

### 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).

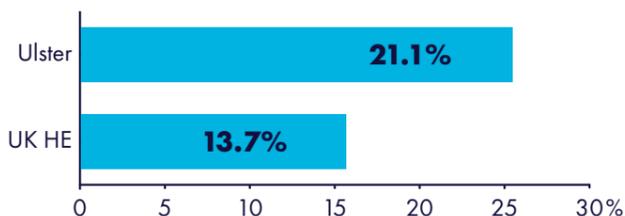
### Our Median Gender Pay Gap



### Our Mean Gender Pay Gap



### Comparison with Higher Education (Source: UCEA)



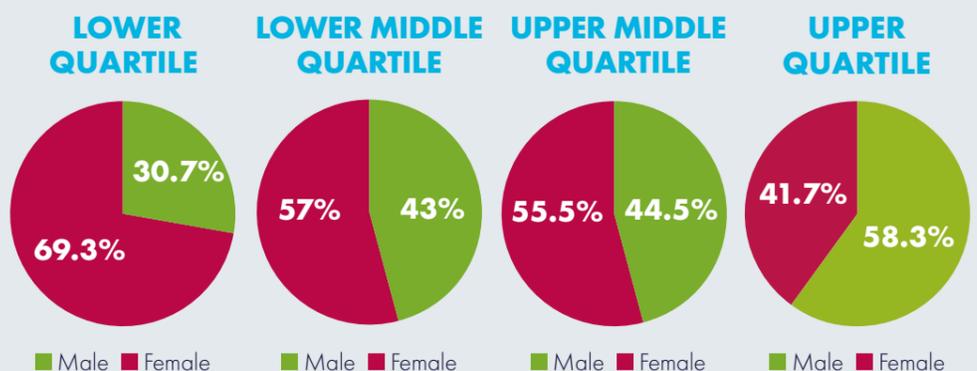
Our **median pay gap** is **7.4% wider** than that for UK Higher Education. This reflects our organisational structure.



Our **mean (average gender pay gap)** is **2.6% 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 2017:

- Proportion of female staff within lower quartile range 2018 was 2.4% less than the proportion in 2017. Number of female staff within this quartile increased.
- Proportion of female staff within lower middle quartile range 2018 was 2.7% greater than the proportion in 2017. Number of female staff within this quartile increased, whereas male staff decreased.
- Proportion of staff within upper middle quartile range 2018 was 1.6% greater than the proportion in 2017. Number of female staff within this quartile increased, whereas male staff increased.
- Proportion of staff within upper quartile range 2018 was 1.7% greater than the proportion in 2017. Number of female staff within this quartile increased, whereas male staff increased.

### Closing the Gap

We are pleased to see a narrowing of our gender pay gap since last year. However, we still have some way to go to bring us in line with the Sector average:

- Our People and Culture Strategy sets out how we will focus on our people and improve the experience of our employees.
- Our Equality, Diversity and Inclusion Strategy and Equal Pay Action plans outline how we intend to deliver gender equality/equal pay.
- Ulster is addressing gender equality through membership of Athena SWAN Charter, our HR Excellence in Research action plan and by encouraging participation in the Aurora Leadership Programme.
- Our recruitment, promotion and development frameworks are being revised to remove any potential gender bias.
- We monitor our pay gaps relating to gender, race, disability and community background through our triennial equal pay review. Our next review scheduled to take place in 2020.