

Pay Gaps Report: Gender, Ethnicity and Disability

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INTRODUCTION

Deputy Registrar and Chief College Operations Officer, Linda Peka

The University of Exeter's commitment to promoting equality, diversity and inclusion is central to our recently launched institutional 2030 Strategy and an integral part of our core values. The diversity of our community is one of our strengths and enriches employment, research and study experiences at the University. Sustaining our community is essential to our future success and we aspire to continue to create opportunities and remove barriers, in order to ensure that all of our staff and students achieve their full potential. This includes making meaningful progress in improving equality at the University.

Our 'new look' 2020 Pay Gaps Report contains more detail than reports from previous years. I am delighted that this year for the first time we have published data about our Ethnicity and Disability Pay Gaps alongside statutory Gender Pay Gap reporting information. This reflects our increasingly intersectional approach and our commitment to address all pay gaps at the University.

Our progress on gender equality has been recognised by our institutional Athena SWAN Silver Award, which was extended this year, in addition to departmental Athena SWAN Awards at either Bronze or Silver level for all of our nine STEM disciplines. Our Gender Pay Gap is continuing to close for our contracted staff, and we have also seen a welcome reduction in our Gender Bonus Gap. However, it is disappointing that when we include workers engaged on an ad hoc/claims basis our gender pay gap increases. Whilst the University's commitment to Fair Employment for All (FEFA) has seen over 500 postgraduate research students moved onto formal employment contracts, this area will be a particular area of focus moving forward to make further progress in reducing our Gender Pay Gap.



INTRODUCTION

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We are pleased to see an increase in representation of both women and staff from BAME backgrounds in senior roles at the University., However we recognise that there are further actions we can take to improve equality in relation to recruitment, promotion and progression, including in areas where women are over-represented and which build on the success of existing initiatives such as Diversifying Leadership and Elevate development programmes.

Additional analysis of our data this year has provided us with a useful insight into the pay disparities that exist for disabled staff for the first time and this will inform our the work of our Disability Equality Group.

Whilst some positive progress has been made in the past year, we look forward to continuing to close the gaps in collaboration with our wider community and through the work of our Equality Groups and the HR Pay Gaps Action Group.

We have continued to make progress in balancing the gap between men and women at professorial level, with the proportion of female professors increasing again to 31.8% (in October 2021).

Recognising the impact of the Coronavirus pandemic on both Academic and Professional Services staff, we have developed policies, supported by training and procedures, to address potential detriment impact so that the pandemic does not disadvantage colleagues' career progression. During the pandemic, we have also extended our emergency leave allowance to support working parents and carers whose education and caring arrangements were interrupted, in addition to other support to staff who have been working at home.



GENDER: KEY FINDINGS

- Our **mean** gender pay gap of **21.2%** has increased by **0.4%** compared to March 2019.
- Our **median** pay gap of **20.0%** has also increased by **1.4%** compared to the previous year.
- However, when workers engaged on an ad-hoc/claims basis are excluded from these figures, the mean and median pay gaps are **19.0%** and **12.3%** respectively, which demonstrates a gradual closing of the gap since 2017.
- Uneven distribution of men and women in different grades across the University remains the primary driver behind our gender pay gap. Women are overrepresented our ad-hoc/claims population (**70%**) and lower grades, while men are overrepresented in more senior, higher-paid roles.
- The **mean** cash value of "bonus" payments received by female employees is **56.9%**, including Clinical Excellence Awards. This has **reduced by 4%** compared to March 2019. The **median** cash value of "bonus" payments received by female employees is **the same** as the cash value of "bonus" payments received by male employees.
- All data in this report is based on a snapshot date of **31 March 2020**, 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 hour 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.

