

Gender Pay Gap Report

www.exeter.ac.uk/inclusion

Published March 2022



INTRODUCTION FROM THE VICE-CHANCELLOR

At the University of Exeter, we are committed to fostering an inclusive environment where all members of our community can realise their full potential. We can only achieve this by addressing all forms of inequality and this is integral to our ambition to create a sustainable, healthy and socially just future, using the power of our global research and teaching to lead transformative change and innovation.

As one of the indicators of inequality, tracking and tackling the gender pay gap and its associated contributing factors is fundamental to the University making progress on our gender equality commitments.

We are therefore disappointed that our analysis has shown an increase in our median gender pay gap in 2021 compared to the previous year, although our mean gender pay gap has narrowed. We know the main drivers behind this are the uneven distribution of men and women in different grades across the University and the over-representation of women in our ad-hoc/claims worker population, which comprises 13% of our workforce. When analysis of our figures excludes this population, both our mean (16.9%) and median (11.1%) pay gaps narrowed in 2021 compared to the previous year, and we have seen an overall narrowing of the gender pay gap since 2017. However, it remains clear that we must make a step change in our efforts to close the gap across the entirety of our workforce as these gaps remain far too high.

We are reflecting on the actions that we have taken that are starting to show positive impact. Since we first reported our gender pay gap figures in 2017, we have seen a 91% increase in the number of female professors, corresponding to an 8% increase in female representation in senior roles. The proportion of female professors at the University now stands at 32%.



Following a programme of work to identify and mitigate the effects of the pandemic on gender equality throughout 2020 and 2021, we are now rapidly evaluating the impact of this work and developing further actions. Our analysis will inform the revision of our Silver Athena Swan gender equality action plan, which provides the framework for all our gender equality activity and initiatives. We are also engaging with knowledge, research and expertise from our academic community to inform and develop further actions, to meet our commitment to maintain a reduction in the difference between male and female average pay going forwards.

The University Executive Board is committed to addressing this issue and we will communicate progress and actions as this work progresses.

Professor Lisa Roberts
Vice-Chancellor and Chief Executive



KEY FINDINGS

18.6% Mean gender pay gap

Our mean gender pay gap has **decreased** by 2.6% compared to March 2020.

21.7% Median gender pay gap

Our median gender pay gap has **increased** by 1.7% compared to March 2020.

- When workers engaged on an ad-hoc/claims basis are excluded from these figures, the mean and median pay gaps are **16.9%** and **11.1%** respectively. Based on these figures, both the mean and median gender pay gaps have reduced since 2017.
- The ad-hoc/claims population represents **13%** of our overall workforce. **71%** of this population are women. Student Ambassador roles account for a significant proportion of this population.
- Uneven distribution of men and women in different grades across the University remains the primary driver behind our gender pay gap. Women are overrepresented in lower grades, while men are overrepresented in more senior, higher-paid roles.
- Analysis of the average pay of men and women in each University grade up to Professor Band 3 confirms that the University is continuing to pay equal pay for work of equal value.
- The gender pay gap for academic staff is wider than the gap for professional services staff. Among academic staff, the mean gender pay gap is **13.7%** and the median gender pay gap is **8.4%**. Among Professional Services staff, the mean is **5.3%** and the median is **2.9%**.
- **31%** of female employees received a 'bonus' payment, compared to **29%** of male employees.
- Including Clinical Excellence Awards, the mean cash value of 'bonus' payments received by female employees is **65.3%** of the cash value of 'bonus' payments received by male employees. This has increased by 8.3% compared to March 2020. Including Clinical Excellence Awards, the median cash value of 'bonus' payments received by female employees is **50.0%** of the cash value of 'bonus' payments received by male employees. This is the first time we have reported a median bonus gap and is a consequence of the partial suspension of the Above & Beyond Recognition scheme as a cost-saving measure in response to the pandemic.

*All data in this report is based on a snapshot date of **31 March 2021**, following statutory government reporting methodology.*

THE GENDER PAY GAP EXPLAINED

The Gender Pay Gap is not the same as Equal Pay and measures the difference between the gross hourly earnings of men and women across an organisation as a whole.

