

CANTERBURY CHRIST CHURCH UNIVERSITY

# Gender, ethnicity and disability pay gap report.

2021/22



Canterbury  
Christ Church  
University

# Vice-Chancellor's Foreword.



2021/22 has been another extraordinary period for the sector as we return to some form of normality post the pandemic. During the pandemic we saw a collective focus on the injustices and consequent discrimination experienced by communities from minoritised groups. Therefore, I am pleased that as a university we continue to make progress in closing both the gender and ethnicity pay gap. This year we saw a slight increase (0.71%) in the average pay between men and women, -5.35% compared to 4.64% last year, however this minor change is not statistically significant. More notable is the change to our median gender pay gap which has reduced to 3%, significantly lower in comparison to last year's data (8.5%). The median pay gap between ethnic minority and White staff remains in favour of ethnic minority staff, although the gap has decreased by 6.47%. There remain variations across the different ethnic groups, however, the overall picture is a positive one.

A major milestone this year is that we have published our disability pay gap data, being one of the very few universities to do so. The pay disparity is currently in favour of staff who do not identify as having a disability, being 9% higher than those who have declared a disability. It is clear there is further work to be done, but the starting point is to identify and understand the current picture. We believe that in publishing this data, we are not only holding ourselves accountable but also demonstrating our continued commitment to achieve equity in pay for all our members of staff. We are making excellent strides in closing our pay gaps while acknowledging that we have a lot more work to do. We look forward to working together, across all our university communities, to ensure every member of staff can thrive at Canterbury Christ Church and be assured of an equitable and inclusive working environment.

## Executive summary

### Gender Pay Gap

This is the sixth 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 median pay of women and men. The 21/22 data indicates a slight (non-significant) increase in the mean pay gap and, notably, a significant decrease in the median pay gap, (5.35% and 3% respectively). Action plans are being developed to close the gap further, aligned with our work under the Athena Swan Charter.

### Ethnicity Pay Gap

This is the fourth year we have presented this data. Given the broader work we are now undertaking on race at Canterbury 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.

### Disability Pay Gap

This is the first year we have reported this data and are one of very few universities to do so. This demonstrates our continued commitment to ensure all members of staff have equity in pay. The pay disparity is currently in favour of staff who do not identify as having a disability, being 9% higher than those who have a declared disability.

We have too many staff choosing not to state their ethnicity or to declare whether or not they have a disability. Initiatives to encourage staff to disclose protected characteristics will be an important next step, enabling us to improve the quality of the data reporting and provide a stronger evidence-base for developing plans to address the reported differentials.

## 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.

# Definitions.

## What is the gender, ethnicity and disability 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 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 the fourth year reviewing the disparity in pay between ethnic minority and White staff at Canterbury Christ Church. In the UK, organisations are not required to report on any pay disparities between different ethnicities, however at Canterbury Christ Church this is information that has been calculated and published since 2018/19.

The 2021/22 reporting year marks the first year that Canterbury Christ Church examines its pay disparity between staff who have declared a disability and staff who declared that they do not have a disability. Just like reporting on the ethnicity pay gap, the reporting of pay disparities of disability status between staff is not mandatory in the UK. Despite this, the University is committed to understanding any disparities in pay and to increase our awareness and understanding of the extent of any pay gaps and inequalities that exist. This will enable us to devise the appropriate actions to address this and further our aim of ensuring an equitable and inclusive work environment for all staff.

Like previous years, the statutory reporting framework used in the gender pay gap was also used to examine the ethnicity pay gap. The same will be done in this year's calculation and for reporting both the ethnicity and disability pay gap.

## Why do pay gaps exist?

Pay gaps exist as there is a discrepancy in the earnings between different groups of people. The pay gaps reported here includes gender, ethnicity, and disability. The gender pay gap looks at the difference in pay between men and women, the ethnicity pay gap examines difference in pay between White people and ethnic minorities and the disability pay gap looks at the difference between those who have declared that they have a disability and those who have declared that they do not have a disability.

## How is the gender, ethnicity and disability pay gap calculated?

This report examines the pay gap in three ways: mean, median and 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.

## A note on terminology

In previous gender pay gap reports, we used the terminology of 'men/women' and 'male/female' interchangeably and it is important to note that we recognise that gender and sex are not synonyms. Gender is more complex and varies depending on how an individual perceives their gender, taking into account psychosocial self-perceptions, expression, and behaviours. Since the 2019/20 pay gap report, we have used 'men/women' when describing the data sets and this year we will continue to use the terms 'men/women' for gender pay gap reporting.

The University has committed to stop 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 experience of all ethnicities and ethnic groups.

Whilst individual ethnicity data is collected, in this report, individual ethnicities have been grouped into wider ethnicity categories such as Asian/Asian British and Black/Black British. This is purposely done to help anonymise small base sizes of staff from underrepresented ethnicities. Through aggregating ethnicities into broader ethnicity categories, this allows for meaningful significance testing and analysis against previous reporting years and ethnicity categories.

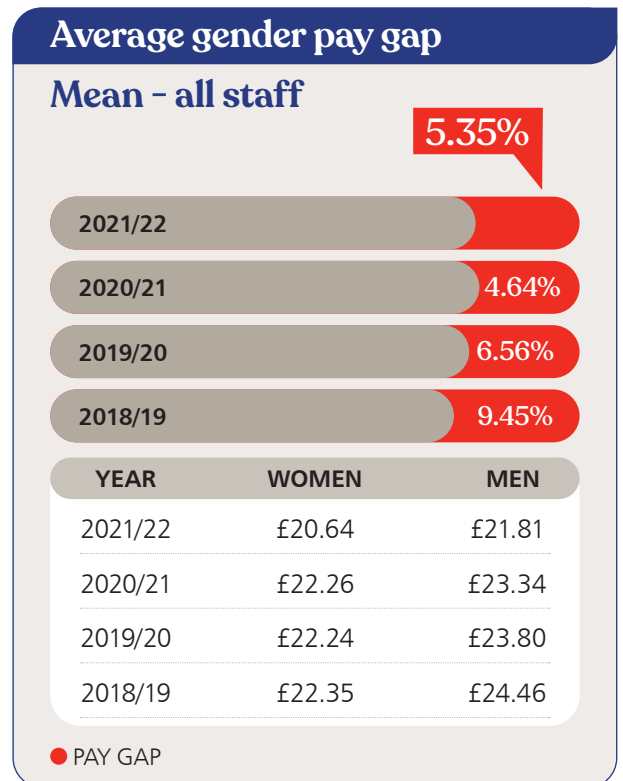
# Gender pay gap 2021/22.

## 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, and similarly for men.

In 2021/22, the average gender pay gap between men and women was 5.35% and this is 0.71% higher than the previous reporting year. Despite the marginal increase in mean pay gap between men and women, this difference in 2021/22 is not statistically significant compared to the previous reporting year.

