
Staffordshire University:

Ethnicity Gap Report 2021

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At Staffordshire University we believe that achieving race equality across the institution is not only the right thing to do, 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.

Inclusion and transparency are core values at Staffordshire University and therefore we are publishing our gender, ethnicity and disability pay gap information.

What is the ethnicity pay gap?

The ethnicity pay gap shows the difference in the average pay between Black, Asian and Minority Ethnic staff (BAME¹) and white staff in the organisation. An ethnicity pay gap above zero will show that on average, white staff earn more, whilst a pay gap below zero shows that BAME staff, on average, earn more.

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

Analysis has revealed that the mean ethnicity pay gap across Staffordshire University is -1.3% in favour of BAME staff. However, if we remove hourly paid part time staff from our calculation the mean average ethnicity pay gap is -3.0% in favour of BAME staff.

- **Median Ethnicity Pay Gap**

The median ethnicity pay gap is calculated by listing all of the salaries in numerical order. The median is the middle number. We can then compare the median pay for BAME staff with the median pay for white staff. The difference between the two figures is the median ethnicity pay gap.

At Staffordshire University this is -3.0%. However, if we remove hourly paid part time staff from our calculation the median ethnicity pay gap is -9.2%.

What has caused our ethnicity pay gap?

The data shows that our ethnicity pay gap is a result of the overall low number of BAME staff (140), representing only 8.7% of the workforce compared to white staff (1433) representing 87% of the workforce employed by the University. This profile does not reflect the wider community, as our employment profile is underrepresented with staff from a BAME background. 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 BAME staff, i.e., the BAME staff we employ, through length of service, occupy the higher part of the pay grade when compared to white staff, thus skewing the average salary data in favour of BAME staff.

¹ BAME is the term used by OfS for reporting purposes, although we recognise the increasing use of the term Person of Colour as equally, if not more, appropriate and will review relevance of all terminology continuously.

If we consider how we can attract and recruit more staff from a BAME background to the University this would provide a more insightful analysis of our ethnicity pay gap analysis.

What are we doing to close our ethnicity pay gap?

We are clear that we want to work towards closing the ethnicity pay gap. These are some of the actions that we have identified that are making a difference, which we will continue to support:

- A fresh approach to the attraction and recruitment of BAME applicants to our roles, making sure that we are inclusive in our requirements, our advertising and that we encourage applications from the broadest range of candidates;
- Setting positive action targets for BAME staff recruitment across the institution at School and Service level which are integrated with workforce planning decisions;
- Training our appointment panels to ensure that they are free from stereotypes and unconscious bias when appointing to roles within their teams and reviewing the data from our recruitment and selection processes;
- Through the new Performance Development and Review process, delivering targeted professional development for staff to develop their careers so they can progress within our University or beyond;
- Champion the implementation of the Aurora women’s personal and professional development programme to allow opportunity for career and role development for women including BAME women within key underrepresented roles/specialisms within the University; and
- Ongoing data analysis linked to our work on the Race Equality Charter and Athena SWAN to enable a more granular understanding of our ethnicity pay gap to inform future actions.

Data¹

Overall Workforce Composition

White	BAME
86.6%	8.77%

The mean and median ethnicity pay gap – based on hourly rate of ordinary pay										
£19.56	£19.30		£18.04	£17.52		140	1433			
BAME	White		BAME	White		BAME	White			
Mean ethnicity pay gap -1.3%			Median ethnicity pay gap - -3.0%			Total employees: 1617				
The mean and median bonus ethnicity pay gap and the proportion of BAME and White staff receiving a bonus payment										
£0	£0		£0	£0		0%	0%			
BAME	White		BAME	White		BAME	White			
0%			0%			0%				
The proportion of BAME and White staff in each mean hourly rate quartile pay band ³										
29	370		32	358		44	347		3	358
BAME	White ⁴		BAME	White		BAME	White		BAME	White
7%	92%		8%	89%		11%	86%		9%	88%
Q1		Q2			Q3			Q4		
Lower Quartile		Lower Middle Quartile			Upper Middle Quartile			Upper Quartile		

¹ Snapshot date as of March 2021

² A negative figure indicates the ethnicity pay gap is in favour of BAME staff

³ Actual staff numbers are rounded.

⁴ Includes ethnicity unknown.

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