



Gender Pay Gap Report 2023

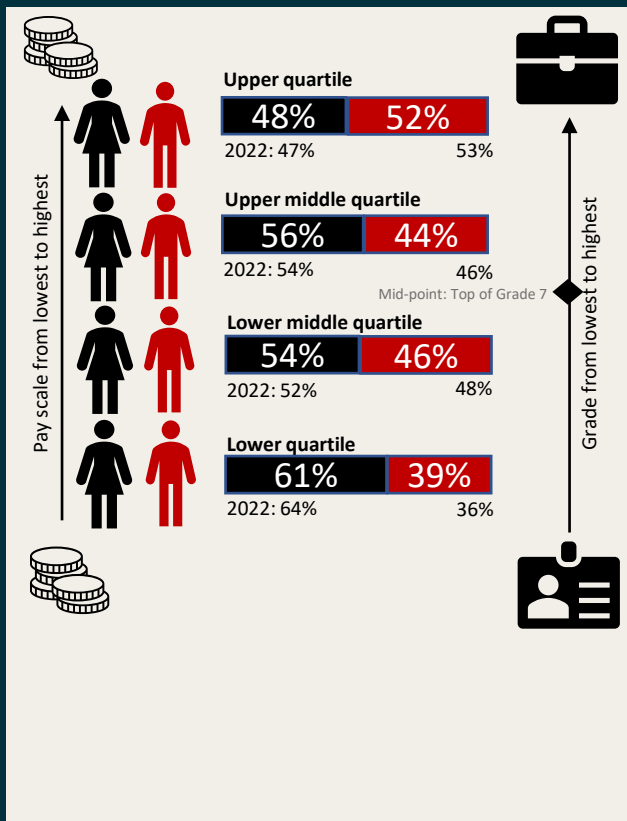
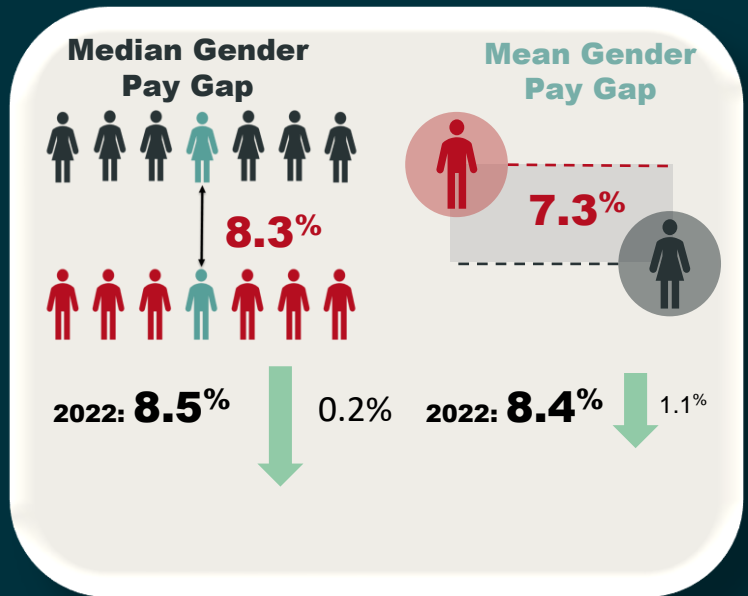


University of
Salford
MANCHESTER

EXECUTIVE SUMMARY

We have seen some movement in both Median and Mean pay gaps

The median gender pay gap decreased for the second year in a row after 3 years of stagnation. The mean gender pay gap went below 8% for the first time since mandated recording was established, both going in the right direction. Pay gaps remain higher than desired and we should not celebrate them going down, when they remain above where we would wish.



Increasing signs of balance in pay quartiles across the middle of the organisation, but top and tail remain out of balance

We have seen some small movement in both upper quartiles for the better. The gender balance across the University is Female 55%, Male 45%. The upper quartile is still some way off balance with the rest of the organisation, it is the only quartile with more male representation than female.


Although we have seen a drop in female representation in the lower quartile, it remains out of balance with the rest of the University and is a major driver of the gender pay gap


We have seen little significant movement in the proportions of female to male colleagues across quartiles despite an increase in the qualifying cohort on the census date


Introduction

At the University of Salford, we aim to create an inspirational and inclusive learning, research and working environment, celebrating the diversity of our University community in our everyday conversations.

