

University of
Staffordshire



THE GENDER PAY GAP

Report 2024

THE GENDER PAY GAP

At University of Staffordshire, we believe that achieving gender balance across the organisation is not only the right thing to do, but it also enables people and our university to be more successful.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with over 250 employees on 5th April 2018 to publish details of their gender pay gap and gender bonus gap. This is to show any difference between the average earnings of men and women, regardless of role or seniority.

Each organisation is required to publish data regarding their mean and median gender pay gap and gender bonus gap. In addition, organisations are required to publish the percentage gender distribution of staff within the four pay quartiles. It is likely that this reporting will extend to other protected characteristics over time and therefore we are already producing Ethnicity, Disability and Sexuality Pay Gap reports.

Being 'Fair and Inclusive' is one of our core values at University of Staffordshire and therefore we strive to ensure this is delivered within all our services for all our staff, students and communities.

What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more, whilst a pay gap below zero shows that women, on average, earn more.

Equal pay is different to the gender pay gap. Equal pay deals with pay differences between men and women who are doing the same jobs, similar jobs or work of equal value. Since 2008 we have regularly undertaken equal pay audits in partnership with our Trade Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 in order to place them equitably on the University Pay and Grading Scale.

What is our gender pay gap?

The gender pay gap is calculated in two ways:

Mean Gender Pay Gap

The mean gender pay gap is calculated by adding up all of the salaries and dividing the result by how many numbers were in the list.

We can then compare the mean pay for men with the mean pay for women. The difference between the two figures is the mean gender pay gap.

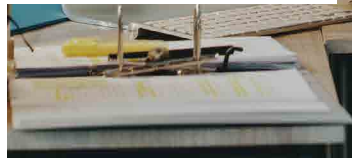
Analysis has revealed that the mean gender pay gap across University of Staffordshire is 8.08%. This is a slight increase on our 2023 position at 7.08%, however this is lower than the 8.10% reported in 2022 and the 9% reported in 2021.

Our gender pay gap is just under 2% lower than the HE Sector at 10% and 7% lower than the whole economy at 14.90%.

On average, the higher education sector will take 14 years to close its gender pay gap, compared to 18 years for all UK employment sectors. (HESA 2022-23).

Median average

The median gender pay gap is calculated by listing all the salaries in numerical order. The median is the middle number. We can then compare the median pay for men with the median pay for women. The difference between the two figures is the median gender pay gap. At University of Staffordshire this is 0%.



What does our gender pay gap data tell us?

This data shows that our gender pay gap is the result of us having more women than men in roles in the lower grades of the pay structure. Where both men and women appear in the same pay grade, we know they are being paid equally because of our equal pay audits and job evaluation scheme. Therefore, we need to work on the mix of our male and female staff within the different grades within the University.

We are aware that, at times, when progress is being made in other areas, such as remodelling or merger of services, this may have an impact on the university's pay gaps. To address this, we need to understand the cause of pay gaps, for example, through ensuring that Equality Impact Assessments are carried out to identify and explain any disparities and how we will address them as a part of our equality commitments.

Further analysis is provided at Appendix 1

We have also analysed our gender pay gap via intersectionality data comparison to age of average hourly pay per male and female staff, excluding part-time hourly lectures. This data shows that the pay gap widens for female staff from the age 45 years onwards.

Further analysis is provided at Appendix 2

What has caused our gender pay gap?

The spread of women and men across the grades at the University is not uncommon with many other organisations. This is shaped by some wider issues:

- Women tend to undertake a disproportionate responsibility for care giving and this results in more women than men working part time, particularly at lower grades.
- Some job roles are traditionally seen as gendered e.g., cleaning, security,

administration. This can have a negative impact on the gender balance when recruiting.