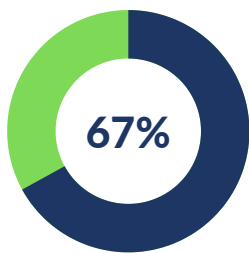
The median gender pay gap is the difference between the mid-point hourly pay rate of men and women, expressed as a percentage of median male hourly pay and is less influenced by outliers and uneven gender distribution across different levels of the organisation. It is calculated by identifying the middle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

OUR WORKFORCE DATA

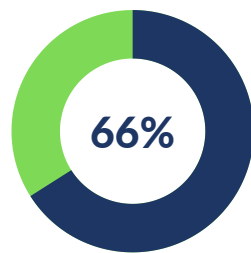


The University of Exeter has 6,646 staff, of which **43%** are male and **57%** are female.*

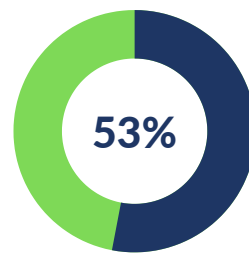
When dividing our staff population across four equal pay quartiles, in line with government requirements, women are significantly overrepresented in the in the lower pay quartiles and underrepresented in the Upper Quartile:



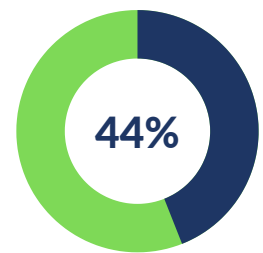
Lower Quartile



Lower Middle Quartile

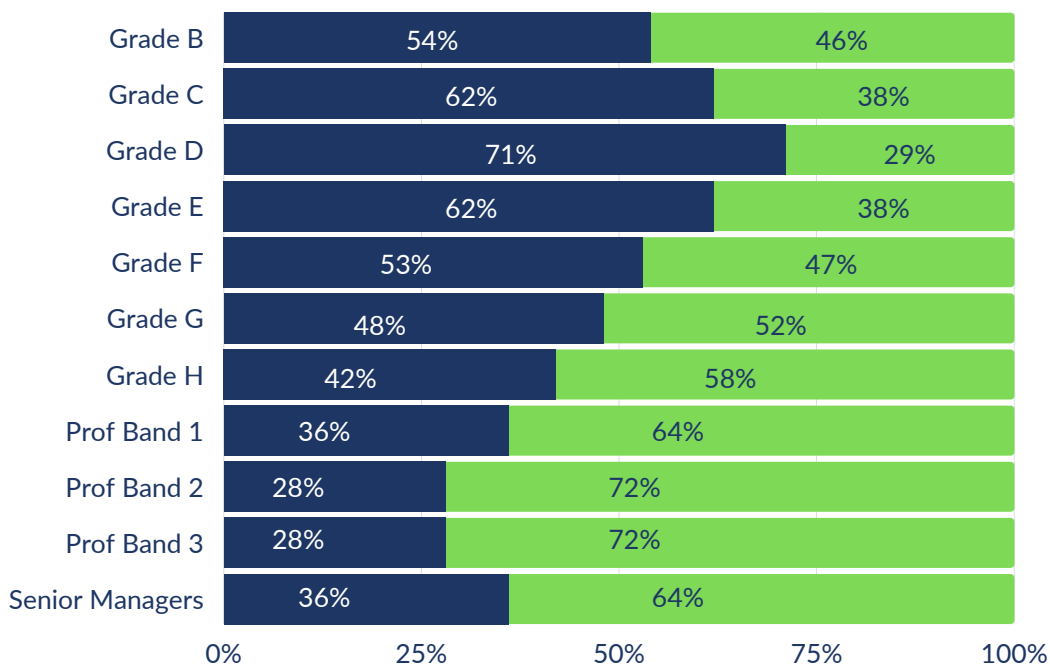


Upper Middle Quartile



Upper Quartile

Percentage of men and women in each pay grade:



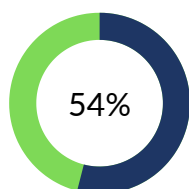
*Colleagues who do not identify as male or female are not within the scope of the statutory reporting duty covered in this report, as directed by the Government. For more information about our equality work and support for non-binary and trans staff, please visit:

GENDER: EQUAL PAY

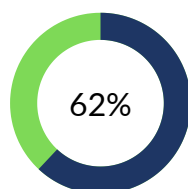
Equal pay refers to the equal amount a man and a woman are paid for the same or similar jobs, or work of equal value. The University regularly conducts equal pay reviews comparing the pay of men and women carrying out jobs at the same grade, to ensure that we are equating pay for work of equal value.

