
GENDER PAY GAP

2017



UNIVERSITY OF LEEDS

CURRENT POSITION

The University of Leeds is committed to eliminating its gender pay gap.

The University has been commissioning and publishing independent audits of our equal pay and gender pay gaps proactively since 2010.

Our efforts to address our gender pay gap form part of our commitments outlined in our Equality and Inclusion Strategy and our supporting Leeds Gender Initiative. To find out more, visit equality.leeds.ac.uk

From our audits we know that there is no significant equal pay gap between men and women at the same grade on our standard salary scales, covering more than 98% of our staff. For the remainder, we are reviewing the way we compare the unique roles at the top of our organisation to ensure we drive parity of pay.

Since 2010, our gender pay gap has reduced, but we know we still have a lot more work to do.

As part of our broader work around gender equality, we are focusing on actions that attract, develop and retain women at all – and particularly senior – levels of the organisation.

Despite some progress, we are aware that we continue to have a higher proportion of men in our highest paid roles.

We also have a higher proportion of women in our lowest paid roles, which is a significant factor in our gender pay gap.

Gender pay gap data sets out the average pay of all women employed by the University, compared to the average pay of all men.

This is different to equal pay data, which tells us whether there are differences in pay between men and women doing comparable work.

This distinction is often confused, but disparities in equal pay typically highlight where action is required around pay practices, whereas gender pay gaps are more closely associated with a need to address an unequal distribution of men and women across the levels of an organisation.

“...no significant equal pay gap between men and women at the same grade on our standard salary scales...”

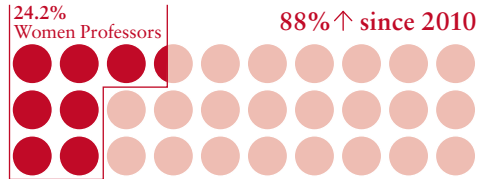
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IMPROVEMENTS TO DATE

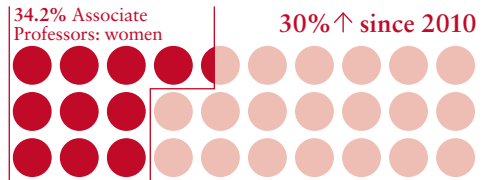
Our efforts are already leading to some improvements in the number of senior women within our organisation. We are also actively working to increase the representation of talented women at other levels who are ready to progress their careers, and this will further improve the succession of women into senior roles.

Academic

The number of women Professors (the most senior academic position) has increased by 88% since 2010, compared to a 23% increase in male Professors. This means the total proportion of women Professors has increased to 24.2%.

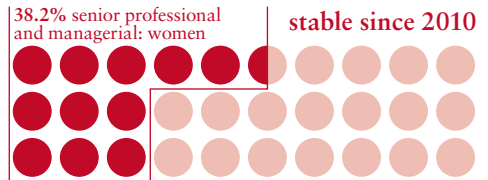


Since 2010, the number of women at the next level, Associate Professor, has increased by 30%, compared to an increase of 9% for men at the same level. This means the total proportion of women Associate Professors has increased to 34.2%.

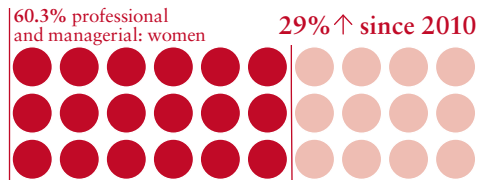


Professional and managerial

The number of women in senior professional and managerial roles has remained relatively stable since 2010. The total proportion of women at this level is 38.2%.



Since 2010, we have seen an increase of 29% in the number of women at the next level in professional and managerial roles. This means the total proportion of women at this level has increased to 60.3%.



AWARDS

We are already highly engaged with the higher education sector's equality charter, Athena SWAN, to enable us to further improve the career progression of academic, professional and managerial, and support staff. We are also broadening our focus to pay attention to the representation and career progression of women from different backgrounds.

In recognition of advancing good practice, the Faculty of Engineering, the School of Dentistry and the School of Medicine hold Athena SWAN Silver awards. All of our other Science, Technology, Engineering, Maths and Medicine (STEMM) areas hold Athena SWAN Bronze awards. With the recent national expansion of Athena SWAN, we are proactively engaging and progressing our gender equality work across the University, to include the areas of Arts, Humanities, Social Sciences, Business and Law.

