

# Gender pay gap report

2021



UNIVERSITY OF LEEDS

## Foreword from the Vice-Chancellor

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Equality, diversity and inclusion are at the heart of the University of Leeds' mission and we want to create an inclusive environment that attracts, develops and retains the best staff and students from all backgrounds, and from across the world.

That means creating greater opportunities for women within the University, removing barriers to progression and enabling everyone to achieve their career aspirations and ambitions. It is only by doing this that we can ensure excellence across our research, education and societal impact and achieve our institutional strategic aims.

The recent appointment of two new Deans for Equality, Diversity and Inclusion (EDI), will provide academic leadership for our EDI agenda. The two new Deans are developing a bespoke holistic and sustainable EDI strategy in line with the University's academic strategy and its key elements of culture, community and impact. We have made good progress in moving towards gender equality thanks to many of our dedicated staff, but as this report shows, we need to do more.

Progress depends on a systematic, comprehensive approach to EDI that is intersectional in focus and led from the top. We are committed to improving our data to understand our gender pay gap better, which will enable us to take targeted action. We also recognise that for our University to thrive, we need to reflect the community we serve and ensure that our strategies, policies and practices are inclusive to staff from all backgrounds.

Our Athena Swan Action Plan and new EDI strategy will make a significant contribution to this vital work, and as Vice-Chancellor I am utterly committed to improving and delivering gender equality for our staff and student community.



**Professor Simone Buitendijk**

Vice-Chancellor

## Executive summary

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Between 2017 and 2021, our mean gender pay gap has reduced from 22.5% to 18.9%. Whilst we are pleased that our figures show a reduction over that time, we are disappointed to see a slight increase from 18.5% in 2020 to 18.9% in 2021, mirroring the national increase. Our target is to be below the sector average by July 2025. The sector average was 17.7% in 2020.

Despite recent female leadership appointments, the proportion of men in our highest paid roles (the upper quartile) remains higher than that of women. There also continues to be a higher proportion of women than men in our lowest paid roles (the lower quartile). These are both significant contributing factors to our gender pay gap.

Our actions to date have been to identify, understand and address the underlying causes that exist. Moving forward we will focus on recruitment, promotion and development opportunities with the aim of increasing the proportion of females in our upper quartile roles.

Addressing the gender pay gap forms part of our commitments in our Athena Swan Action Plan and the University [Equality and Inclusion Framework](#).

Find out more at [equality.leeds.ac.uk](https://equality.leeds.ac.uk)

Gender pay gap reporting is a regulatory snapshot of data measuring both the mean and median hourly pay for women employed by the University, compared to the mean and median hourly pay of men.

This is different to analysis of equal pay which informs us whether there are differences in pay between men and women undertaking work of equal value.

*Our gender pay gap has seen a **slight increase** to 18.9% in 2021 from 18.5% in 2020 but **remains lower** than the 22.5% gap reported in 2017.*

# Statutory reporting requirements

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The University has reported on gender pay gaps proactively since 2010 and has used this information to develop targeted plans of action.

Under national reporting requirements since 2017, we have been required to report on our:

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

Data in this report relates to the period 1 April 2020 to 31 March 2021.

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

## Calculating pay gaps

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### Gender pay gap

The mean gender pay gap is the difference between the mean pay for men and the mean pay for women.

The median gender pay gap is the difference between the middle hourly rate of male employees and the middle hourly rate of female employees.

### Mean calculation

The mean is calculated by adding up the basic pay of all employees and dividing the figure by the total number of employees.

### Median calculation

Median pay is the middle hourly rate when hourly rates are organised from lowest to highest value.

## Gender pay gap

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In 2021, our mean gender pay gap is 18.9% and the median gender pay gap is 12.9%.

We have made a concerted effort to understand and address the underlying causes. This has included creating more balanced senior leadership teams and providing role models to inspire colleagues. We support and encourage individuals to develop their careers through training and development in order to fulfil their potential.

