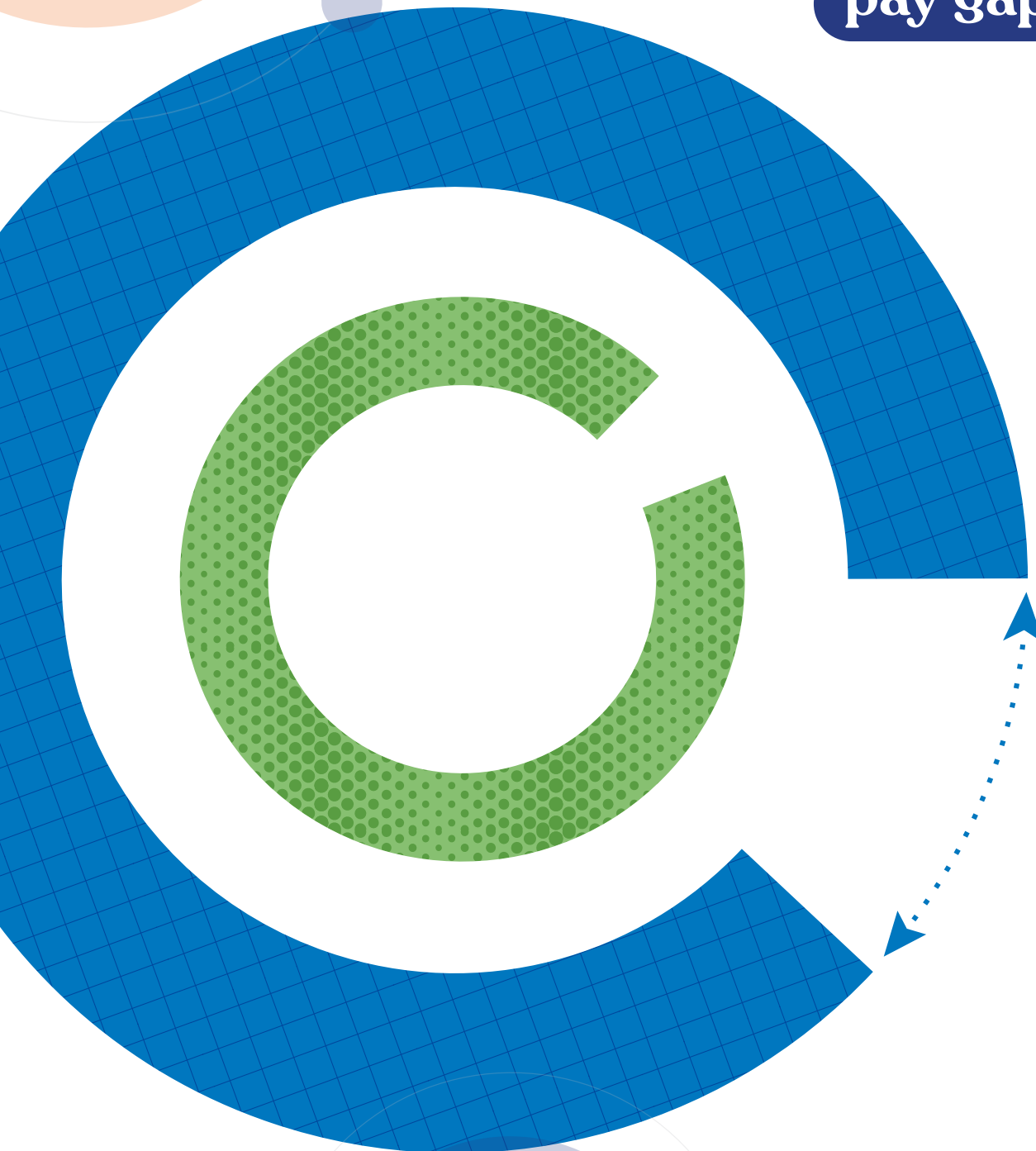


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CANTERBURY CHRIST CHURCH UNIVERSITY

Gender and ethnicity pay gap report.

2020/21



Canterbury
Christ Church
University

Vice-Chancellor's Foreword.



2020/21 has been an extraordinary period for the sector and the impact of successive lockdowns has been of considerable concern for the inequalities that were exposed and the apprehension that hard won gains might begin to reverse. It is therefore especially pleasing, in the light of a such a challenging context, to have continued our downward trend and to have reduced both the average gender pay gap and the median gender pay gap (to 4.64% and 8.52% respectively). The average and median ethnicity pay gaps continue to be in favour of ethnic minority employees; we are fortunate in having a diverse SMT which positively impacts these results.

The 2020/21 pay gap review will be Christ Church's fifth gender pay gap review and the third ethnicity pay gap review to date. The data used in this snapshot report is taken from 31st March 2020 to 31st March 2021.

