

# Gender Pay Gap Report 2023

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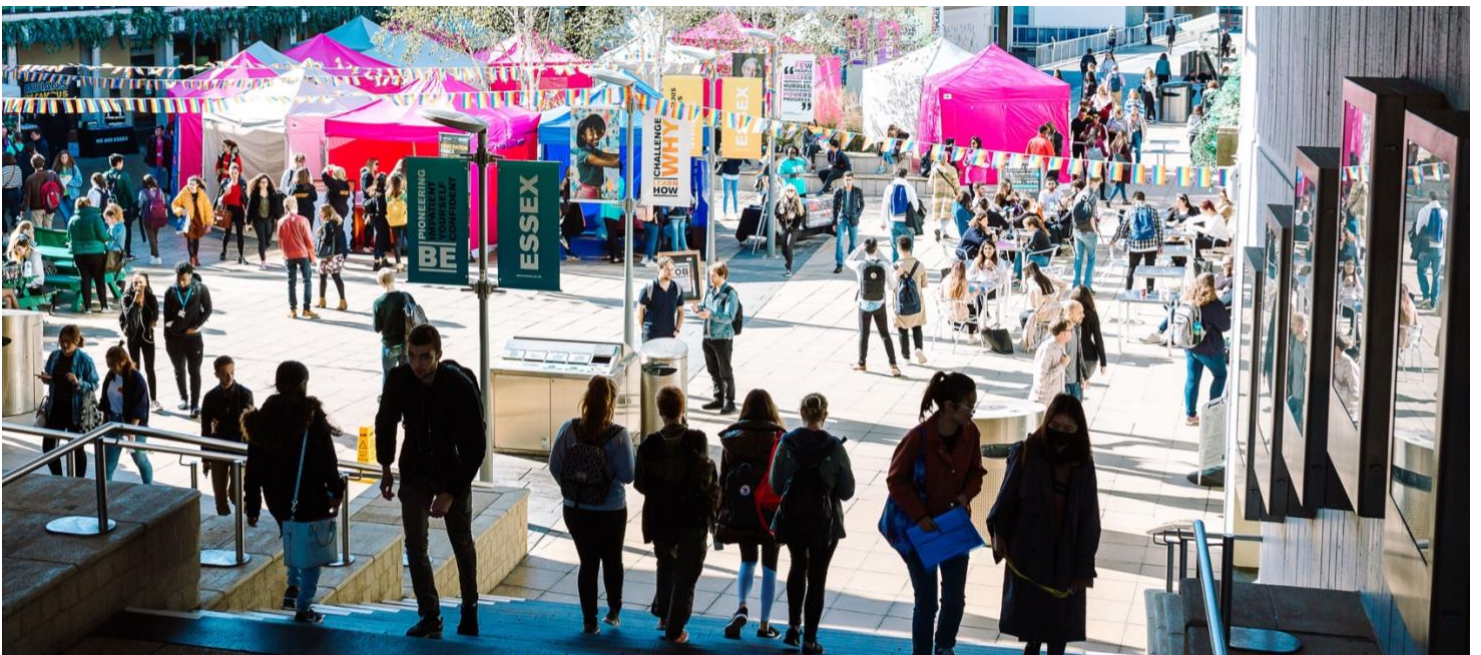
At the University of Essex, our mission is to achieve excellence in education and research, for the benefit of individuals and communities. People are at the centre of everything we do and we aspire to build a culture in which every member of the University feels valued and can flourish, and we recognise that our ability to do this is built on the talents and capability of our people.

We remain committed to increasing the diversity of our University community through a range of targeted actions including recruiting, supporting and promoting people from different backgrounds and to ensure that all members of our diverse staff body can achieve their full potential. Reducing our institutional pay gap remains a priority for us.

Our commitment is demonstrated, in part, through being a member of the Athena Swan Charter. We successfully renewed our institutional bronze Athena Swan award in 2017, and are in the process of further renewing our award in AY 2023/24. 14 of our departments also hold Athena SWAN awards, including 3 at a silver level.