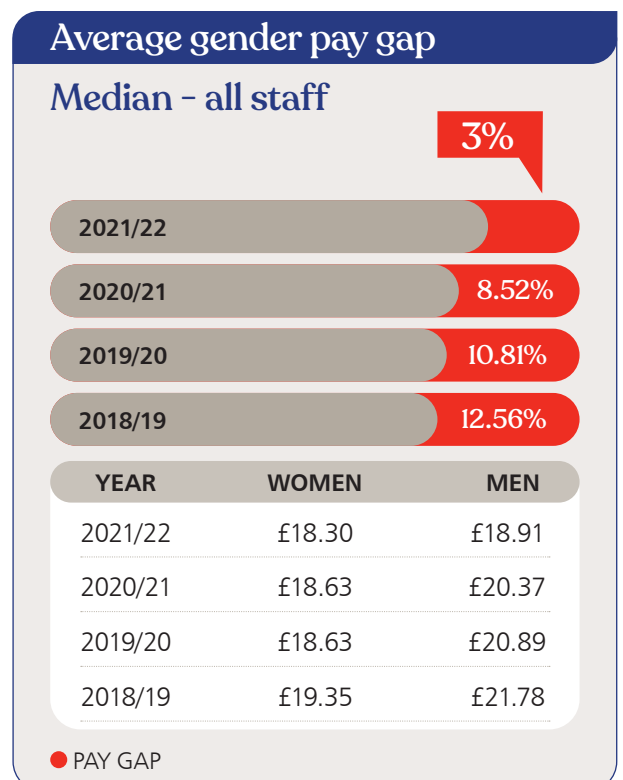


## Average gender pay gap – as median – all staff

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 similarly for men, and finding the middle number for each.

Whilst the average pay gap saw an increase, the median pay gap between men and women decreased to 3%. The difference in median pay between men and women in 2021/22 is significantly lower\* compared to the median difference in 2020/21. Whilst this is an encouraging trend, it should be noted that the decrease in median pay amongst men was greater than the decrease in median pay amongst women since the previous reporting year, which contributed to the overall decrease in median pay between men and women in 2021/22.



#### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Women** (2019/20 n=1473, 2020/21 n=1278, 2021/22 n=1174)

**Men** (2019/20 n=911, 2020/21 n=831, 2021/22 n=771)

\*Statistically significant at 95% confidence. Charts not to scale

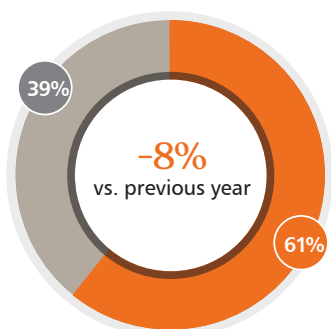
# Proportion of women workforce when split into quartiles for mean hourly rates.

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. Quartile 4 represents the upper quartile, quartile 3 represents the

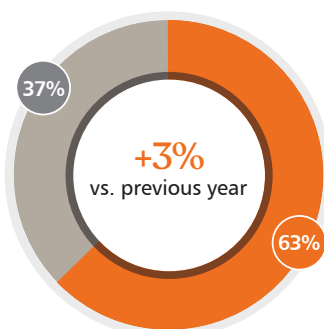
## Pay quartiles for men and women

2021/22

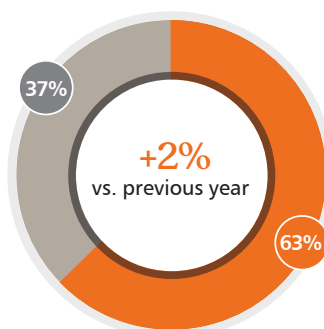
QUARTILE 1



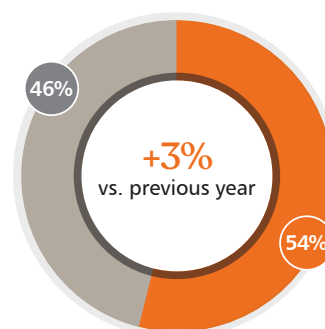
QUARTILE 2



QUARTILE 3



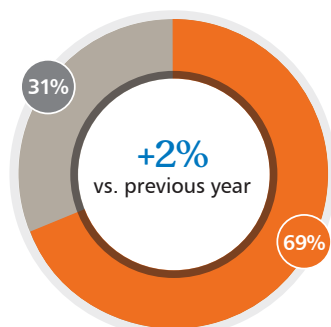
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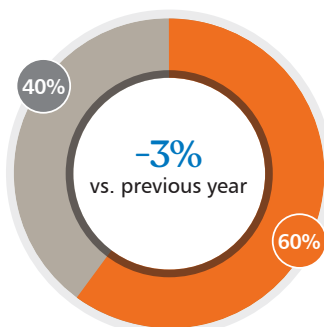
● WOMEN ● MEN

2020/21

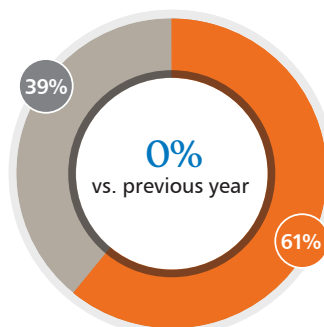
QUARTILE 1



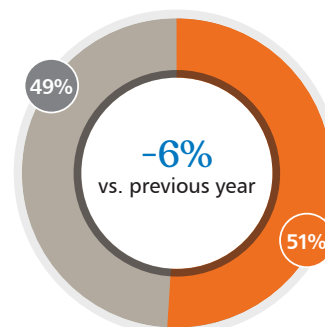
QUARTILE 2



QUARTILE 3



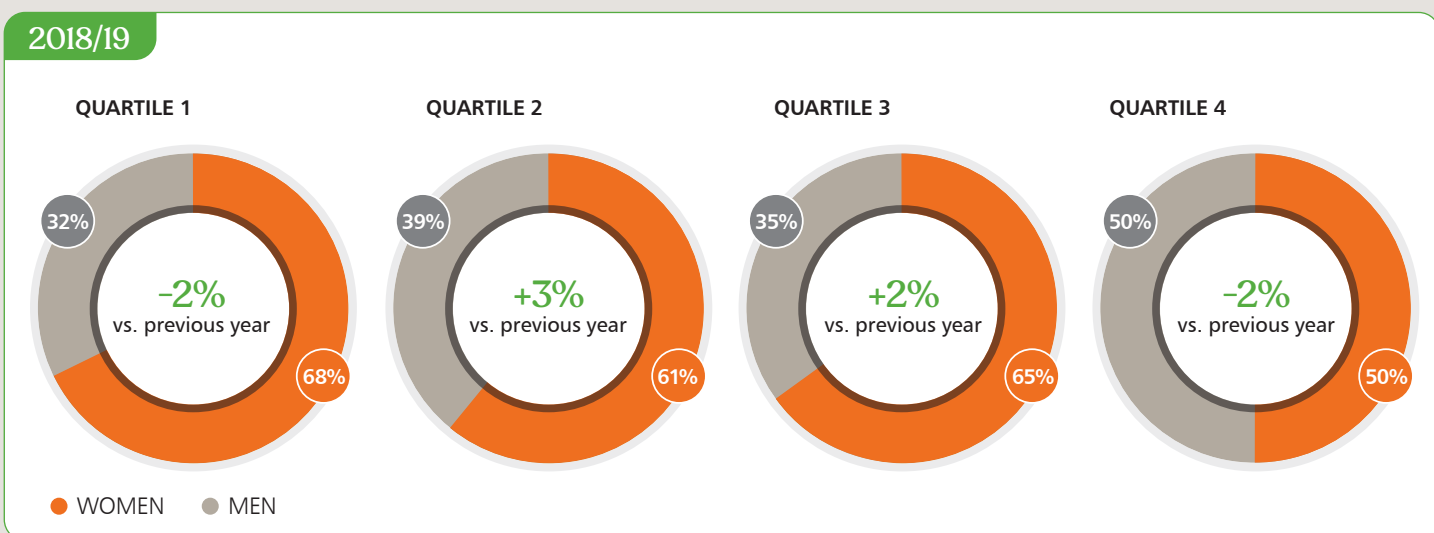
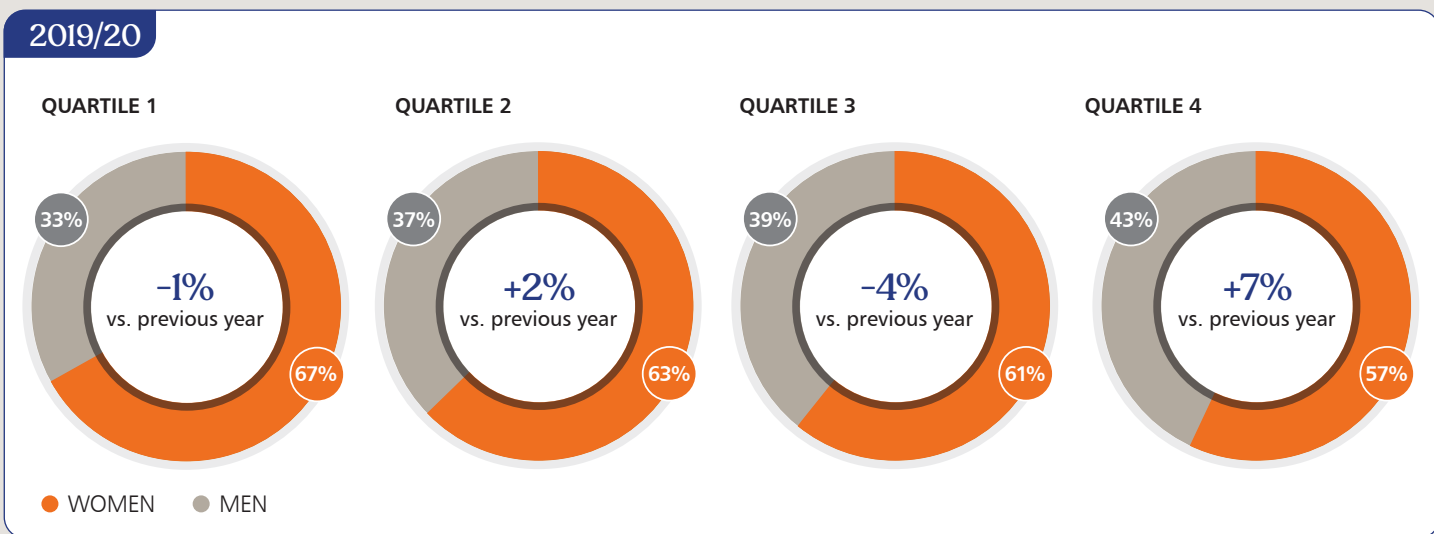
QUARTILE 4



