

CANTERBURY CHRIST CHURCH UNIVERSITY

GENDER & ETHNICITY PAY GAP REPORT

2018-2019



Vice-Chancellor's FOREWORD

I am pleased to introduce Canterbury Christ Church University's third gender and first ethnicity pay gap report. The gender pay gap data shows a small decrease in both the mean and median pay gaps between male and female employees.

As this is the first year of reporting average pay by ethnicity we do not have any trends yet. The mean pay data shows that Black or black British staff (n=51) are paid the highest hourly rate whilst the median pay data suggest that staff in other ethnic groups (n=32) have the highest average rate of pay.

INTRODUCTION

1. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 set out the requirements for public sector employers (with 250 or more employees) to report by the end of March each year on their gender pay gaps. The gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men and women earn across an organisation.

2. Publication must include mean and median gender pay gaps, the mean and median gender bonus gaps, the proportion of men and women who received bonuses, and the proportions of male and female employees in each pay quartile. The gender pay gap is based on the calculated "hourly pay" for each relevant employee, which means that data for part-time staff are directly comparable with data for full-time staff.

3. The data used is taken from the payroll month that includes 31 March of the previous year, so this report uses the pay period for the month up to 31 March 2019.

4. It is important that the gender pay gap is not confused with unequal pay. Unequal pay is the unlawful practice of paying men

and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Because the Gender Pay Gap Information Regulations consider only the average pay between males and females over a period of time, without taking into account the type of work undertaken, they cannot provide an indication of 'equal pay'.

5. The Regulations do not currently address how employees identifying as gender non-binary should be included in the calculation, but guidance published by ACAS and the HM Equalities Office advises that those identifying as gender non-binary can be omitted from the gender pay gap calculation. As a result, we have followed this approach but will review the position annually.

6. The government have consulted with employers on the introduction of ethnicity pay gap reporting but this has not yet been implemented. We have therefore taken the statutory framework for gender pay gap reporting and applied it to ethnicity. It is however acknowledged that this may change in the future.

As a University we value our inclusive and professional community and recognise that equality is an essential component of this. The University is committed to a range of activities to continue to improve gender equality and further information about this work is provided in the report.

OUR GENDER PAY GAP

AVERAGE GENDER PAY GAP AS A MEAN AVERAGE

All staff

2018



£20.15

Mean gender pay gap in hourly pay

9.49%



£22.06

2019



£22.35

-0.04%
Mean gender pay gap in hourly pay

9.45%



£24.46

This year our mean average pay gap is 9.45%, showing a small decrease in the gap of -0.04% (2018: 9.49%, 2017: 12.15%).

In 2017 the Universities and Colleges Employers Association reported a national mean pay gap of 16.1% in the higher education sector.

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

AVERAGE BONUS GENDER PAY GAP AS A MEAN AND MEDIAN AVERAGE

Not applicable – as the university does not make bonus payments.

AVERAGE GENDER PAY GAP AS A MEDIAN AVERAGE

All staff

2018



£18.30

Median
gender pay gap
in hourly pay

13.19%



£20.71

2019



£19.35

-0.63%
Median
gender pay gap
in hourly pay

12.56%



£21.78

This year our median average pay gap is 12.56%, showing a decrease in the gap of -0.63% (2018: 13.19%, 2017: 19.31%).

This keeps us below the national higher education sector median pay gap of 15% reported by the Universities and Colleges Employers Association in 2017.

A 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.

Data as at 31 March 2019.

OUR GENDER PAY GAP

PROPORTION OF FEMALE WORKFORCE
WHEN SPLIT INTO QUARTILES FOR
MEAN HOURLY RATES

2018

**Upper Middle
Quartile:**



67%



33%

**Upper
Quartile:**



48%



52%

**Lower
Quartile:**



66%



34%

**Lower Middle
Quartile:**



64%



36%

When sessional workers are excluded from this calculation, the percentage of female staff within quartile 4 increases to 51.5%, indicating that of the employees in established (permanent) roles, the majority in the highest pay band are female.