Executive Summary

Gender Pay Gap

This is the fifth year we have reported our data so we are able to identify patterns and trends over time and continue to build an evidence-based approach to improving gender equality. It is pleasing to report a continuing declining trend in the pay gap between the average pay of women and men. The 2020/21 data indicates that both the mean and median average has decreased since previous years (4.64% and 8.52% respectively). Action plans are being developed to close the gap further, aligned with our work for the Athena Swan Charter.

Ethnicity Pay Gap

This is the third year we have presented this data. Given the broader work we are now undertaking on race at Christ Church it provides a useful equality indicator. Reporting on the ethnicity pay gap is not yet a Government requirement, however we have applied a similar framework to the statutory reporting on the gender pay gap. The analysis compares the average pay for ethnic staff in comparison to White staff as this is the majority group at our University. It presents a positive picture overall with the gap in favour of ethnic minority staff. This reflects the ethnic diversity at senior leadership levels and further analysis is planned to identify trends for staff earlier on in their career paths.

Recommendation

The Finance and Resources Committee is requested to note the University's data for this year and the actions which relate to improving gender and race equality as outlined in the paper.

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 third year reviewing the pay disparity between our ethnic minority and White staff. Whilst ethnicity pay gap reporting is not a mandatory reporting requirement in the UK, at Christ Church we have started to collect, review and publish this data since 2018/19 using the statutory framework for the gender pay gap to examine the ethnicity pay gap. Through examining our data and pay disparity between our ethnic minority and White staff, we can get a better understanding of where inequalities lie within the University and set out a course of action to address this.

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 and in the case of the ethnicity pay gap, this is between ethnic minorities and White people. 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 pay gap, median pay gap as well as the proportion of employees in each pay quartile. 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 previous pay gap reports, we used the terminology of 'men/women' and 'male/female' interchangeably and it important to note that we recognise that gender and sex are not synonyms. Gender is more complex and varies depending on how an individual sees their gender through a continuum of psychosocial self-perceptions, expression, and behaviours. Since the 2019/20 pay gap report, we have used 'men/women' in the reporting and this year, we will continue to use 'men/women' in the gender pay gap report.

Gender Pay Gap 2020/21.

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 2020/21, the average mean gap at the University reduced to 4.64%, which is significantly lower* than the previous reporting year. Whilst a pay gap still exists, the year on year decrease since 2017/18 on the mean pay disparity between men and women at the University is an encouraging trend.

Average gender pay gap

Mean - all staff

4.64%



YEAR	WOMEN	MEN
2020/21	£22.26	£23.34
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.

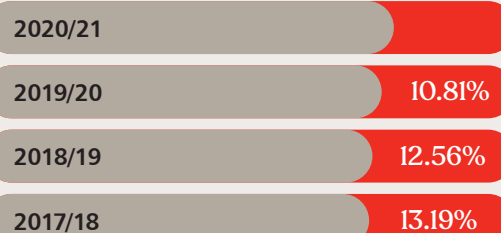
For the gender pay gap as a median, this would involve listing all the hourly pay of women and men, and finding the middle number for each.

Similarly, the median pay gap has also seen a significant decrease* in 2020/21 at 8.52% which is a 2.29% decrease from 2019/20.

Average gender pay gap

Median - all staff

8.52%



YEAR	WOMEN	MEN
2020/21	£18.63	£20.37
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, 2020/21 n=1278)

Men (2018/19 n=950, 2019/20 n=911, 2020/21 n=831)

*Statistically significant at 95% confidence

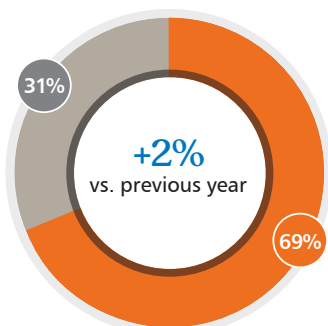
Proportion of women workforce when split into quartiles for mean hourly rates.

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.

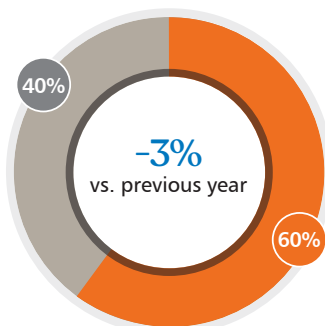
Pay quartiles for men and women

2020/21

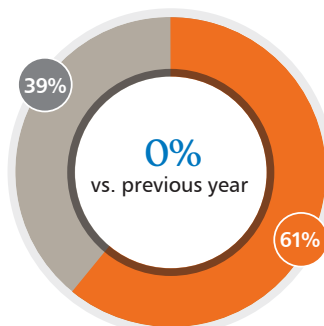
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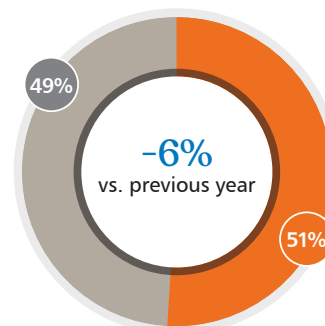
QUARTILE 2



