

CANTERBURY CHRIST CHURCH UNIVERSITY

# Gender and ethnicity pay gap report.

2019/20



Canterbury  
Christ Church  
University



# Vice-Chancellor's Foreword.



Legislation on gender pay gap reporting has been in place since 2017, recognising there is still work to be done in achieving equal representation of women at all levels in the workplace. This extends to other groups where inequities need to be redressed to create truly inclusive work and study environments.

Reporting any organisation's gender, ethnicity or disability pay gap becomes a missed opportunity if that's where the process ends. It is not the reporting of data as aggregated percentages that tells the story, but looking into the data in more detail to identify where differences are arising, understanding what factors might lie behind this and how these can proactively be addressed. Our Pay Gap report serves as a critical reminder of the work needed to effect change and to realise our commitment to building a diverse and inclusive workforce at all levels. Our results confirm we are making positive progress and we will continue to actively pursue ways to close the gap.

The 2019/20 pay gap review is Christ Church's fourth gender pay gap review the second ethnicity pay gap review to date. The data used in this snapshot report is taken from 31 March 2019 to 31 March 2020.

## Executive summary

In 2019/20, the average gender pay gap at the university reduced to 6.56%, which is significantly lower\* compared to 2018/19. Whilst a pay disparity still exists between men and women in absolute terms, the decrease in the pay gap suggests that the university is working towards closing the gap between men and women.

This is our second year of tracking our ethnicity pay gap and the average ethnicity pay gap increased by 1.58% vs White employees. Across the board, all major ethnic categories continue to observe a higher average hourly pay compared to White employees and a similar trend was also observed in the 2018/19 report. This is an encouraging picture which reflects the diverse staff profile at senior levels.

## What is the Gender Pay Gap and Ethnicity Pay Gap?

The gender pay gap is a measure of the disparity of the average hourly pay between men and women across an organisation. It is important that the gender pay gap is not to be confused with unequal pay, which is an unlawful practice in the UK of paying men and women differently for performing the same or similar work or work of equal value.

This year marks our second year reviewing the pay disparity between our ethnic minority and White staff. Whilst ethnicity pay gap reporting is not a mandatory requirement in the UK, at Christ Church we have started to collect, review and publish this data from 2018/19. Through examining our data and pay disparity between our ethnic minority and White staff, we are able to get a clear picture of where inequalities exist within the University and set out a course of action to address this. As such, we have followed the statutory framework for gender pay gap reporting and applied this to our ethnicity pay gap reporting.

## Why do pay gaps exist?

Pay gaps exist as there is a disparity in earnings between groups of people, in the case of the gender pay gap, this is between men and women. Pay gaps will continue to persist until there is an equal or proportionate number of women and ethnic minorities in job roles across every level of the University.

## How is the Gender Pay Gap and Ethnicity Pay Gap calculated?

In this report you will find the mean and median pay gap as well as the proportion of employees in each pay quarterly split by gender and ethnicity respectively. The pay gap is calculated on hourly pay for each relevant employee, meaning that the data is comparable for full-time and part-time employees.

## Why are we using men/women and not male/female?

In our previous pay gap reporting, we use the terminology of 'men/women' and 'male/female' interchangeably and it is important to note that we recognise and acknowledge that gender and sex are not synonyms.

The terms 'male' and 'female' indicate sex which relates to one's biology and is something that is assigned at birth. Gender is more complex and varies depending on how an individual sees their gender through a continuum of psychosocial self-perceptions, expression and behaviours.

As such, we will be using the terms 'men' and 'women' in this year's pay gap reporting.

# Gender Pay Gap 2019/20.

## Average gender pay gap – as a mean average – all staff

The mean average involves adding up all the numbers and then dividing the result by the quantity of numbers in the list.

For the gender pay gap as a mean average, this would involve adding up the average hourly pay of women, and then dividing this figure by the total number of women.

In 2019/20, the average gender pay gap at the university reduced to 6.56%, which is significantly lower\* compared to 2018/19. Whilst a pay disparity still exists between men and women in absolute terms, the decrease in the pay gap suggests that the university is working towards closing the gap between men and women.