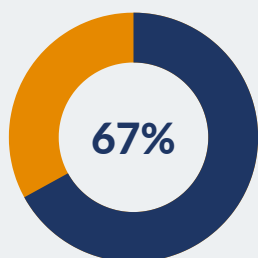
The mean gender pay gap is the difference between the mean hourly rate of pay for men and women, expressed as a percentage of mean male hourly pay. This figure can be affected by high- and/or low-earning outliers, as it is calculated by dividing all the values in a data set by the total number of values. As pay is skewed in its distribution, it is more likely to be affected by high-earning outliers.

The median gender pay gap is the difference between the mid-point hourly pay rate of men and women, expressed as a percentage of median male hourly pay and is less influenced by outliers and uneven gender distribution across different levels of the organisation. It is calculated by identifying the middle value of all the values in a data set when ordered from lowest to highest.

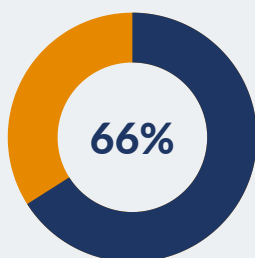
OUR WORKFORCE DATA



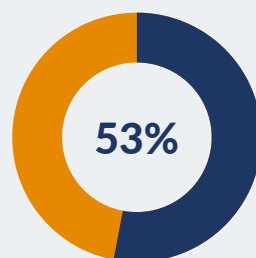
The University of Exeter has **6,362** staff, of which **43%** are male and **57%** are female.* When dividing our staff population across four equal pay quartiles, women are significantly overrepresented in the in the lower pay quartiles and underrepresented in the Upper Quartile:



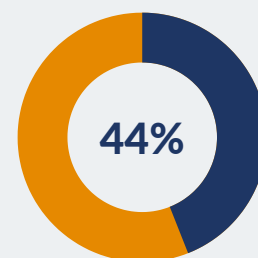
Lower Quartile



Lower Middle Quartile



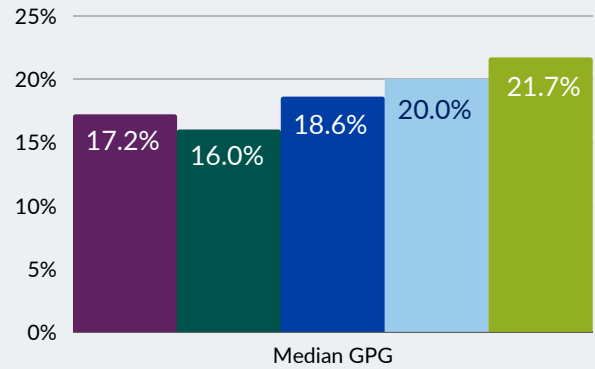
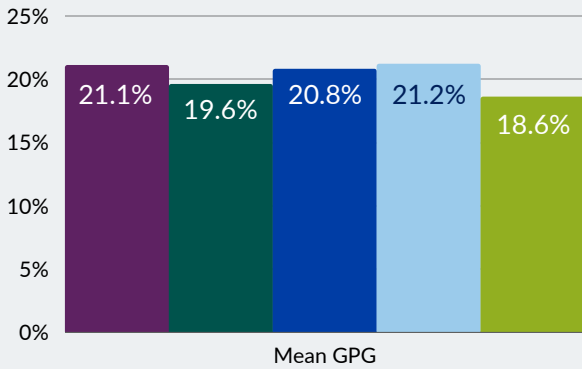
Upper Middle Quartile