QUARTILE 3



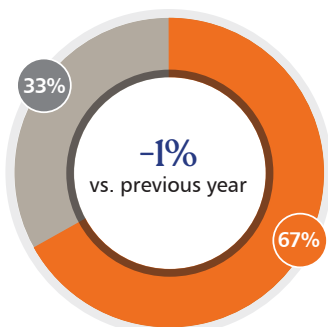
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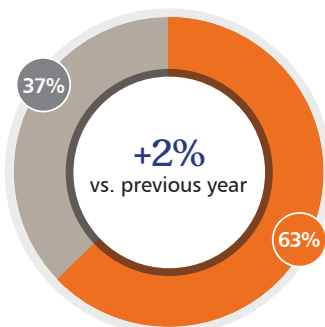
● WOMEN ● MEN

2019/20

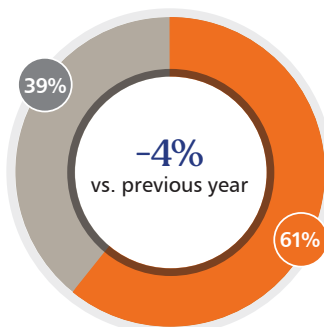
QUARTILE 1



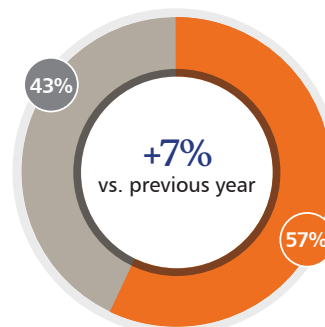
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QUARTILE 3



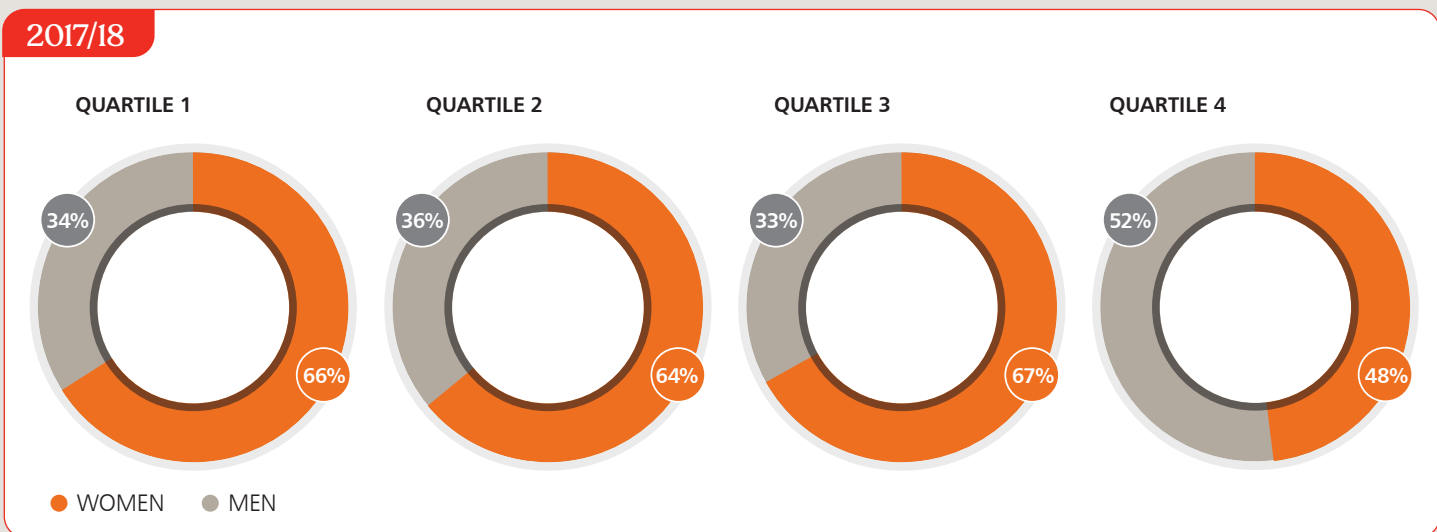
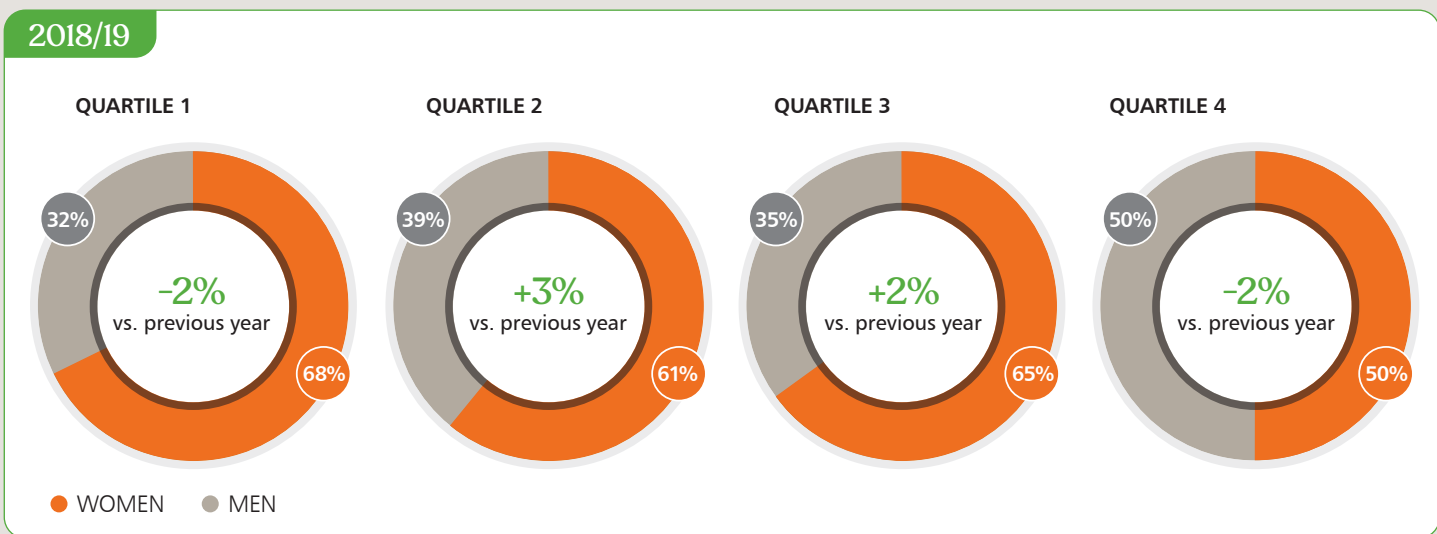
QUARTILE 4