### Average gender pay gap

#### Mean - all staff

6.56%

2019/20

2018/19

9.45%

2017/18

9.49%

YEAR	WOMEN	MEN
2019/20	£22.24	£23.80
2018/19	£22.35	£24.46
2017/18	£20.15	£22.06

● PAY GAP

## Average gender pay gap – as median – all staff

The median average involves listing all the numbers in numerical order. Where this results in an odd number, the median average is the middle number. However, where this results in an even number, the median will be the mean of the two central numbers.

For the gender pay gap as a median, this would involve listing all the hourly pay of women and finding the middle number.

Similarly, the median average pay gap in 2019/20 saw a decrease to 10.81%, which is a 1.75% reduction in the median average compared to the previous year.

### Average gender pay gap

#### Median - all staff

10.81%

2019/20

2018/19

12.56%

2017/18

13.19%

YEAR	WOMEN	MEN
2019/20	£18.63	£20.89
2018/19	£19.35	£21.78
2017/18	£18.30	£20.71

● PAY GAP

#### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

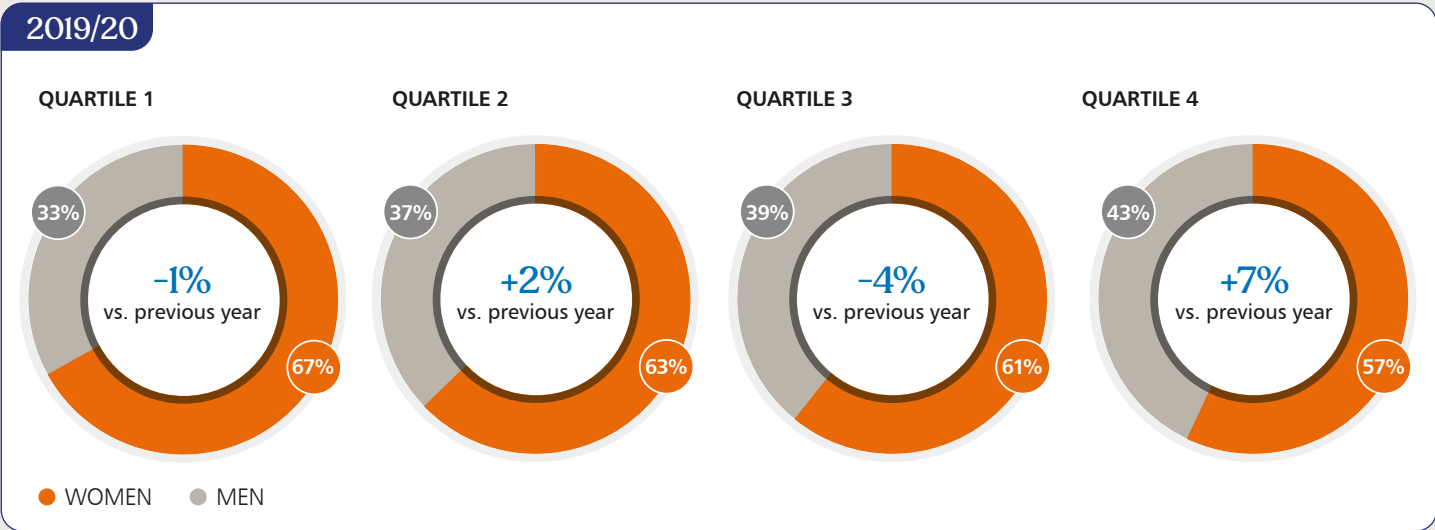
**Women** (2018/19 n=1453, 2019/20 n=1473)

**Men** (2018/19 n=950, 2019/20 n=911)

# Proportion of women workforce when split into quartiles for mean hourly rates.

The pay quartile reporting figure helps to illustrate the proportion of men and women who are in the lowest and highest pay quartiles at the University. To calculate the pay quartile, the hourly pay figure for all employees is ranked from highest to lowest and then divided into four quarters. To calculate the proportion of women in each pay quarter, the total number of women in each pay quarter is divided by the total number of employees in the pay quarter. This is then multiplied by 100 to provide the percentage of women in the respective pay quarter. The same is done for men to calculate the percentage of men in each pay quarter.

