



UNIVERSITY OF  
PLYMOUTH

2020

# GENDER PAY GAP REPORT



## 1. Executive summary

We publish here our report based on data from March 2020. This is our fourth annual report looking at gender pay and bonus gap data.

Gender Pay Reporting provides an opportunity to reflect on some of the changes we need to make long term and short term to underpin our [strategic ambitions](#) and ensure we achieve our strategic priority to attract, develop and retain excellent staff. Equality, diversity and inclusion are at the core of what it means to work and study here.

The median gender base pay figures this year have improved by 1.6% compared to last year, now 23.2%. However, we have seen a slight increase in our mean by 0.6% to 20.1%.

Sustained improvement requires fundamental changes to the over-representation of the women in lower paid roles and the under-representation in higher paid roles and we are committed to achieving this.

There are positive signs. It is encouraging to see that again for the second year in succession, during our annual academic promotions process we promoted more females than males both in absolute numbers and as a relative percentage of the academic staff population.

We have also worked with our recruitment partners to achieve a better gender balance amongst candidates for senior opportunities. As a result we have improved the number of females appointed to senior roles during 2021/22 which will help improve our position in future years.

Looking ahead, we are not complacent and we will continue to focus on addressing occupational segregation, the distribution of men and women across different pay grades, underpinned by an extensive Athena SWAN action plan.

### Colin Drummond OBE DL

University of Plymouth  
Pro-Chancellor and Chair of Governors



### Professor Judith Petts CBE

University of Plymouth  
Vice-Chancellor and Chief Executive



## 2. Understanding the data

We are required by law to provide the mean and the median within our Gender Pay Gap Report. Both metrics are useful and neither is more or less important than the other. Looking at them together helps to give a broader view of the gender pay gap.



### Mean data

The mean data are calculated by adding up all of the numbers in a list and then dividing it by how many numbers were in the list.

### Median data

The median data are calculated by putting all the numbers in a list in size-order; the middle number in the list is the median.

### Data collection

As per our legal obligations, the data in this report are a snapshot on one pay period within a year (i.e. only our staff who are employed at that point). We are required to report on the figure as it stands on the 31st March 2020 and so this report does not show the average across the year, nor reflect changes in the employment status of men and women.

### Gender Pay Gap vs Equal Pay Gap

The gender pay gap is based on the median/mean pay across the whole University for our men and women and is not based on what we pay men and women who do the same job. Our latest Equal Pay Review confirmed that we are paying men and women who do the same jobs the same rate of pay (i.e. equal pay for work of equal value).

### Quartiles

Pay quartiles represent our staff population divided into four equal groups based on their hourly pay rate. The four quartiles range from quartile one (lowest paid) to quartile four (highest paid) in the University and the gender split within these roles.

### Clinical Excellence Awards (CEA)

As we employ NHS clinical staff, NHS CEAs are included within our gender bonus gap reporting. CEAs cause the high variances due to their monetary value and including them within these data can distort the figures reported and whole sector comparisons. The University does not control the award of these NHS pay supplements yet we are legally obliged to include them within our calculations.

### 3. Gender pay and bonus gap

#### Gender pay gap

The **mean hourly rate** of pay for women at the University of Plymouth on 31<sup>st</sup> March 2020 is 20.1% lower than for men.

The **median hourly rate** of pay for women at the University of Plymouth on 31<sup>st</sup> March 2020 is 23.2% lower than for men.

Employees who do not receive their full months' pay due to 'leave' are not included (leave means sickness, maternity, paternity, sabbatical etc.). Salary sacrifice schemes are also excluded from the calculations (childcare vouchers, cycle to work scheme).

#### Gender bonus gap

The University does not operate a performance-related pay scheme therefore the overall population receiving a bonus was very small (18 people). Moreover, the outcomes are driven by **NHS Clinical Excellence Awards** (please see note below).

The **mean bonus gap** is 41.7% in favour of men.

The **median bonus gap** is 90.1% in favour of men.