● WOMEN ● MEN

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

In 2020/21, the lower quartiles saw some minor changes, with Q2 seeing a 3% decrease an increase of 2% in Q1 since 2019/20. Despite the changes in Q1 and Q2, these are not significant differences compared to the previous reporting year. In the upper quartile, Q3 remained unchanged whereas Q4 saw a 6% drop in which is significantly lower* than the previous year. At the same time, the proportion of men in Q4 increased by 6%, which is a significant increase* compared to previous reporting year. During this period, two Faculties underwent a merger, resulting in some changes at senior levels, as well as some other minor restructuring in another Faculty which resulted in two Schools merging, which may have impacted the changes in Q4.



Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

Women (2018/19 n=1453, 2019/20 n=1473, 2020/21 n=1278)

Men (2018/19 n=950, 2019/20 n=911, 2020/21 n=831)

*Statistically significant at 95% confidence

Ethnicity Pay Gap 2020/21.

Why are we not using the term BAME?

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

Whilst we have the ethnicity data of our employees; we have grouped individual ethnicities into wider ethnicity categories such as Asian/Asian British and Black/Black British. We have chosen to do this as this would help anonymise staff from underrepresented ethnicities. By aggregating underrepresented ethnicities into wider ethnicity categories, this allows us to conduct meaningful significance testing and analysis between previous years or other ethnicity categories.

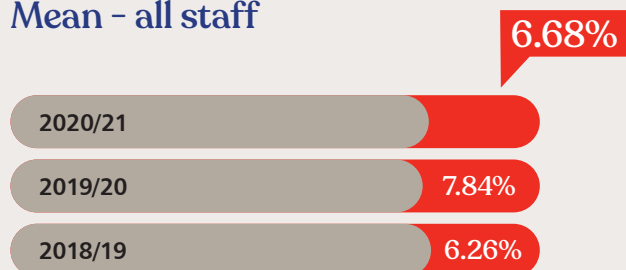
Average ethnicity pay gap – as a mean average – all staff

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
2020/21	£22.47	£23.97	£21.46	£25.26	£23.35	£25.80	£23.87
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

In 2020/21, the average ethnicity pay gap was 6.68% in favour of ethnic minority employees, which dropped by 1.16% compared to the previous reporting year. Aside from the Asian/Asian British ethnicity category, across the board all major ethnicity categories continue to observe a higher average hourly pay compared to White employees at the University.

Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

Asian/Asian British (2018/19 n=60, 2019/20 n=65, 2020/21 n=59)

Black/Black British (2018/19 n=65, 2019/20 n=64, 2020/21 n=59)

Mixed (2018/19 n=159, 2019/20 n=137, 2020/21 n=125)

Other (2018/19 n=37, 2019/20 n=42, 2020/21 n=36)

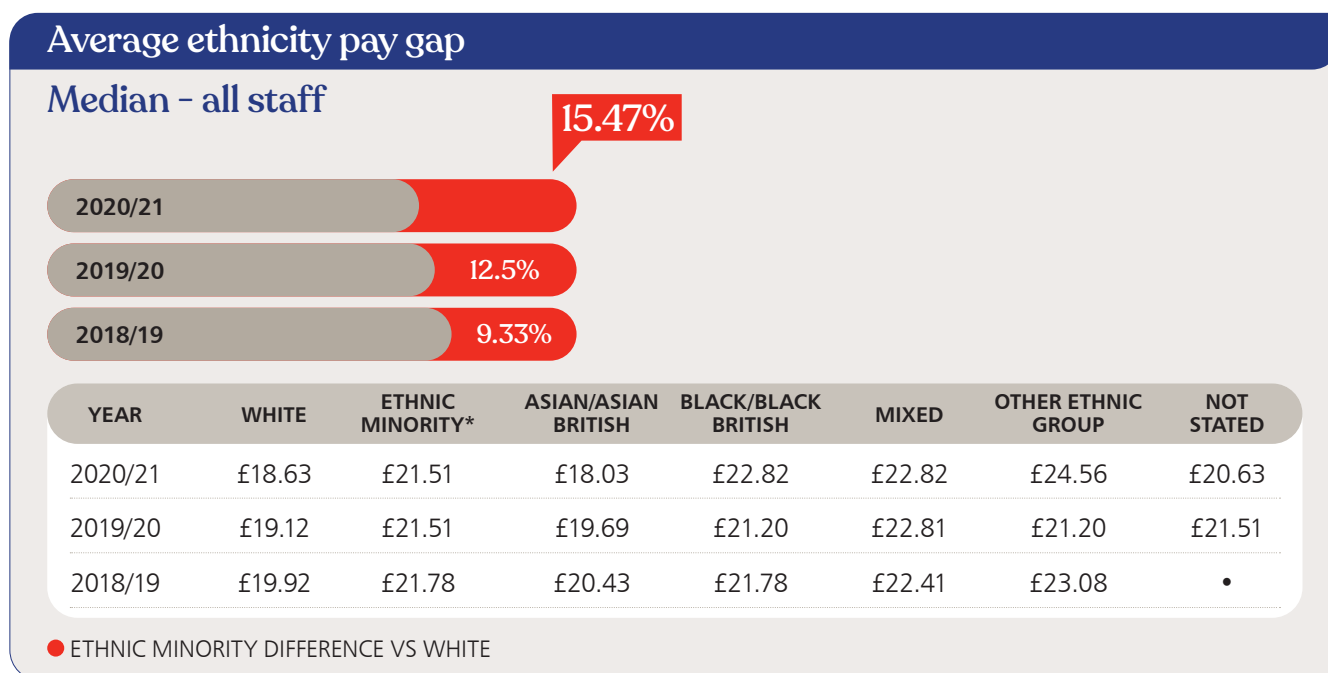
Ethnicity not stated (2018/19 n=116, 2019/20 n=104, 2020/21 n=92)

White (2018/19 n=1966, 2019/20 n=1972, 2020/21 n=1738)

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 minority and White colleagues and finding the middle number for each.



Similarly, in the 2020/21 reporting year, the average median pay gap for ethnic minorities at the University increased to 15.47%, which is a 2.97% increase compared to the previous year. Whilst there is an increase in the pay disparity between ethnic minorities and White colleagues, it should be noted that the median pay figures for ethnic minorities remained the same whilst the median figure for White colleagues decreased, which resulted in the increase in disparity.

*Statistically significant at 95% confidence

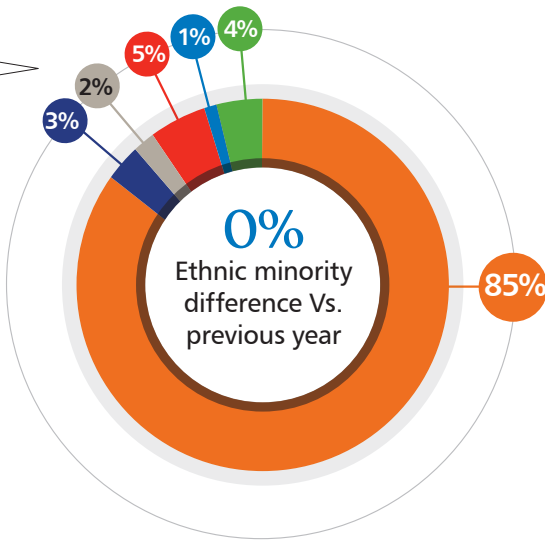
Proportion of ethnic minority workforce when split into quartiles for mean hourly rates.

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.