## Pay quartiles for men and women



In 2019/20, the lower quartiles (Q1 lower quartile and Q2 lower middle quartile) remained largely unchanged. There have been some changes towards the upper half with a small decrease in the upper middle quartile (Q3) and a 7% increase in women in the upper quartile (Q4) which is significantly higher\* compared to the 2018/19 reporting

year. At the same time, the proportion of men in the upper quartile (Q4) has decreased significantly compared to the previous reporting year. This shows that there has been an uplift in the proportion of women who are now amongst the highest average hourly salary in the University.

Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

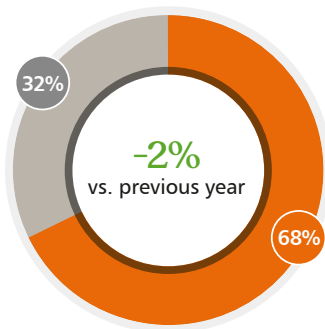
**Women** (2018/19 n=1453, 2019/20 n=1473)

**Men** (2018/19 n=950, 2019/20 n=911)

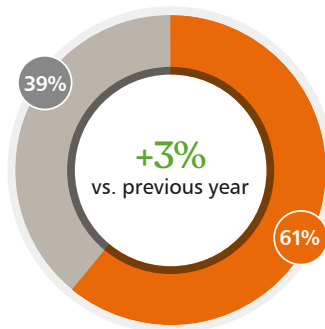
\*Statistically significant at 95% confidence

2018/19

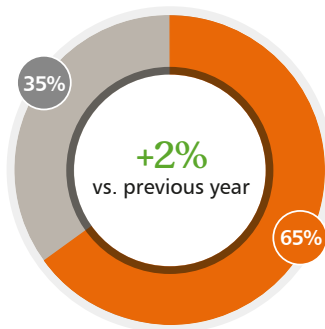
QUARTILE 1



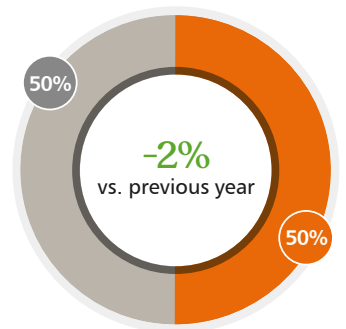
QUARTILE 2



QUARTILE 3



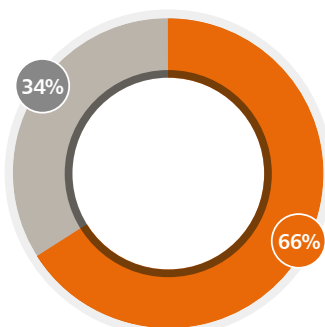
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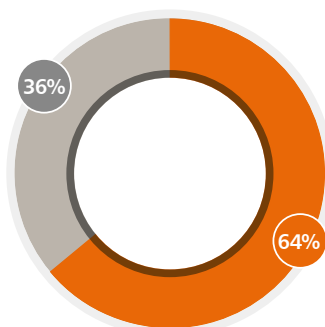
● WOMEN ● MEN

2017/18

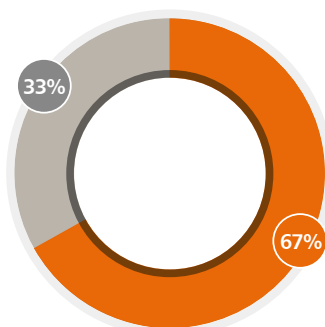
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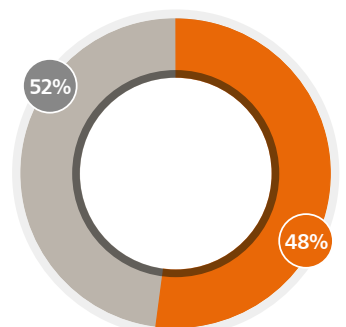
QUARTILE 2



QUARTILE 3



QUARTILE 4



● WOMEN ● MEN

# Ethnicity Pay Gap 2019/20.

## Why are we not using the term BAME?

At Christ Church, we are committed to not using the term BAME in this report as we are conscious that this term amalgamates the experiences of all ethnic groups together and is not reflective of the diverse make up of our staff and their experiences.

