



Gender Pay Gap Report

31 March 2019

Introduction

Plymouth Marjon University is committed to equality, to being a place where diversity is respected and valued, and where we all know that unacceptable behaviour is challenged in an appropriate way. Our values are at the heart of everything we do. They encourage both the ability and the aspiration to improve lives for all. Put simply, everyone at Marjon expects their colleagues to behave with fairness and decency, both to each other and to students. We are wholeheartedly committed to being an inclusive and fair community where every voice counts.

This report complies with the Gender Pay Gap legislation (developed by the Government Equalities Office), introduced in April 2017, which requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March (snapshot date).

The University will continue its efforts to address discrimination and gender inequality, to progress its institutional wide commitment to our values and to being an inclusive and fair community.

Contextual Information

Last year, Plymouth Marjon University was pleased to continually report a significantly lower gender pay gap than many of its counterparts.

Times Higher Education¹ reported that the mean average pay gap across the sector had changed very little since the introduction of Gender Pay Gap reporting, changing from 15.9% in 2017 to 15.1% in 2018.

Out of the 228 Higher Education institutions that published data in 2018, 46 were shown to have widened their gap since the first reporting exercise in 2017.

Times Higher Education also reports that all institutions continued to report a gender pay gap in favour of men, it reports that 192 Universities managed to reduce their mean average hourly pay gap by 0.1 per cent or more. We were pleased to confirm that we were one of this 192 having reduced our mean average hourly pay gap by 0.2 % (2017 figure was 4.3%, whilst 2018 was 4.1%)

¹<https://www.timeshighereducation.com/news/gender-pay-gap-uk-universities-report-slow-progress>

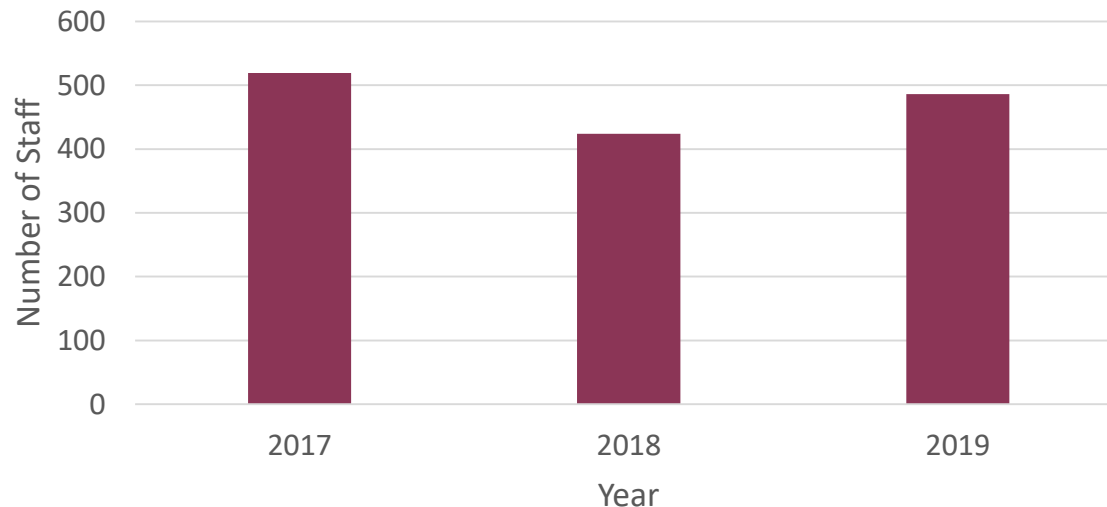


Our Data

Headcount

On the snapshot date of 31 March 2019, there was a total of **486 staff** working for the University (308 on the Main Payroll and 178 on the Hourly Paid Payroll).

Compared to last year's snapshot data, the University's headcount has increased by 62 staff (14.62%). The chart below shows the yearly headcount changes since the introduction of Gender Pay Gap reporting. As you can see our headcount for 2018 significantly dropped which was mainly a result of Catering being outsourced along with other organisational change programmes.