● WOMEN ● MEN

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

upper middle quartile, quartile 2 represents the lower middle quartile and quartile 1 represents the lower quartile. In 2021/22, the proportion of women in Q4, Q3 and Q2 saw directional increases whilst the proportion of women in the lowest quartiles of Q1 decreased by 8%, which is significantly lower\* than the 2020/21 reporting year. In previous years, the proportion of women in Q1 was typically higher than that of any other pay quartile, however in 2021/22, more women occupied the middle pay quartiles of Q3 and Q2 than any other quartile. At the same time, the reverse trend can be observed amongst men where the proportion of men in Q4, Q3 and Q2 all saw a directional decrease, with an 8% increase in the lowest quartile of Q1.



**Base sizes:**

CHRIST CHURCH WORKFORCE PROFILE

**Women** (2018/19 n=1453, 2019/20 n=1473, 2020/21 n=1278, 2021/22 n=1174)

**Men** (2018/19 n=950, 2019/20 n=911, 2020/21 n=831, 2021/22 n=771)

\*Statistically significant at 95% confidence



# Ethnicity pay gap 2021/22.

## 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
2021/22	£21.01	£21.70	£20.31	£21.26	£22.74	£24.08	£20.13
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

● ETHNIC MINORITY DIFFERENCE VS WHITE

In 2021/22, the average ethnicity pay gap fell by more than half compared to the previous reporting year to 3.29%, which is still in favour of ethnic minority employees. This decrease in mean pay, represents a significantly lower\* mean pay gap compared to 2020/21. Similar to last year, Asian/Asian British staff report lower average hourly pay than White staff compared to all other major ethnicity groupings and in 2021/22, staff who did not disclose their ethnicity also have lower hourly pay compared to White staff at Canterbury.

#### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2019/20 n=65, 2020/21 n=59, 2021/22 n=60)

**Black/Black British** (2019/20 n=64, 2020/21 n=59, 2021/22 n=62)

**Mixed** (2019/20 n=137, 2020/21 n=125, 2021/22 n=113)

**Other** (2019/20 n=42, 2020/21 n=36, 2021/22 n=34)

**Ethnicity not stated** (2019/20 n=104, 2020/21 n=92, 2021/22 n=103)

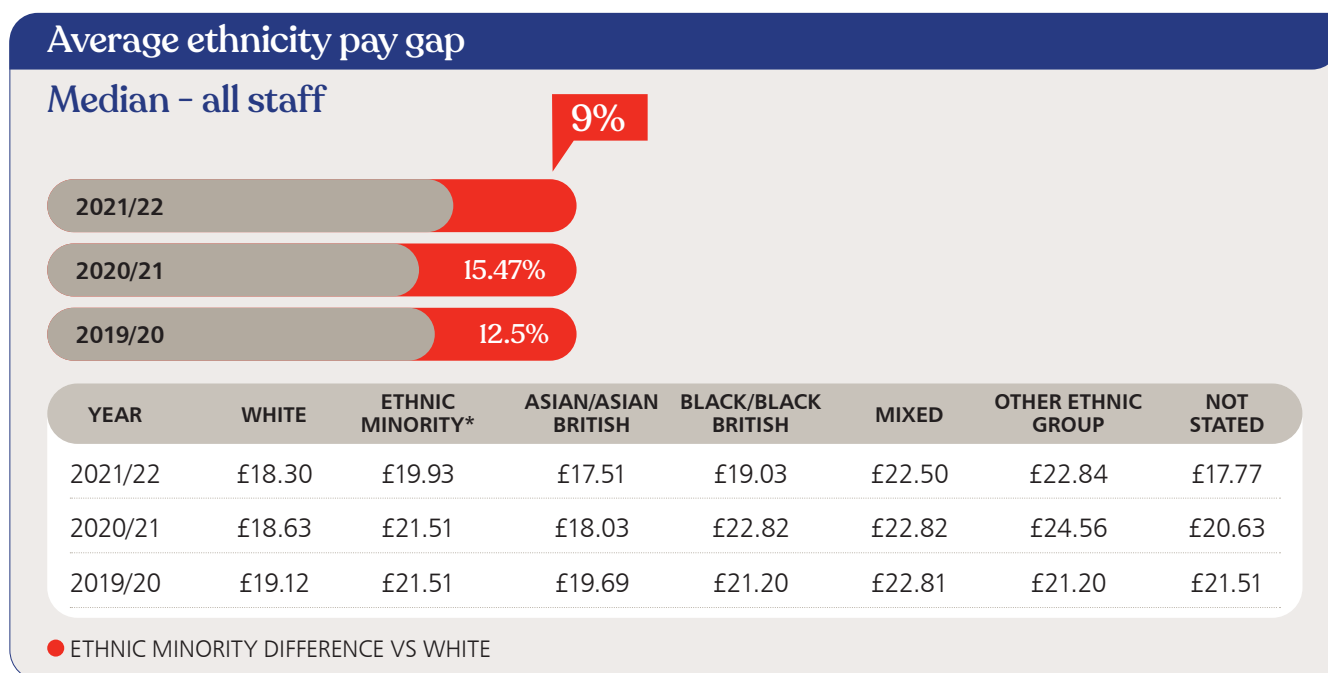
**White** (2019/20 n=1972, 2020/21 n=1738, 2021/22 n=1573)



## 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.



In 2021/22, the median pay gap between ethnic minority and White staff at the University decreased by 6.47% to 9%, which is significantly lower\* than the last reporting year. Despite the decrease in median pay between ethnic minority and White staff, the median pay gap remains in favour of ethnic minority staff. Whilst the average median gap has decreased, it should be noted that across the board the median pay of all major ethnicity groupings has seen a decrease in 2021/22, in turn impacting the difference between ethnic minorities and White staff.