Whilst we have the ethnicity data of our employees, we have grouped individual ethnicities into wider ethnicity categories such as Asian or Asian British and Black or Black British. We have chosen to do this as this would help anonymise staff from underrepresented ethnicities. Aggregating ethnicities into a wider ethnicity category also allows for robust base sizes to conduct meaningful significance testing and analysis between previous years or other ethnicity categories.

## Average ethnicity pay gap – as a mean average – all staff

The mean average involves adding up all the numbers and then dividing the result by the quantity of numbers in the list.

For the ethnicity pay gap as a mean average, this would involve adding up the average hourly pay of ethnic minorities, and then dividing this figure by the total number of ethnic minorities.

### Average ethnicity pay gap

#### Mean – all staff



YEAR	WHITE	ETHNIC MINORITY*	ASIAN/ASIAN BRITISH	BLACK/BLACK BRITISH	MIXED	OTHER ETHNIC GROUP	NOT STATED
2019/20	£22.57	£24.34	£23.57	£24.07	£23.26	£25.85	£24.95
2018/19	£22.96	£24.49	£24.72	£25.30	£23.94	£25.03	•

● ETHNIC MINORITY DIFFERENCE VS WHITE

This year, the average ethnicity pay gap increased by 1.58% vs White employees. Across the board, all major ethnic categories continue to observe a higher average hourly pay compared to White employees and a similar trend was also observed in the 2018/19 report.

#### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2018/19 n=60, 2019/20 n=65)

**Black/Black British** (2018/19 n=65, 2019/20 n=64)

**Mixed** (2018/19 n=159, 2019/20 n=137)

\* Previously BAME

**Other** (2018/19 n=37, 2019/20 n=42)

**Ethnicity not stated** (2018/19 n=116, 2019/20 n=104)

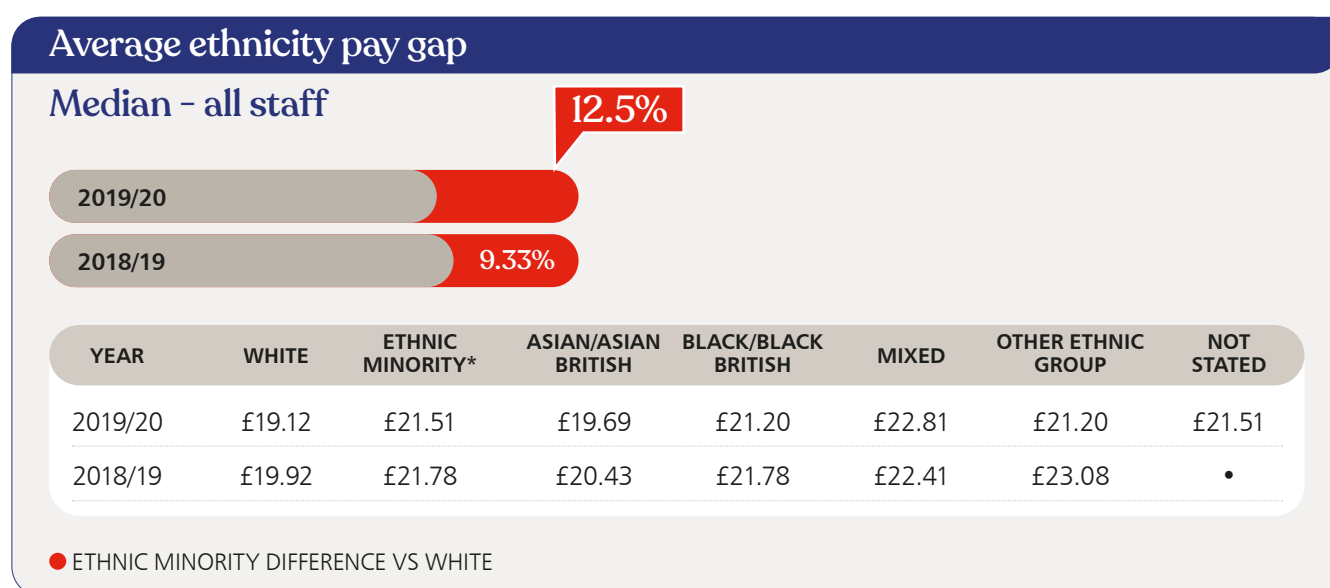
**White** (2018/19 n=1966, 2019/20 n=1972)



## Average ethnicity pay gap – as median – all staff

The median average involves listing all the numbers in numerical order. Where this results in an odd number, the median average is the middle number. However, where this results in an even number, the median will be the mean of the two central numbers.

