



# Gender pay gap report 2022

At the University of Essex, our mission is to achieve excellence in education and research, for the benefit of individuals and communities. We wish to create and sustain an inclusive and enabling environment, where all members of our community feel they can achieve their full potential 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 continuing to work towards reducing our institutional gender pay gap.

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 have enjoyed continued departmental success, taking the total number of awards to 14 including 3 silver awards.



# Mandatory gender pay gap reporting

We are now in the fifth year of regulatory reporting of gender pay gap data for medium and large organisations. The University has previously commissioned its own Equal Pay Audits but now follows the regulatory model and framework.

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 16.1% on 31 March 2020 to 15.9% on 31 March 2021, and has been consistently below the average pay gap compared to other pre-1992 Universities. Our median gender pay gap remains at 18.6%.

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

- An increase in the proportion of women at Grade 11 has helped to reduce the mean gender pay gap, although the proportion of women at Grade 11 remains below 50%.
- The proportional increase of women in Grades 9 & 10 has been more limited than in Grade 11, and the proportion of women in Grades 1- 4 has increased, maintaining the median pay gap.
- Pay distribution within the pay bands has not changed significantly, and where this have 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 academic 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 the majority of staff in Grades 1 to 4 at 72.5%. Representation of females at Grade 11 has risen year on year from 24.1% in December 2013 to 37.3% in March 2021 which is encouraging. However, the change at Grade 11 has not been replicated at other grades and so has not reduced the median pay gap.

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

## Recruitment

- Departments are provided with information about their workforce and gender pay to support them to achieve at least a **60/40 gender distribution** between men and women in every grade by 2025.
- 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

- 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 reviewed the **nominations process for Future/Strategic Leaders** to ensure participation in our internal leadership programmes is inclusive.

## Family friendly

- The creation of the **Career Development Fund for Carers** which provides support to access development alongside unpaid caring responsibilities.
- **Body at Work** policy approach developed with initial focus on menopause, miscarriage, stillbirth and infertility and family leave.
- Promotion of **flexible working** which is an important driver for prospective staff with caring responsibilities, who are more likely to be women.

# 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:

- Athena Swan accreditation for the remainder of our academic departments.
- Continuing to support departments to consider gender pay as part of their recruitment processes.
- Using positive action statements in recruitment adverts to encourage applications from under-represented groups.
- Reviewing and updating our detailed modelling of gender distribution within grades to identify further areas for action.
- Appointing and working with a new Chair for the Essex Women's Network.



We have 2799 staff (who are in the scope of the gender pay calculation) of whom 592 (56.9%) are women and 1207 (43.1%) are men.

In previous years we have reported on the gender pay gap for the mean and median bonuses, however no bonuses were paid in the year ending 31 March 2021 owing to the suspension of Annual Salary Review during the Covid-19 pandemic.