

**Our Gender Pay Gap**

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the School is required to evaluate its data over 6 specific calculations: by hourly rate of pay mean earnings; by hourly rate of pay median earnings; by mean gender bonus gap; by median gender bonus gap and by quartile pay bands (the proportion of male and female full-pay employees in quartile bands). The term *mean* refers to average earnings and *median* describes the middle value within a specific range.

We are aware that the Gender Pay Gap regulation requirements to report on male and female employees only, do not recognise individuals whose gender may not sit within these categories. This could bring about issues around concealing a further gender pay gap between cis-gendered people and those that do not identify within those binaries. We have considered voluntarily reporting on pay data across transgender and non-binary groups, however currently there is not enough data to accurately determine a pay gap or report on this sensitively and/or in line with GDPR. With this in mind, we are awaiting further updates and guidance from the government on how to include this information fairly.

# The Staff

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the School is required to evaluate its data over 6 specific calculations: by hourly rate of pay mean earnings; by hourly rate of pay median earnings; by mean gender bonus gap; by median gender bonus gap and by quartile pay bands (the proportion of male and female full-pay employees in quartile bands). The term *mean* refers to average earnings and *median* describes the middle value within a specific range.

*Table 1 – six statutory calculations for 2021 and 2022*

|  |  |  |  |
| --- | --- | --- | --- |
| **Calculation** | **31 Mar 2021** | **31 Mar 2022** | **Difference [from 2021 to 2022]** |
| The mean gender pay gap | -6.1% | -1.6% | -4.5% |
| The median gender pay gap | -5.6% | 4.1% | 9.7% |
| The mean gender bonus gap | 67% | 0.0% | -67% |
| The median gender bonus gap | 38% | 0.0% | -38% |
| The proportion of male employees receiving a bonus | 0.9% | 0.0% | -0.9% |
| The proportion of female employees receiving a bonus | 0.5% | 0.0% | -0.5% |

*Table 2 – Pay quartiles for 2021 and 2022*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Band** | **Description** | **Data as of March 2021** | | **Data as of March 2022** | |
| **Males** | **Females** | **Males** | **Females** |
| A | Includes all employees whose standard hourly rate places them at or below the **lower quartile** | 35% | 65% | 32% | 68% |
| B | Includes all employees whose standard hourly rate places them in the **lower middle quartile** | 39% | 61% | 36% | 64% |
| C | Includes all employees whose standard hourly rate places them in the **upper middle quartile** | 32% | 68% | 39% | 61% |
| D | Includes all employees whose standard hourly rate places them in the **upper quartile** | 32% | 68% | 36% | 64% |

*Table 3 – mean and median statutory calculations for all 5 reporting years*

*Table 4 – 2022 – Gender balance per occupational group in accordance with the HESA/UCEA descriptors. The yellow line indicates the female gender profile across the school.*

*Table 5 – 2021 – Gender balance per occupational group in accordance with the HESA/UCEA descriptors. The yellow line indicates the female gender profile across the school.*

**How do we compare?**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Central in 2022** | **2022 ONS\* ASHE\*\* whole economy** | **2020/21 Higher Education Sector** |
| Mean gender pay gap | -1.6% | 13.9% | 15.4% |
| Median gender pay gap | 4.1% | 14.9% | 16.2% |

*\*Office for National Statistics (ONS) \*\* Annual Survey of Hours and Earnings (ASHE)*

The mean gender pay gap for the whole economy (according to ONS ASHE figures) is 13.9%. At -1.6% Central’s median gender pay gap is, therefore, significantly lower.

The median gender pay gap for the whole economy (according to ONS ASHE figures) is 14.9%, the HE sector in 2020/21 was 16.2%. At 4.1% Central’s median gender pay gap is, therefore, significantly lower than both the HE sector and the whole economy. The median gender pay gap for Central may be significantly lower than both the HE sectors and the whole economy due to the fact that a significant proportion of Senior members of staff at Central are women in comparison to men. The appointment of a female principal was also large factor.

**Actions TAKEN TO DATE**

* Implemented compulsory unconscious bias training for all staff involved in recruitment and selection procedures (including interview panel members) and pay and promotion committee discussions has taken place.
* Reviewed advertisement, recruitment and selection procedures to ensure all areas of potential bias and/or prejudice opinion/judgment is eliminated. Jobs descriptions and advertisements continued to be assessed in order to ensure gender-neutral language is fully embedded. We included Positive Action Statements as part of the advertisement, recruitment and selection process. In addition, we implemented anonymised application processes for professional services roles. We have also made a commitment to reviewing EDI profiles at various stages of recruitment; applications received, shortlisting and completion of interview. If at any point the EDI profile is not diverse we ask the Chair of the panel to either re-advertise or take Positive Action.
* An initial review of grade promotion and contribution related pay and conferment of academic titles procedures emphasising the point that all applications are subject to analytical evidence-based evaluation and that prior knowledge about the candidate will not be taken into consideration. The revision of the process continues.
* Reinforced the requirement that all people related decisions must be underpinned by factual evidence.
* School’s job evaluation software (HERA) has been periodically assessed and maintained in a robust manner with refresher training provided to all analysts. More HERA Analysts trained to undertake assessments, all analysis of roles are being second / third scored for consistency checks.
* Through higher education networks and working groups, feedback provided to ECC (HERA software developers) in relation to new and emerging role competencies.
* Explored pay inequalities arising from gender, race, disability, sexual orientation, religion or belief and age.

**Future work**

* Identify female academic and professional employees that are at the top of the pay grade and offer support and guidance with regards to their career development.
* Continue to support the development of female professionals/academics through the Aurora Leadership Foundation programme.  To date three female workers have attended the programme.
* Introduce a career mentoring programme for junior female staff.
* The Interim Head of HR and EDI Manager will explore the award of Athena SWAN as accreditation of achieving a culture that is fully committed to equality and create an action plan for this.
* In liaison with the Interim Head of HR and EDI Manager the review of family friendly policies and support for parents returning to work following maternity, paternity and parental leave is yet to be done.