Successive equal pay reviews have shown no statistically significant differences between the average pay of men and women in each of the grades B to H and Professor Bands 1, 2 and 3, as demonstrated by the data below.

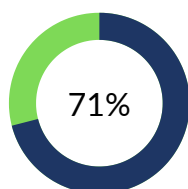
If significant differences are identified, these would be investigated and all Professorial salaries are reviewed annually through either the Professorial Salary Review or the Parity & Equity Review, aiming to narrow the pay gap at Professorial level. Following the 2019 Parity & Equity Review, the median pay gap for Professors reduced by **1.4%**.



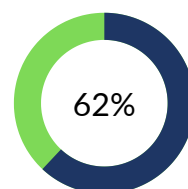
Grade B
Mean: 2.2%
Median: 0.0%



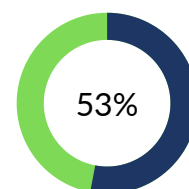
Grade C
Mean: -0.6%
Median: 0.9%



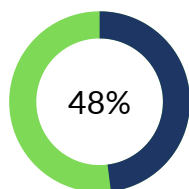
Grade D
Mean: 0.3%
Median: 0.7%



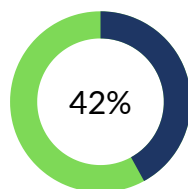
Grade E
Mean: 2.0%
Median: 1.2%



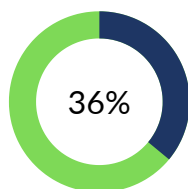
Grade F
Mean: 1.3%
Median: 1.6%



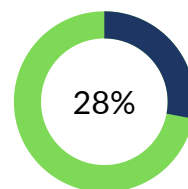
Grade G
Mean: 1.1%
Median: 2.9%



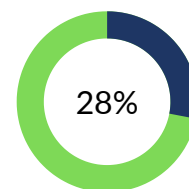
Grade H
Mean: 1.7%
Median: 0.0%



Prof Band 1
Mean: 2.9%
Median: -3.0%



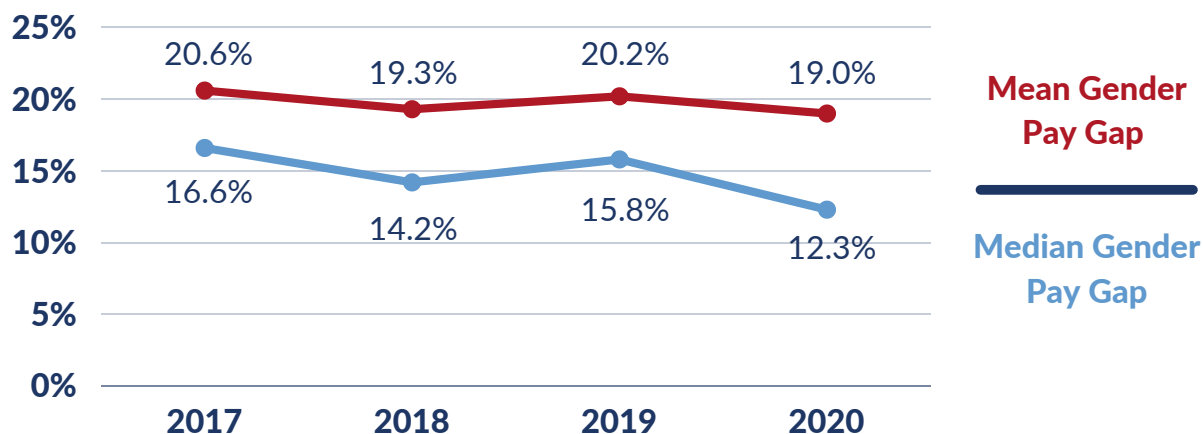
Prof Band 2
Mean: 5.1%
Median: 2.9%



Prof Band 3
Mean: -1.4%
Median: -4.2%

OUR GENDER PAY GAP

Annual change in Gender Pay Gap figures 2017-20 (excluding worked employed on an ad-hoc/claims basis):



The **mean** hourly rate of our female employees is **21.2% lower** than the mean hourly rate of our male employees. This is **0.4% higher** than in March 2019.

The **median** hourly rate of our female employees is **20% lower** than the median hourly rate of our male employees. This is **1.4% higher** than in March 2019.

