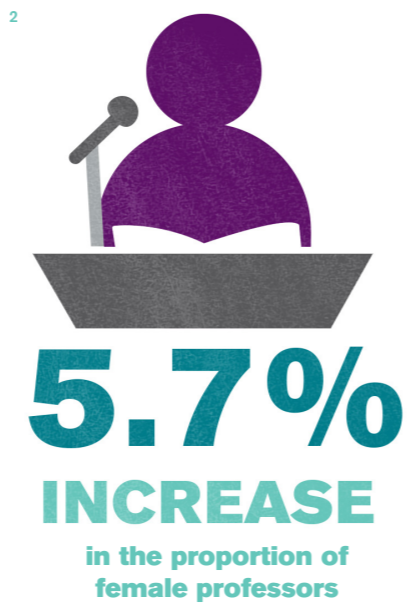
Why do we have a gender pay gap?

Pay gaps may be the result of a number of different factors and we are committed to understanding these in order to develop policy that will be effective in helping us address this issue. Factors may include occupational imbalance in the wider labour market, barriers and biases in recruitment and promotion processes and historical differences in the proportions of men and women appointed to different types of roles.

With currently available data it is not possible to specify what the relative importance of these factors is or how the University might have behaved differently in the past to have avoided the gap in the first place.



**6.2%
REDUCTION**
in the Gender Pay Gap



What are we doing to further close the gender pay gap?

Through our participation in the Athena SWAN Charter we have identified a range of ways to advance gender equality. *These include:*



Analysis

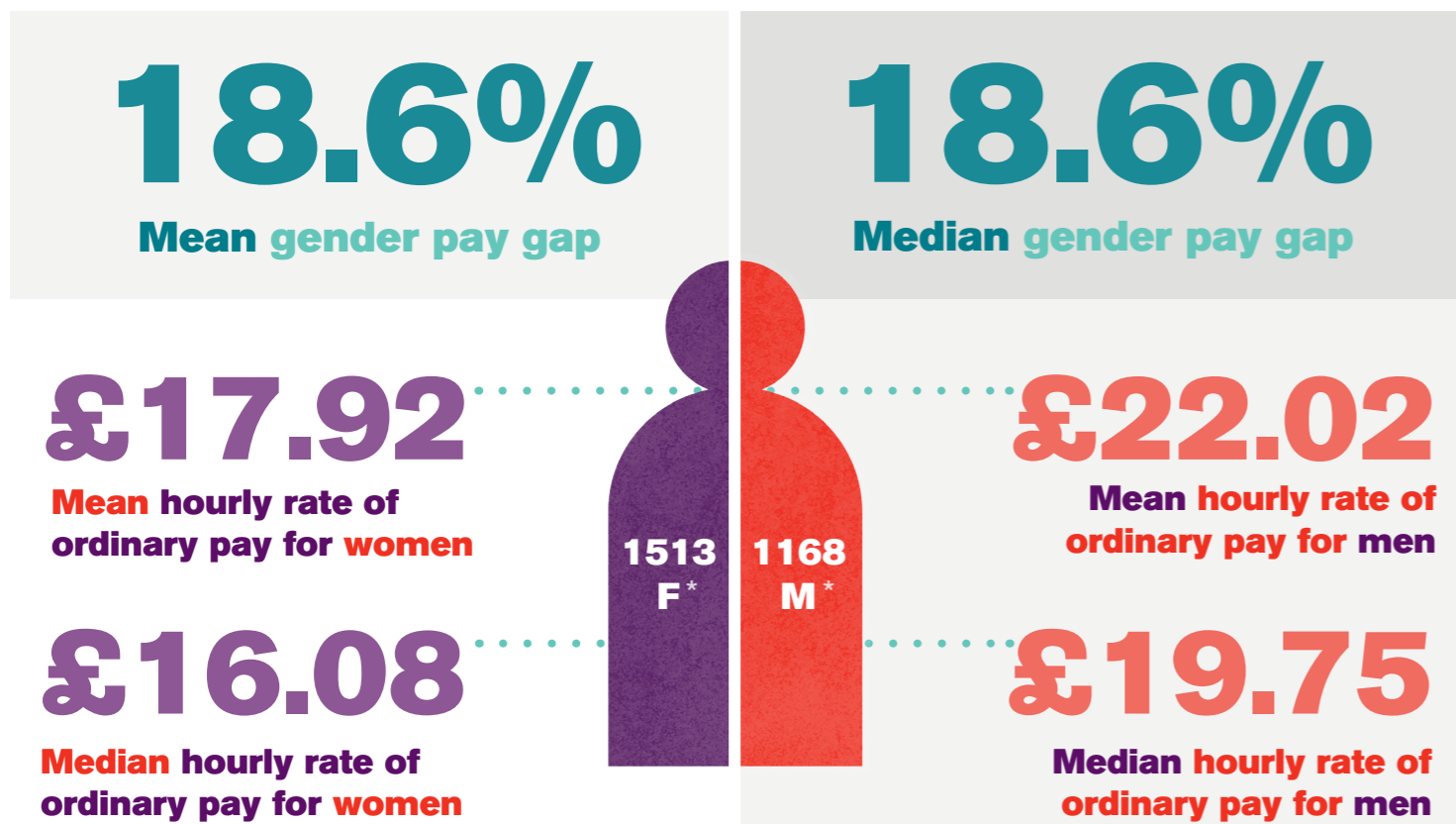
- Undertaking qualitative analysis to seek to understand the reasons why women wait significantly longer than men to apply for promotion
- Reviewing the process and award of bonuses and additional increments for professional services staff
- Undertaking qualitative analysis to seek to identify whether there is a career blockage for women at lower grades