- Part time working can sometimes limit access to career development opportunities and thus the ability to progress through pay grades may be hampered.
- Career breaks e.g., maternity leave may also have a negative impact on access to career development opportunities.
- Menopausal women are the fastest growing group of workers, there are an estimated 4.3 million women in this category. Nine out of ten women felt menopause had a negative impact on their working life. The lack of progression of women into senior roles or their retention inevitably influences the gender pay gap, with the gender pay gap being the greatest for those aged over 50.
- Traditionally low staff turnover rates in the Higher Education sector can be a barrier to changing the gender balance in some occupational groups as recruitment opportunities are limited.



What are we doing to close our gender pay gap?

University of Staffordshire can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a gender pay gap which is due to the unequal distribution of men and women at the top pay quartile. Women are also underrepresented in technical and trade roles.

We are committed to reduce the pay gap and ultimately achieve pay neutrality. Some of the actions that we remain committed to are:

Ensuring our 'Staff makes Staff' culture improvement programme, is developing an inclusive culture, incorporating and addressing the diverse needs of our staff.

Continue to embed the People Strategy approach on inclusion, key aspects are the implementation of the equality targets, professional

development for staff via our Values and Behaviours framework and the YOURCareer@Staffs programme.

Continue the roll out of inclusive recruitment methods and how to promote 'Conscious Inclusive thinking and behaviours' to all key staff.

An Inclusive approach to the attraction and recruitment of staff to our roles, making sure that we are gender neutral in our requirements, our advertising and that we encourage applications from the broadest range of candidates.

Training our recruitment staff on 'Inclusive Recruitment, Selection and Retention' methods to ensure that they are free from stereotypes and bias when appointing to roles within their teams and removing gender imbalance in promotions.

Champion the implementation of the Aurora women's personal and professional development programme

to allow opportunity for career and role development for women within key underrepresented roles/ specialisms within the University.

Ongoing data analysis linked to our work on Athena SWAN, the Race Equality Charter and Stonewall to enable a more granular understanding of our gender pay gap to inform future actions.

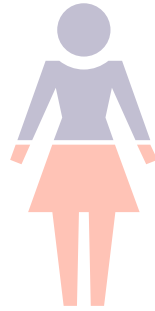
Ensuring we have policies and practices in place that support part-time and flexible working relevant for the job role.

Creating an inclusive culture that understands and supports the challenges caring duties may create for individuals.

Ensuring the 'menopause policy' guidance is delivered to both management and co-workers on how we can support individuals during this period in their lives and to ensure these individuals are treated fairly in the workplace.

APPENDIX 1

University of Staffordshire – Staff profile figures per gender profile group





Female
55.16% / 988





Male
44.84% / 803

University of Staffordshire – Mean and Median pay gap figures per gender profile group