However, when workers employed on an ad-hoc/claims basis are excluded, our **mean** and **median** gender pay gaps are **1.2%** and **3.5% lower** respectively than in 2019. A likely explanation for this is that these roles tend to be low paid and are more likely to be held by women. The chart above demonstrates the change in annual figures over time.



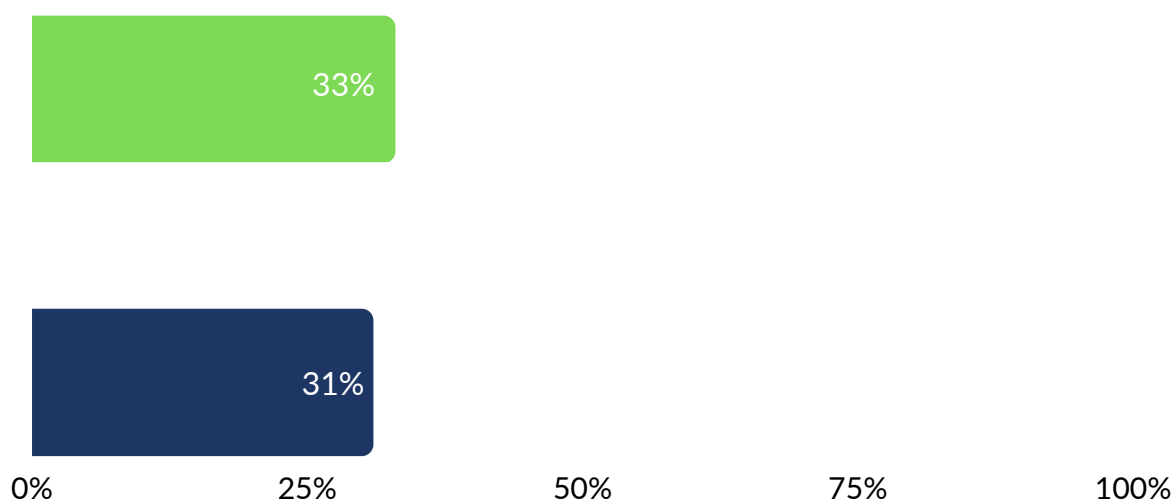
OUR BONUS GAP

The University's Reward Strategy ensures that exceptional performance is valued and rewarded based on 9 key principles, including embedding equality in our approach to reward.* Our two principal award arrangements are:

- Executive Performance Reward Scheme for senior managers
- Above and Beyond recognition scheme for all other staff

The graph below shows the proportion of staff who received a performance-related award in March 2020. A gap between the proportion of men and women receiving a "bonus" payment has grown in comparison to the previous year and further investigation is needed to understand the cause of this:

Proportion of staff receiving a performance related award 2019-20:



The **median** cash value of "bonus" payments received by female employees is the same as the cash value of "bonus" payments received by male employees (**0%**).

The **mean** cash value of "bonus" payments received by female employees is **57% lower**, including Clinical Excellence Awards, which are controlled by the NHS and not the University. This is a welcome **reduction of 4%** compared to March 2019. Excluding Clinical Excellence Awards, our median bonus gap figure is **0.0%** and our mean bonus gap figure is **43.45%**.

Performance rewards are generally a proportion of salary, which means that the primary reason for the bonus gap is that on average, men are paid more than women. Tackling the gender pay gap will therefore also reduce the bonus gap.

*<https://www.exeter.ac.uk/staff/benefits/reward/rewardandrecognition/>

CLOSING THE GAP

We remain committed to fostering a positive, inclusive and compassionate working environment which is a great place to work and study for all. Promoting and embedding gender equality is central to this commitment and we continue to progress this primarily through our institutional Athena Swan Silver Award action plan, which contains a number of actions aimed at reducing the gender pay gap and supporting women to progress in their careers.

Prior to the March 2020 lockdown, we had already identified that radical action was needed in order to safeguard against further growth in inequality. Subsequently we have also been cognisant of the pandemic's potential to reinforce existing privileges and inequities in society and the detrimental impact this could have on gender equality in higher education.