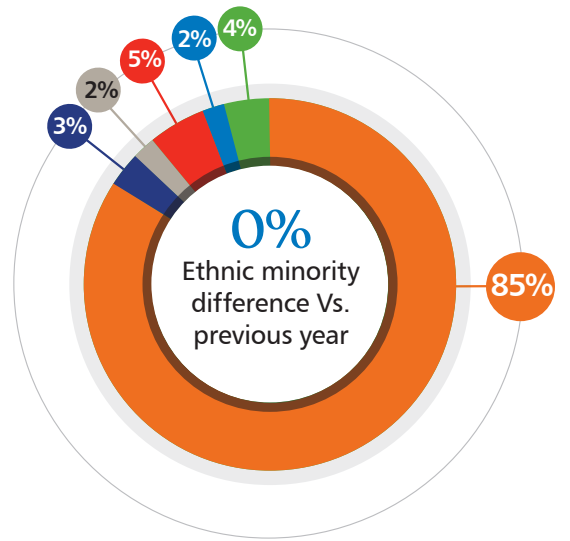
2020/21

QUARTILE 1

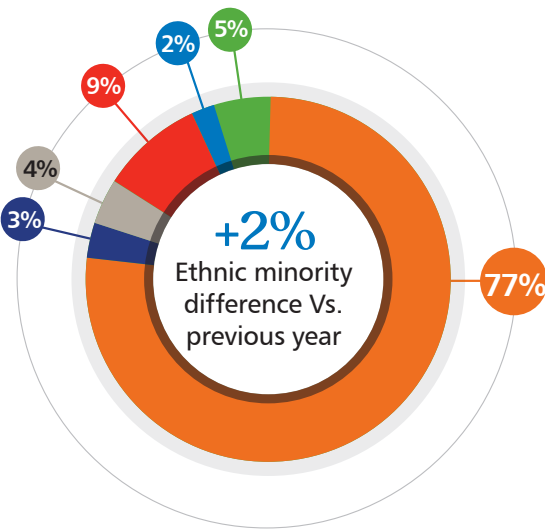
ETHNIC MINORITY (PREVIOUSLY BAME)



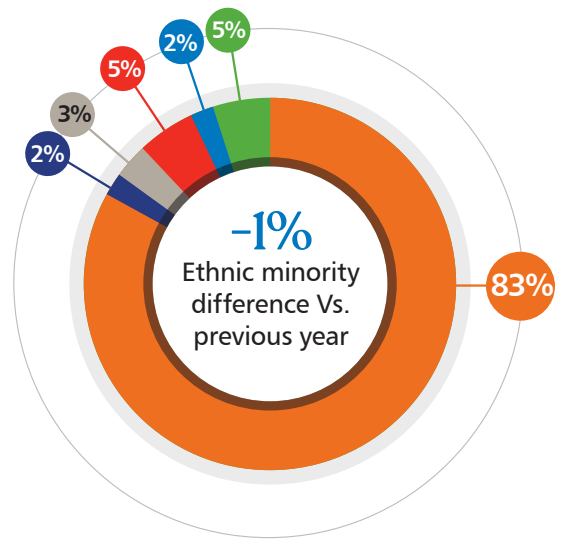
QUARTILE 2



QUARTILE 3



QUARTILE 4



KEY

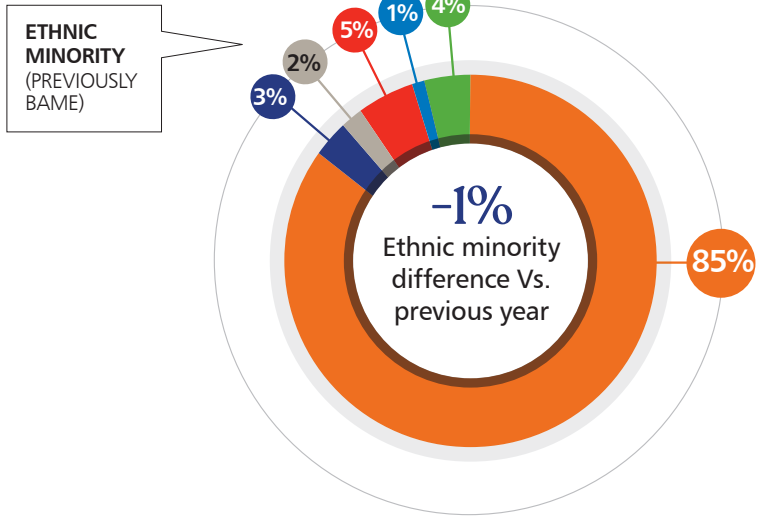
- ASIAN / ASIAN BRITISH
- MIXED
- NOT STATED
- BLACK / BLACK BRITISH
- OTHER ETHNIC GROUP
- WHITE

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

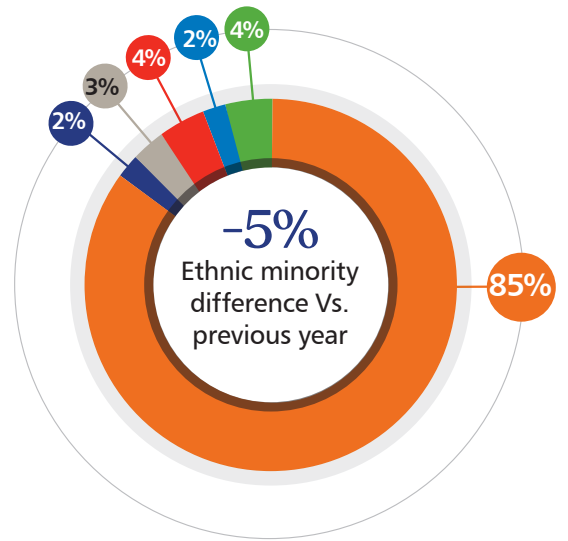
In 2020/21, the proportion of ethnic minorities that occupy the various quartiles remain largely unchanged. There were no changes in the lower quartiles and some minor changes in the upper quartiles.

