



# Gender Pay Gap Report

31 March 2020

# 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 details the key ongoing projects which are contributing to reducing our Gender Pay Gap along with our Gender Pay Gap data for 2020. The data provided is in line 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.



# Our Progress to Date

# Key Projects



Graduate  
Interns

Clearer  
Academic  
Promotion  
Pathways

Student  
Colleagues

# Graduate Interns

Supporting our work to increase males in the lower pay quartiles and creating a more balanced workplace age profile, we have created an initiative to incrementally replace typically lower graded administrative positions with holistic and developmental graduate internships.

We currently have 10 graduate intern opportunities across professional services departments and within our academic schools. There are now only a few departments that do not offer a graduate internship and we hope that this changes in the future. We have evidence of attracting and recruiting male graduate interns within areas that have previously been largely female. Often, we try to recruit Marjon graduates which supports our employability work, and enhances our ability to be truly student centred.

## Some examples of Graduate Intern Positions:

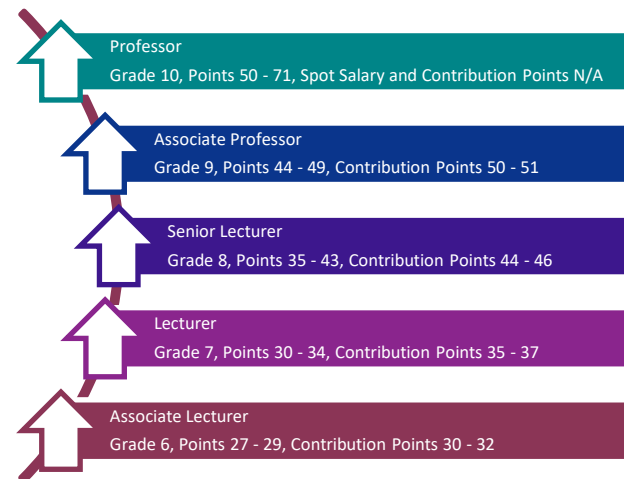


# Clearer Academic Promotion Pathways

Our Academic Promotion Policy and Procedure was created in 2019, and we are now within our 3<sup>rd</sup> year of promotions rounds. The Policy provides 4 pathways of equal value for promotion, Learning & Teaching, Leadership & Management, Research and Knowledge Exchange & Impact.

We have promoted 13 females and 7 males via the new Academic Promotion Policy (2019-2021). With effect from September 2021, we will have 3 female Associate Professors versus 3 male Associate Professors and 6 female Professors versus 4 male Professors. It is there evidential that this new process is creating a gender balanced approach to academic promotion.

Alongside this development, we have create and are currently piloting a new Academic Contribution Framework, where we have the ability to assign time to academics to allow them to develop their work related to their pathways of choice further enabling their abilities to successful meet their desired promotion goals.





# Student Colleagues

Born out of our Access and Participation Plan we have a cross university working group co-ordinating our Student Colleague project.

The project is aimed at creating opportunities in the workplace for our students to work whilst they studying with us and assisting them with gaining meaningful and paid work experience enhancing their future employability. This also has benefits in terms of enhancing our student-centred approach by engaging and gaining insight from our students in everything that we do. In addition, we know that our student data has a higher male population than our staff data, meaning that this project is likely to led to higher levels of male recruitment in the lower pay quartiles assisting with minimising, and maintaining our pay gap.

It also supports our requirement to increase staff in the lower age brackets and creating a more balanced age profile.