Following the establishment of a working group in 2020 chaired by our Provost Professor Janice Kay, in addition to review of detailed statistical analysis undertaken by Professor Jane Elliott, we have identified a number of actions to improve gender equality and reduce the gender pay gap. The majority of these actions are being taken forward and monitored by our HR Pay Gaps Action Group, chaired by Assistant HR Director of Policy and Reward, Andrew Johnson.

Our actions to date include:

- Introduction of the Adjusting for the Differential Impact of the Coronavirus Pandemic policies for both Academic and Professional Services staff to mitigate any disadvantages in terms of promotion and progression which were experienced as a result of the pandemic. We continue to monitor the impact of these policies and raise awareness of this approach through College promotions workshops.
- Successful application for an extension to our institutional Athena Swan Silver Award, which has enabled us to review our action plan through a Covid-19 lens ahead of the new 2023/24 renewal date.
- Extension of Emergency Leave to 10 days in recognition of increased pressures on parents, guardians and carers. This will be reviewed in the 2021/22 academic year.
- Development of a new home working policy.
- Analysis of furlough data throughout the pandemic, which shows that the gender profile of staff who were furloughed (56:44 F:M) is broadly similar to the gender profile of the Professional Services and Research job families eligible for furlough (60:40 F:M).
- Raising awareness of our gender pay gap and inviting feedback through two events on our Streatham and Penryn campuses for International Women's Day 2020.

CLOSING THE GAP

- Consideration of the gender profile of our workforce in developing savings plans in response to the Coronavirus pandemic – to mitigate against further widening of the pay gap, this resulted in the continuation of incremental progression in August 2020 for staff in Grades B to D, where women are over-represented. Increments for staff in Grades F and above were temporarily suspended.
- Analysis of the results of the Colleague Health and Wellbeing Survey, which found that women reported slightly greater job satisfaction and wellbeing than men overall, however non-binary colleagues were disproportionately more likely to report poor mental health.
- Significant investment in and promotion of actions taken by the newly established Gender Safety Group to prevent and respond to sexual misconduct, harassment and abuse.

OUR RESEARCH



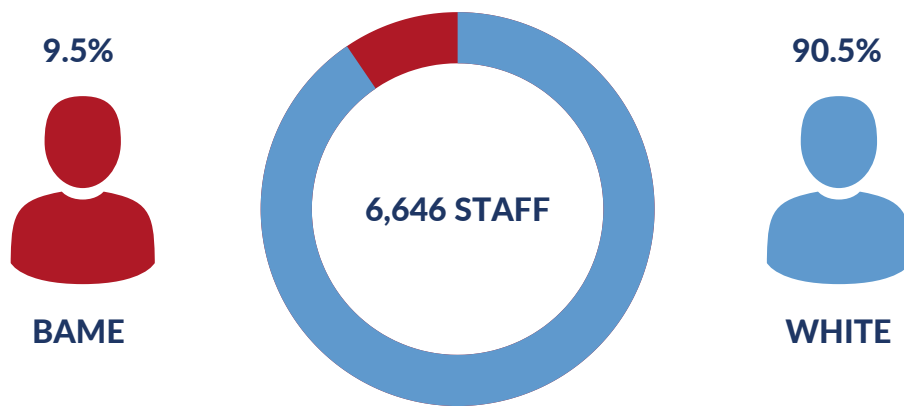
We have several academic staff members who are working with the University to conduct research that aims to help understand and reduce the Gender Pay Gap.

For example, analysis of pay data from 2016 onwards by Elliott and Lawrence has enabled the partitioning of the gender pay gap within the University in order to understand better: a) The contribution to the total figure made by the mean gender pay gap within each of the four different job families and b) The contribution to the total mean gender pay gap made by the fact that the proportions of women are different in each of the four different job families within the University, and that the average pay of each job family is different.