For the ethnicity pay gap as a median, this would involve listing all the hourly pay of ethnic minorities and finding the middle number.



Similarly, the average median pay gap for ethnic minorities increased to 12.5%, a +3.17% difference from the last reporting year.

### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2018/19 n=60, 2019/20 n=65)

**Black/Black British** (2018/19 n=65, 2019/20 n=64)

**Mixed** (2018/19 n=159, 2019/20 n=137)

\* Previously BAME

**Other** (2018/19 n=37, 2019/20 n=42)

**Ethnicity not stated** (2018/19 n=116, 2019/20 n=104)

**White** (2018/19 n=1966, 2019/20 n=1972)

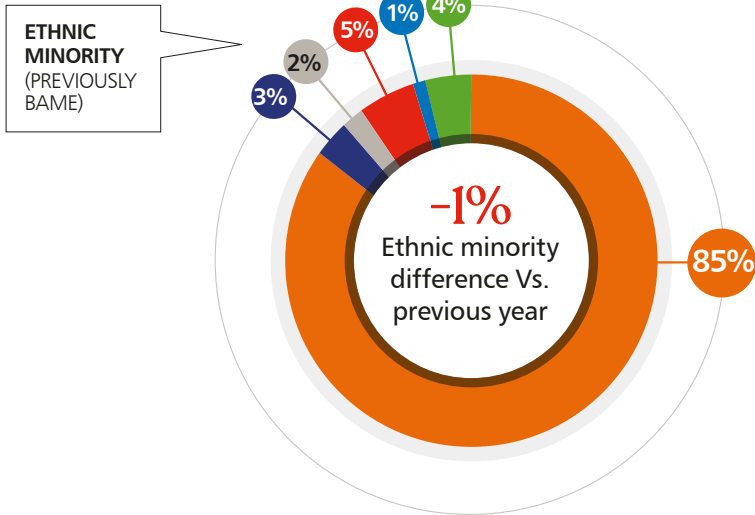
\*Statistically significant at 95% confidence

# Proportion of ethnic minority workforce when split into quartiles for mean hourly rate.

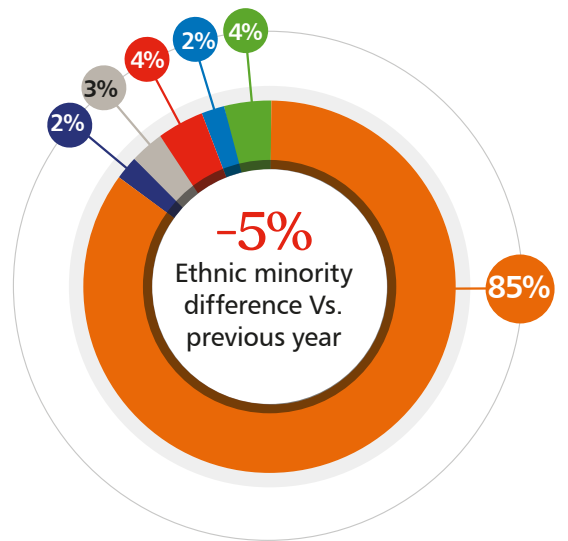
The pay quartile reporting figure helps to illustrate the proportion of White and ethnic minority staff who are in the lowest and highest pay quartiles at the University. To calculate the pay quartile, the hourly pay figure for all employees is ranked from highest to lowest and then divided into four quarters. To calculate the proportion of ethnic minority staff in each pay quarter, the total number of ethnic minorities in each pay quarter is divided by the total number of employees in the pay quarter. This is then multiplied by 100 to provide the percentage of ethnic minorities in the respective pay quarter. The same is done for White staff to calculate the percentage of White staff in each pay quarter.