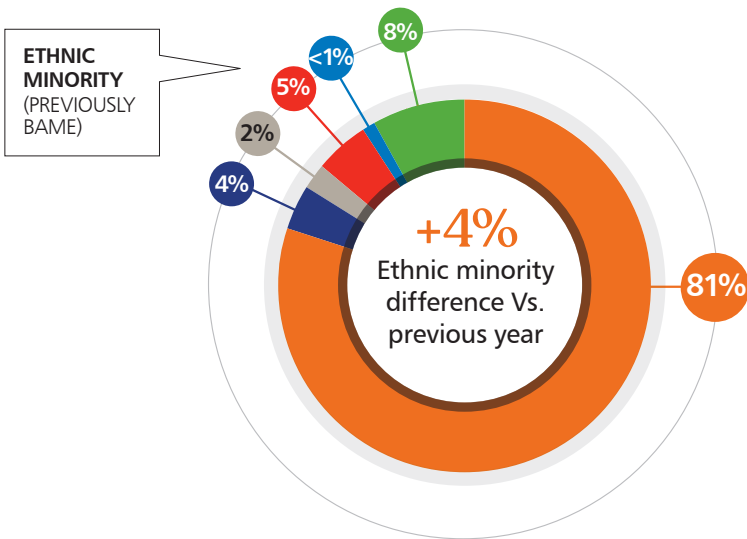
\*Statistically significant at 95% confidence. Charts not to scale

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

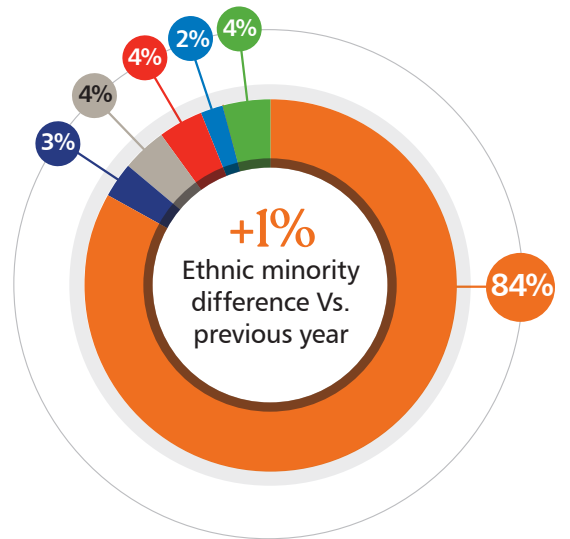
The pay quartile reporting figure helps to illustrate the proportion of White and ethnic minority staff who are in the lowest and highest pay quartiles at the University. To calculate the pay quartile, the hourly pay figure for all employees is ranked from highest to lowest and then divided into four 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.

2021/22

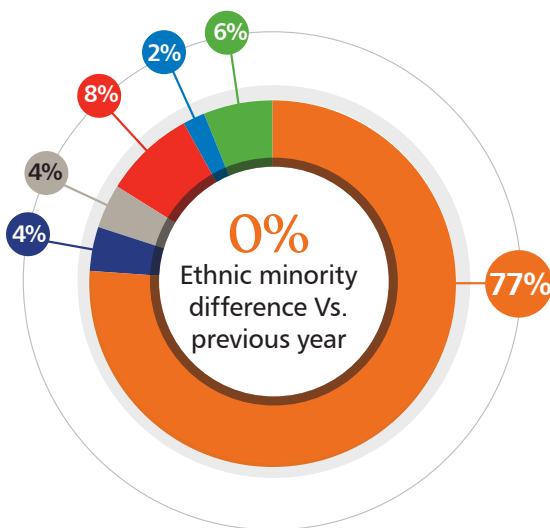
QUARTILE 1



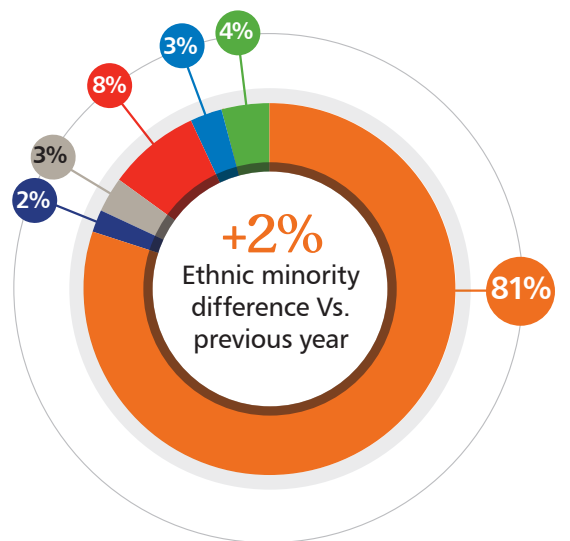
QUARTILE 2



QUARTILE 3



QUARTILE 4



**KEY**

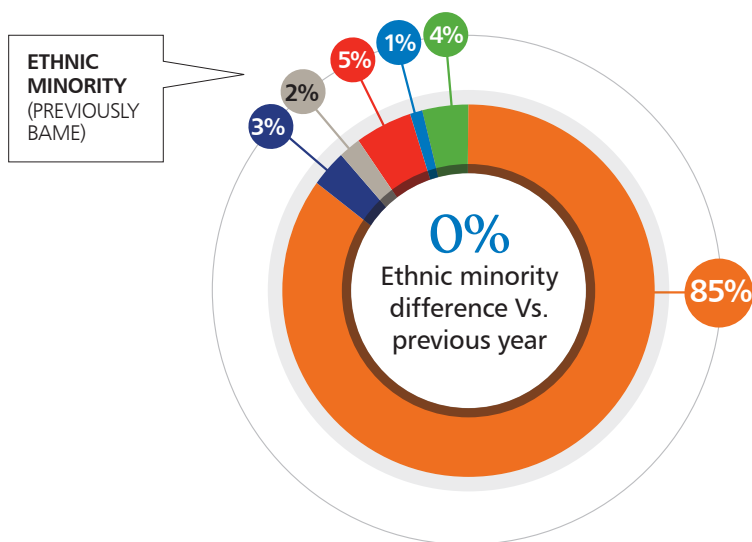
- ASIAN / ASIAN BRITISH
- MIXED
- NOT STATED
- BLACK / BLACK BRITISH
- OTHER ETHNIC GROUP
- WHITE

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

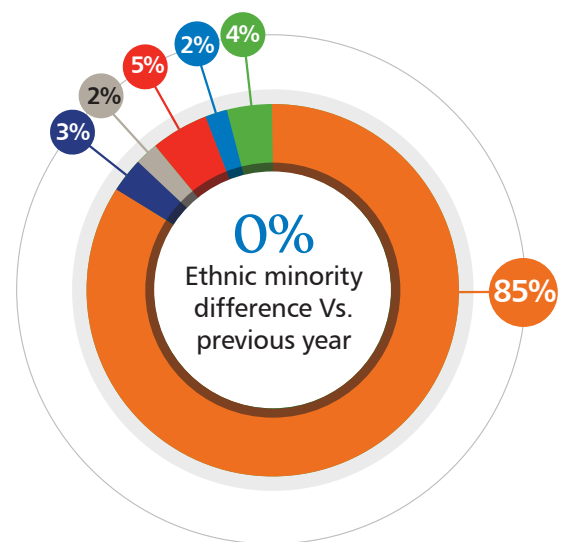
Like the previous reporting year, there were small changes within the pay quartiles, with the largest change taking place in Q1 for both ethnic minority and White staff.