# Our Data 2020

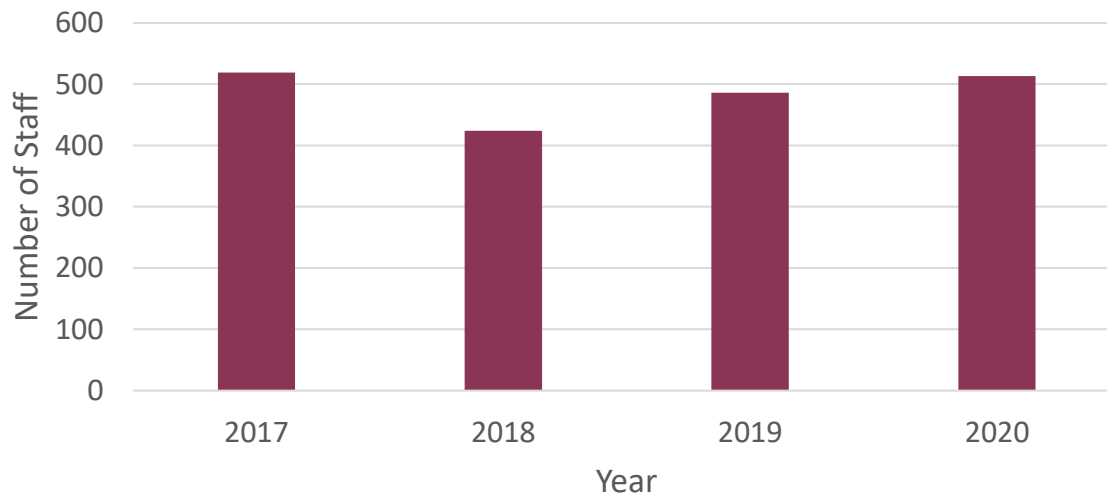


# Headcount

On the snapshot date of 31 March 2020, there was a total of **510 staff** working for the University (339 on the Main Payroll and 171 on the Hourly Paid Payroll).

Compared to last year's snapshot data, the University's headcount has increased by 24 staff (4.94%). The chart below shows the yearly headcount changes since the introduction of Gender Pay Gap reporting.

As you can see, our staffing figures are gradually increasing year on year from 2018.



# Gender Breakdown

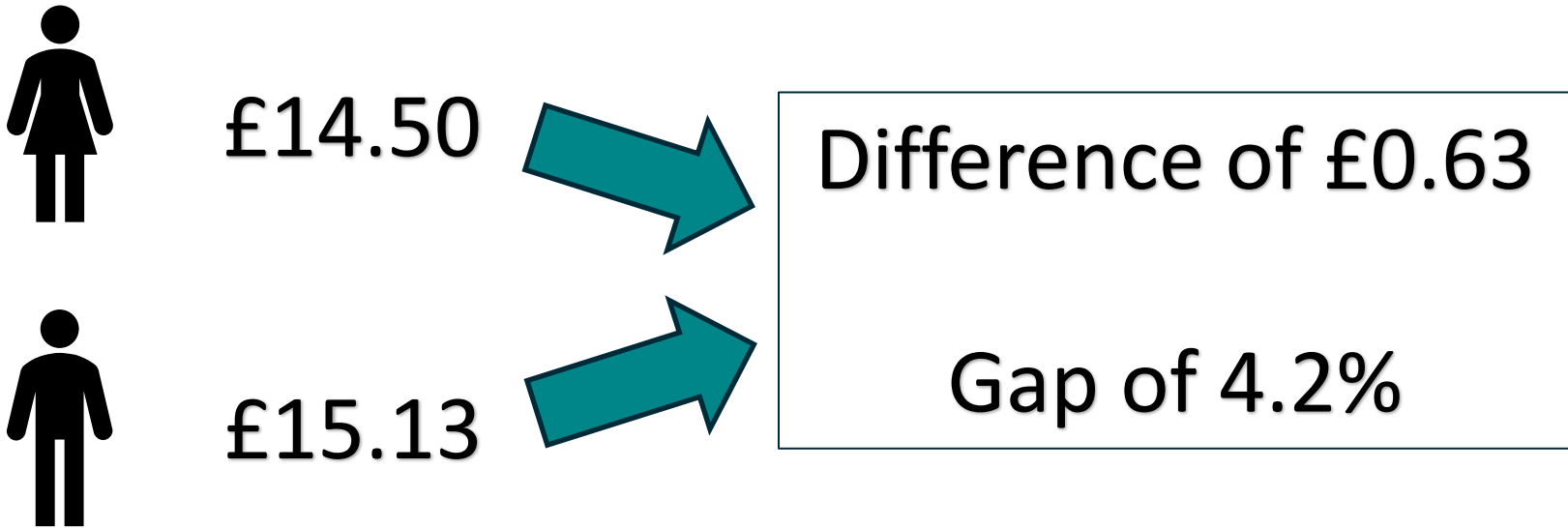
The breakdown of staff type against gender is shown below:

Staff Type	Female	Male
Senior Management	3	5
Academic	73	33
Professional Services	130	47
Manual	22	26
Hourly Paid	114	57
<b>TOTAL</b>	<b>342 (67.06%)</b>	<b>168 (32.94%)</b>
<b>LAST YEARS TOTAL</b>	<b>316 (65.02%)</b>	<b>170 (34.98%)</b>
<b>DIFFERENCE</b>	<b>+ 26 (+2.04%)</b>	<b>- 2 (-2.04%)</b>