Gender Breakdown

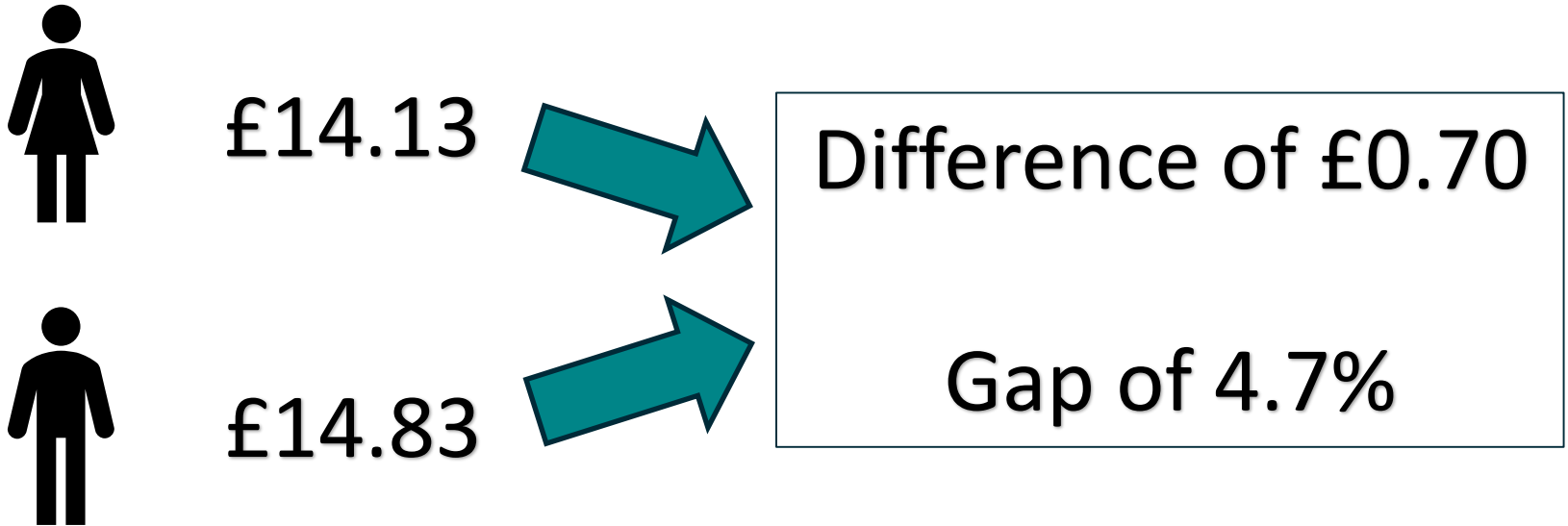
The breakdown of staff type against gender is shown below:

Staff Type	Female	Male
Senior Management	3	5
Academic	56	30
Professional Services	120	48
Manual	18	28
Hourly Paid	119	59
TOTAL	316 (65.02%)	170 (34.98%)
LAST YEARS TOTAL	275 (64.86%)	149 (35.14%)
DIFFERENCE	+ 41 (+0.16%)	+ 21 (+0.16%)

Our population of females has increased by 0.16% based on last year, whilst our population of males has also increased by the same percentage.

Mean Gender Pay Gap

This figure represents the difference between the average hourly earnings of men and women employed by the University.



