

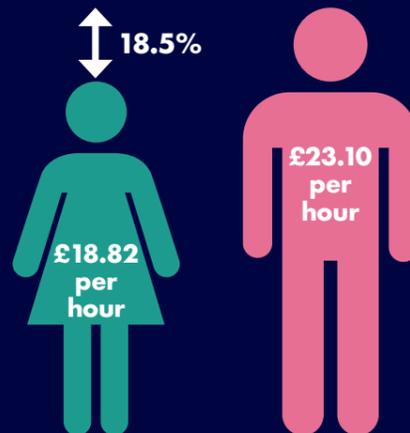
Introduction

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.

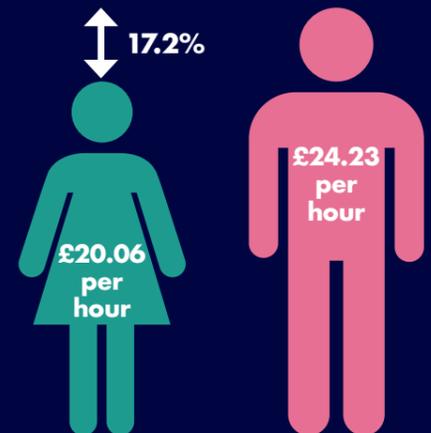
Gender Pay Gap Reporting

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).

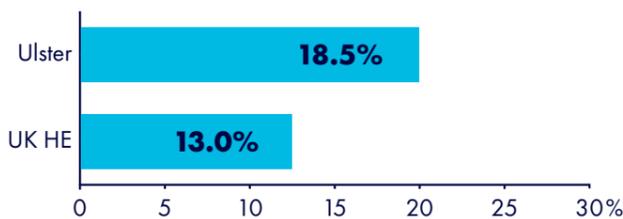
Our Median Gender Pay Gap



Our Mean Gender Pay Gap



Comparison with Higher Education (Source: UCEA)



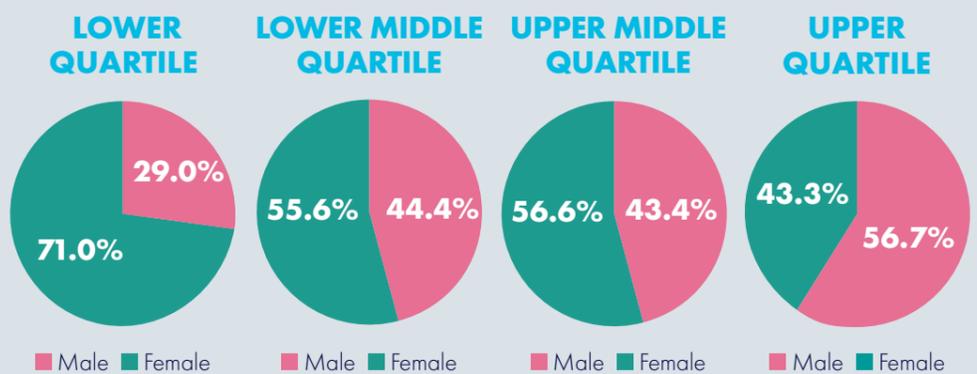
Our **median pay gap** is **5.5% wider** than that for UK Higher Education. This reflects our organisational structure.



Our **mean (average gender pay gap)** is **2.5% wider** than that for UK Higher Education.

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.

Quartile Comparisons with 2018:

- The proportion of female staff within the lower quartile range in 2019 was **1.7% greater** than the proportion in 2018. The number of female staff within this quartile increased by 39, whereas the number of male staff increased by 2.
- The proportion of female staff within the lower middle quartile range in 2019 was **1.4% less** than the proportion in 2018. The number of female staff within this quartile increased by 14, whereas male staff increased by 26.
- The proportion of female staff within the upper middle quartile range in 2019 was **1.1% greater** than the proportion in 2018. The number of female staff within this quartile increased by 30, whereas the number of male staff increased by 11.
- The proportion of female staff within the upper quartile range in 2019 was **1.6% greater** than the proportion in 2018. The number of female staff within this quartile increased by 26, whereas the number of male staff increased by 13.

Closing the Gap

- We will continue to deliver to our People and Culture and Equality, Diversity and Inclusion strategies.
- We will establish a working group within the People and Culture directorate to provide ongoing focus on data analysis and actions.
- We will include an annual focus on Gender Pay at the newly established Equality, Diversity and Inclusion Steering Group which is chaired by the Deputy Vice Chancellor.