2019/20

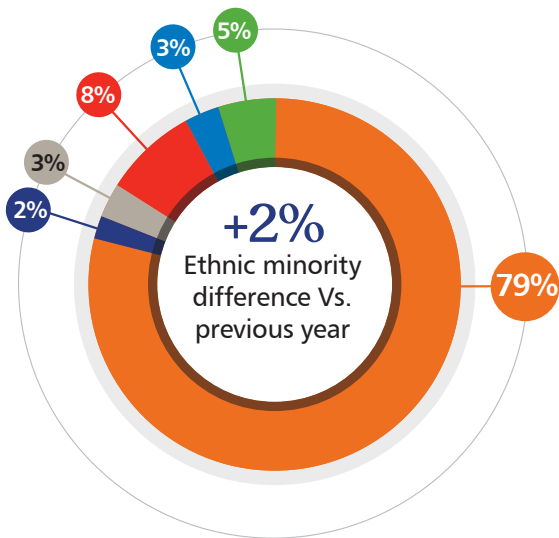
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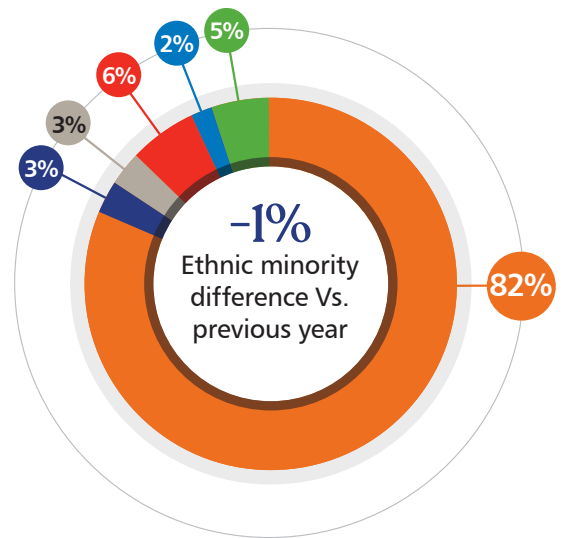
QUARTILE 2



QUARTILE 3



QUARTILE 4



Base sizes:

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Black/Black British (2018/19 n=65, 2019/20 n=64, 2020/21 n=59)

Mixed (2018/19 n=159, 2019/20 n=137, 2020/21 n=125)

Other (2018/19 n=37, 2019/20 n=42, 2020/21 n=36)

Ethnicity not stated (2018/19 n=116, 2019/20 n=104, 2020/21 n=92)

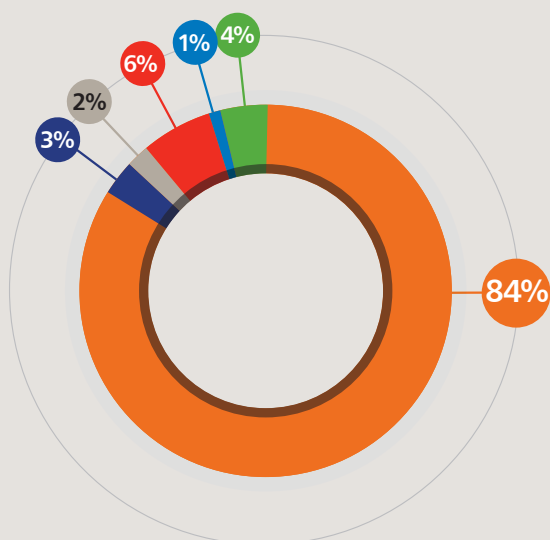
White (2018/19 n=1966, 2019/20 n=1972, 2020/21 n=1738)

*Statistically significant at 95%

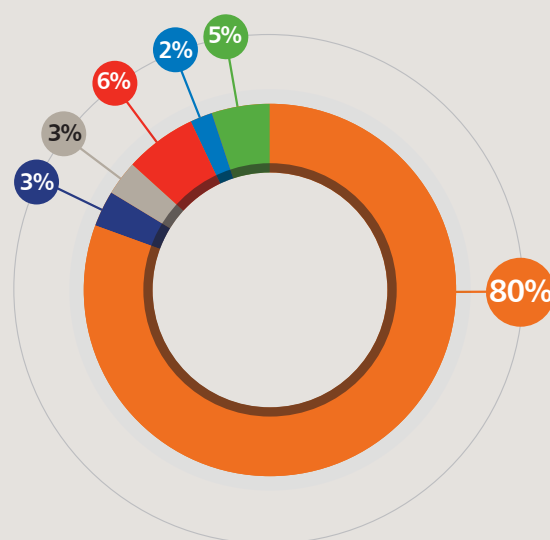
Proportion of ethnic minority workforce when split into quartiles for mean hourly rates.