This represents an increase of 0.6% from last year

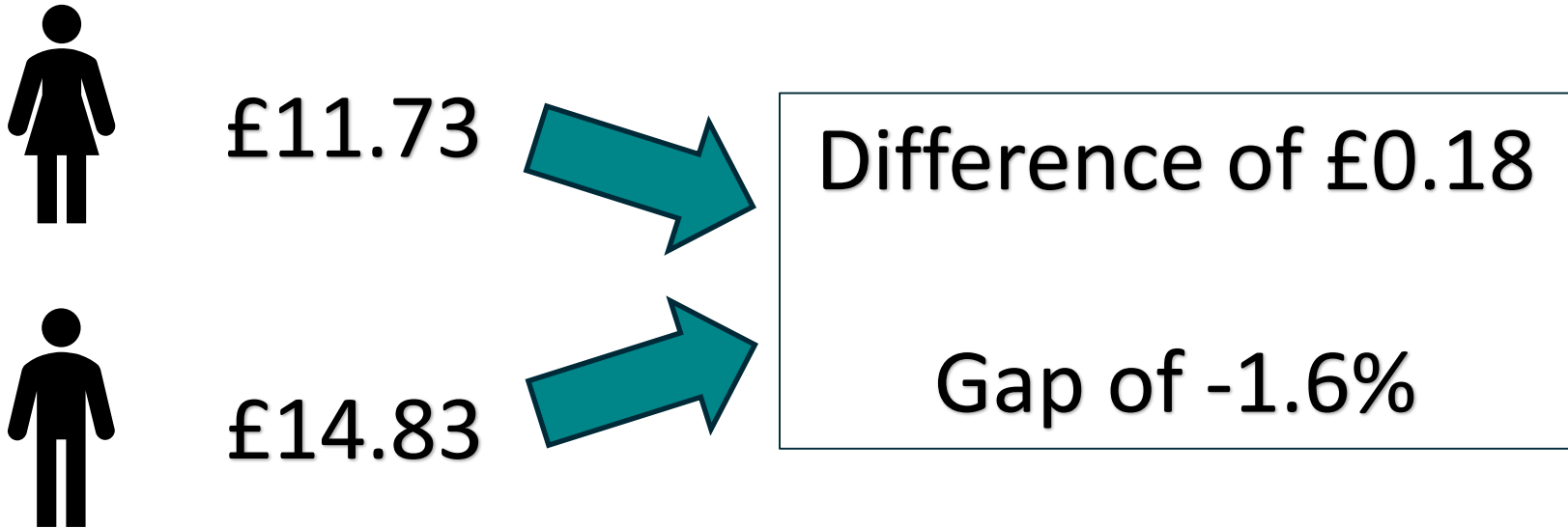
Mean Gender Pay Gap by Staff Type

In order to understand our Gender pay gap, it is helpful for us to break this down by staff type.

Staff Type	2019	2018	2017
Senior Management	7.5%	27.6%	4.6%
Academic	0.7%	0.2%	-10.5%
Professional Services	4.4%	11.4%	18.3%
Manual	3.5%	21.1%	22.4%
Hourly Paid	-4.1%	-11.4%	-15.0%
TOTAL	4.7%	4.1%	4.3%

Median Gender Pay Gap

This figure represents the difference between the middle point of hourly earnings of men and women employed by the University.



This represents an decrease of 4.4% from last year

Median Gender Pay Gap by Staff Type

In order to understand our Gender pay gap, it is helpful for us to break this down by staff type.

Staff Type	2019	2018	2017
Senior Management	-6.4%	2.8%	-0.3%
Academic	-6.1%	-3.0%	-5.8%
Professional Services	5.5%	8.0%	16.5%
Manual	0.5%	5.7%	6.3%
Hourly Paid	-8.8%	0.0%	-14.3%
TOTAL	-1.6%	2.8%	0.1%

Bonus Pay - Definition

Bonuses are defined by the Gender Pay Gap regulations as “anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers, securities, securities options, and interests in securities. Non-consolidated bonuses are included”.

This also includes any long service awards with a monetary value (cash, vouchers or securities) but any other type of non-monetary award under this category, such as extra annual leave, is instead to be treated as a benefit in kind and excluded.

Bonus pay does not include pay related to paid overtime, redundancy or termination of employment or pay in lieu of annual leave.

During this reporting year a small number of bonus payments were paid to staff by Plymouth Marjon University. In fact this equates to just under 1% of staff with an even split between male and females.

Bonus Pay Gender Breakdown

During this reporting year a small number of bonus payments were paid to staff by Plymouth Marjon University. In fact this equates to just under 1% of staff with an even split between male and females.



0.6% received a bonus



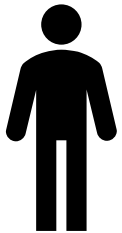
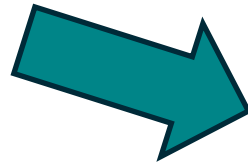
1.2% received a bonus

Mean Bonus Gender Pay Gap

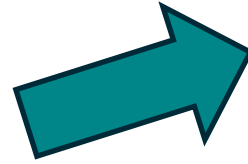
This figure represents the difference between the average bonus payment to men and women employed by the University.