Gender pay gap		
Year	Mean (the average)	Median (the middle value)
2021	18.9%	12.9%
2020	18.5%	13.6%
2019	18.9%	12.5%
2018	20.1%	14.3%
2017	22.5%	15.8%

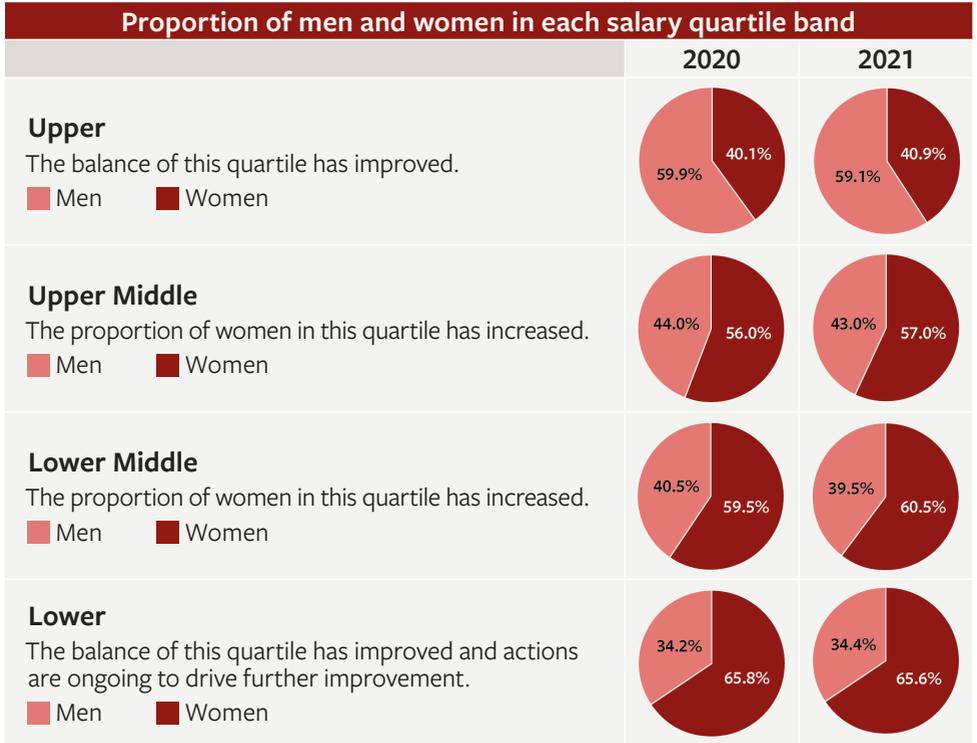
# Quartile bands

The bands show the proportion of male and female employees in each of the four quartiles.

The quartiles are calculated by ranking all hourly rates from low to high, then dividing the population into four equal sections, each referred to as a quartile.

Our data shows a higher proportion of women in the lower, lower middle and upper middle quartiles but a higher proportion of men in the upper quartile.

This imbalance is a significant factor in our gender pay gap.



## Bonus pay

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The University of Leeds does not offer a contractual bonus scheme.

For the majority of colleagues, recognition for outstanding contribution is through our Recognition Scheme, which is discretionary and includes both one-off cash payments and a retail voucher system.

Some of our clinical academic colleagues receive Clinical Excellence Awards (CEAs). The NHS determines and funds CEAs; the University has no control over the governance or policy approach of these payments. However, we are required to include these awards in our bonus calculations because clinical academics are University employees. Senior leaders in the Schools of Medicine and Dentistry

systematically review eligible clinical staff to identify colleagues, in particular those from under-represented groups, who are eligible to apply for CEAs. Colleagues are given bespoke support to help them to develop a high-quality application.

For the purposes of statutory reporting these CEAs are classed as bonuses and are included in our bonus figures.

Overall, the data shows that a higher proportion of male and female employees received a bonus this year compared to last year. The data also shows that a higher percentage of men received a bonus in 2021 than women. Whilst this is still the case when CEAs are excluded, it gives a more balanced percentage.

### Proportion of staff receiving a bonus

Year	Including Clinical Excellence Awards		Excluding Clinical Excellence Awards	
	Women	Men	Women	Men
2021	8.5%	9.7%	8.3%	8.8%
2020	7.6%	7.4%	7.4%	6.4%
2019	7.5%	7.9%	7.4%	6.8%
2018	4.1%	5.1%	3.9%	3.7%
2017	5.2%	5.1%	4.4%	3.3%

## Bonuses awarded through the University Recognition Scheme

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For the awards made through our University Recognition Scheme this year, our mean and median bonus pay gaps between men and women are 16% and 0% respectively.

The University Recognition Scheme is available to managers throughout the year to recognise individuals and teams for instances of excellent performance above and beyond normal expectations.