Our population of females has increased by 2.04% based on last year, whilst our population of males has slightly decreased

# Mean Gender Pay Gap

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



This represents a reduction of 0.5% from last year

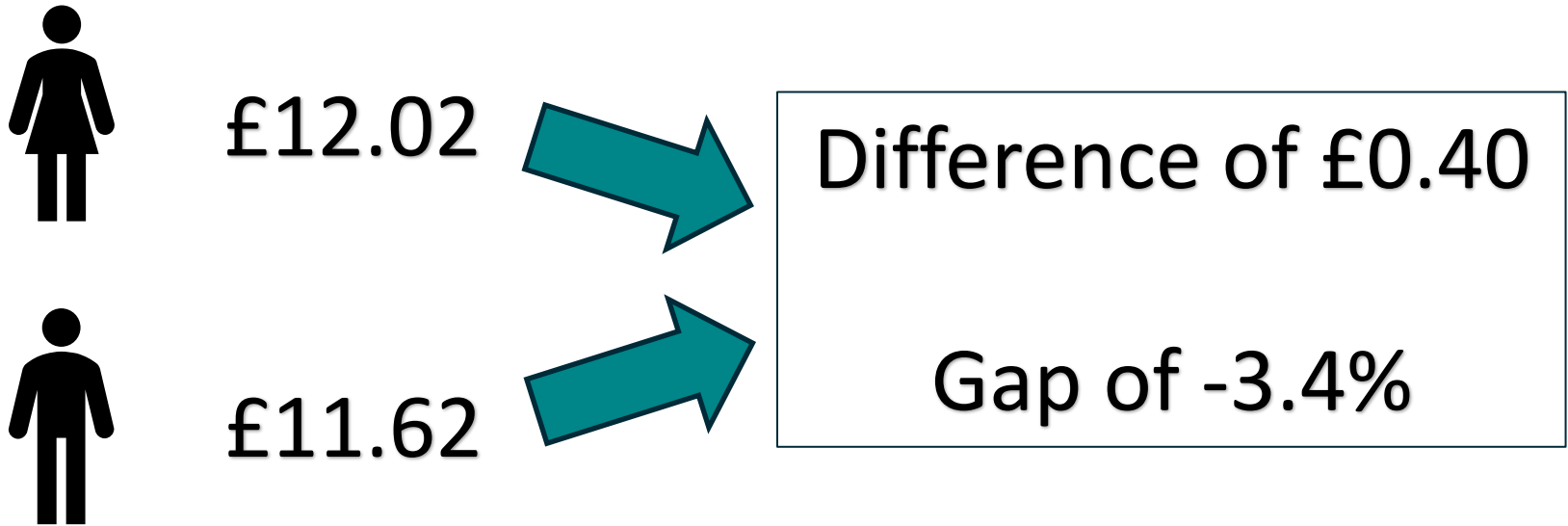
# Mean Gender Pay Gap by Staff Type

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

Staff Type	2020	2019	2018	2017
Senior Management	10.6%	7.5%	27.6%	4.6%
Academic	2.5%	0.7%	0.2%	-10.5%
Professional Services	2.7%	4.4%	11.4%	18.3%
Manual	-0.7%	3.5%	21.1%	22.4%
Hourly Paid	2.0%	-4.1%	-11.4%	-15.0%
<b>ALL STAFF</b>	<b>4.2%</b>	<b>4.7%</b>	<b>4.1%</b>	<b>4.3%</b>

# 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 1.8% 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	2020	2019	2018	2017
Senior Management	-1.4%	-6.4%	2.8%	-0.3%
Academic	5.7%	-6.1%	-3.0%	-5.8%
Professional Services	2.8%	5.5%	8.0%	16.5%
Manual	5.4%	0.5%	5.7%	6.3%
Hourly Paid	5.4%	-8.8%	0.0%	-14.3%
<b>ALL STAFF</b>	<b>-3.4%</b>	<b>-1.6%</b>	<b>2.8%</b>	<b>0.1%</b>

# 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.

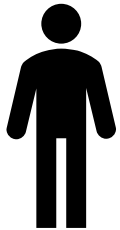
Bonus pay does not include pay related to paid overtime, redundancy or termination of employment or pay in lieu of annual leave.