## 2020/21

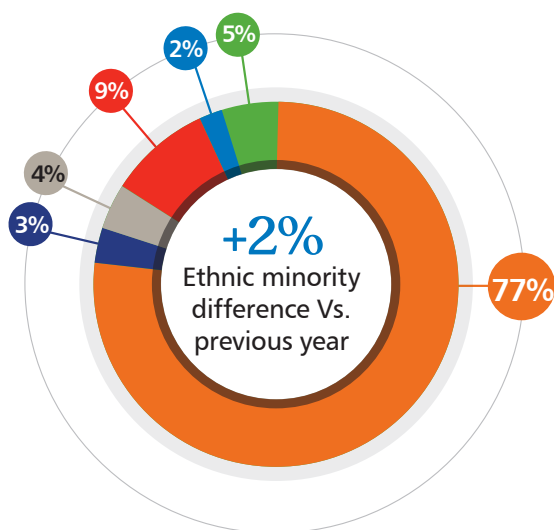
### QUARTILE 1



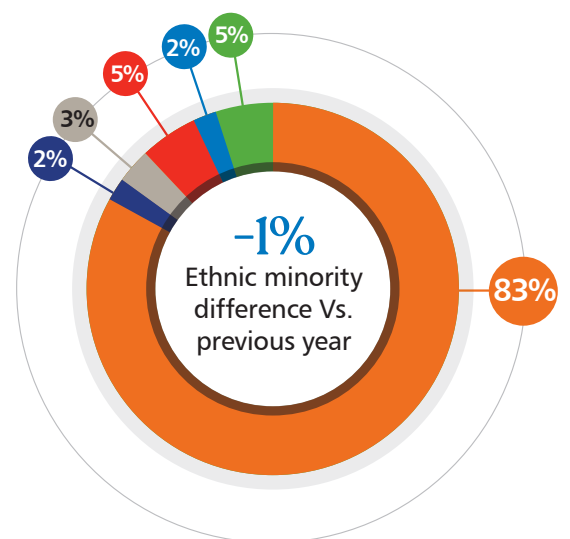
### QUARTILE 2



### QUARTILE 3



### QUARTILE 4



#### Base sizes:

#### CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2018/19 n=60, 2019/20 n=65, 2020/21 n=59, 2021/22 n=60)

**Black/Black British** (2018/19 n=65, 2019/20 n=64, 2020/21 n=59, 2021/22 n=62)

**Mixed** (2018/19 n=159, 2019/20 n=137, 2020/21 n=125, 2021/22 n=113)

**Other** (2018/19 n=37, 2019/20 n=42, 2020/21 n=36, 2021/22 n=34)

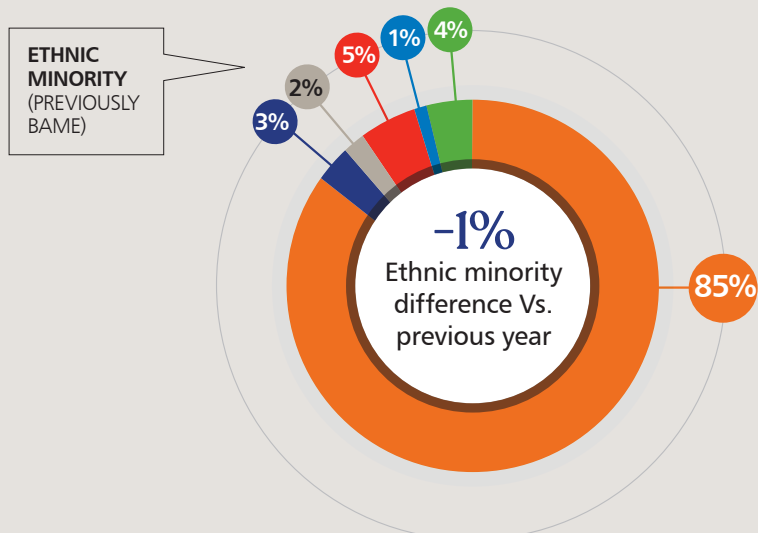
**Ethnicity not stated** (2018/19 n=116, 2019/20 n=104, 2020/21 n=92, 2021/22 n=103)

**White** (2018/19 n=1966, 2019/20 n=1972, 2020/21 n=1738, 2021/22 n=1573)

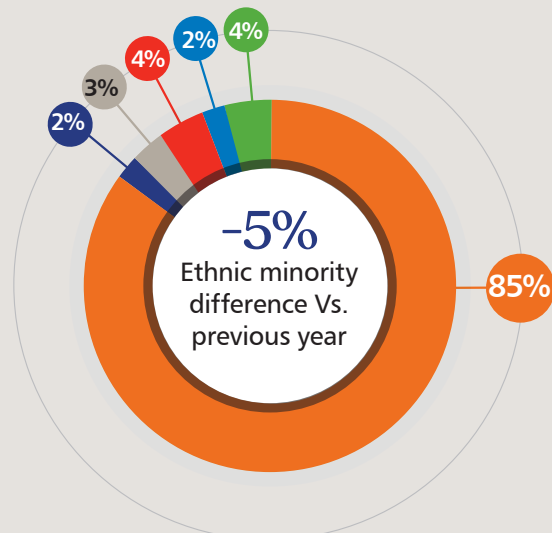
# Proportion of ethnic minority workforce when split into quartiles for mean hourly rates.

