



Gender Pay Gap Report

31 March 2021

Introduction

Plymouth Marjon University is committed to equality, to being a place where diversity is respected and valued. 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, our Gender Pay Gap data for 2021 and actions to continue to improve our Gender Pay Gap going forward. 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. We are working to ensure there are high quality graduate development opportunities across all departments. 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.

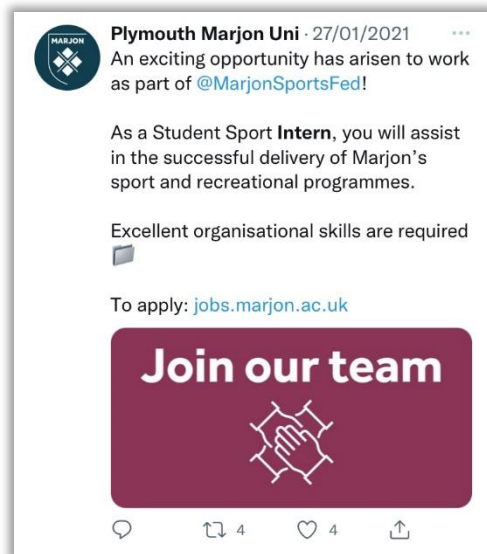


Plymouth Marjon Uni · 29/03/2021
Our HR team are looking for their next People Services (HR) Graduate **Intern**.

Find out more: jobs.marjon.ac.uk

Join our team

6 shares, 7 likes



Plymouth Marjon Uni · 27/01/2021
An exciting opportunity has arisen to work as part of @MarjonSportsFed!

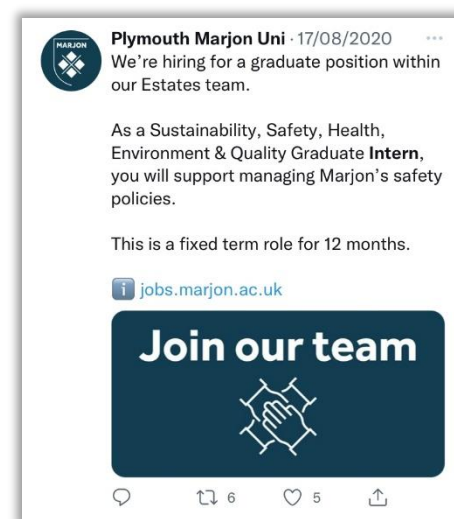
As a Student Sport **Intern**, you will assist in the successful delivery of Marjon's sport and recreational programmes.

Excellent organisational skills are required

To apply: jobs.marjon.ac.uk

Join our team

4 shares, 4 likes



Plymouth Marjon Uni · 17/08/2020
We're hiring for a graduate position within our Estates team.

As a Sustainability, Safety, Health, Environment & Quality Graduate **Intern**, you will support managing Marjon's safety policies.

This is a fixed term role for 12 months.

jobs.marjon.ac.uk

Join our team

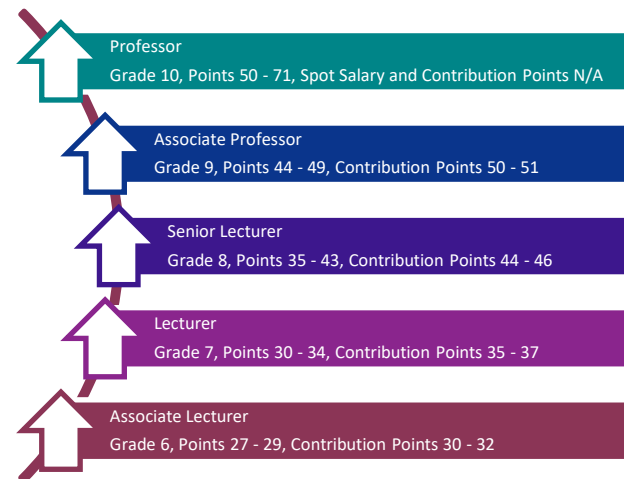
6 shares, 5 likes

Clearer Academic Promotion Pathways

Our Academic Promotion Policy and Procedure was created in 2019, and we are now within our 3rd 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. These results demonstrate that this new process is supporting gender balance.

Alongside this development, we have created 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 successfully meet their desired promotion goals.



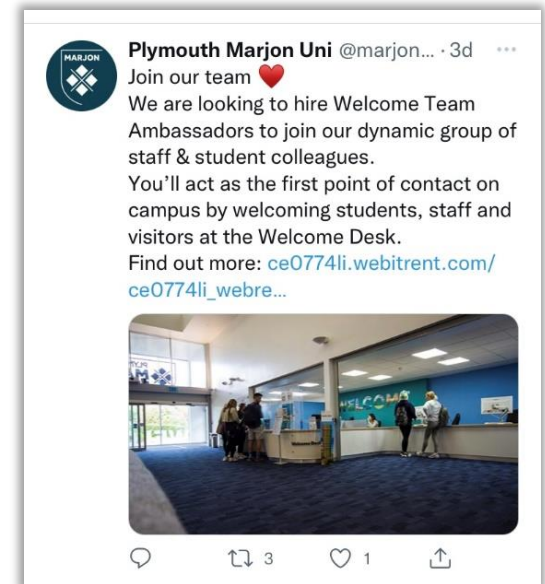
Student Colleagues

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 study 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. At the start of the project our student data had a higher male population than our staff data, creating opportunity to recruit higher levels of males in the lower pay quartiles, assisting with reducing the overall gender balance, and minimising, and maintaining our pay gap.