**2019/20**

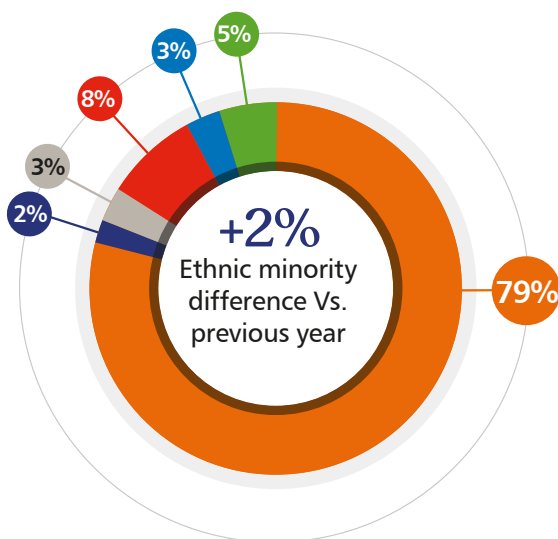
**QUARTILE 1**



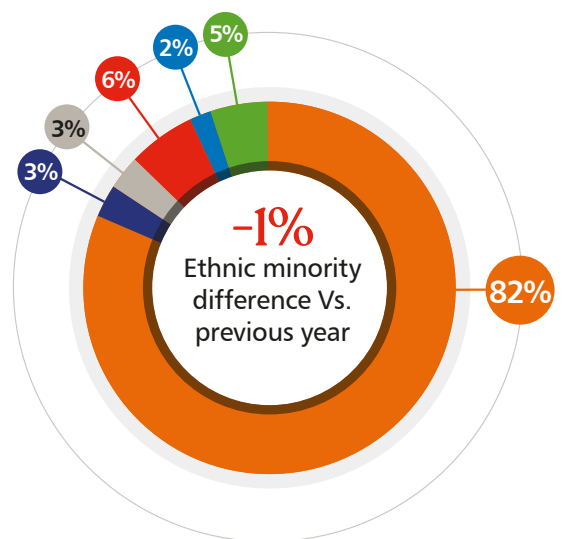
**QUARTILE 2**



**QUARTILE 3**



**QUARTILE 4**



**KEY**

- ASIAN / ASIAN BRITISH
- BLACK / BLACK BRITISH
- MIXED
- OTHER ETHNIC GROUP
- NOT STATED
- WHITE

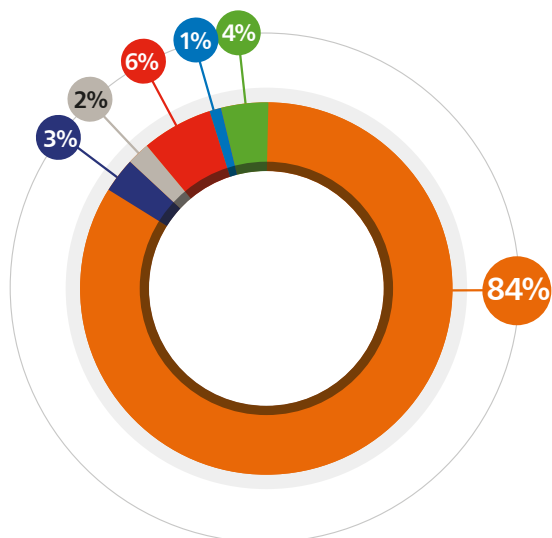
Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

In 2019/20, the proportion of ethnic minorities that occupy each pay quarter remain largely similar. Whilst there is a 5% decrease in Q2 between 2018/19 and 2019/20 for ethnic minorities colleagues and a 5% increase in this quartile for white colleagues in the same time frame, this change is not statistically significant at the 95% confidence interval.

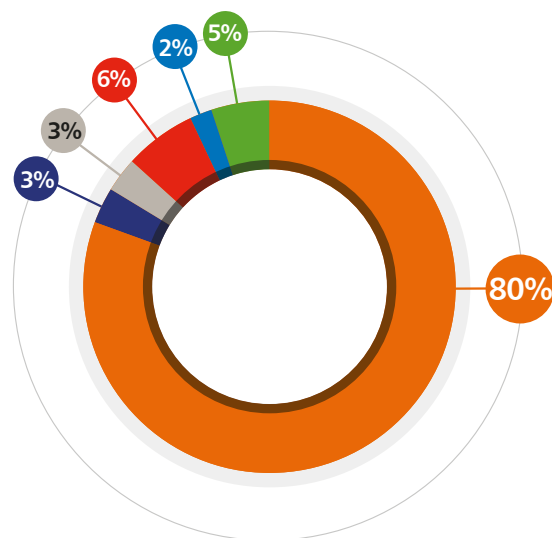
We do not currently report on Disability and LGBT+ pay gap but these are areas we would wish to include in future reporting.