Please note: After clarification from the Universities and Colleges Employers Association (UCEA) the University has been advised to include NHS Clinical Excellence Awards (CEAs) within our gender bonus gap reporting. CEAs cause large variances due to their high monetary value and including them within this data can distort the figures reported. **The University has no control over these NHS bonuses yet is legally obliged to include them within our calculations.**

### 4. Pay quartiles

The charts below show the proportion of men and women in each pay quartile on 31<sup>st</sup> March 2020. We are committed to equal pay and our figures indicate that within each quartile there are no significant gender pay gaps. However, the results also demonstrate the imbalance of men and women across organisational levels (occupational segregation). Occupational segregation is the distribution of men and women across different pay grades. It should be noted that unlike some other organisations, we do not outsource services that tend to attract women such as those in quartile one.

Figure 1 – Pay quartile one

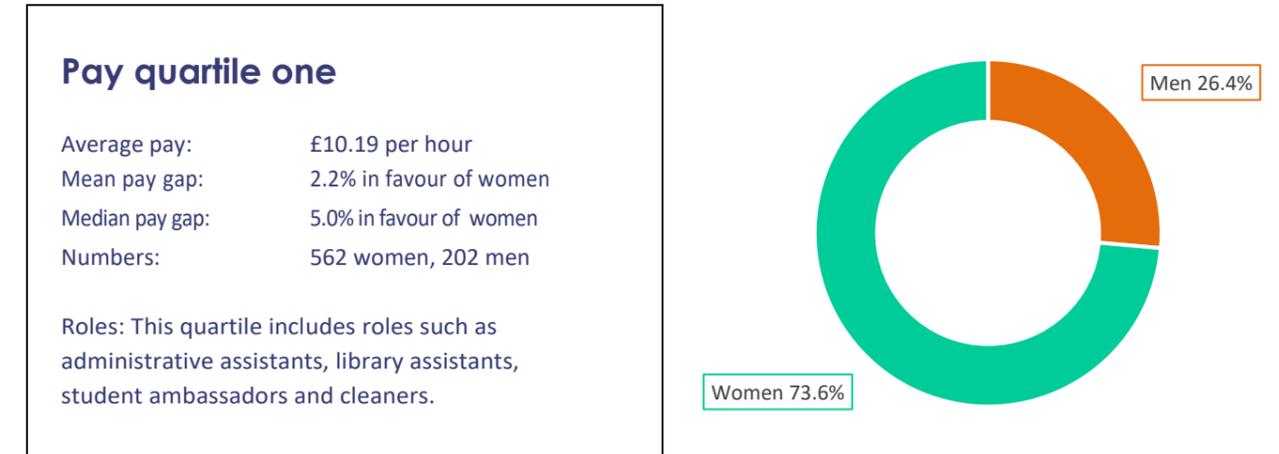
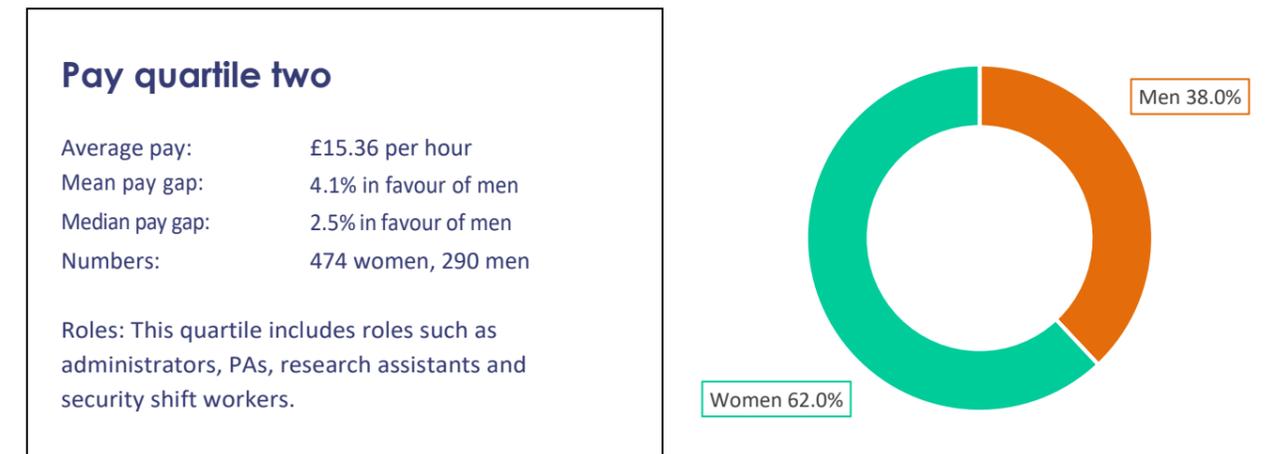
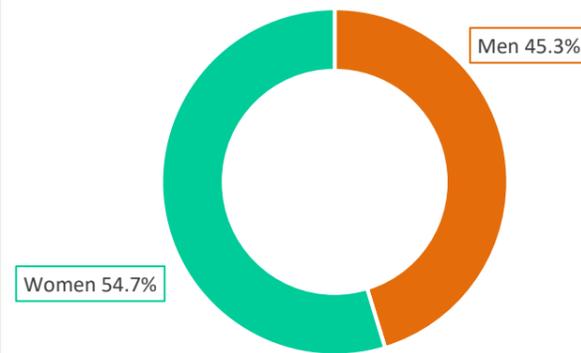