ACTIONS TO IMPROVE OUR POSITION

The progress we have made has been achieved by implementing a range of actions and practices, many of which benefit all staff, but that address some of the factors that are known to contribute to gender pay disparities.

Actions we have taken to ensure we can attract, retain, develop and reward women at all levels within the organisation include:



Developing our promotions process and criteria to ensure that applications are considered by a panel at any time during the year, which ensures all staff groups are recognised in a timely way. For our academics, improvements have ensured that:

- progression is based on quality and level of achievement rather than quantity of outputs. This ensures that long term breaks, such as maternity leave or part time working, do not disadvantage people;
- international standing, an important measure of academic achievement, is being measured in a number of ways, for example invitations to conferences rather than only attendance. This means that people who are less able to travel, perhaps because of caring responsibilities, can be recognised;
- there are clear routes for progression based on leadership, as well as on teaching and educational excellence; areas in which we have strong female representation;
- proactive workshops to support staff and encourage applications.



Provision to attract and retain those with caring responsibilities, including on-campus nursery and holiday club provision; opportunities to work flexibly; and access to support, such as our carers network, which links to external organisations.



Increasing the visibility of our senior women role models across the institution through activities such as our annual Women of Achievement awards, as well as opportunities to support and develop women through networks such as our Women in Leadership Roles Forum, Women at Leeds network and the Leeds Female Leaders network, which is run in conjunction with the NHS Trust.



Promoting development opportunities such as the Springboard and Aurora programmes, both aimed at developing women personally and professionally to support their progression, as well as the introduction of a University-wide mentoring scheme.



We are actively extending our work, using Athena SWAN, to engage all parts of the University with improving the career progression for academic, professional and managerial, and support staff, developing local actions to address gender equality and our gender pay gap.

REPORTING REQUIREMENTS

At the University of Leeds we have been publishing both our equal pay and gender pay gaps proactively since 2010, and have used this information to develop targeted plans of action.

Under new national reporting requirements we are required to report on:

- › Gender pay gap.
- › Proportion of men and women in each salary quartile band.
- › Proportion of staff receiving a bonus.
- › Bonus pay gap.

Data relates to the period 1 April 2016 – 31 March 2017.

In the case of the gender pay gap and bonus pay gap, we are required to report on the mean (the average) and the median (the middle value).

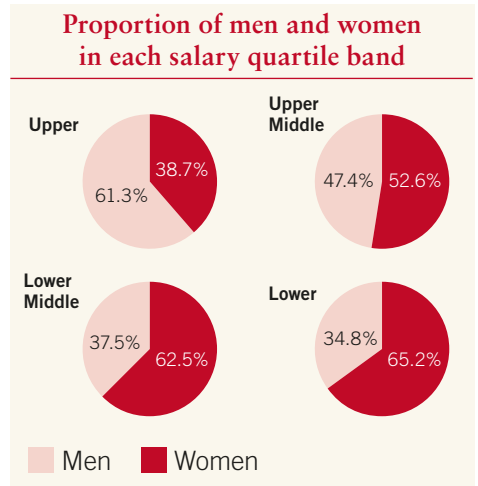
GENDER PAY

The gender pay gap between men and women at the University is 22.5%.

Our data tells us we have no significant equal pay gap between men and women doing the equivalent job on our standard University salary scale. But we do have a higher proportion of men in our highest paid roles.

We also have a higher proportion of women in our lowest paid roles.

It is this imbalance that is a significant factor in our gender pay gap.



BONUS PAY

Our staff receive bonuses from two main sources: from the University and the NHS.

Across these two sources, 5.2% of women and 5.1% of men receive a bonus.

This means a broadly equal proportion of women and men receive bonus payments overall.

“A broadly equal proportion of women and men receive bonus payments overall.”

Proportion of staff receiving a bonus	
Women 5.2%	Men 5.1%

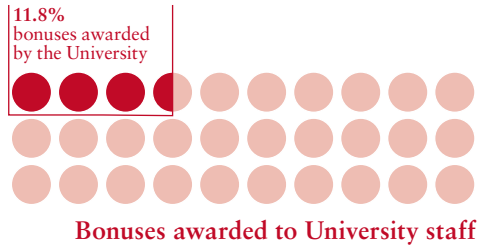
1. Bonuses awarded by the University of Leeds

We are committed to rewarding and recognising employees, focusing on excellence in leadership, student education, research and professional service – all key components of the University strategy.