This report covers:

 **What is the Gender pay gap? Pg.3**

 **What are the headlines? Pg.4**

 **What does this mean? Pg.6**

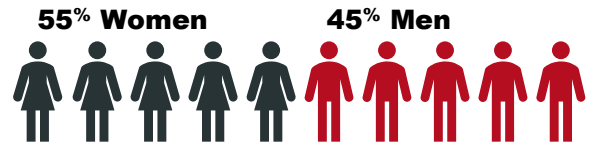
 **What action are we taking? Pg.7**

To succeed as a University, we believe our colleagues should represent a diverse range of backgrounds as part of an inclusive culture. On the census date we employed 2,598 people with 54.6% being women and 0.1% non-binary. However, as the gender pay gap legislation only looks at the difference in male and female employees' hourly pay, we have had to exclude non-binary employees from our calculations. We are seeing some progress with a 50/50 split between males and females in our small senior leadership cohort.

We continue to work to improve the gender balance at all grades. This will mean continuously examining and improving our recruitment and promotion practices to ensure everyone can develop and succeed at Salford.

Our colleagues:

2,600
colleagues
(approximate)



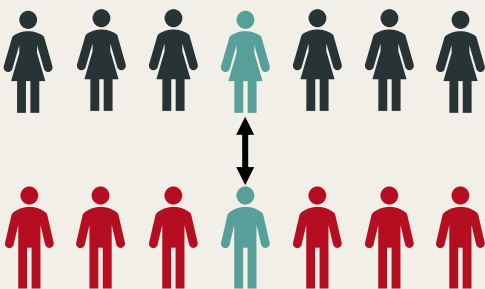
WHAT IS THE GENDER PAY GAP?

Under the UK Government's new Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gap. The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles, industry sectors or seniority. The statistics can be affected by a range of factors, including the different number of men and women across roles right across the workforce. The gender pay gap is different from equal pay and is an economy wide issue. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value. There is no evidence of any significant equal pay gaps at the University of Salford.

Under the regulation, there are two ways to measure the Gender Pay Gap:

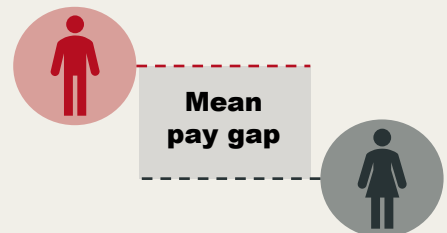
1) Median pay gap

The median represents the middle point of a population. If you lined up all the women at a company and all the men in order of their hourly rate of pay, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.



2) Mean pay gap

Add all the hourly rates of pay for men then divide by the number of men to give you a mean average rate of pay; do the same for women, divide the difference between the two with the male rate and this is the mean pay gap expressed as a percentage



We are also asked to report on:

- Difference in mean and median bonus pay
- Proportion of men and women that received bonus pay
- What pay bands colleagues fall into – this is shown across 4 pay bands or quartiles ranging from lowest to highest pay

WHAT ARE THE HEADLINES?

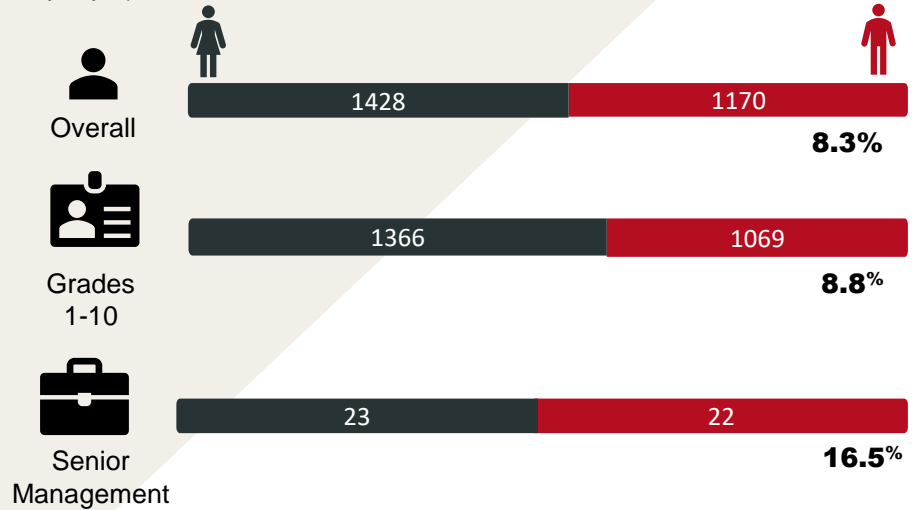
Median Gender Pay Gap



2022: 8.5%

The median hourly rate for men is 8.3% higher than the median hourly rate for women, this has changed 0.2% points since 2022 when the gap was 8.5%.

There are significant pay gaps at Grades 1 to 10 (8.8%) in favour of men and at Senior Management (16.5%) in favour of men (though this is a small cohort of 45 people).



Why?