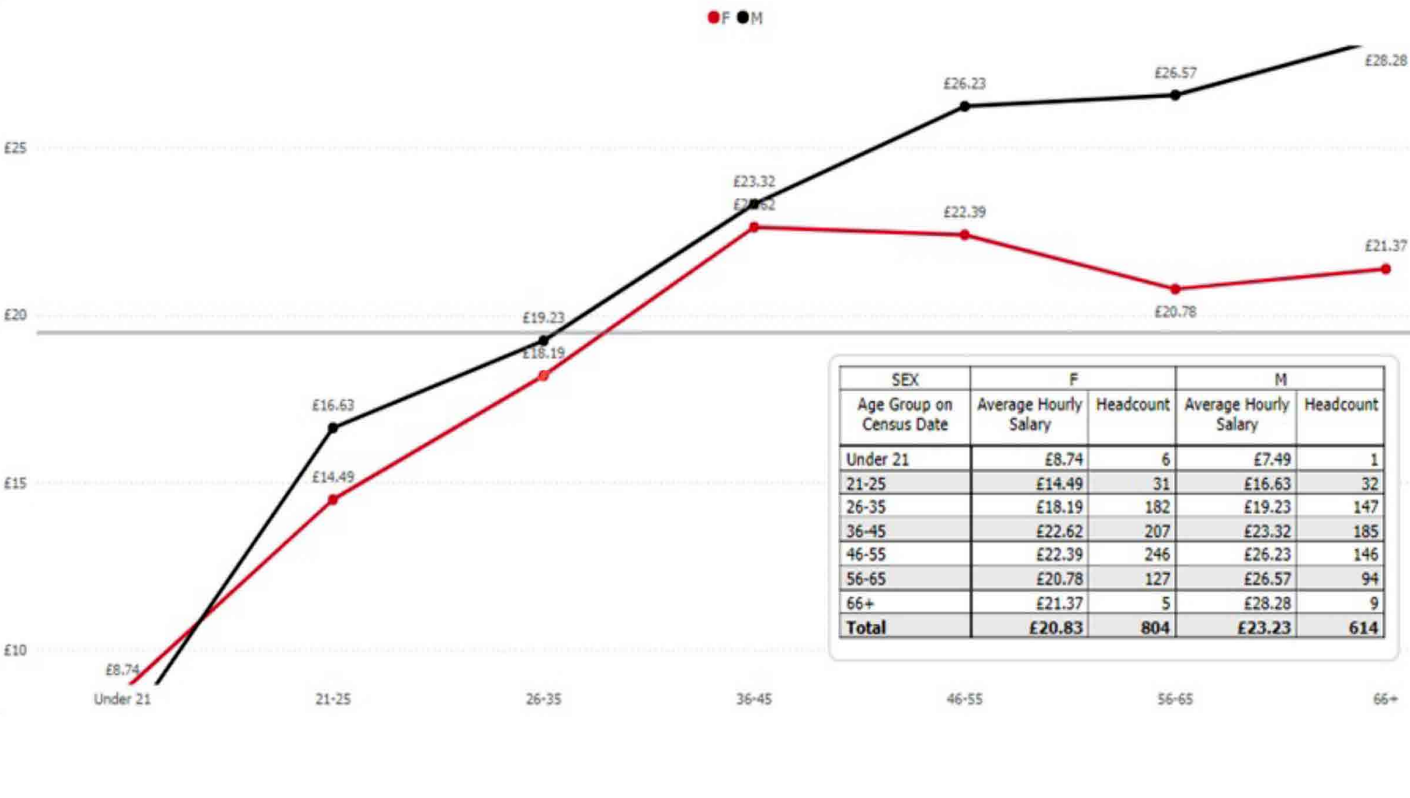
	Mean					Median				
	2021	2022	2023	2024	Change	2021	2022	2023	2024	Change
	£18.50	£18.78	£19.98	£20.48	+\$0.50	£17.52	£17.78	£18.83	£19.23	+\$0.40
	£20.40	£20.30	£21.50	£22.28	+\$0.78	£17.52	£17.78	£18.83	£19.23	+\$0.40
Pay Gap	9.0%	8.1%	7.08%	8.08%	+1	0.0%	0.0%	0.0%	0.0%	0.0pp

University of Staffordshire – Pay Quartiles figures per gender profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	65.18%	53.69%	51.34%	50.45%
	292	240	230	226
	34.82%	46.31%	48.66%	49.55%
	156	207	218	222
Total	448	447	448	448

APPENDIX 2

Intersectionality Pay Gap Data on Gender and Age (excludes part-time hourly paid lecturers)



University of Staffordshire – Gender Pay Gap comparison with Higher Education and Whole economy

Year	The Gender Pay Gap
2020–2021	9%
2021–2022	8.10%
2022–2023	7.08%
2023–2024	8.08%
Higher education 2022–2023	10%
Whole economy 2021–2022	14.90%





University of
Staffordshire

2ND IN THE UK FOR QUALITY EDUCATION

Sustainable Development Goal 4 THE Impact
Rankings 2024

5TH FOR FIRST GEN STUDENTS

The Mail University guide 2025

TOP 10 FOR CAREER PROSPECTS

Whatuni Student Choice Awards 2023

TOP 20 FOR FACILITIES

Whatuni Student Choice Awards 2023

TOP 10 FOR SOCIAL INCLUSION

The Times and The Sunday Times Good
University Guide 2023

87% OF RESEARCH IMPACT IS 'OUTSTANDING' OR 'VERY CONSIDERABLE'

Research Excellence Framework 2021