2019/20

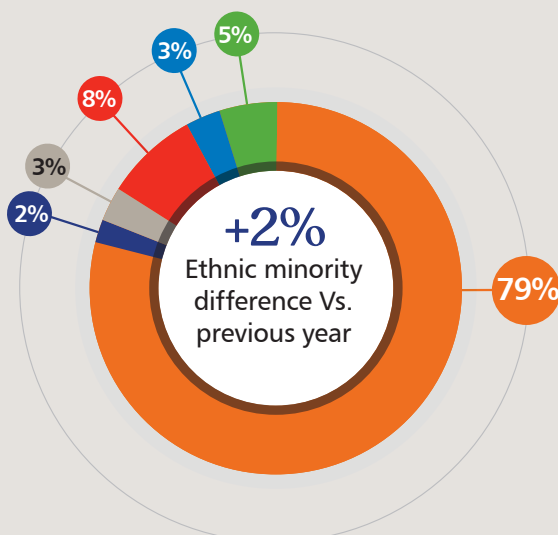
QUARTILE 1



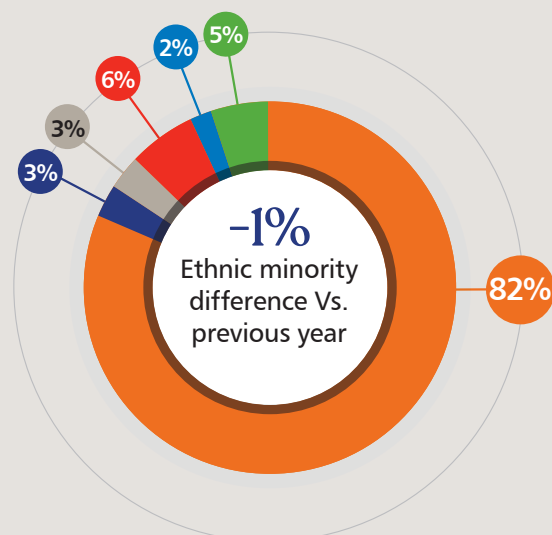
QUARTILE 2



QUARTILE 3



QUARTILE 4



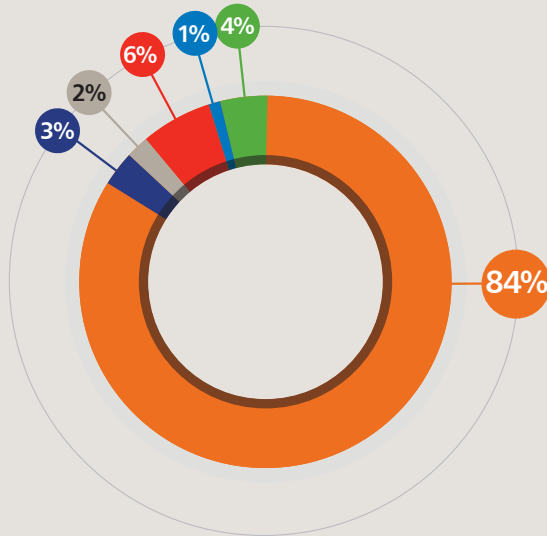
**KEY**

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

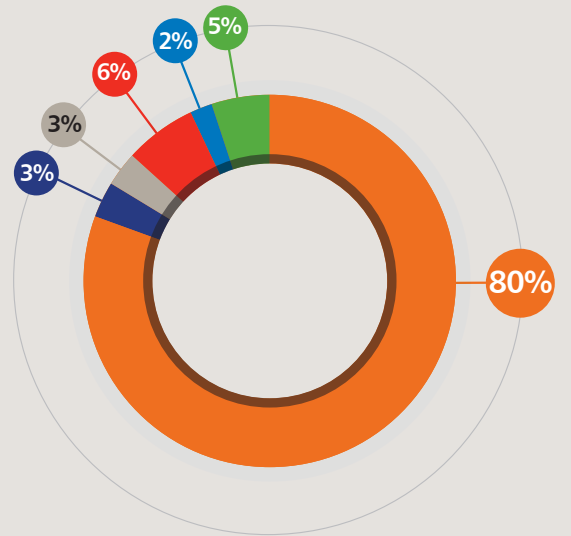
Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

2018/19

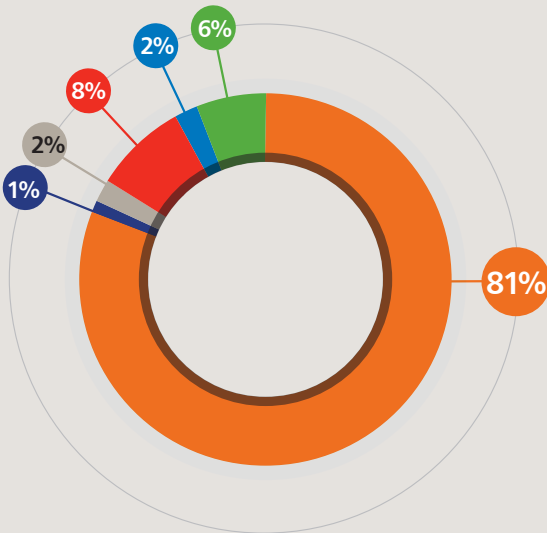
QUARTILE 1



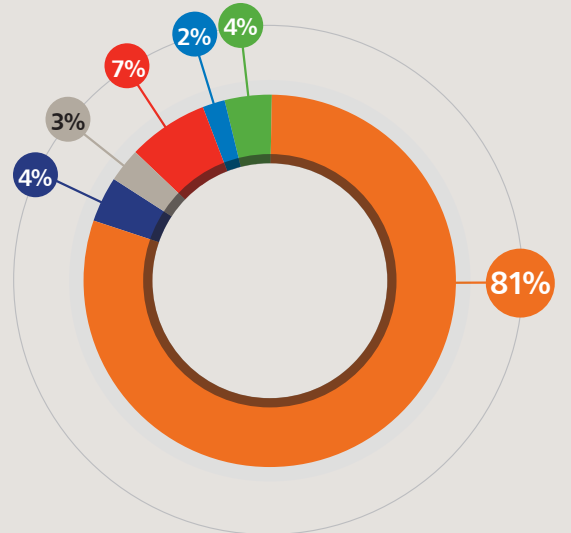
QUARTILE 2



QUARTILE 3



QUARTILE 4



Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Asian/Asian British** (2018/19 n=60, 2019/20 n=65, 2020/21 n=59, 2021/22 n=60)

**Black/Black British** (2018/19 n=65, 2019/20 n=64, 2020/21 n=59, 2021/22 n=62)

**Mixed** (2018/19 n=159, 2019/20 n=137, 2020/21 n=125, 2021/22 n=113)

**Other** (2018/19 n=37, 2019/20 n=42, 2020/21 n=36, 2021/22 n=34)

**Ethnicity not stated** (2018/19 n=116, 2019/20 n=104, 2020/21 n=92, 2021/22 n=103)

**White** (2018/19 n=1966, 2019/20 n=1972, 2020/21 n=1738, 2021/22 n=1573)

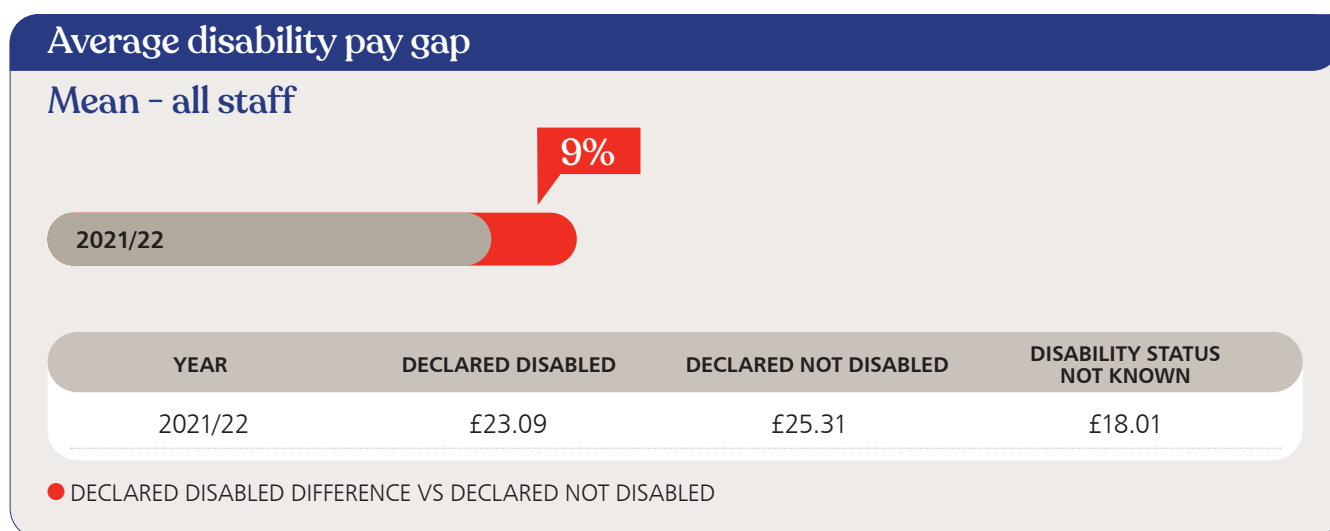
# Disability pay gap 2021/22.