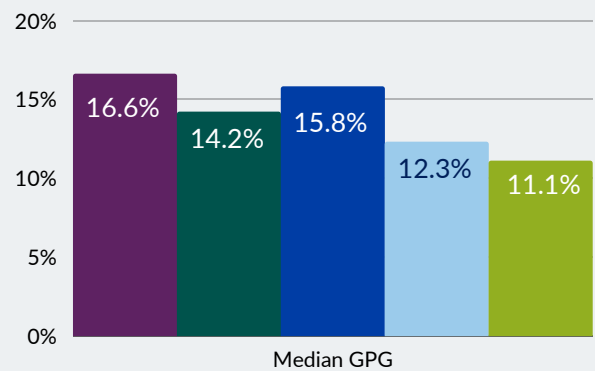
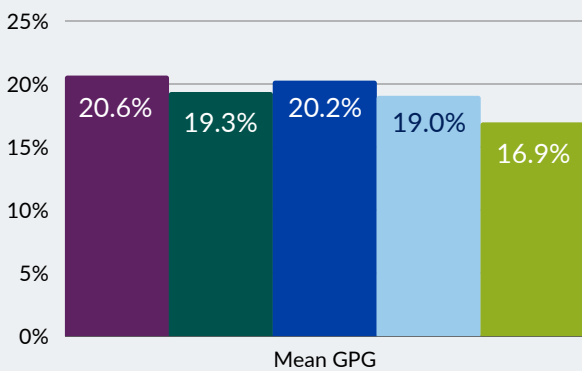
Upper Quartile