## Mandatory Pay Gap Reporting

We are now in the sixth year of regulatory reporting of gender pay gap data for medium and large organisations. For statutory purposes, we report on the difference between men's and women's average earnings across the organisation. Internally, we also monitor equal pay for work of equal value, so that women and men get paid the same for similar work.



# What is our Gender Pay Gap?

Our statutory mean gender pay gap has continued to reduce, from 15.9% on 31 March 2021 to 15.1% on 31 March 2022. Our median gender pay gap has not changed since last year and remains at 18.6%.

A further analysis of the data highlights the following key trends:

- There has been an increase in the proportion of women at Grades 9, 10 and 11 which has contributed to the continuation of the trend in the last three years of decreasing mean gender pay gaps. However, the proportion of women at Grades 9, 10 and 11 remains below 50%.
- The proportional increase of women in Grades 9 and 10 has been more limited than in Grade 11, and the proportion of women in Grades 1-4 has dropped slightly, maintaining the median pay gap;
- Pay distribution within the pay bands has not changed significantly, and where this has changed, the change has contributed positively to closing the gender pay gap.

# Why do we have a Gender Pay Gap?

The uneven grade distribution of male and female staff, with a greater concentration of women in roles at the lower end of our pay scales and men in roles at the higher end, is the single largest contributing factor to our overall institutional pay gap. Women make up most staff in Grades 1 to 4 at 69.01%. Representation of women at Grade 11 has risen year on year from 24.1% in December 2013 to 38.56% in March 2022 which is encouraging. However, the proportion of women in grades 9 and 10 has not increased at the same rate, and is still lower than the proportion of women in grades 1 – 4, and so has not reduced the median pay gap.

# What have we done to reduce the pay gap so far?

## Recruitment

- Departments are provided with a live recruitment dashboard to allow them to consider the effect of their actions on the gender balance and the gender pay gap. Ongoing support for recruitment and planning is provided by HR Business Partners.
- Departments are also encouraged to use positive action statements in recruitment adverts to encourage applications from under-represented groups.
- To support the maintenance of equal pay for equal work there are strong policies in place around starting pay for new appointments, and when salary increases for senior staff are being considered as part of the annual review process.

## Progression and Development

- Through the work of Athena Swan, individual departments and People and Culture have established formal mentoring schemes.
- A Professors' Network highlighted different pathways to Professorship to encourage promotion applications from female staff and other underrepresented groups.
- We have invested in career development and training programs such as Aurora, Chrysalis and developing your career workshops.
- We have identified co-Chairs for the Women's Network

## Other areas

- Continued promotion of flexible working, which is an important driver for staff with caring responsibilities, who are more like to be women
- Establishment of the task-and-finish Equality Pay Gaps Working Group, to review data on equality pay gaps in more depth and recommend further action we can take to reduce equality pay gaps

## What else are we doing to close the gender pay gap?

Continuing to reduce the gender pay gap is a long-term commitment that will involve growing our female staff in the upper pay quartile and creating a greater gender balance between women and men in the middle and lower pay quartiles. Further commitments include:

- Continue to use positive action statements for roles where certain demographics are under-represented to encourage applications from those groups, and review job design with the aim of making it more inclusive
- Reviewing and updating our gender modelling exercise, focusing on understanding what can shift our median pay gap
- Re-instate career progression coaching sessions and workshops for both academic and professional services roles

# 15.10%

**Mean** gender pay gap

# 18.60%

**Median** gender pay gap

## £20.24

**Mean** hourly rate of ordinary pay for women

## £18.24

**Median** hourly rate of ordinary pay for women

## £23.85

**Mean** hourly rate of ordinary pay for men

## £22.41

**Median** hourly rate of ordinary pay for men

We have 2,980 staff of whom 1643 (55.13%) are female and 1337 (44.87%) are male.

# 19.46%

**Mean** bonus gender gap

# 0.00%

**Median** bonus gender gap

## £606.24

**Mean** bonus pay for women

## £500

**Median** bonus pay for women

## £752.69

**Mean** bonus pay for men

## £500

**Median** bonus pay for men