

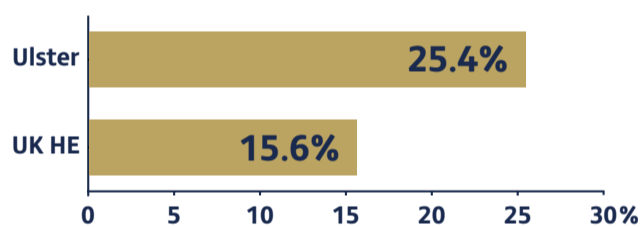
Introduction

Gender pay gap reporting came into force in GB on 31 March 2017. However, it doesn't apply in Northern Ireland. The Employment Act (NI) 2016 introduces an equivalent gender pay gap information-reporting obligation. But this hasn't come into force yet. In anticipation of this we have calculated our gender pay gap, using ACAS guidance.

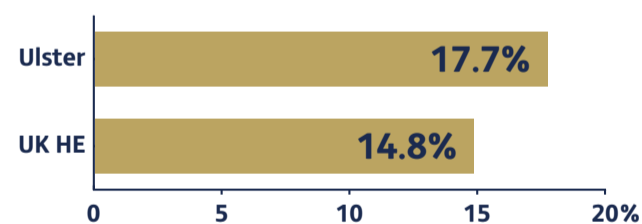
Gender Pay Gap Reporting

A gender pay gap is the percentage difference between the average pay of male employees and female employees within a given group. It is different from an Equal Pay Review, which sets out to examine whether males and females are being paid the same (i.e. equally) for doing equal work. Gender pay gaps can occur where men and women are distributed differently across an institution (i.e. where there is occupational segregation).

Comparison with Higher Education (Source: UCEA)



Our **median pay gap** is **9.8% wider** than that for UK Higher Education. This reflects our organisational structure.

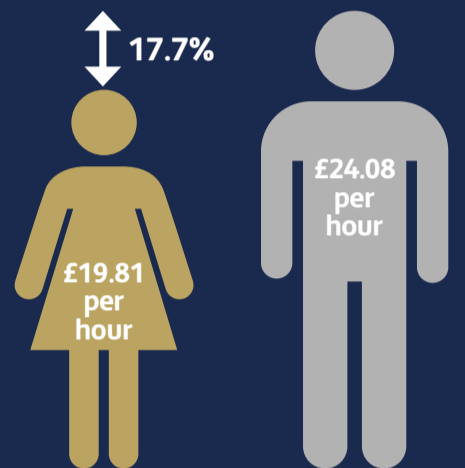


Our **mean (average gender pay gap)** is **2.9% wider** than that for UK Higher Education.

Our Median Gender Pay Gap

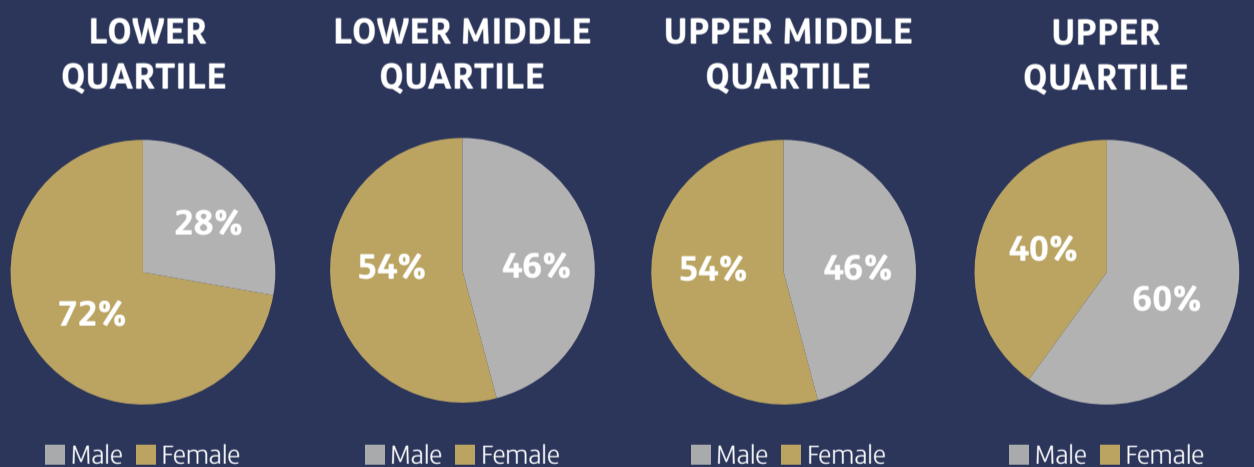


Our Mean Gender Pay Gap



Proportion of Men and Women in Each Pay Quartile

The gender pay gap reporting regulations require us to review the gender pay distribution across the University in four equally sized "quartiles". These are calculated by listing all employees by their hourly rate of pay, from the lowest to the highest, and then dividing the list into four sections, with an equal number of employees in each section.



The pay quartile figures show the root cause of our gender pay gap - we have a higher proportion of females in our lower pay quartiles (our lower pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades). Whilst the Athena SWAN Charter aims specifically to address the under representation of women in senior roles (Upper Quartile), the "outsourcing" of predominantly male operational roles and the types of job available contributes to the over-representation of women in the Lower Quartile.

Our Ambition Going Forward

We recognise that there are many factors that contribute to the gender pay gaps. We are keen to take action to reduce the gap over the next number of years.

Our ambition is to bring our pay gaps in line with the Higher Education standards in the short term and remove them in the long term.

We aim to have a higher representation of women in senior roles, and to have more men in non-traditional roles.

Closing the Gap

We are already working towards closing our gender pay gap. In 2017, we carried out our Equal Pay Review. This found no significant equality issues regarding equal pay.

Our mission is to encourage a diverse university community;

- Our Equality Scheme 2017-22 outlines our commitment to promoting equality of opportunity and good relations.
- Ulster is a member of the 30% club - with a focus on gender balance on management boards. This is a benchmark for Higher Education.
- Ulster is addressing gender equality through its membership of the Athena SWAN Charter and by encouraging participation in the Aurora Leadership Programme.