£3,500



£3,000



Difference of £500

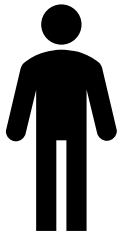
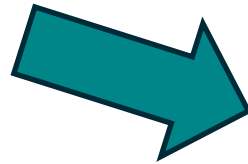
Gap of -16.67%

Median Bonus Gender Pay Gap

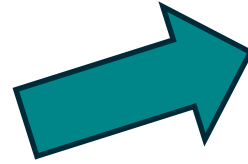
This figure represents the difference between the middle point of bonus payments to men and women employed by the University



£3,500



£3,500

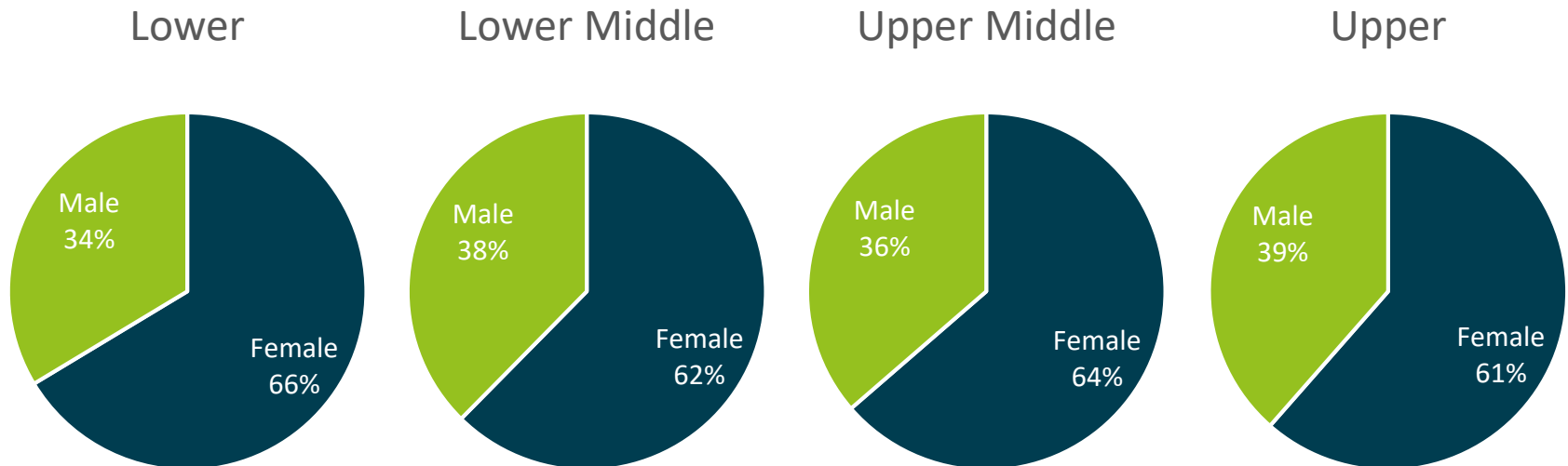


Difference of £0

Gap of 0%

Quartiles

This data below shows the gender distribution across four equally sized quartiles.



As per previous years, the distribution of males and females in each quartile is roughly the same with only minor fluctuations in the gender balance per quartile.

Action Plan

Ensure all new managers understand our values and our approach to leadership within the University.

Ensure all new staff understand our values and how we behave and operate as a University.

Continue to promote our new academic promotion and career development procedures through guidance workshops and relevant development sessions.

To create professional services career development frameworks.

To continue to update HR policy and practice.

To set up a new women's cross University network encompassing co-mentorship.

To actively encourage female staff to engage in the Aurora female leadership programme.

Ensure we use gender neutral language in all job descriptions and recruitment campaigns.

Ensure all recruiting managers have completed all e-learning modules on effective recruitment and selection and attended unconscious bias training.