



**Northumbria
University**
NEWCASTLE

Gender Pay Gap Report 2018

Northumbria University

Gender Pay Gap Report 2018

This year, for the first time, organisations with over 250 staff will publish their gender pay gap.

What is a Gender Pay Gap?

The gender pay gap shows the difference in average earnings between all men and women in an organisation.

Why is it important?

As a University with an ambition to grow our international and global presence and reputation we know how important it is to understand the root cause of any pay gap and remove barriers that may affect our ability to attract high quality staff who are representative of our diverse communities.

At Northumbria University we have been monitoring our gender pay gap for a number of years and welcome the new reporting legislation and the opportunity it provides to benchmark our progress against others, exchange ideas about successful initiatives and continue to learn from each other.

Where are we now?

Our pay gap information

	Mean	Median
Pay gap	16.38%	22.74%

At 16.3% our mean gender pay gap is broadly aligned to the sector average and 1.1% lower than the UK average for all industries (Source ONS – ASHE Survey 2017).

We are confident that our gender pay gap is not an equal pay issue because we use a job evaluation process for almost all roles which is gender neutral by design. This means that we pay men and women the same rate of pay for the same type of work.

A small number of Senior Management roles fall outside of this job evaluation process, however we have a Remuneration Committee which closely scrutinises the pay decisions in relation to these roles.

Our Staff Survey results confirm that a high proportion of our staff feel they are fairly paid in relation to other colleagues at the University doing the same, or a similar, job.

What is causing our pay gap?

Our pay gap is mainly driven by occupational segregation, particularly in the lower and upper quartiles:

- Although 54% of our workforce is female there is a higher proportion of women (62%) in the lower and lower middle pay quartiles than men. Roles in these categories are predominantly cleaning, administration, secretarial and supervisory positions.
- The upper quartile has a higher proportion of men (57%). The imbalance is most apparent at Grade 9 and Grade 11 where the representation of females is 29% and 17% respectively. Roles which fall within these groups are some University Executive members, at Grade 11, and Professors and Service Management roles at Grade 9.
- In the upper middle quartile, where the gender balance is 50:50, the mean gender pay gap is -0.36%. The types of roles in this group include Managers, Lecturers and Senior Lecturers. This gives us some reassurance that our pay gap, for the majority, is not an equal pay issue.

Salaries for members of the University Executive and Service Directors are determined using both internal and external relativities. In society, men in senior roles are paid more on average than women in the same roles. We understand and recognise that this inconsistency, while typical in most organisations, can contribute to a pay gap.

Understanding our bonus gap

	Mean	Median
Bonus	66.8%	0%

Our bonus payments include awards for 'Going the Extra Mile' (GEM) and for long service, in addition to bonuses paid for retention purposes and a performance related bonus scheme for senior managers (Grades 10 and above).

The majority of bonus payments made are e.g. for GEM and for long service and are fixed amounts, which explains why we do not have a median bonus pay gap. We know, however, if we exclude GEM and long service awards the median bonus pay gap is 36%.

Our mean and median bonus pay gap (excluding GEM and long service) is as a result of the lower representation of females in those roles eligible to participate in the senior management bonus scheme. This Scheme is designed around an individual assessment of individual performance and then this is multiplied by a percentage of base salary.

Taking action

The gap in both our mean pay and mean bonus shows that while we do not have an equal pay issue, there is more work to be done. The under-representation of women in Professorial roles and on the University Executive is not new to us and we have a number of measures in place to encourage females into these positions as well as increasing diversity in all areas:



Equality and Diversity

We have increased the number of roles across the University with specific responsibility for Equality and Diversity to drive proactive initiatives in support of this agenda.



Recruitment and Selection

We encourage applications from all members of the community and have in place, where possible, gender balanced shortlists and interview panels. As an equal opportunities employer, we firmly believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.



Flexible working

We have in place flexible working options as we believe that the ability to work flexibly, when aligned to business needs, can help attract and retain a diverse range of staff.



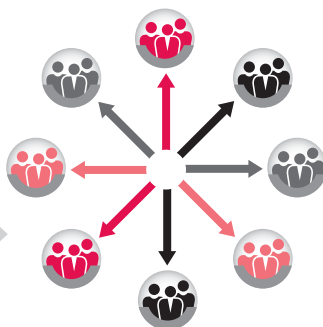
Professorial Progression

We have a structured career framework and support in place to enable Professorial Progression.



NUWise

We have established a network to support and develop the careers of female staff and PhD students working in science, engineering and technology areas.



Monitoring

The University Executive and our Remuneration Committee monitor equal pay to understand whether unfair differences in pay are occurring and put in place necessary action to address inequality if identified.

We are seeing positive results. For example, we hold the Athena SWAN Bronze award (a national charter designed to advance equality in academia) and 67% of staff promoted to Professor in 2016/17 were female. However, we recognise that equality in academia will take time as newly promoted colleagues will not progress to the highest salaries until they have completed their career trajectory. Gender pay is therefore an important focus of our long term plans and is aligned to our commitment and action in support of the Sector's Athena SWAN initiative and accreditation. More information about Athena SWAN and our commitment to Equality and Diversity is available on our website.

