

Gender Pay Gap Report

2018/2019

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Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The deadline to report is 30 March 2019 for public sector employers.

There are six calculations to carry out, the results of which are outlined in this report. These results will also be published on a government website.

The University of Surrey continues to be committed to promoting equality of treatment and good relations amongst its staff and students, aiming at all times to create a learning environment within which all members of the community can realise their full potential. The University has always endeavoured to pay its staff on the basis of equal pay for work of equal value and recognises that it should operate a pay system which is transparent, based on objective criteria and delivers in line with the University's Equality, Diversity and Inclusion Strategy.

Context

The University of Surrey conducted Equal Pay analysis in 2018 to understand the pay gaps within each grade at job family level. This analysis showed a marked improvement in closing the pay gap since this analysis was started in 2014. The main finding was that the most significant pay gap exists at senior management level within professional services. This gap is not indicative that male colleagues are paid more, but more a case of male colleagues being disproportionately represented at this grade.

The data in this report demonstrates that Surrey has a vertical pay gap, which follows when men or women are grouped in higher numbers at specific grades within an organisation, for example there is a greater presence of females at grades 2 to 4. Such a pattern is common within the higher education sector and the University of Surrey are addressing this through actions outlined later in the report.

The University already has a number of policies and practices that contribute to a fair reward system and encourage pay equality in the workplace. These include:

- Alignment to the jointly agreed national grading structure;
- Consistent pay practices;
- Incremental progression;
- An intensive staff development programme;
- Equality in promotion;
- Continual roll-out of Unconscious Bias training to current staff;
- Assessment of merit pay on an equality and diversity basis by independent committees.

The Vice-Chancellor has committed to closing the gender pay gap and allocated significant additional funding since 2016 to enable this to happen. It is recognised that this will take time but already many grades, including all academic ones, have a gap of less than +/- 5%. Where there are still differences of greater than +/- 5% sometimes these are due to the very low numbers of one or both genders and the issue is more one of career progression than equal pay. We are continuing to monitor the situation to ensure that progress is maintained and that any substantial differences are justified.

Report Findings

1. Average Gender Pay Gap as a Mean Average

	Mean Hourly Pay	Mean Gender Pay Gap
Male	£22.19	17%
Female	£18.33	

2. Average Gender Pay Gap as a Median Average

	Median Hourly Pay	Median Gender Pay Gap
Male	£18.44	14%
Female	£15.92	

3. Average Bonus Gender Pay Gap as a Mean Average

	Mean Bonus Pay	Mean Bonus Pay Gap
Male	£774.24	32%
Female	£524.11	

4. Average Bonus Gender Pay Gap as a Median Average

	Median Bonus Pay	Median Bonus Pay Gap
Male	£150	0
Female	£150	

5. Proportion of Males Receiving a Bonus Payment and Proportion of Females Receiving a Bonus Payment

	Count of Bonus Payments	Total Staff	Proportion of Bonus Pay
Male	1085	2106	52%
Female	1206	2543	47%

6. Proportion of Males and Females when Divided into Four Groups Ordered from Lowest to Highest Pay

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	451 (39%)	470 (40%)	515 (44%)	670 (58%)
Female	711(61%)	693(60%)	647 (56%)	492 (42%)

Conclusion and Ongoing Actions

Our pay gap reflects the fact that we have a single pay spine salary structure with greater incidence of males at the higher ends of our pay scales and of females at the lower. This mirrors existing patterns in Higher Education and in the wider UK workforce. The University recognises that steps to remedy the more obvious imbalances should be taken and these have commenced with additional gender pay gap funding being allocated since 2016. Further work includes action on recruitment, retention, promotion and monitoring of the workforce to promote equality of opportunity amongst staff.

Since the commencement of Equal Pay Audits in 2009, the University has seen a steady improvement in the pay gap at Job Family/Grade level with the majority having a gap of +/- 5%. This indicates that interventions made so far are having a positive impact. In the Research and Teaching Job Family the gap is within +/- 5% at all grade levels. Where there are larger gaps in Professional Services, this is often due to small population sizes at specific grade levels.

We will seek to ensure that we continue to have HR practices in place that will help to close the gap further.

Areas that we will progress include:

- As part of our Athena Swan Action Plan, the University is committed to monitoring and providing funds to eliminate the pay gap at all grades for both academic and professional services staff.
- Commitment to raising the profile of female colleagues and actively develop action plans to address identified issues through our work on Athena Swan.
- Review of Academic Promotion Procedures following the changes made in 2017/18, to ensure numbers promoted reflect the population.
- Periodic review of salary data to identify early indications of issues arising.
- Ensuring that those making pay decisions are trained in best employment practice. The Recruitment Guidelines, emphasises that a non-discriminatory approach to appointments is essential.
- Continue to ensure that salary data of senior staff is analysed on an annual basis.
- Ensure that any market supplements are objectively justified. These to be shown as an allowance of the rate of pay for the role.
- Inform employees of how equality practices work and how their pay is determined.
- Strengthen our staff development programme further with support for personal development and career progression, with a particular focus on minority groups.
- Ensure work-life balance policies are in place and current that can actively support our equality work. These comply with the provisions of the Employment Act 2002 and include the Flexible Working Policy, Parental Leave Policy, Shared Parental

Leave Policy, Maternity Policy, Adoption Policy, Foster to Adopt & Surrogacy Policy, Paternity Policy, and Leave Policy.

- Continue to use job evaluation to check the validity of the current rank order of jobs within the existing grading structure.
- Introduction and review of the Workload Planning Model, to enable a greater understanding of work allocation and the impact these decisions have on career development/opportunities.
- Equality of access to training and career development is a key part of ensuring equality of opportunity in institutions. We have an embedded staff development programme that is committed to developing all staff and preparing them for a career within the University.