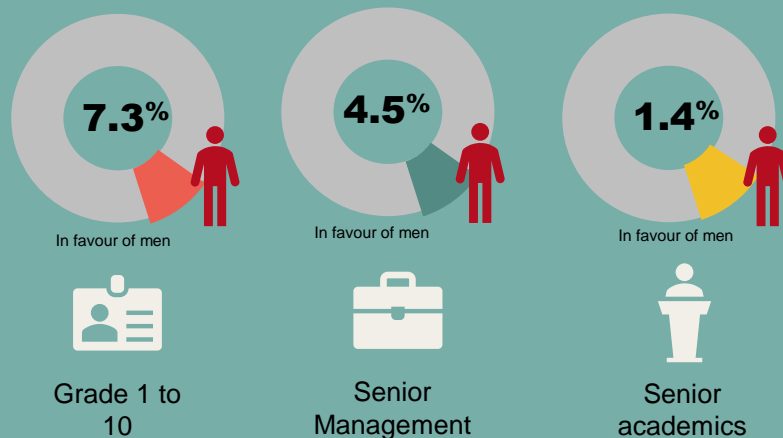
The gap in grades 1-10 has changed 2.3% since last year to 8.8%. This is good and is the main driver of the overall figure going down. The median pay rate for both women and men is in Grade 7, but the male median is at the top of the Grade, while the female median is near the bottom of the Grade spinal column range.

The gap at Senior Management level, which includes professional services managers, Deans and Deputy Deans, is 16.5% in favour of men, this is a small cohort of only 45 colleagues with a number of spot salaries that can make a big difference, it is good to see parity in numbers between male and female in this cohort, and even though the gap is high it is 4.4% points lower than 2022.

The mean average hourly rate for men is 7.4% higher than the average hourly rate for women. This is an improvement year-on-year of 1.1%.

For Grades 1-10 the mean pay gap has fallen from 6% to 4.5%

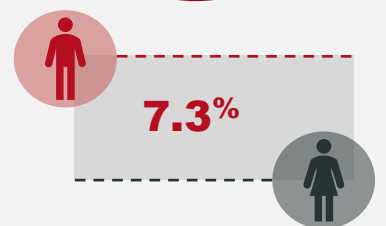
The pay gap of Senior Academics has decreased to 1.4% from 4.2% last year.



Why?

The proportion of females in higher pay bands has increased, in the larger data sets (Grades, senior academic) this has resulted in bringing the mean pay gap down.

Mean gender pay gap



2020: 9.4%
0.9%



WHAT ARE THE HEADLINES?

Bonus metrics

Proportion receiving a bonus

3.8% vs 3.6%



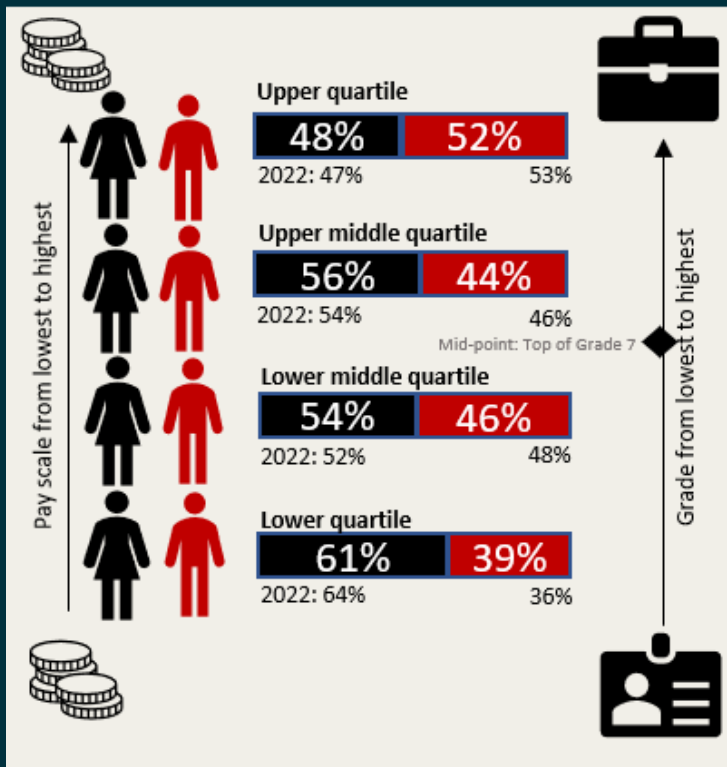
The regulations ask for bonus payments to be included in the metrics as “any extra reward payment for work undertaken”. It’s a way of looking at the culture surrounding bonus payments predominantly in large private sector organizations. In our case, as well as a small amount of bonus payments, bonus pay includes Merit awards which are often smaller amounts of monetary value.

The number of Merit awards is still relatively low coming out of a period when Merit awards were put on hold due to the Covid pandemic.

The number of colleagues receiving a bonus payment (3.7%) this figure is higher than last year (0.8%) as we have returned post covid to awarding merit awards.

Although less females than males received an in-scope payment, overall, the gap is small and the median pay gap between payments is in favour of women (-2.2%).