Culture

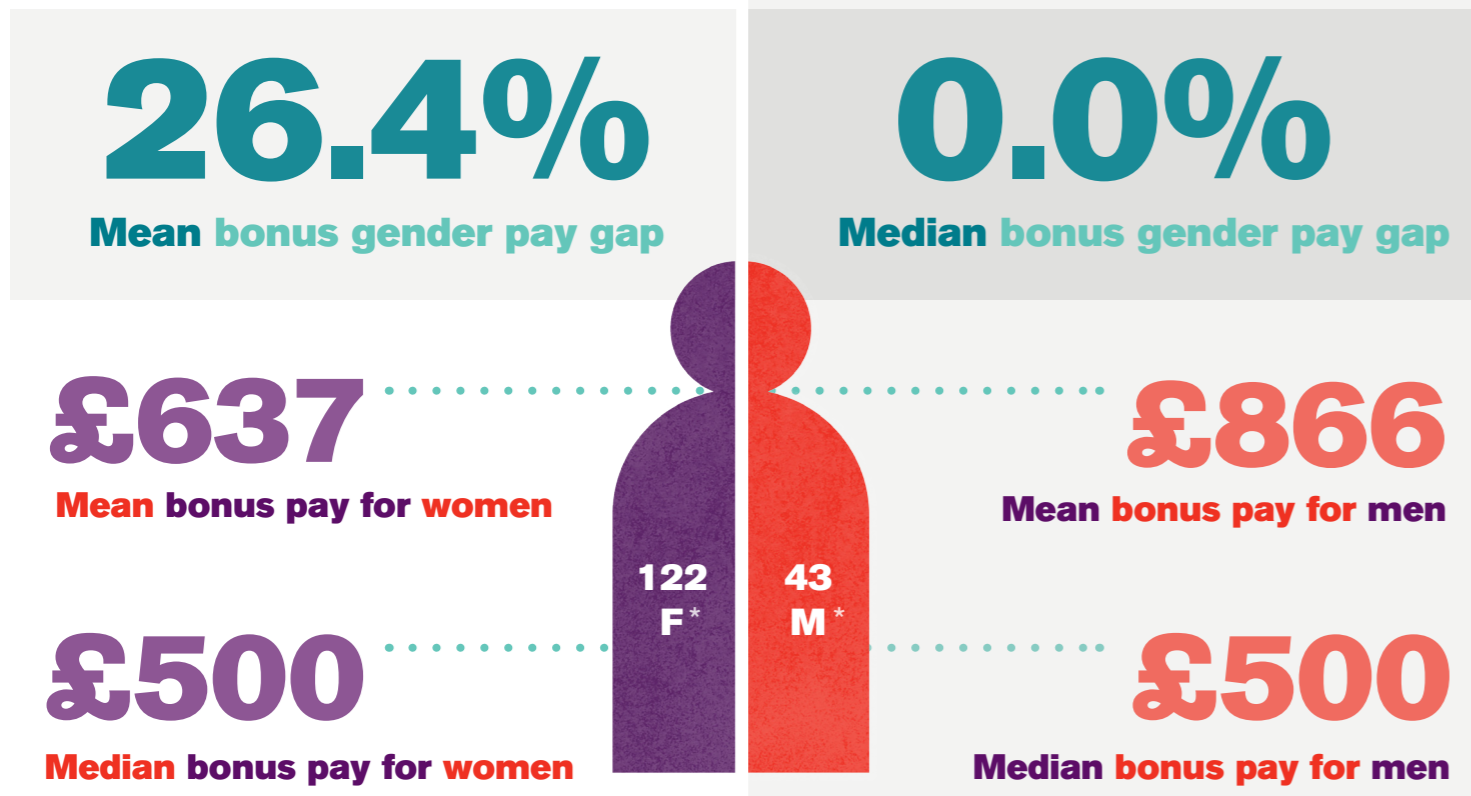
- Identifying female academic staff who have the potential to be promoted in the next 2-3 years, ensuring they are aware of, and are encouraged to access, available career development support
- Reviewing the support provided to different groups of staff in order to identify gaps in our provision
- Enabling all staff, where and when ever this is possible, to work part-time if that is their preference
- Promoting a flexible working culture as part of ensuring people are able to work in ways that suit them within the limits set down by the University and their role