**2018/19**

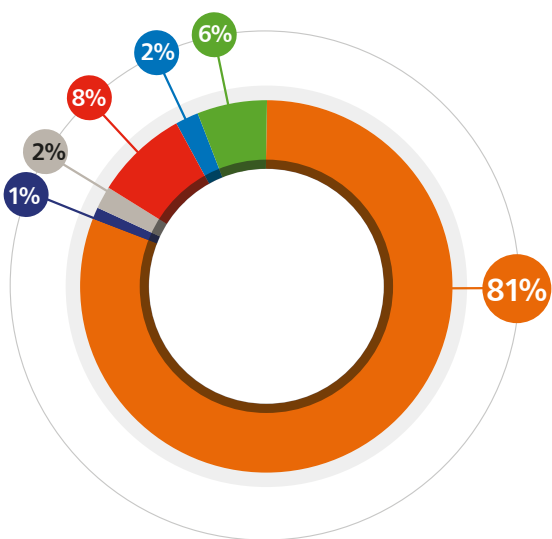
**QUARTILE 1**



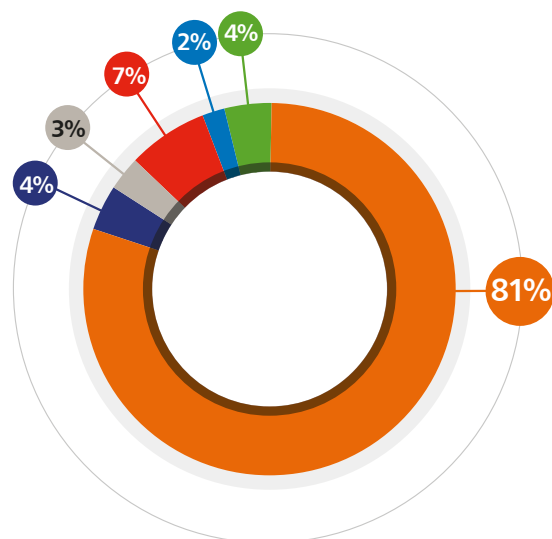
**QUARTILE 2**



**QUARTILE 3**



**QUARTILE 4**



**Base sizes:**

CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2018/19 n=60, 2019/20 n=65)

**Black/Black British** (2018/19 n=65, 2019/20 n=64)

**Mixed** (2018/19 n=159, 2019/20 n=137)

**Other** (2018/19 n=37, 2019/20 n=42)

**Ethnicity not stated** (2018/19 n=116, 2019/20 n=104)

**White** (2018/19 n=1966, 2019/20 n=1972)

\*Statistically significant at 95%

## Conclusion and next steps.

We recognise that aggregated percentages can mask significant differences and are committed to undertaking deeper analyses of our data to create an evidence-based approach for change.

Our Self-Assessment Team continues to monitor Athena Swan activities to ensure we are progressing against our action plan. This includes the provision of development opportunities for women both internally as well as externally, for example sponsoring places on the Leadership Foundation's Aurora Programme. We are one of the founding Universities of the South East Action Learning Programme for women leaders in HE and the programme continues to grow, attracting other universities and offering excellent growth and networking opportunities to women leaders.

A review of the promotion processes is planned for 2020/2021 to identify areas that may be preventing progression from under-represented groups. In addition, we have designed a development support programme to encourage academic staff to progress their careers, with particular emphasis on those from under-represented groups.

Our EDI Essentials training remains a mandatory requirement for all staff and the issue of Unconscious Bias is explicitly addressed in our leadership and management training and recruitment processes and training. We also have robust job evaluation processes in place to ensure fairness and consistency.

We agreed a set of strategic Equality Objectives in 2019 and these set out explicit commitments to diversify our staff base and to address gender, race and disability inequalities. Each Faculty and Department are required to develop robust action plans to ensure we can achieve the objectives set and accomplish real and lasting progress for diverse groups and individuals. Our emphasis will continue to be on removing barriers to success and progression, ensuring our staff are representative of our students across all levels and role types.