

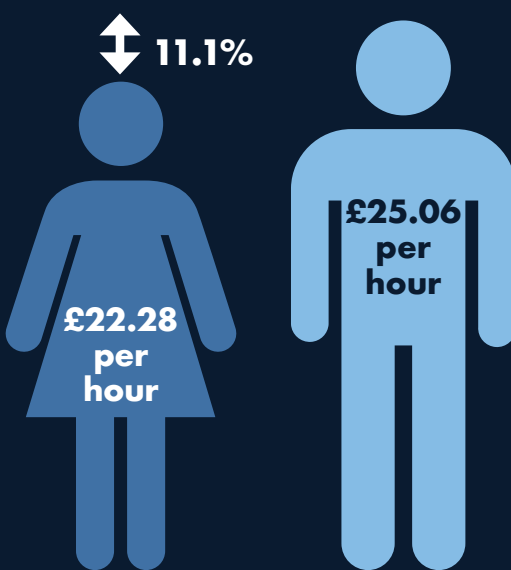
Introduction

Gender pay gap reporting came into force in Great Britain 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 University's Gender Pay Gap Analysis for 2024, using ACAS guidance.

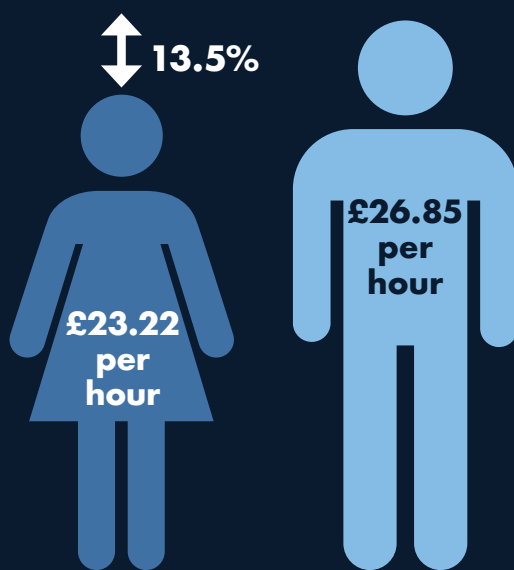
What is the gender pay gap?

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 (that is, equally) for doing equal work. Gender pay gaps can occur where men and women are distributed differently across an institution (that is, where there is occupational segregation).

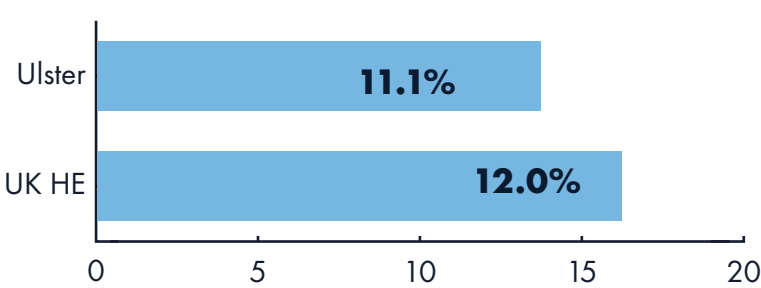
Our Median Gender Pay Gap



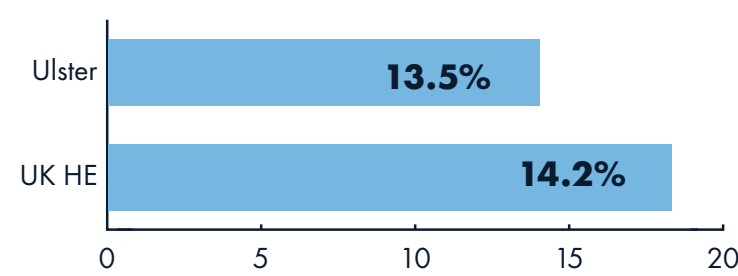
Our Mean Gender Pay Gap



Comparison with Higher Education (Source: UCEA)