MEAN AND MEDIAN GENDER PAY GAP FOR ALL STAFF

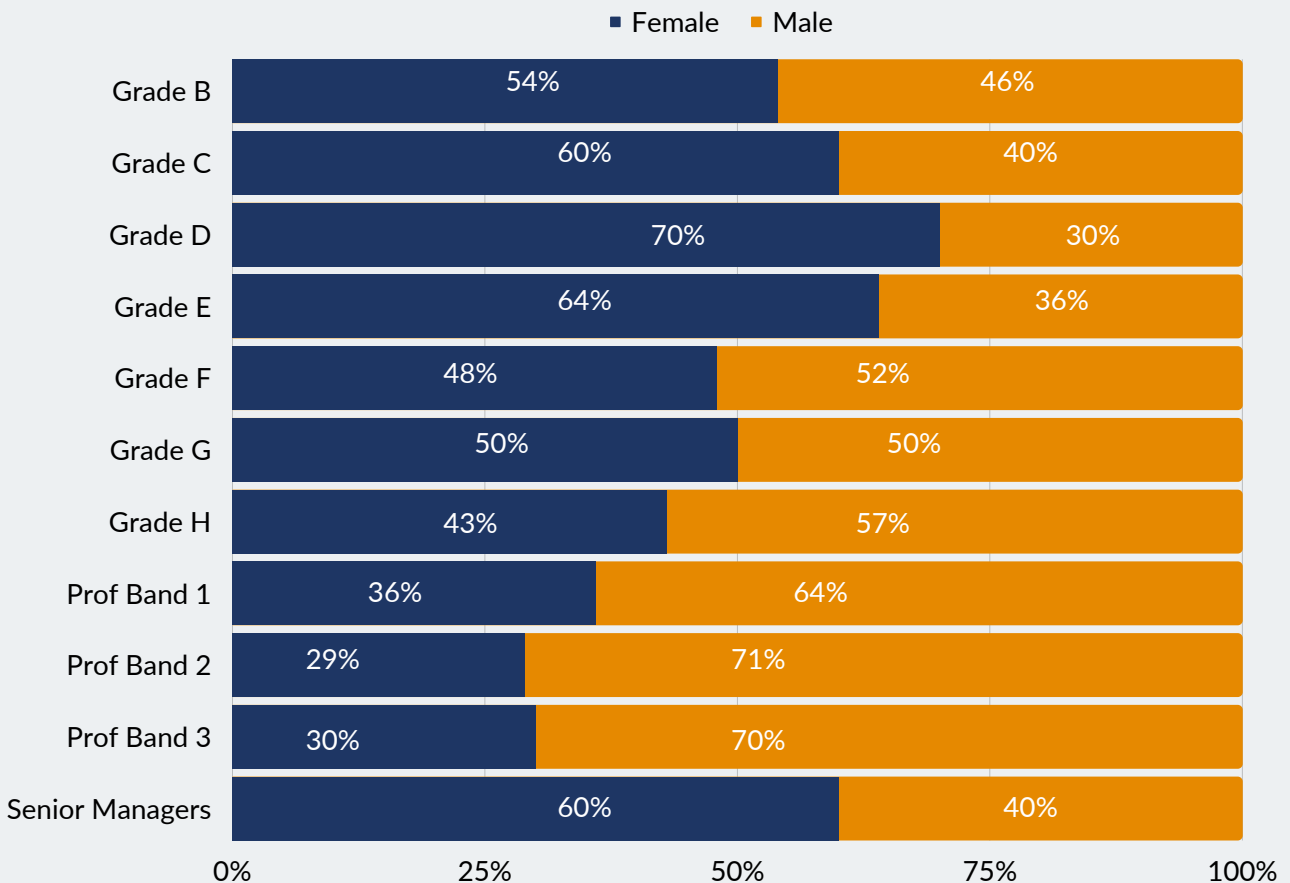
2017 - 2018 - 2019 - 2020 - 2021