# Bonus Pay Gender Breakdown

During this reporting year a very small number of bonus payments were paid to staff by Plymouth Marjon University.



0.0% received a bonus

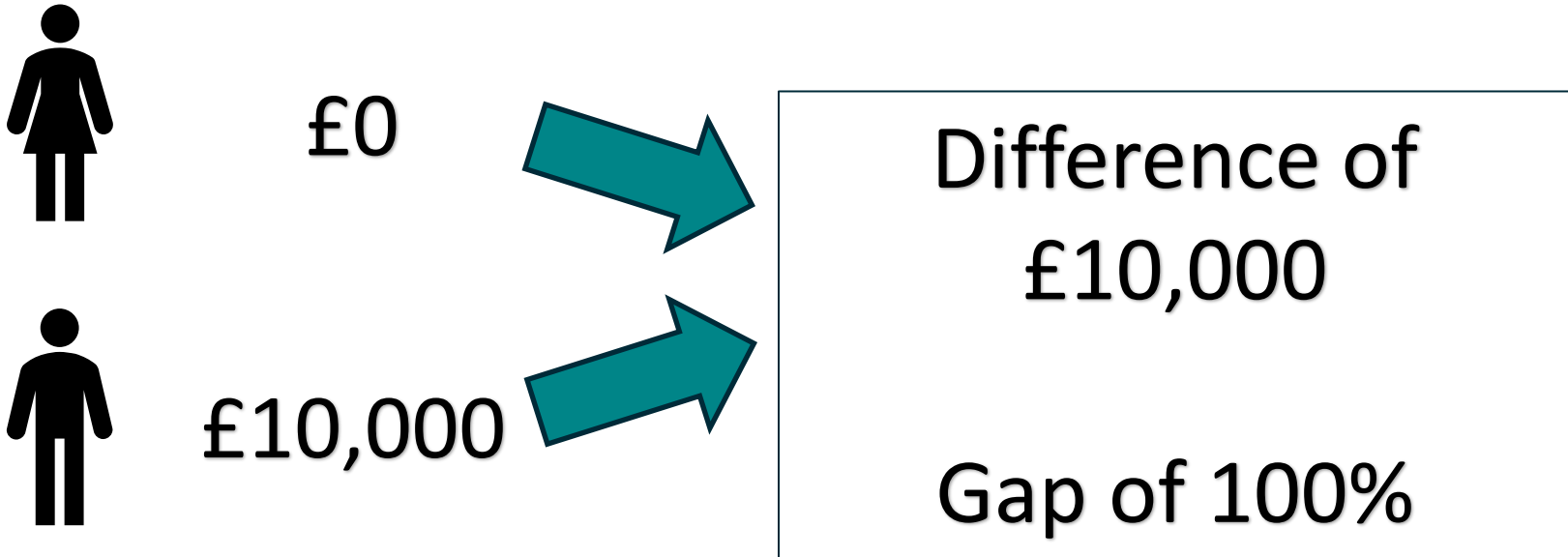


0.6% received a bonus

During the reporting timeframe the only member of our workforce that received a performance related bonus was the Vice Chancellor who is male, hence the gap. Remuneration Committee review any Senior Staff Bonuses and are in receipt of our GPG reports and data.