2019

**Upper Middle
Quartile:**



+2%



65%

35%

**Upper
Quartile:**



-2%



50%

50%

**Lower
Quartile:**



-2%



68%

32%

**Lower Middle
Quartile:**



+3%



61%

39%

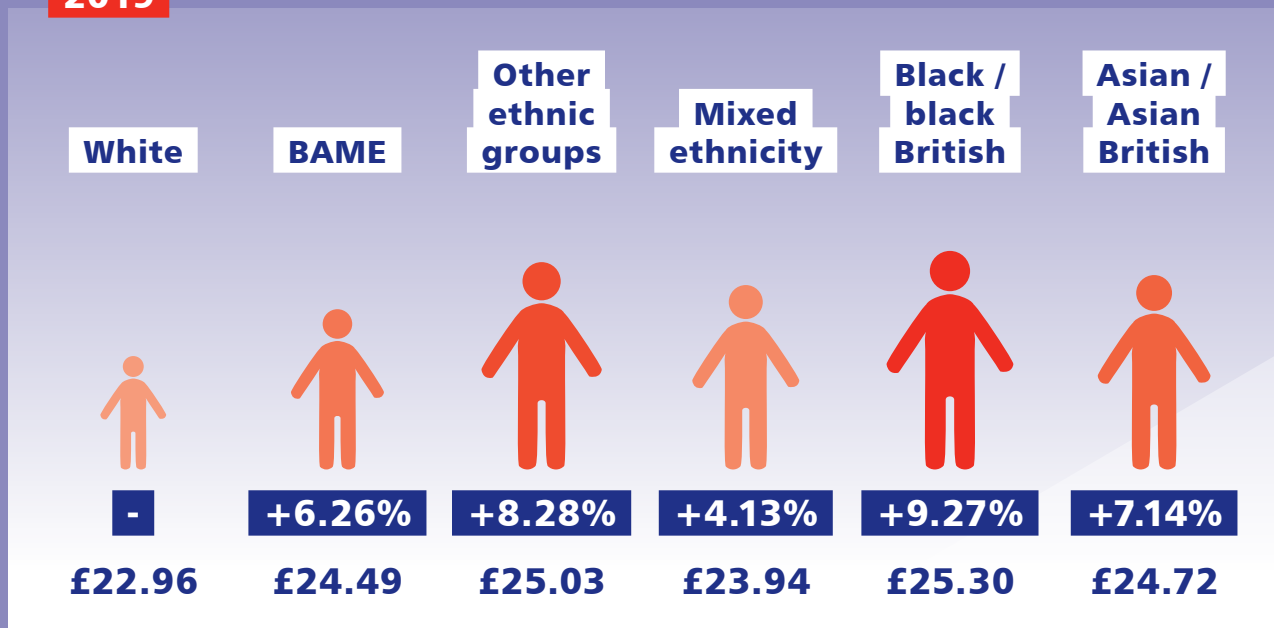
Data as at 31 March 2019.

OUR ETHNICITY PAY GAP

AVERAGE ETHNICITY PAY GAP
AS A MEAN AVERAGE

Hourly rate / pay gap

2019



The ethnicity pay gap has been calculated by taking the mean and median average pay for staff with different ethnicities and compared it with the largest ethnic population of white staff.

