



UNIVERSITY OF
PLYMOUTH

2021

GENDER PAY GAP REPORT



1. Executive summary

This is our fifth annual report looking at gender pay and bonus data for the University of Plymouth. The data here are from March 2021.

Gender Pay Reporting provides us with an opportunity to reflect on the changes we need to make in the short and long term to deliver our [strategic ambitions](#) and ensure we achieve our priority to attract, develop and retain excellent staff. Equality, diversity and inclusion (EDI) are at the core of what it means to work and study here and we have recently published our [EDI Plan 2022-25](#).

It is encouraging that our initiatives over past years are beginning to yield dividends; we are seeing a reduction in mean and median pay gaps and progress across all quartiles. The median gender-based pay figures this year have improved by 4.6% compared to last year, and the mean has reduced by 2.3%

Looking ahead, we know we have more to do. We need to sustain and accelerate these improvements and continue to actively address the over-representation of the women in lower paid roles and their under-representation in higher paid roles. We are committed to making this happen. We are also proud to continue driving progress against our extensive Athena Swan action plan.

We are focused on delivering further improvements year on year.

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 in 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 the list and dividing the sum by the number 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. our staff employed on 31st March 2021.) This report therefore does not present averages and medians across the year, nor does it 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 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, we are obliged to include CEAs funded by the NHS in our gender bonus gap reporting. CEAs disproportionately affect the data due to their relatively high monetary value and including them here may distort the figures reported and sector comparisons. The University does not control the award of these NHS pay supplements, but we are legally obliged to include them within our calculations and we therefore do so.

3. Gender pay and bonus gap

Please note: The data contained within this report refers to the University of Plymouth only. As per legal obligations data for our wholly owned subsidiary, University of Plymouth Services Ltd (UPSL) are published separately. Our EDI Plan 2022-25 covers both organisations and we plan holistically.

Gender pay gap

The **mean hourly rate** of pay for women at the University of Plymouth on 31st March 2021 was 17.8% lower than for men.

The **median hourly rate** of pay for women at the University of Plymouth on 31st March 2021 was 18.6% 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).

Please note: During this reporting period we had a proportion of staff on furlough. However, these staff remained on 100% pay and are therefore included in the calculations.

Gender bonus gap

The University does not operate a performance-related pay scheme therefore the overall population receiving a bonus was very small (26.4 FTE). Moreover, the outcomes are driven by **NHS Clinical Excellence Awards** (please see note below).

The **mean bonus gap** is 11.7% in favour of women.

The **median bonus gap** is 16.4% in favour of women.

Please note: After clarification from the Universities and Colleges Employers Association (UCEA) the University includes NHS Clinical Excellence Awards (CEAs) in our gender bonus gap reporting. As noted above these NHS awards cause large variances due to their high monetary value and potential distortion of the figures reported.

4. Pay quartiles

The charts below show the proportion of men and women in each pay quartile on 31st March 2021. 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.

Figure 1 – Pay quartile one

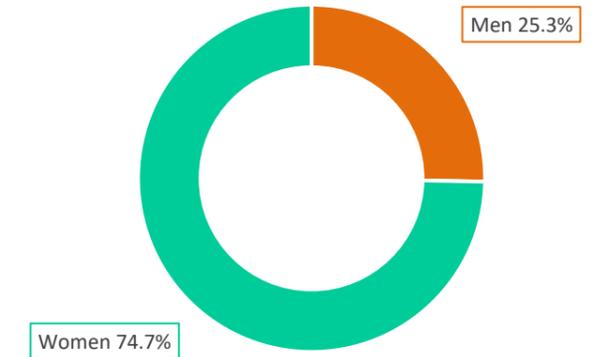
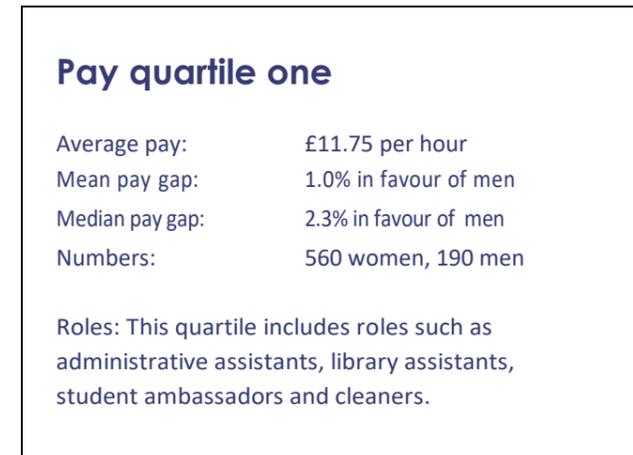