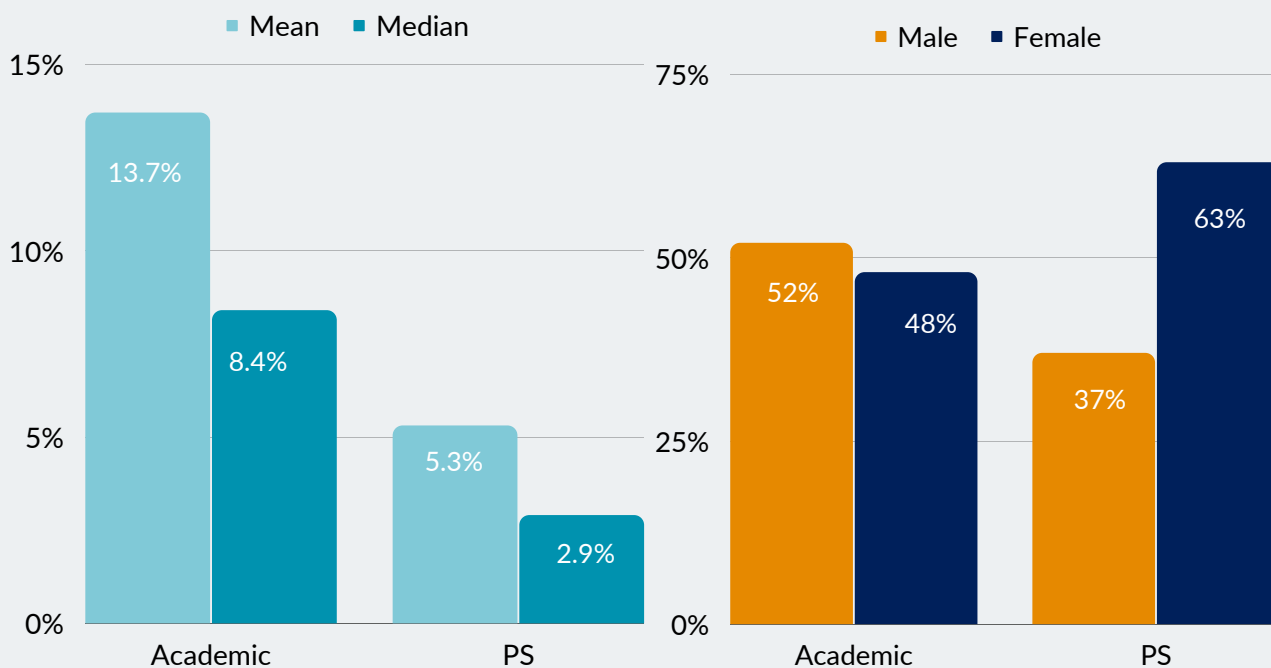
EXCLUDING ADHOC/CLAIMS WORKERS



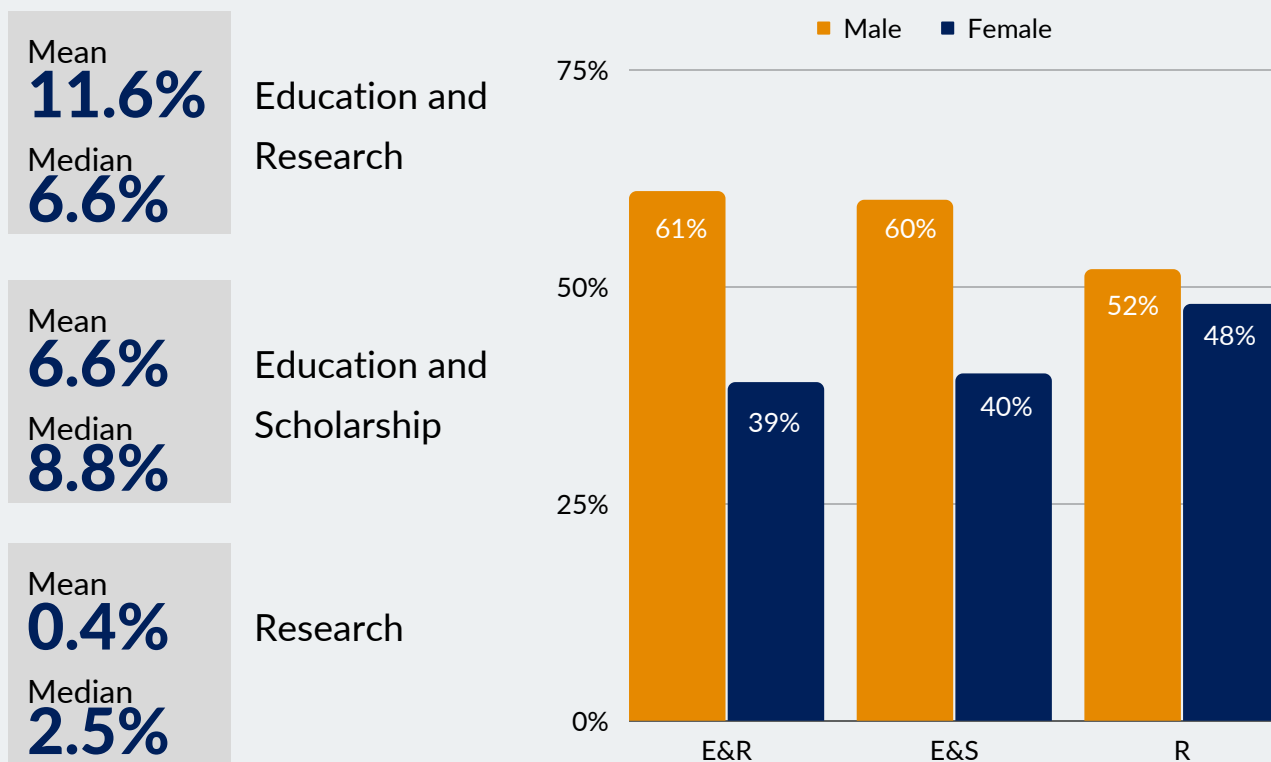
PERCENTAGE OF MEN AND WOMEN IN EACH GRADE