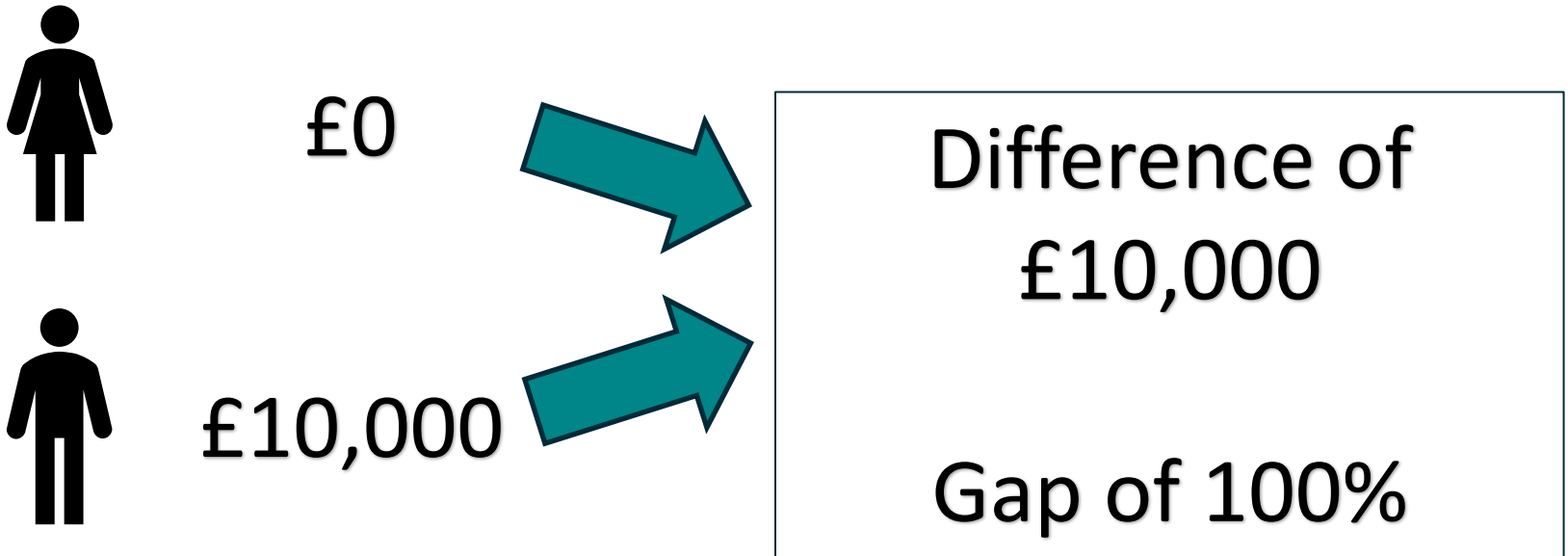
# Mean Bonus Gender Pay Gap

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



# Median Bonus Gender Pay Gap

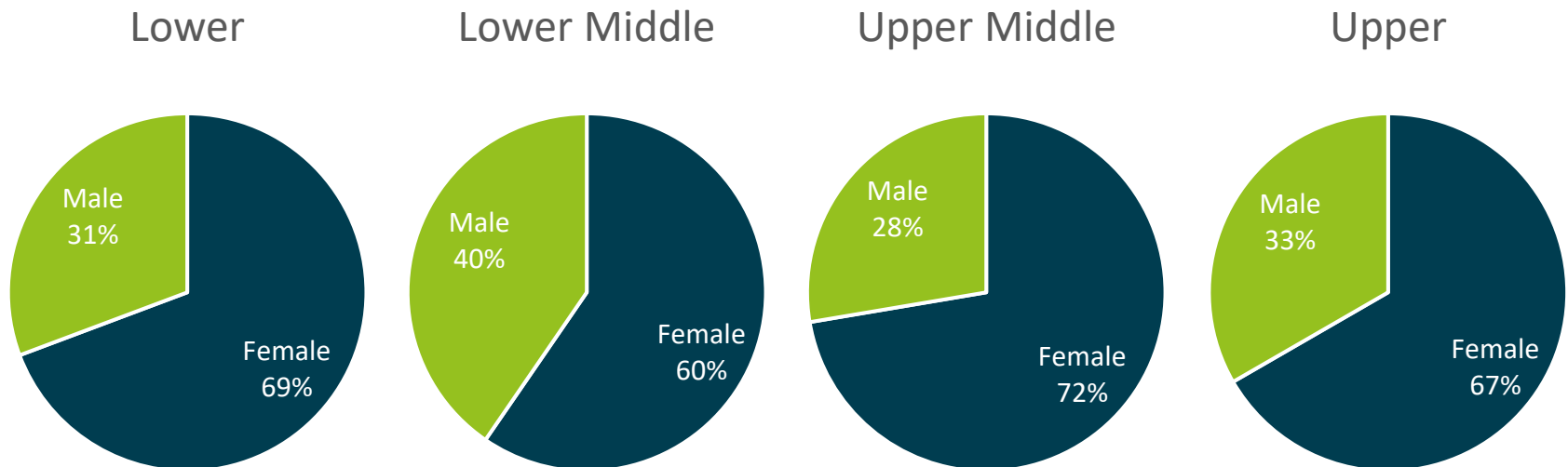
This figure represents the difference between the middle point of bonus payments to men and women employed by the University.





# Quartiles

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



As per previous years, there has not been much change in the distribution of males and females in each quartile. However we are currently working on several projects to increase the number of male staff in the lower quartile pay bands.

# 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.