
ETHNICITY PAY GAP REPORT

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

The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.

Being 'fair and Inclusive' is one of our core values and although ethnicity pay gap reporting is not mandatory, we believe the need to capture and report on our ethnicity pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

WHAT IS THE ETHNICITY PAY GAP?

The ethnicity pay gap shows the difference in the average pay between ethnic minority staff and white staff in the organisation. An ethnicity pay gap above zero will show that on average, white staff earn more, while a pay gap below zero shows that ethnic minority staff, on average, earn more.

Equal pay is different to the ethnicity pay gap. Equal pay deals with pay differences between people 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 Trades Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 to place them

equitably on the University Pay and Grading Scale.

WHAT IS OUR ETHNICITY PAY GAP?

The ethnicity pay gap is calculated in two ways:

Mean Ethnicity Pay Gap

The mean ethnicity pay 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 ethnic minority staff with the mean pay for white staff. The difference between the two figures is the mean ethnicity pay gap.

Analysis of the ethnicity pay gap data has revealed that the mean ethnicity pay gap for all ethnicities, when compared with white staff is -1.35% and is similar to the data reported in 2021 at -1.34%. However, if we remove hourly paid part-time staff from our calculation the mean average ethnicity pay gap is -3.0% in favour of ethnic minority staff. This is considerably lower than Gov.UK Ethnicity pay gap data reported in 2020 at 29.3%.

Median Ethnicity Pay Gap

The median ethnicity 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 ethnic minority staff with the median pay for

white staff. The difference between the two figures is the median ethnicity pay gap.

The median ethnicity pay gap at Staffordshire University for all ethnic minorities compared to white staff is -2.89%, and similar to -3.00% reported in 2021. However, if we remove hourly paid part-time staff from our calculation the median ethnicity pay gap is -8.45% in favour of ethnic minority staff. Our Ethnicity Pay Gap is considerably lower than the Gov.UK ethnicity median pay gap reported in 2021 at 34.8%.

WHAT DOES OUR ETHNICITY PAY GAP DATA TELL US

This data shows that our ethnicity pay gap is in favour of ethnic minorities, but this is due to a small number of ethnic minorities being employed in pay grades 9 and above. This has skewed the data and has had an impact on the true reflection of the ethnicity pay results.

Our staff profile data shows we have a lower number of ethnic minorities employed at Staffordshire University, 10.0% compared to the Higher Education sectors average of average of 16.6%. Therefore, we need to focus on increasing the number of ethnic minorities employed within the organisation, within all job roles and pay grades, to provide a more accurate and proportionate result.

Further analysis is provided in Appendix 1 and 2

WHAT HAS CAUSED OUR ETHNICITY PAY GAP?

The data shows that our ethnicity pay gap is a result of the overall low number of ethnic minority staff being employed (187) at 10% of the workforce, compared to white staff (1,634) at 87% of the workforce. In addition, differences in pay rates between the top spinal point and bottom spinal point of the pay grades in practice skew the data in favour of ethnic minority staff. For example, the ethnic minority staff we employ occupy the higher part of the pay grade when compared to white staff, thus skewing the average salary data in favour of ethnic minority staff.

WHAT ARE WE DOING TO ADDRESS THE DISPARITIES?

Staffordshire University can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a lower proportion of ethnic minority staff employed at 10% compared to the sector average of 16.6%. We have been making positive progress within this area and have increased our ethnic minority profile numbers from 10% in 2021 to 10.8% (1 August 2022) We are fully committed and have a proactive approach that will increase the number of ethnic minority staff employed within the organisation. Some of the actions that we remain committed to are:

SETTING TARGETS

There needs to be accountability if people are to believe that delivering diversity is a business priority. Therefore, we have set the following targets:

- Staff demographic profile that mirrors the regional profile, with an aim of 17% of our staff profile to be from ethnic minorities by 2026-27.
- Ethnic minority staff recruitment targets across the organisation at School and Service level, which are integrated with workforce planning decisions.

USING DATA

Actions to close the pay gap should be data-driven and based on evidence. Improving the quality of data should be a priority. Research conducted by 'Delivering Diversity' illustrated that leaders wanted better data to drive progress on race and ethnicity. Therefore, we are going to:

- Launch our Data Integrity project. This includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff profiling data to understand their diverse needs and expectations.
- Ongoing data analysis linked to our work on the Race Equality Charter to enable a more granular understanding of our ethnicity pay gap to inform future actions.

FOCUSING ON LEADERSHIP

Leaders need to speak up and talk publicly about their organisation's commitment to diversity. They need to develop and own action plans for increasing the representation of ethnic minority employees within the organisation. Therefore, we have been committed to:

- Sharing and discussing diverse staff profile data with senior leadership teams on a regular basis, that helps them to track their progress and supporting them to work within the Race Equality Charter principles and develop SMART action plans that support our values in providing fair and inclusive services for all our diverse employees.
- Launching 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit ethnic minority applicants, making sure that we are inclusive in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.

¹ CMI RESPONSE TO GOVERNMENT CONSULTATION ON ETHNICITY PAY REPORTING





Appendix 1




Staffordshire University - staff numbers per ethnicity profile group



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

	Mean			Median		
	2021	2022	Change	2021	2022	Change
 Ethnic Minorities	£19.56	£19.65	+£0.09	£18.04	£18.31	+£0.27
 White	£19.30	£19.39	+£0.09	£17.52	£17.78	+£0.26
Pay Gap	-1.34%	-1.35%	-0.01%	-3.0%	-2.9%	0.1%

Staffordshire University – Pay Quartiles figures per ethnicity profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
 Ethnic Minorities	7.48%	9.19%	12.85%	10.49%
	35	43	60	49
 White	91.45%	86.97%	84.37%	86.72%
	428	407	394	405
 Unknown/Information Refused	1.07%	3.85%	2.78%	2.78%
	5	18	13	13
Pay Gap	468	468	467	467



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