This year marks the first year that Canterbury Christ Church University examines its pay disparity between staff who declared their disability and staff who declared that they do not have a disability. The calculation of this pay disparity uses the statutory reporting framework used to examine the gender pay gap – where any differences in pay will be compared between staff who have declared a disability and staff who have declared that they do not have a disability. Staff who have not disclosed their disability status to the University – which includes staff who may or may not have a disability and have not disclosed this information to the University, are also included in the report for reference but are not included in the calculation.

It should be noted that whilst the mean, median and pay quartiles of the disability pay gap has been calculated, only 44.2% of all staff has disclosed their disability status to the University. As more than half of all staff at the University have not disclosed their disability status, this has an impact on the accuracy and validity of the disability pay gap calculations as the proportion of staff who have a disability and have not disclosed this, or the proportion of staff who do not have a disability and have not disclosed this could significantly impact the pay inequality if disclosure rates were to increase. To increase the validity of the disability pay gap calculations in the future, it is paramount to increase the disclosure rates of disability status to present a more accurate depiction of the disability pay disparity that exist in the University.

## Average disability 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 disability pay gap as a mean average, this would involve adding up the average hourly pay of staff who have disclosed a disability, and then dividing this figure by the total number of staff who have disclosed a disability.



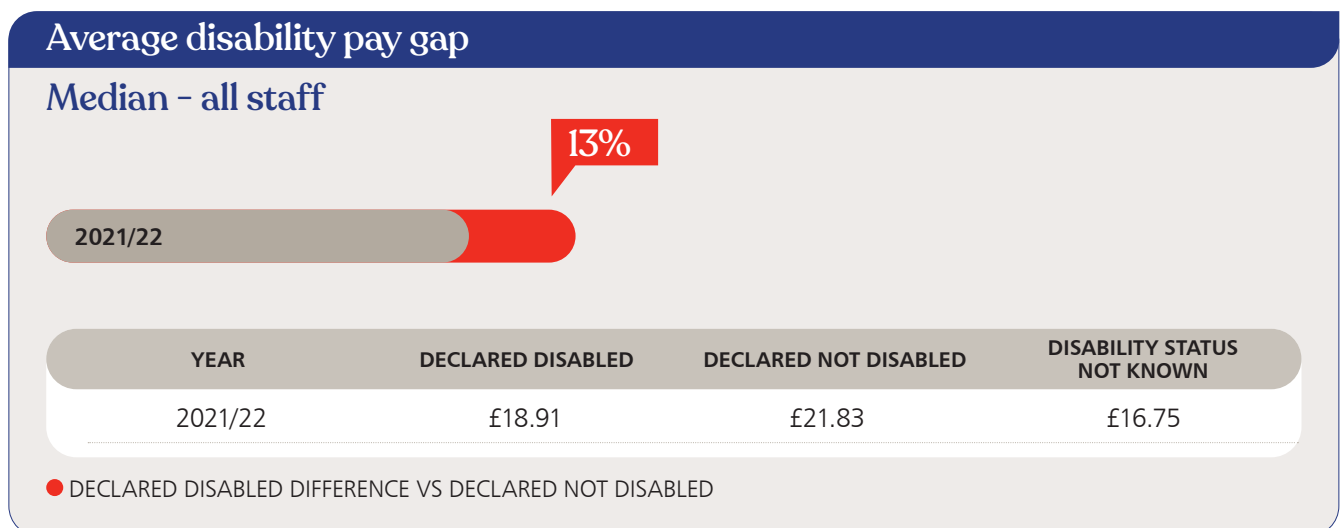
In 2021/22, the pay disparity between staff who declared their disability compared to staff who declared that they do not have a disability sits at 9% in favour of those who do not have a disability.

Charts not to scale

## Average disability 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 disability pay gap as a median, this would involve listing all the hourly pay of staff who declared a disability and staff who declared that they do not have a disability and finding the middle number for each.



#### Base sizes:

CHRIST CHURCH WORKFORCE PROFILE

**Declared disabled** (2021/22 n=117) **Declared not disabled** (2021/22 n=743) **Disability status not known** (2021/22 n=1085)



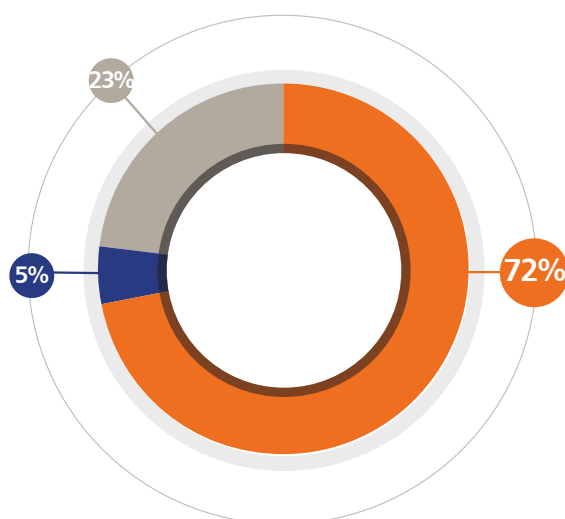
# Proportion of disabled workforce when split into quartiles for mean hourly rates.

The pay quartile reporting figure helps to illustrate the proportion of staff who declared their disability and staff who declared that they do not have a disability who are in the lowest and highest pay quartiles at the University.

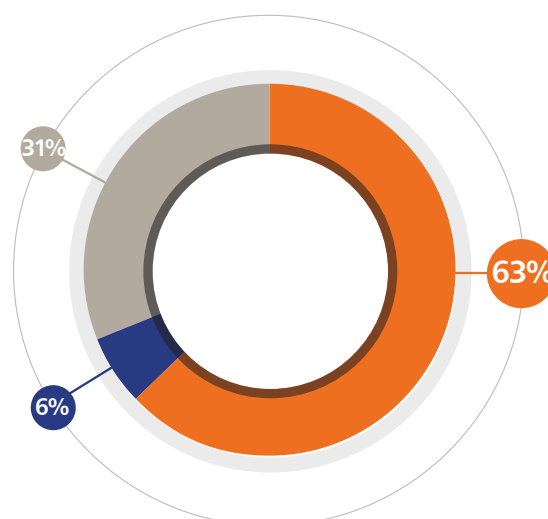
To calculate the pay quartile, the hourly pay figure for all employees is ranked from highest to lowest and then divided into four quarters. To calculate the proportion of staff who declared their disability in each pay quarter, the total number of staff with disabilities in each pay quarter is divided by the total number of employees in the pay quarter.

2021/22

QUARTILE 1



QUARTILE 2



In 2021/22, the proportion of staff who declared their disability status to the University is evenly split across the different pay quartiles. Q4 is largely made up of staff who declared that they do not have a disability, representing 6 in 10 employees in this pay quartile. As the pay quartile decreases in relative pay, the proportion of staff who are not disabled decreases at the same time the proportion of staff whose disability status is unknown increases.