These can be one-off payments and, since 2018, voucher awards have also been available, paid through our online portal recognition system.

The success of our recognition scheme has resulted in 8.3% of women and 8.8% of men receiving an award in 2021, compared to 3.9% of women and 3.7% of men in 2018.

### Bonus pay gap: bonuses awarded by the University

Mean (the average)	Median (the middle value)
16%	0%

## Bonuses awarded to University staff by the NHS

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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 and teaching that aims to improve health both nationally and globally.

Clinical Excellence Awards (CEAs) recognise and reward consultant doctors and dentists, and academic general practitioners who provide clear evidence of clinical excellence and demonstrate achievements that are significantly over and above what would normally be expected in their roles.

These achievements are in the areas of developing and delivering high quality services, leadership, research, innovation, and teaching and training – important activities for ongoing improvements in the efficiency and effectiveness of the NHS. These national awards range from £3,016 to £77,320.

Including these awards in our overall bonus figures leads to a substantial increase in the mean bonus pay gap, from 16% to 75.5% and from 0% median to 50%. As at 31 March 2021, the University employed 238 clinical academics – 151 (63%) men and 87 (37%) women.

Of the 238 members of staff, 92 were eligible to apply for the Clinical Excellence Awards; 70 (76%) men and 22 (24%) women. Increasing the number of female clinical staff and supporting their progression is a continued focus for us.

### Bonus pay gap: overall figures

Mean (the average)	Median (the middle value)
75.5%	50%

## Further steps to reduce our gender pay and bonus pay gaps

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Our strategy is to develop long-term sustainable practices and ways of working to ensure inclusivity and fairness. Further programmes of work are ongoing to create a fairer and more inclusive workplace, to proactively influence traditional gender bias relating to role types, and to ensure our people management policies are consistent, transparent, easy to understand and without bias.

The University demonstrates its commitment to this work through ongoing membership of the Athena Swan Charter since 2008, and recently renewed Bronze institutional level award.

## Future work will focus on

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### Developing our understanding of our Gender Pay Gap



Analysis of the percentage of men and women at different pay grades has revealed that we have gender balance at grades up to senior management level, whereas at senior management levels we have a higher percentage of men.

Despite many initiatives, including increasing numbers of women successfully applying for promotion, there has only been a small improvement in the proportion of women at senior grades. We will use innovative methods to deepen our understanding of where and why progress is slow and identify how to address the root causes.

### Reward policies and practices



We will continue to review our reward policies and promotion practices in order to address the blockers that are currently affecting the successful promotion of women into senior roles in both academic and professional career routes.

We will encourage and support female applicants in their application for promotion to the highest professorial pay zone (zone 3).

We will explore and mitigate gender related impacts of the COVID-19 pandemic on career development and progression. This will include mitigating the impact of increased parent/carer pressures on the submission and success of promotion applications.

### People development



The Aurora programme is Advance HE's leadership development initiative for women. Since 2017, we have funded 85 places on the Aurora programme, with 29 places on the 2021 programme. Our Springboard programme supports work and personal development for women in the early stages of their career.



## **Career development**

We are supporting the career development of our research colleagues on fixed term or finite funding contracts, which affects proportionately more women than men. We are doing this by providing guidelines on including these colleagues on grants and as supervisors/lead authors where appropriate.

We will further analyse our Research Excellence Framework (REF) mitigating circumstances data to identify and understand any potential gender related issues to inform targeted career development support for female researchers.



## **Recruitment practices**

We will continue to follow inclusive recruitment practice, from the creation of a job description through to interview and appointment. We will seek to increase the female applicant pool for senior roles to support the senior leadership pipeline. We will have a particular focus on increasing the proportion of senior female clinical academics and we have created a Joint Clinical Academic Training Committee with Leeds Teaching Hospital NHS Trust to support this aim. We will continue to use executive search specialists in order to identify and attract female applicants to senior positions and, in particular, senior STEMM posts.

We confirm that the data provided is a true and accurate representation, and we continue to be transparent about the progress we make and the challenges we face. Many colleagues from across the University are helping us to improve gender equality at Leeds.

With our continued and focused attention right across the institution, we are starting to see promising signs of progress which we will strive to sustain.

To find out more about our approach to promoting gender equality and the Leeds Gender Framework, visit [equality.leeds.ac.uk](https://equality.leeds.ac.uk)



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## Alternative formats

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