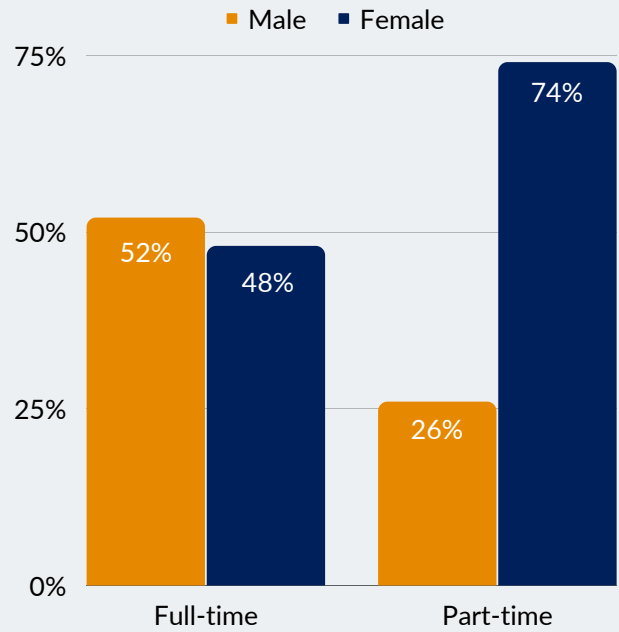
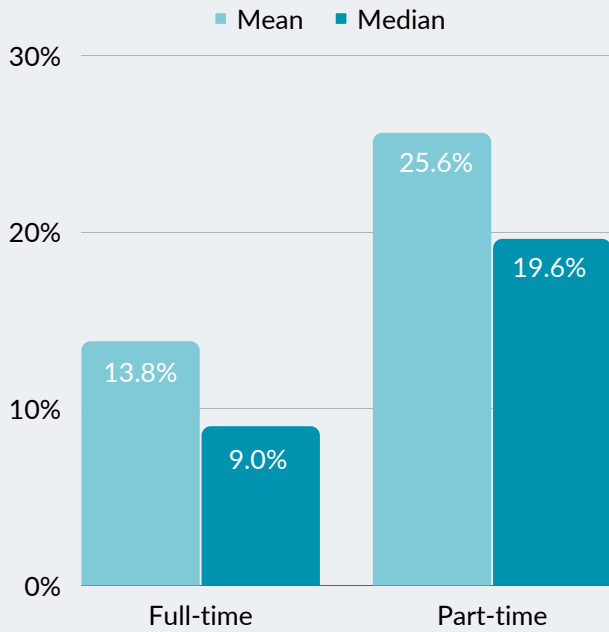
ACADEMIC AND PROFESSIONAL SERVICES STAFF 2021



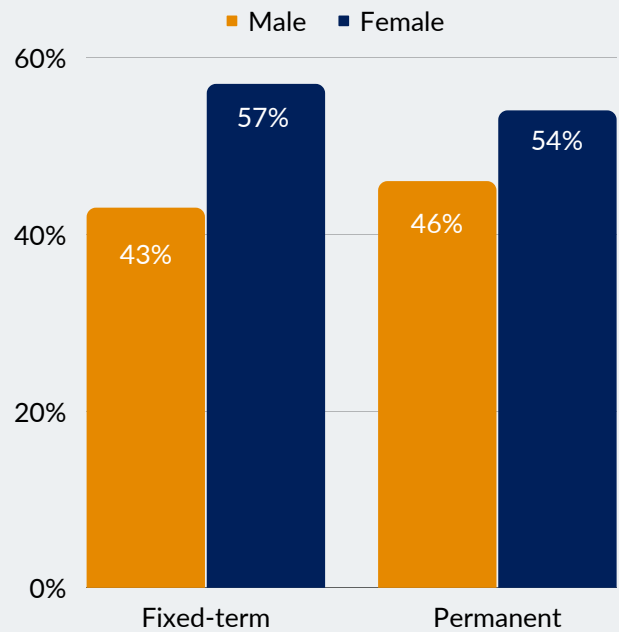
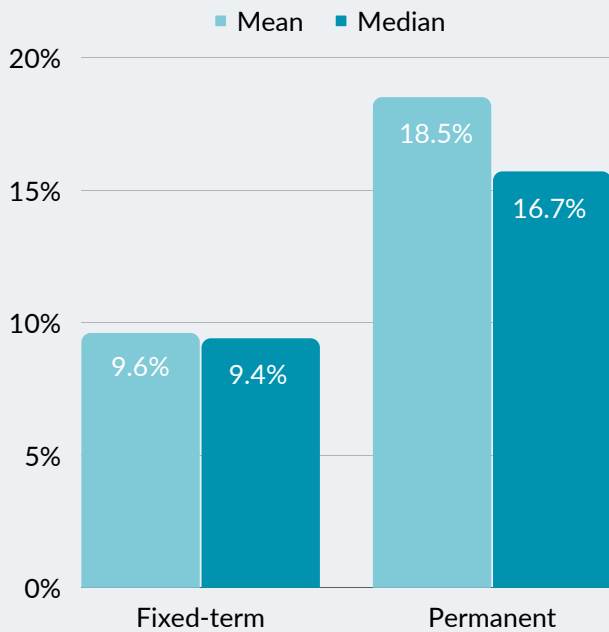
ACADEMIC JOB FAMILY 2021