Recruitment

- Extending the essential training requirements for recruiting managers to include unconscious bias training
- Using positive action in recruitment, both when advertising posts and at the point of offering employment
- Advertising all posts as being suitable for part-time work/job share unless a case can be made for not doing so

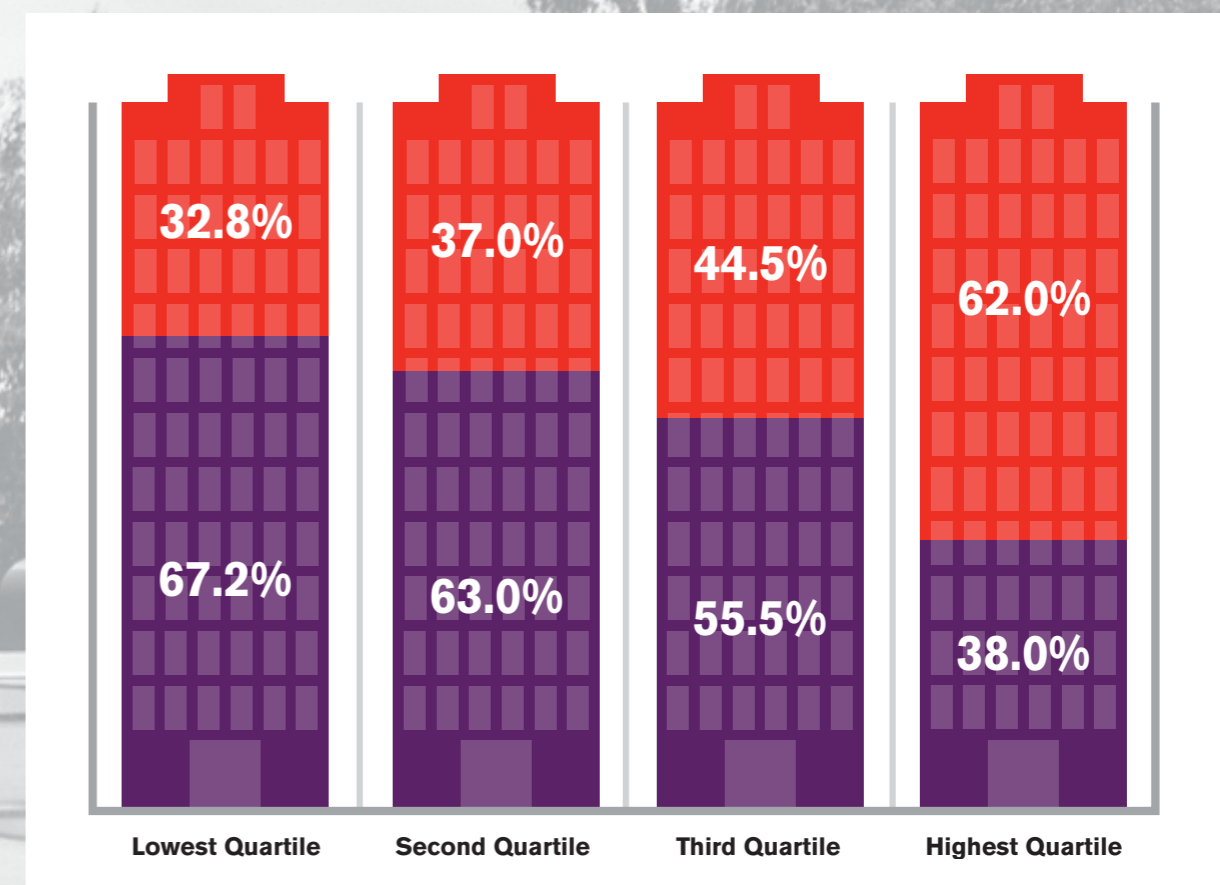


* We have 2681 staff of whom 56.4% are female and 43.6% are male



* 8.1% of female staff, and 4.1% of male staff, received a bonus

The proportion of females and males in each pay quartile group:



- Lowest quartile = 67.2% (471) female, 32.8% (230) male
- Second quartile = 63.0% (448) female, 37.0% (264) male
- Third quartile = 55.5% (356) female, 44.5% (286) male
- Highest quartile = 38.0% (238) female, 62.0% (388) male

Female Male