Figure 2 – Pay quartile two

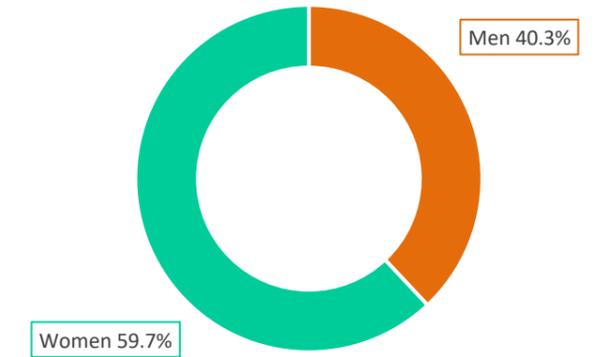
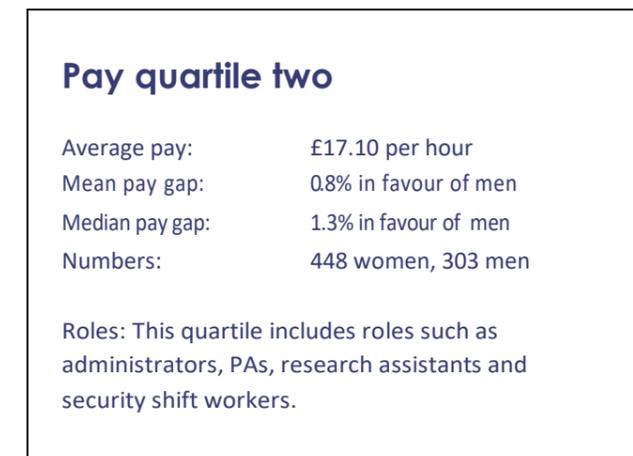


Figure 3 – Pay quartile three

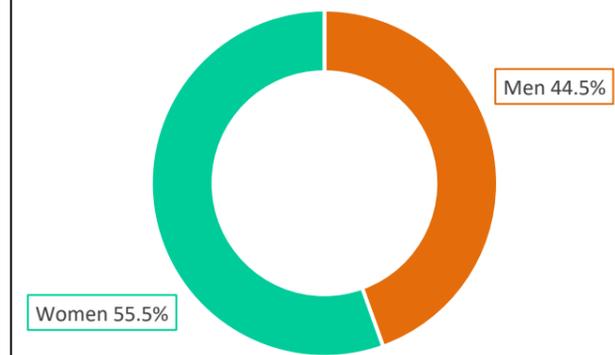
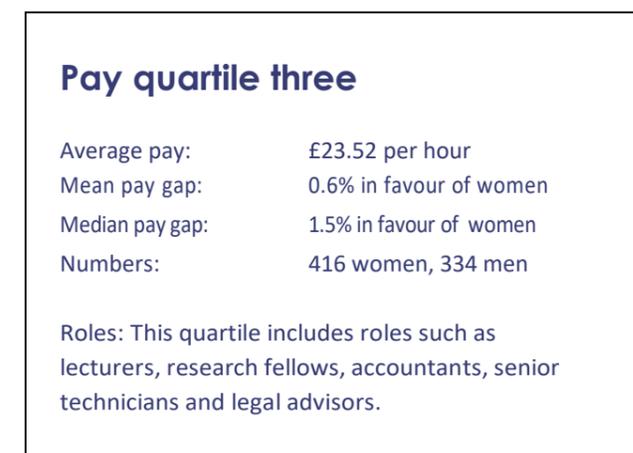
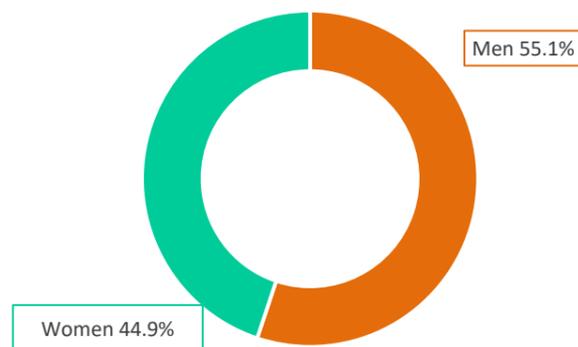


Figure 4 – Pay quartile four

Pay quartile four	
Average pay:	£39.86 per hour
Mean pay gap:	2.2% in favour of men
Median pay gap:	6.5% in favour of women
Numbers:	337 women, 414 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 more than 150 actions to promote institution-wide culture change and is available for staff to view by emailing equality@plymouth.ac.uk. Our actions include:

- Athena SWAN awards in place for all Faculties/Schools across the University.
- Offering roles on a secondment basis to provide opportunities to develop leadership skills and experience.
- Offering opportunities for flexible working/work from home to attract applicants from under-represented groups who may be unable to relocate to the South West.
- Monitoring our academic promotions process and professorial banding scheme to ensure we promote our best talent and increase the number of females in more senior roles and close the gender pay gap.
- Using pulse surveys to understand staff views across regarding informal and formal flexible working arrangements.
- Each Faculty and Directorate monitoring their individual Athena SWAN action plans and/or their equality action plans with the support of their Faculty EDI teams.
- Faculties and Directorates conducting Equality Analysis prior to, during and following any changes within their areas to mitigate any potential adverse impacts.

Furthermore we will use our planning for our University Athena SWAN application for January 2024 to build further actions and will:

- Develop, evaluate and revise policies to ensure they are effective and evidence positive impact in gender terms.
- Reinforce our recognition of impactful contributions to EDI via the new VC awards, and through our Performance Development Review process.
- Review and evaluate our approach to intersectionality identifying actions to address inequality.
- Use the Athena Swan Culture survey and the University's pulse surveys to better understand staff views to inform action planning.