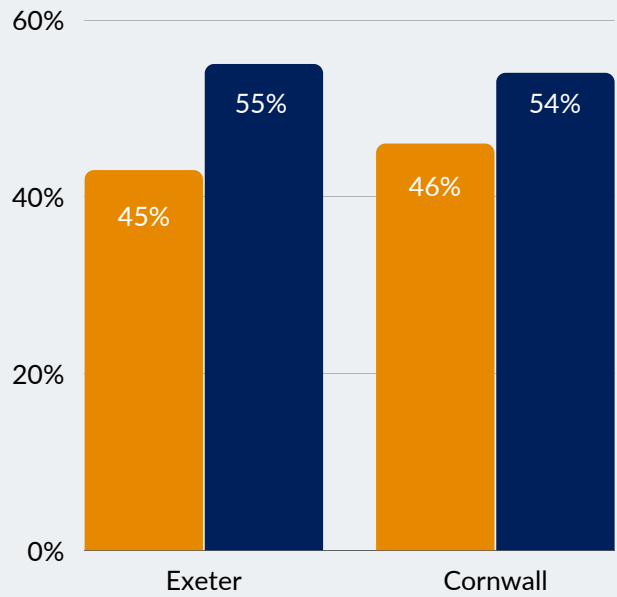
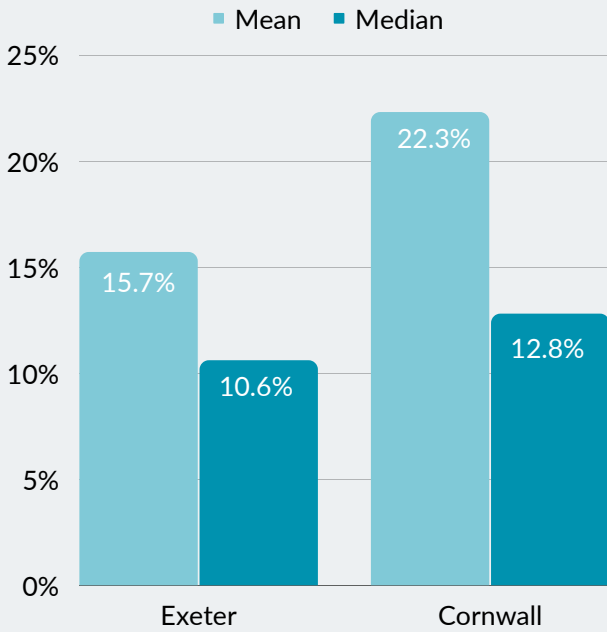
EMPLOYMENT BASIS 2021



CONTRACT TYPE 2021

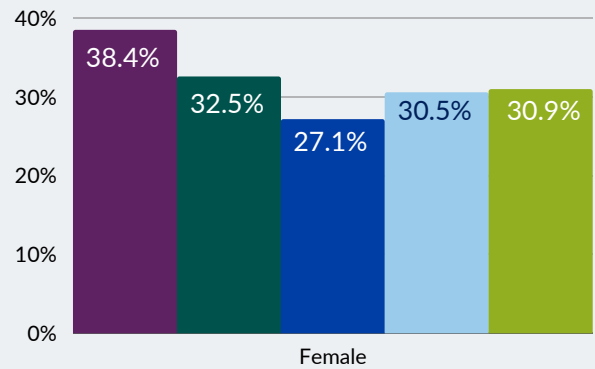
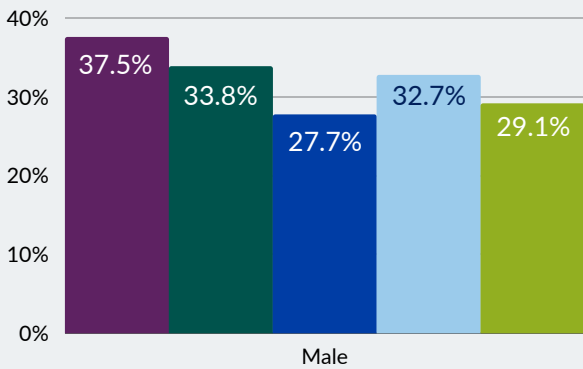