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

AVERAGE ETHNICITY PAY GAP AS A MEDIAN AVERAGE

Hourly rate / pay gap

2019

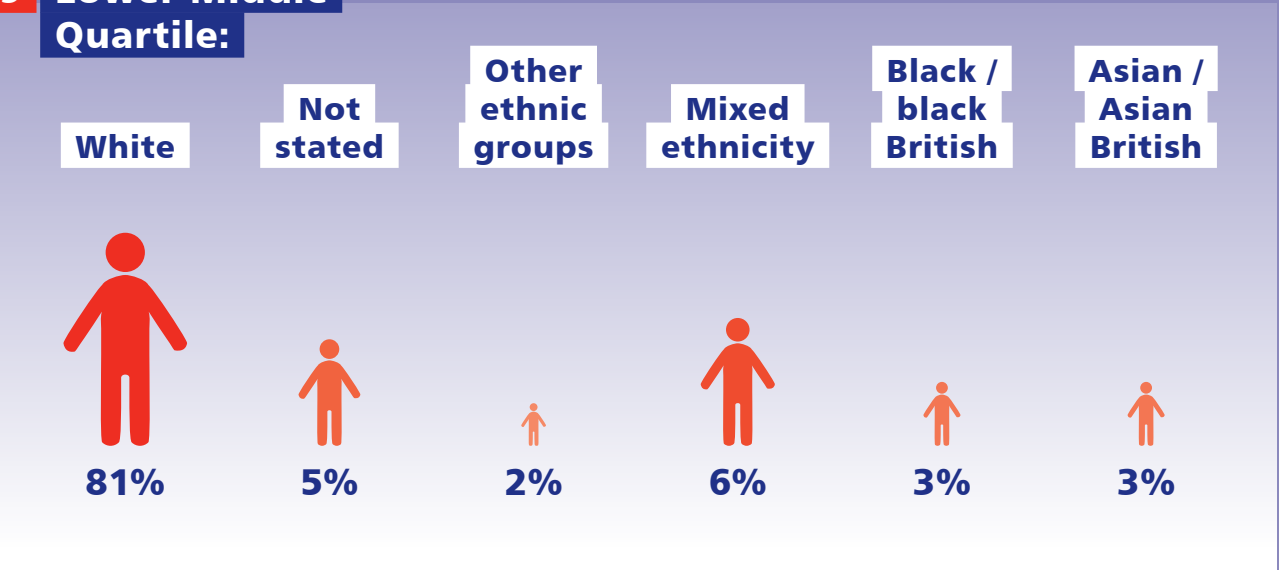


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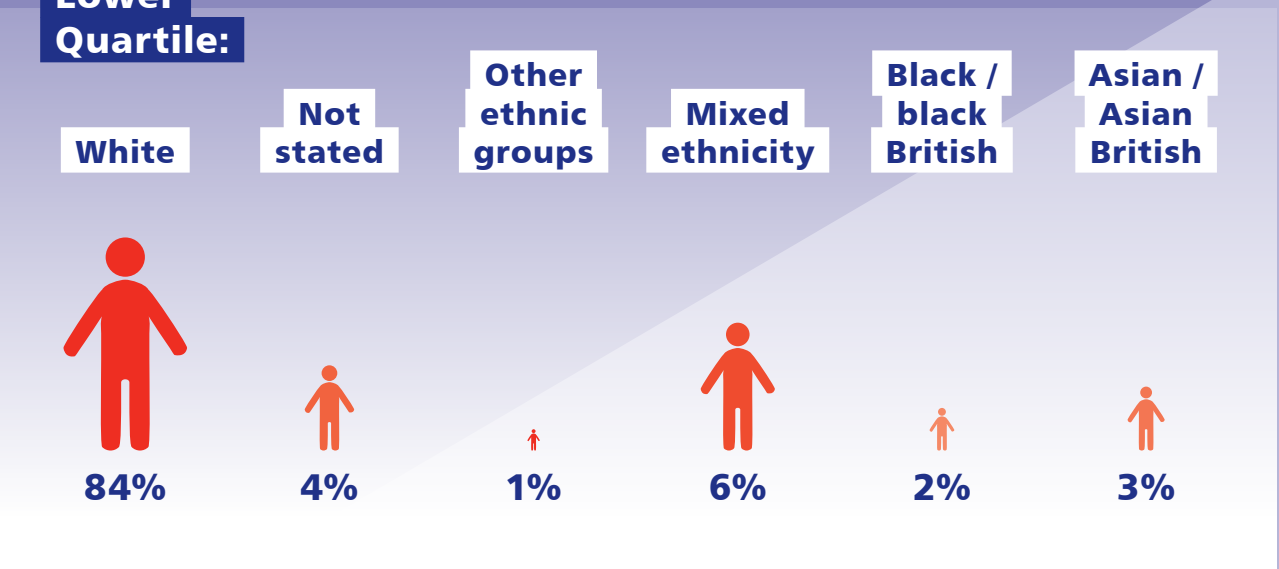
OUR ETHNICITY PAY GAP

PROPORTION OF WORKFORCE WHEN SPLIT INTO QUARTILES FOR MEAN HOURLY RATES

2019 Lower Middle Quartile:



Lower Quartile:



Upper Quartile:



Upper Middle Quartile:



HOW WE ARE WORKING TO CLOSE THE GAP

THE UNIVERSITY IS COMMITTED TO A RANGE OF ACTIVITIES TO CONTINUE TO IMPROVE EQUALITY.

GENDER EQUALITY

We are proud to hold the Athena SWAN charter and will be renewing our Institutional award this year. We now have 3 School level awards and are waiting for the results of 2 further applications made last year. We expect to achieve our target of having at least one School-level award in each Faculty by the end of 2020.

The planned actions include, amongst others, a review of promotion outcomes to assess for gender equality and further development of open and transparent mechanisms to recognise and reward colleagues for their contribution. For its new School of Engineering, Technology and Design, which is committed to developing innovative approaches to diversity in this field, the University is designing job descriptions and recruitment material to support applications from women.

The University promotes shared parental leave and flexible working opportunities for all staff and in 2019 increased its level of organisational maternity/parental leave pay. We ensure our job evaluation processes guarantee fairness and consistency by measuring all roles against the same criteria, and each grade has a set pay range and staff move through the grade annually subject to satisfactory performance.

We offer a range of development opportunities for specific groups of staff including the Aurora programme which has supported many of our female employees into leadership roles both within and beyond the University. We have made equality and diversity training mandatory for all staff and unconscious bias training is offered across the organisation and diversity is prioritised on panels, committees and the University's Governing Body. The University continues to support its Women's Network and review its facilities for nursing mothers.

We will undertake a deeper analysis of pay data and progression opportunities at Christ Church to help us to develop an action plan to close the gender pay gap further. In doing this we will look at issues of occupational segmentation; Development opportunities and our recruitment strategies.

RACE EQUALITY

The University has a focus on race equality through its 'Closing the Gap' work.

We have an institutional commitment to join Advance HE's Race Equality Charter and expect to sign up to that by the end of 2020. The Charter provides us with a framework to take a whole university approach to examining issues of race across both staff and students. We will be working closely with Mary Makinde who was appointed in December on a 0.4, 2-year fixed term basis to the position of Strategic Lead: Closing our Gap. Mary is providing leadership, expertise and support to reduce the difference in degree outcomes between BAME and white students, as per the ambitions set out in our Access and Participation Plan 2020-2025. This work needs to take a holistic approach to life at the University for all our staff and students.

This year new development programmes have been developed including work to Build Inclusive Teams and Inclusive Services. We are doing work in recruitment to examine bias in our recruitment decisions. We are working with Mary to review our current learning and development offering to review our unconscious bias training and further work to ensure we can start having discussions about race at Canterbury Christ Church University.