Pay Quartiles 2023 – Lower to Upper Quartiles



Pay quartiles 2023

In 2023, we have seen small but good changes across both upper quartiles with 1% point increases for females in the upper quartile. A just under 2% increases in the Upper middle quartile. The lower middle quartile has seen similar change, but the lower quartile has seen the biggest change, with 3% less female representation. The upper quartile is now the quartile furthest away from the overall average of 55% female.

A key factor contributing to the gender pay gaps are that the lower quartiles have 36% more women in them than men, there are only 6% more women in the upper quartiles than men. Though the middle quartiles reflects the gender make-up of the organisation.

Ideally if we take 55% female as the average across the University, we would want to see this reflected in each of these quartiles to get close to zero pay gap.

WHAT CAUSES THE 2023 GENDER PAY GAP?

The gender pay gap is a very complex issue with no single cause. There are many factors which play a part in us having a gap which do not have quick solutions and can be complex on their own.

There is disproportionate gender representation in the top and bottom quartiles



The highest paid quartile is made up of 48% female and 52% male colleagues. This drives the average median hourly pay for men up and increases higher rates of pay for men. However, in the lowest paid quartile 61% are female which lowers the median average hourly pay for women and drives lower average rates of hourly pay. To eliminate or to get as close as possible to eliminating the pay gap, we would need 55% of colleagues in each quartile to be female. In that lower quartile that would be a swing of 42 females to males, and 51 male to female in the upper quartile.

Non-standard colleagues have a large impact



Due to the way the pay gap is calculated, our non-standard colleagues are included if they were employed on 31st March and received a payment in the qualifying period. These numbers can change significantly annually (2023 – 8%). This year 50% of these colleagues are female, compared to our standard population of 55%, without this group the median pay gap would be higher.

Length of service (LOS) impacts on the highest paid roles



Senior positions are held by more men and with these roles being predominantly on open range grades and Management scales, LOS plays a contributing factor to pay gap. Over 50% of this cohort have over 10 years service, irrespective of grade 32% of colleagues have over 10 years service. Incremental pay increases, age and more opportunity for promotion can make a big impact on the pay gap figure. 51% of the men above the median are 50 years old or more, the equivalent figure for women is 43%

Traditional employment roles for gender



There are roles within the University which appear to be gendered. For example, 84% of cleaning roles are held by women and 94% of security roles are held by men. We also see similar issues when we look at employment groups, where 79% of school based professional service office/admin-based roles are held by females (93% of these roles are below the median pay rate). 87% of academic roles are above the median, the gender distribution is close to 50/50. Gendered roles in the main have a detrimental bias against females in terms of pay.

In addressing the Gender Pay Gap we also need to address these stereotypes, adding balance to the gender splits that occur by role won't always reduce the pay gap as one action, but universally will contribute. The University is made up of lots of different roles, departments and job types, which means its own structure, coupled alongside traditional gender roles is a major contributor to the Gender Pay Gap.

WHAT HAVE WE DONE IN 2023?

The 'Delivering Change at Salford: EDI Statement of Ambition' was launched in July 2023 and sets out the specific advances in equity that the university would like to see by 2028. Through a detailed review of our data and institution-wide involvement of colleagues and students four broad themes were identified that would be focussed on: -

- i. **Student experience and success** - Narrowing or eliminating the differences between different groups of students in their experiences and success.
- ii. **Colleague outcomes** -Diversifying colleague representation across all grades in the workforce.
- iii. **Culture** - Enhancing inclusive culture and belonging for students and colleagues.
- iv. **Research** Diversifying the research workforce and environment.

Each of the above themes has a number of SMART goals (as identified by the data colleague and student feedback) that need to be achieved. These include explicit goals relating to gender:-

- Gender colleague profile at each grade at and above grade 8 is reflective of the overall gender colleague profile of the University
- To increase the representation of female Professors
- The proportional representation of academic staff who have research workload allocation by gender and ethnicity should match the university's colleague targets for these groups.
- Increase the number of female minoritized ethnic academic staff that have research workload allocation at each career stage as proportion of the total number of academic staff with research workload allocation.
- Increase the proportion females that are research active at all career stages from Postdoc to Professor to match the proportion of research active males.

The goals within the EDI SoA are driven by both the EDI governance framework and more locally through the School and professional service EDI Action Plans (monitored through the Equity Assurance Committee). Each school has a dedicated EDI lead who sits on the SLT in each School and regularly reports on progress within the school. Additionally, each School has a number of EDI advocates/ champions who support the work of the EDI lead and also have allocated time for this work. All professional service areas also have EDI leads and champions. At institutional and local level a theory of change approach is being undertaken to evaluate impact and drive changes.

We confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Approved by our Workplace Inclusion Committee and the Vice-Chancellor's Executive Team.



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