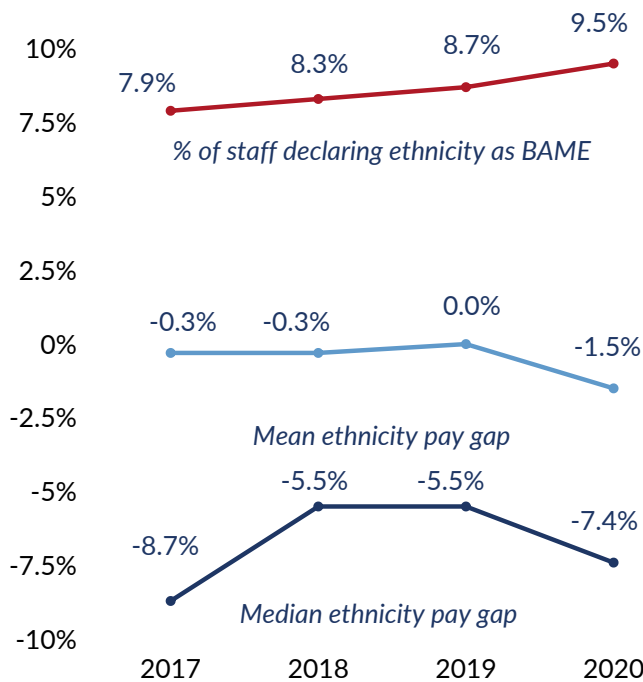
This work has demonstrated that between 2016 and 2021 the Research and Education job family consistently made the largest contribution to the total mean Gender Pay Gap followed by the Professional Services job family. However strikingly the analysis also showed that approximately half of the gender pay gap within the University can be accounted for by the lower mean salaries of those in the Professional Services job family (which has a high percentage of female staff) in comparison to the three academic job families. A working paper fully describing the methods and results of this analysis is available on request.

ETHNICITY: KEY FINDINGS

There is no standardised approach available for organisations to calculate the Ethnicity Pay Gap so for the purpose of analysis, we calculate our figures using the statutory Gender Pay Gap reporting methodology and publish this data annually. Data is disaggregated by BAME and white only and not by specific ethnic group, and excludes casual workers. It is also influenced by the numbers of staff who have opted not to disclose their ethnicity, as this is voluntary.



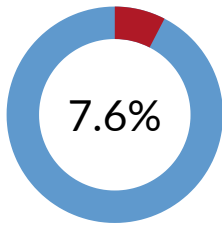
University-level Ethnicity Pay Gap 2017-20:



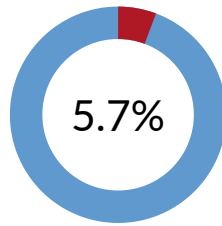
We have consistently seen a negative ethnicity pay gap at the University level for the past four years, which is likely to be a consequence of the relatively small percentage of BAME staff employed by the University and their uneven distribution across grades and job families. The proportion of BAME staff at the University has increased by **1.6%** during the past four years.

ETHNICITY: KEY FINDINGS

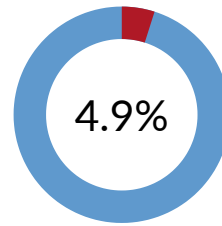
73.5% of all BAME staff at the University are employed across Grades E, F and G and we have undertaken additional analysis of the pay gap at these grades by job family and gender. Successive pay reviews have shown no statistically significant differences between the average pay of BAME and white staff across each grade:



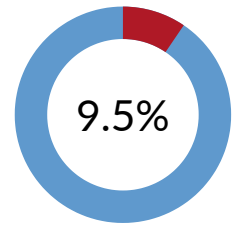
Grade B
Mean: -3.8%
Median: -4.2%



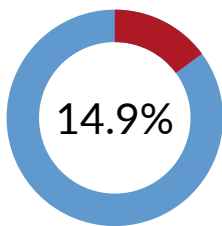
Grade C
Mean: 5.1%
Median: 0.0%



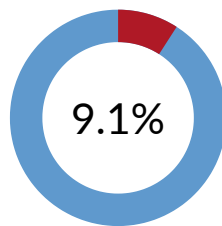
Grade D
Mean: 0.3%
Median: 1.3%



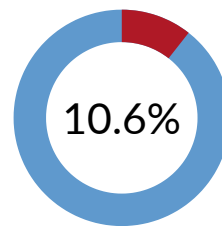
Grade E
Mean: -3.9%
Median: -1.3%



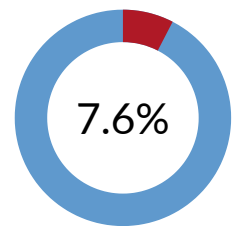
Grade F
Mean: -2.5%
Median: -1.5%



Grade G
Mean: 1.5%
Median: 1.6%

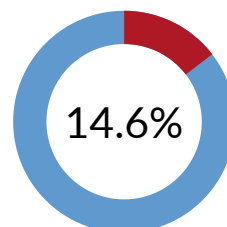


Grade H
Mean: -2.2%
Median: 0.0%

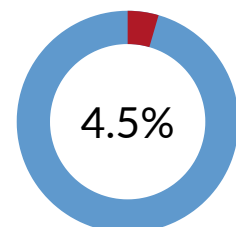


Professors
Mean: 5.9%
Median: 2.9%

However, when we disaggregate our data by job family, we find that the **median** hourly rates for BAME employees in the Academic and Professional Services job families were **11.1%** and **13% lower** respectively than the hourly rates for white employees. This is higher than the most recently published regional pay gap (2019) for the South West region (**6.1%**) and we need to undertake further analysis to discover the drivers behind this.



Academic
Mean: 13.0%
Median: 11.1%



Professional Services
Mean: 11.7%
Median: 13.1%

RECM SURVEY

Quantitative feedback from our Race Equality Charter Mark Survey indicates that 43% of BAME respondents strongly agreed or agreed that they are paid the same as colleagues who do the same job, compared to 54% of white respondents. However, a third (32%) of BAME respondents and just over a quarter (27%) of White respondents disagreed, indicating that BAME respondents were slightly more likely to observe inequalities regarding pay than white colleagues. Qualitative feedback highlighted that cultural norms around discussing money were a particular concern for BAME respondents and BAME women specifically, influencing staff's ability to negotiate their salary.

In terms of pay awards and increases, the distribution of responses was similar with about a third of both BAME and White respondents either agreeing, neither agreeing nor disagreeing, and disagreeing with the statement 'pay awards and increases are allocated fairly and transparently'. A perceived lack of transparency in 'Above and Beyond' award allocations were among the key concerns raised by BAME respondents.

CLOSING THE GAP

Actions to further understand and reduce our Ethnicity Pay Gap are being considered within our Race Equality Charter Mark action plan, as well as through the HR Pay Gaps Action Group. Agreed actions will be captured via our Race Equality Action Plan:

- Endeavour where possible to disaggregate data in future to ensure any pay differences between groups are investigated and remedial action is taken where necessary. This will involve developing appropriate, intersectional solutions to respond to the additional complexities associated with ethnicity pay gap reporting and the different factors that impact on the gap, including nationality, qualifications and length of time in post.
- Continue to research best practice and sector updates on ethnicity pay gap reporting in the absence of government directives.
- Benchmark our analysis against other Russell Group and HE institutions, particularly those situated in areas with comparable workforce demographics.
- Develop a wider 'Culture Index' as part of the University's forthcoming Mental Health and Wellbeing Strategy, to include key wellbeing and EDI indicators enabling us to track and evidence the impact of our EDI and wellbeing strategies and assess progress over time.
- Continue to invest in development initiatives which support the career progression of BAME staff, including the Diversifying Leadership and Elevate programmes.
- Our Race Equality Charter work has highlighted clear variations in the trends between our professional services and academic recruitment data, and we are currently examining this further specifically taking into account the difference in recruitment approaches.

DISABILITY: KEY FINDINGS

As of March 2020, **9.7%** of staff at the University had disclosed a disability and this is higher than the sector average for disability disclosures. Although Disabled staff are represented well across grades B-E, this declines from Grade F onwards. Our pay gap data shows that there is a **12.3%** mean and **16.1%** median pay gap between staff based on disclosure status.