CAMPUS LOCATION 2021

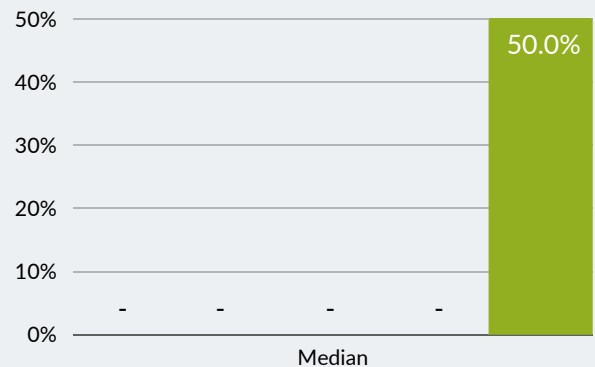
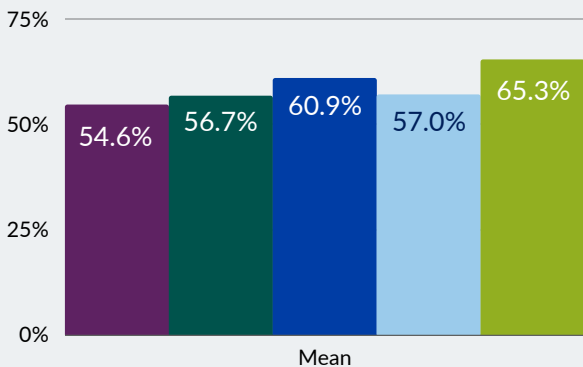


PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

2017 - 2018 - 2019 - 2020 - 2021



THE BONUS GAP



CLOSING THE GAP

We are committed to closing our gender pay gap through a combination of further research and delivery of our Silver Athena Swan gender equality action plan. Actions in the areas of recruitment, pay and reward are overseen by the HR Pay Gaps Action Group, chaired by Assistant HR Director of Policy and Reward, Andrew Johnson. However, all recruiting managers and senior leaders have a role to play in narrowing the gap.

Our actions to date include:

- A new role within the HR recruitment team to investigate how recruitment practices and what we can do differently.
- Further extension of Emergency Leave in recognition of sustained pressures on parents, guardians and carers.
- Reinstatement of staff salary increments, which were temporarily suspended at the beginning of the 2020/21 academic year in response to the financial impact of the pandemic.
- Reinstatement of the Above and Beyond Recognition scheme, which was partially suspended in the 2019/20 and 2020/21 academic years in response to the financial impact of the pandemic.
- Applying a lens of parity and equity when assessing cases for promotion and progression.
- Successful partnership working and delivery of actions to improve women's safety and prevent sexual harassment and misconduct, driven by the institutional Gender Safety Group.
- Review of our institutional Athena Swan gender equality Silver action plan through a Covid-19 lens.

Going forwards, we will:

- Resource a programme of work to investigate gender inequalities affecting our ad-hoc/claims worker population, as over two-thirds of this population are women and the majority in Grades B and E.
- Evaluate the impact of the Adjusting for the Differential Impact of the Coronavirus Pandemic policies for both Academic and Professional Services staff on progression.
- Support gender pay gap research proposals from the Business School.
- Investigate gendered disparities in the value of Above & Beyond awards.
- Conduct further research into starting salaries and exceptional pay enhancements.
- Scrutinise progress through our new Wellbeing, Inclusion and Culture Committee.

**Colleagues who do not identify as male or female are not within the scope of the statutory reporting duty covered in this report, as directed by the Government. For more information about our equality work and support for non-binary and trans staff, please visit: <https://www.exeter.ac.uk/departments/inclusion/support/lgbtqplus/>*

If you have any questions or feedback about the contents of this report, please contact the Equality, Diversity and Inclusion team: edi@exeter.ac.uk