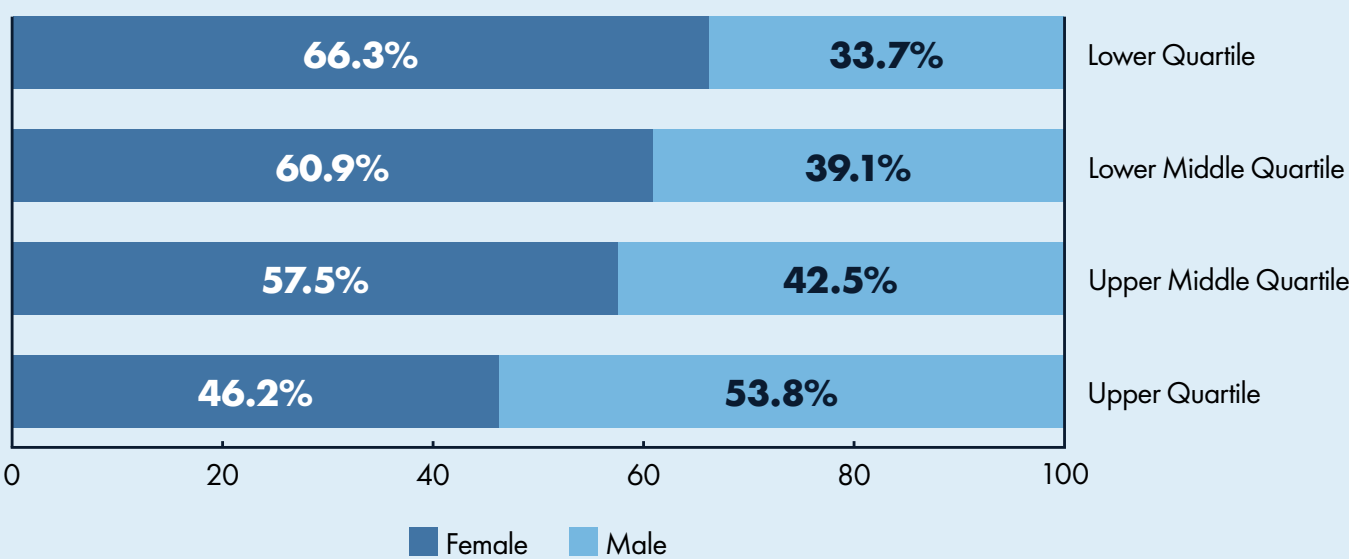
Our **median pay gap** is **0.9% narrower** than that for UK Higher Education for 2022-23. This reflects our organisational structure.



Our **mean (average gender pay gap)** is **0.7% narrower** than that for UK Higher Education in 2022-23.

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 females in senior roles (that is, the Upper Quartile), the “outsourcing” of predominantly male operational roles and the types of jobs available contributes to the over-representation of women in the Lower Quartile.

Quartile Comparisons with 2023:

- Proportion of female staff within the lower quartile range in **2024** was **0.5% more** than the proportion in **2023**. The number of female staff within this quartile **increased** (by n=34), whereas male staff **increased** (by n=12).
- Proportion of female staff within the lower middle quartile range in **2024** was **1.1% less** than the proportion in **2023**. The number of female staff within this quartile **increased** (by n=21), whereas male staff **increased** (by n=26).
- Proportion of female staff within the upper middle quartile range in **2024** was **0.1% less** than the proportion in **2023**. The number of female staff within this quartile **increased** (by n=26), whereas male staff **increased** (by n=21).
- Proportion of female staff within the upper quartile range in **2024** was **2.0% greater** than the proportion in **2023**. The number of female staff within this quartile **increased** (by n=35), whereas male staff **increased** (by n=12).

Closing the Gap

- The new organisational strategy sets out a commitment around equality, diversity and inclusion and we are delivering this through a renewed People Plan which sets out actions to continue to narrow pay gaps as they exist across the organisation.
- We have established a Pay Gap Review Working Group, which includes Trade Union colleagues to consider and address Equal and Gender pay.
- We are developing an 'Addressing pay Gaps Strategic Framework Plan 2025-2027', which sets out our commitments to positively impact our Gender, Ethnicity and Disability pay gaps.
- We are addressing gender equality through our membership of the Athena Swan Charter, our HR Excellence in Research action plan and by encouraging participation in the Aurora leadership programme.
- To enhance career progression of professional support staff we have developed a pilot for secondments, ensuring that female staff, particularly at lower grades, are encouraged and supported to take part.
- To reduce biases and to promote equity across interview panels, all interviews and promotions panel members must have completed the mandatory EDI training as a minimum.