The bonuses that the University itself awards to staff, and pays for out of its own funds, account for 11.8% of the value of all awards.

Our bonus pay gap between men and women is 8.9%.

A greater proportion of women receive these types of bonuses although on average men receive £75 more than women, because bonuses are often based on a percentage of salary.



Bonus Pay Gap (bonuses awarded by the University)	
Mean (the average) 8.9%	Median (the middle value) 33%

2. Bonuses awarded to University staff by the NHS

The University enjoys a close working relationship with the NHS and some of our academics are contracted to perform clinical work, as well as undertake research that aims to improve health both nationally and globally.

Senior clinical academics carrying out clinical work for the NHS are eligible to apply for NHS Clinical Excellence Awards. These recognise and reward NHS medical and dental consultants and academic GPs, and are awarded for quality, excellence and impact, acknowledging exceptional personal contribution. They range from around £3,000 to more than £77,000.

NHS Clinical Excellence Awards are determined and funded by the NHS.

We are required to include these awards in our bonus calculations because clinical academics are University employees.

The University currently employs 214 clinical academics and 36% of these are women.

Of the 214 members of staff, 85 are eligible to apply for the Clinical Excellence Awards: 81% of these are men and 19% are women.

A higher proportion of men received a Clinical Excellence Award, with an average award gap of £6,510 between men and women.

Including these awards in our overall bonus figures leads to a significant increase in the bonus pay gap, from 8.9% to 81.9%.

Both nationally and locally, it is widely recognised that more action is needed to improve the under-representation of women in senior clinical academic roles.

“Including these awards in our overall bonus figures leads to a significant increase in the bonus pay gap...”

Bonus Pay Gap (overall figures)	
Mean (the average) 81.9%	Median (the middle value) 50%

FURTHER STEPS TO ELIMINATE OUR GENDER PAY AND BONUS PAY GAPS OVERALL

Addressing our gender pay and bonus pay gaps remains an institutional priority and we have a dedicated group, chaired by a member of our University Executive Group, to oversee and champion our future actions at the highest level.

We will continue to assess where we can make the most difference, and our focus will include:



Attracting women to senior roles at the University.

When women apply for jobs at the University they are equally likely as men to be interviewed and appointed. However, for this fact to really make a difference to the proportion of women in our senior roles, we need to attract more women to apply for senior roles at the University in the first place.



Creating a more even gender balance.

As well as attracting women into senior roles we will consider how to achieve a more equal distribution of men and women across all types of roles in our organisation.



Identifying and nurturing potential.

We want to make sure we can identify potential at all levels of the organisation and so we are introducing a systematic approach to ensure we spot talent and provide the most effective support and development to allow individuals to progress at their best pace.



Sharing learning across the organisation.

In addition to specific measures, we will continue to ensure we identify areas of good practice and, where possible, introduce these across the organisation to hone our recruitment and reward practices, and further develop our flexible working culture.



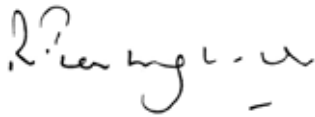
Attracting and retaining female clinical academics.

We will put in place measures to attract and retain more female clinical academics and actively support their progression and application for Clinical Excellence Awards. We have made a start by leading the national change to ensure key family benefits, such as maternity and adoption leave, are retained when moving between NHS and University employers, and are seeking to fund more openings for clinicians to move into clinical academia.

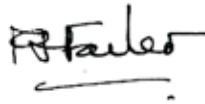
We confirm that the data provided are a true and accurate representation.

We will continue to be transparent about the progress we make and the challenges we face. To find out more about our approach to promoting gender equality and the Leeds Gender Initiative, visit equality.leeds.ac.uk

Colleagues from across the University are joining together to help us make gender equality a reality. It is only with all our focused attention and action that significant progress will be made.



Sir Alan Langlands
Vice-Chancellor



Francesca Fowler
Director of Human Resources

March 2018

Alternative formats

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