2018/19

QUARTILE 1



QUARTILE 2



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)

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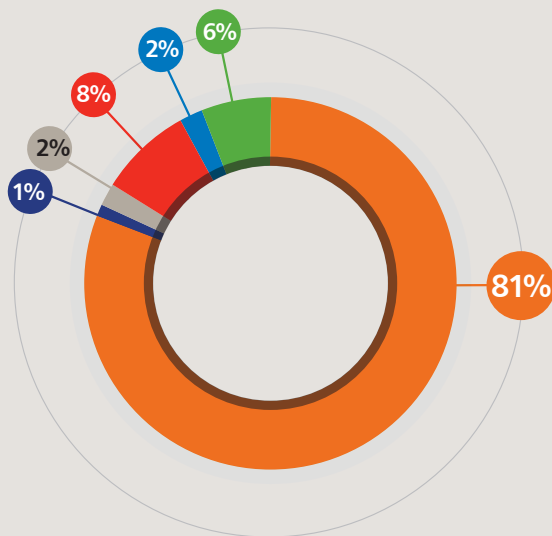
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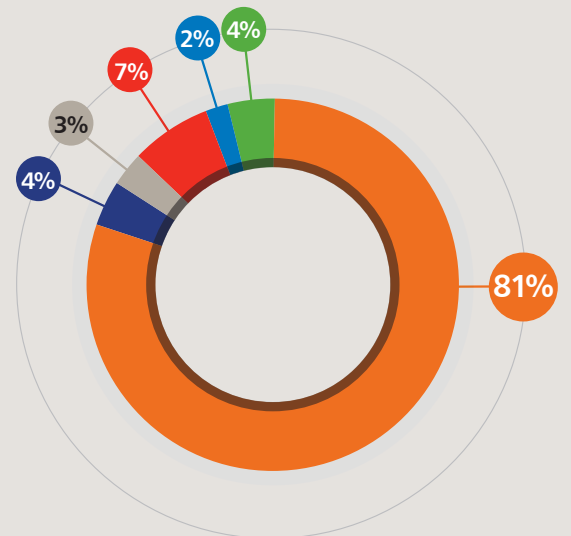
Ethnicity not stated (2018/19 n=116, 2019/20 n=104, 2020/21 n=92)

White (2018/19 n=1966, 2019/20 n=1972, 2020/21 n=1738)

QUARTILE 3



QUARTILE 4



*Statistically significant at 95% confidence

Conclusion and Next Steps.

Our Equality Objectives have proved to be a crucial catalyst for addressing how we achieve real and lasting progress for diverse groups and individuals. The EDI Objectives do not stand alone, they link to both the People Strategy and to our Strategic framework. Next, we need to develop detailed action plans for each Objective so that we can be confident of maintaining momentum and to facilitate progress monitoring by our EDI Committee.

Our emphasis will continue to be on removing barriers to success and progression, ensuring our staff are representative of our students at all levels and roles types. We have also introduced key performance themes that underpin our Positive Performance Conversations initiative (replacing the one-off annual appraisals process). Two of these have relevance for tackling inequalities: *Achieving a positive impact on internal and external communities and Building positive and inclusive working relationships.*

We have continued to build our EDI function, integrating the function into the People, Culture and Inclusion team, recognising that we need a connected approach that considers leadership development, career progression, culture change and evidence-based decision-making if we are to make lasting change. We also work closely with a range of partners across the University, acknowledging that reducing inequalities is the responsibility of all of us and Allies can play in achieving this. Our Staff Awards process recognised the excellent work to support equality that was undertaken by our LGBTQIA+ staff network, as well as by the Strategic Lead for Closing our Awarding Gap, during what has been an incredibly challenging time for all staff, but especially for staff from under-represented groups.

A new recruitment toolkit was introduced as a first step towards diversifying our staff base and we continue to promote shared parental leave and flexible working for all staff. Equality and Diversity training remains mandatory for all staff; completion of mandatory training is a pre-requisite for new staff satisfactorily completing their probation periods.

We are maintaining our commitment to Athena Swan and are reviewing the progress made and the impact of our previous action plan as we set out our ambitious plan to achieve a silver award in 2023. This will include ensuring that the intersection of gender with ethnicity and other protected groups is actively considered in gender equality initiatives. The planned action includes a review of progression and promotion outcomes to assess for gender and ethnicity equality and further development of open and transparent mechanisms to recognise and reward colleagues for their contribution.



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