Figure 2 – Pay quartile two



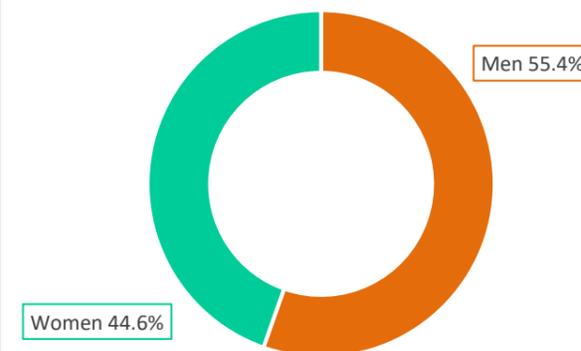
**Figure 3 – Pay quartile three**

Pay quartile three	
Average pay:	£22.17 per hour
Mean pay gap:	0.1% in favour of women
Median pay gap:	3.0% in favour of women
Numbers:	418 women, 346 men
Roles: This quartile includes roles such as lecturers, research fellows, accountants, senior technicians and legal advisors.	



**Figure 4 – Pay quartile four**

Pay quartile four	
Average pay:	£35.05 per hour
Mean pay gap:	7.1% in favour of men
Median pay gap:	0.0%
Numbers:	341 women, 423 men
Roles: This quartile includes roles such as senior or executive leaders and professors.	



## 5. What we will do

### Athena SWAN Actions

Our full action plan covers over 150 different actions to promote institution-wide culture change and is available for staff to view by emailing [equality@plymouth.ac.uk](mailto:equality@plymouth.ac.uk). A sample of actions is below:

- Athena SWAN awards in place for all Faculties/Schools across the University (AP 3.3).
- We will continue to offer roles on a temporary secondment basis to provide opportunities to develop leadership skills and experience (AP 5.6.3).
- We will continue to offer opportunities for flexible working/work from home where appropriate to attract applicants from under-represented groups who may be unable to relocate to the South West (AP 4.1.5).
- We will continue to monitor our academic promotions process and professorial banding scheme to ensure we are able to promote our best talent, help underpin improvements to the number of females in more senior roles and inform our actions to close the gender pay gap.
- We will continue to utilise pulse surveys to understand staff views across regarding informal and formal flexible working arrangements.
- Each Faculty and Directorate will monitor their individual Athena SWAN action plans, where appropriate, and/or their equality action plans with the support of their Faculty EDI teams.
- Faculties and Directorates will conduct Equality Analysis prior to, during and following any changes within their areas to mitigate any potential adverse impacts.

We will also use our planning for our University Athena SWAN application for April 2023 to build further actions.