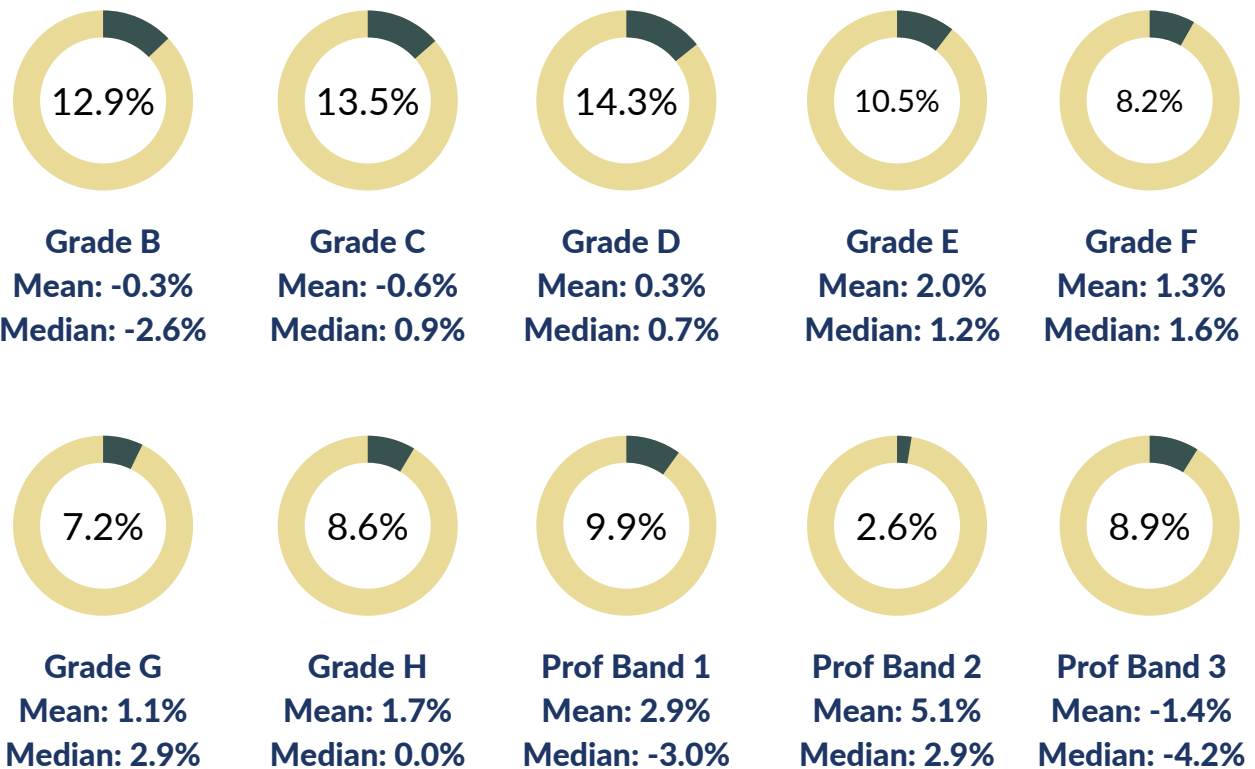
This data excludes workers employed on an ad-hoc/claims basis and a negative pay gap is disability-favoured.

Hourly Rate of Pay (March 2020):



Disabled Staff
 Non-disabled Staff

Disability Pay Gap by Grade:



CLOSING THE GAP

Further analysis shows that Disabled staff tend to start at lower starting salaries and this pay gap widens between two and five years of service. However, the gap begins to narrow when employees pass 10 years of employment with the University. There is also a variation in disability pay gap based on job family, with Education & Research (E&R) showing the highest disparity and Professional Services showing minimal pay disparity.

Through the University's Disability Equality Group, active consideration is being given to addressing the need of disabled staff in all aspects of University life, including recruitment, retention, career progression and socialising. In addition, there are many ongoing actions to identify and increase accessibility and we continue to invest heavily in infrastructure and buildings across the Streatham, St. Luke's and Penryn campuses. The Truro campus is a shared space with the NHS and Plymouth University and changes to infrastructure and buildings are constrained by situational limitations.

In parallel with the development and progress of the institutional Disability Equality Action Plan, the HR Pay Gaps Action group will undertake further analysis of the disability pay gap to understand the main drivers behind our figures and identify areas where action will have the most impact. This will include an analysis of the pay gap by employment basis (full-time/part-time split), further research into starting salaries and a review of reasonable adjustments offered and made in our recruitment processes.



For further details about any of the information contained in this report, please contact the Equality, Diversity and Inclusion team: edi@exeter.ac.uk