**KEY**

● DECLARED DISABLED

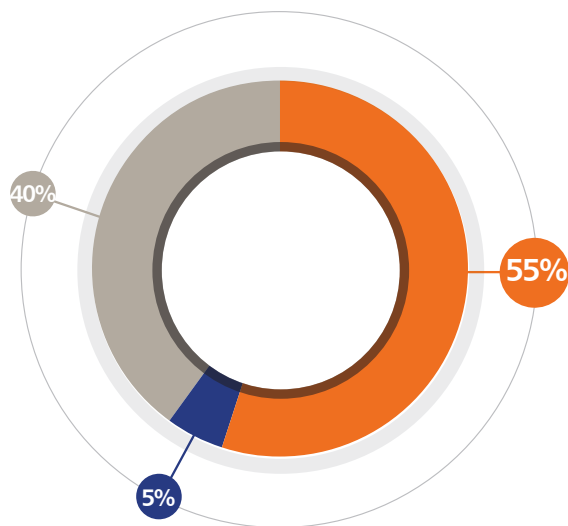
● DECLARED NOT DISABLED

● DISABILITY STATUS NOT KNOWN

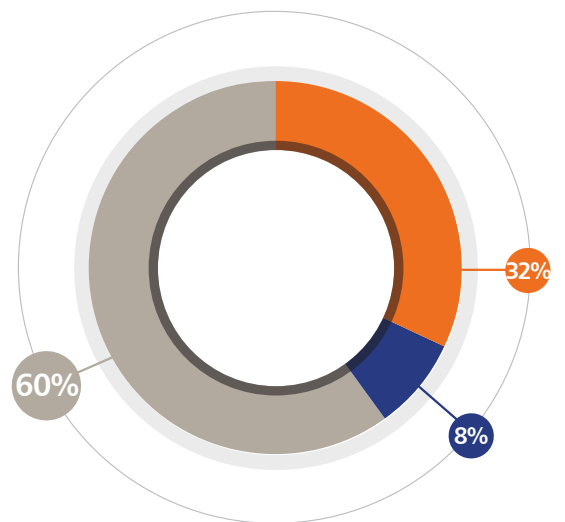
Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

This is then multiplied by 100 to provide the percentage of staff with disabilities in the respective pay quarter. The same is done for staff who declared that they do not have a disability to calculate the percentage of non-disabled staff in each pay quarter.

### QUARTILE 3



### QUARTILE 4



**Base sizes:**

CHRIST CHURCH WORKFORCE PROFILE

**Declared disabled** (2021/22 n=117) **Declared not disabled** (2021/22 n=743) **Disability status not known** (2021/22 n=1085)

## 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.

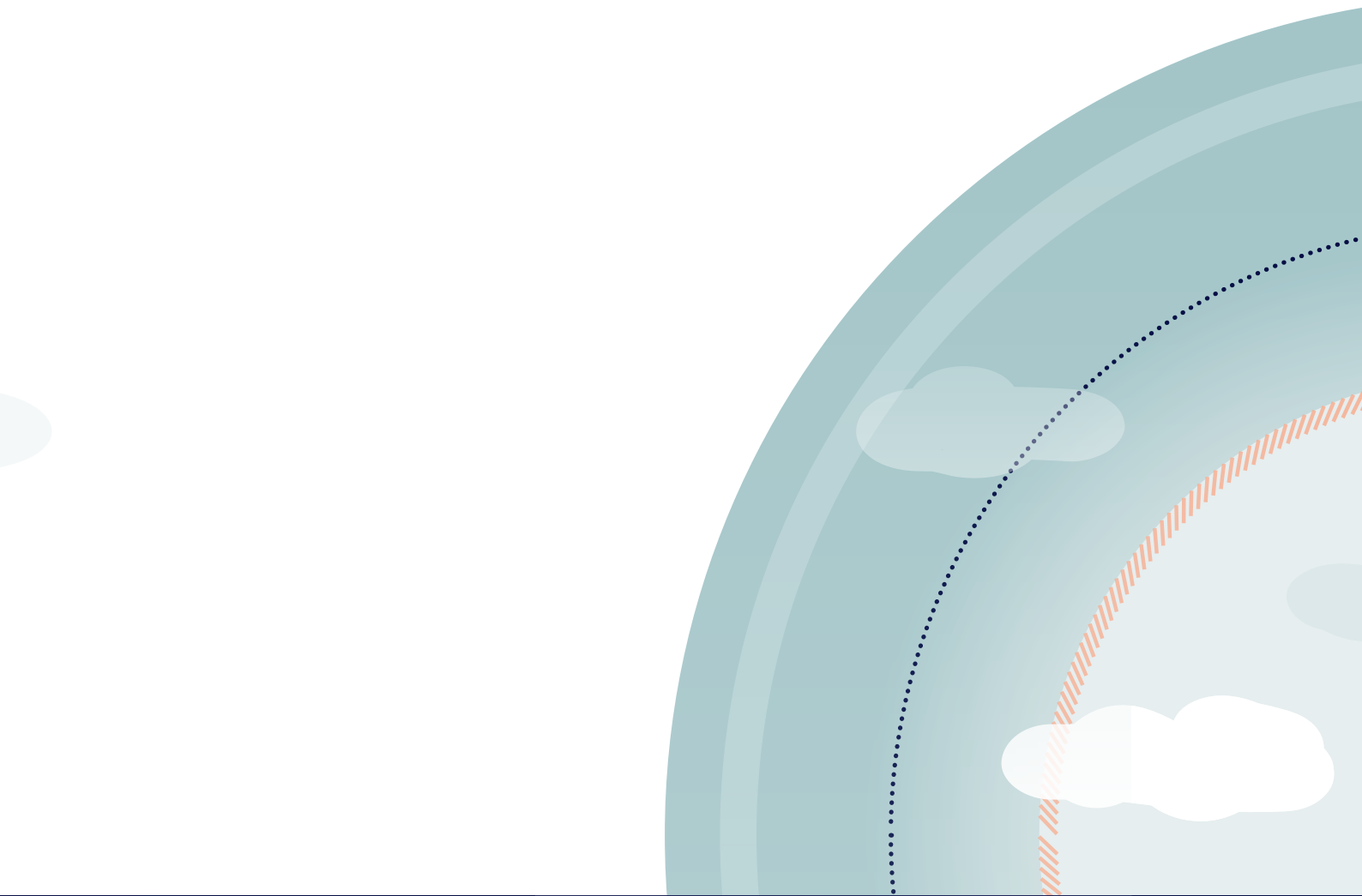
Our emphasis will continue to be on removing barriers to success and progression, ensuring our staff are representative of our students at all levels and roles types. We have also introduced key performance themes that underpin our Positive Performance Conversations initiative (replacing the one-off 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.

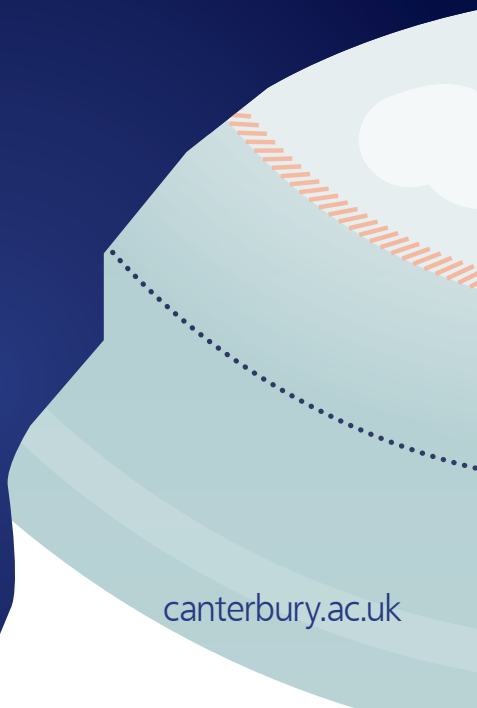
A new recruitment toolkit was introduced as a first step towards diversifying our staff base and we continue to promote shared parental leave and flexible working for all staff. Equality and Diversity training remains mandatory for all staff; completion of mandatory training is a pre-requisite for new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