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



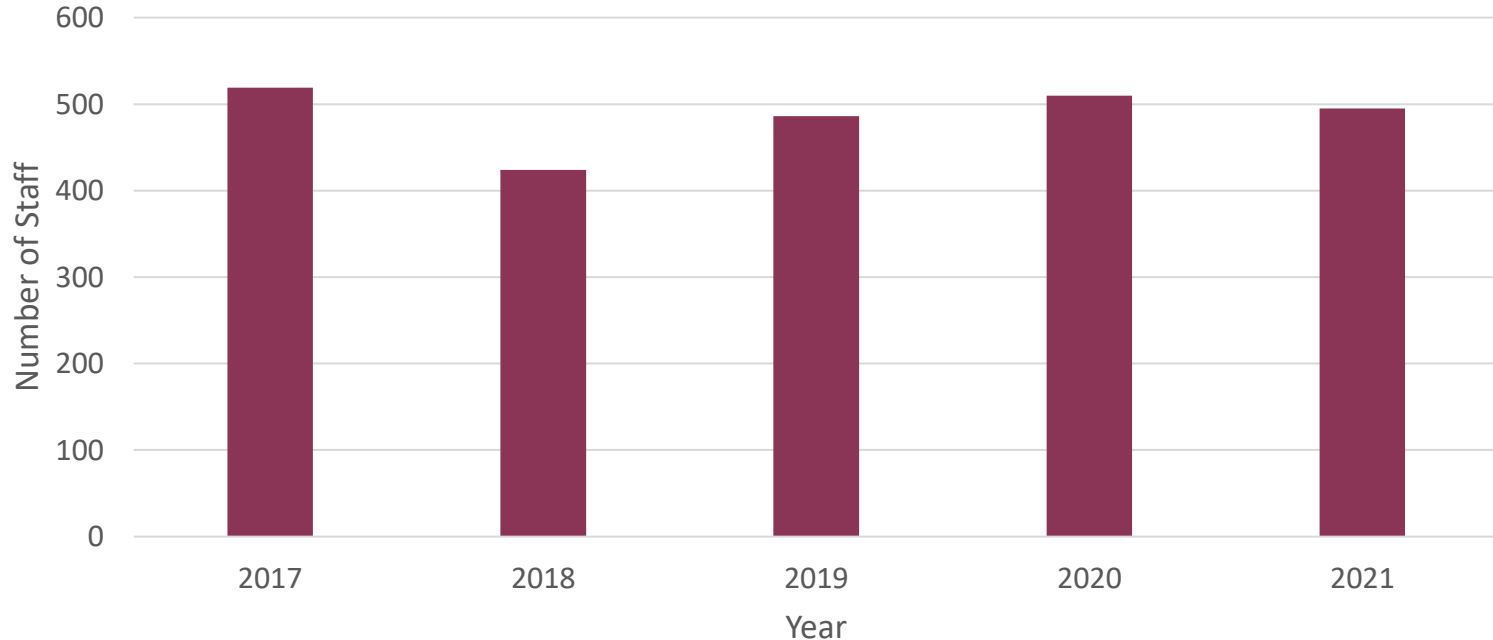


Our Data 2021

Headcount

On the snapshot date of 31 March 2021, there were a total of **495 staff** working for the University (341 on the Main Payroll and 154 on the Hourly Paid Payroll).

Compared to last year's snapshot data, the University's headcount figure has seen a slight reduction. The chart below shows the yearly headcount changes since the introduction of Gender Pay Gap reporting.



Gender Breakdown

The breakdown of gender in our staff population is shown below:



Our number of female employees has decreased slightly compared to last year's figure, whilst male numbers have slightly increased, making a small change towards a more even gender balance.

Mean Gender Pay Gap

Our mean gender pay gap for 2021 is 7.1%. This is a smaller gap than both the HEI sector and national figures¹. Since reporting began in 2017 there has been a significant decrease in the mean gap for professional services staff (18.3% in 2017 to 5.0% in 2021), academic staff (-10.5% in 2017 to -1.7 in 2021%), manual staff (22.4% in 2017 to 6.5% in 2021) and hourly paid staff (-15.0% in 2017 to -0.6% in 2021).



¹ONS 2/11/2021, data as at March 2020 (the most recently available national data for comparison).

Median Gender Pay Gap

Our median pay gap is 8.9%. This is lower than both HEI sector and national figures¹. Since reporting began in 2017 significant reductions in the median gap can be seen for staff in professional services (16.5% in 2017 to 4.55 in 2021), academic roles (-5.8% in 2017 to 1.3% in 2021), and hourly paid roles (-14.3% in 2017 to 0.0% in 2021). The gap for academic staff has reduced from 5.7% in 2020 to 1.3% in 2021.



8.9%

Our median gender pay gap

13.7%

The HEI median gender pay gap¹

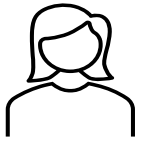
14.9%

The national median gender pay gap¹

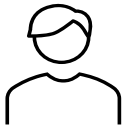
¹ONS 2/11/2021, data as at March 2020 (the most recently available national data for comparison).

Bonus Pay Gender Breakdown

Bonus payments are not typically a feature of remuneration at the University, however during this year the University awarded a small Christmas bonus to staff as a thank you for their work during COVID-19. These were only paid to salaried staff, and those who had not been placed on furlough during the year.



56.0% received a bonus



54.7% received a bonus

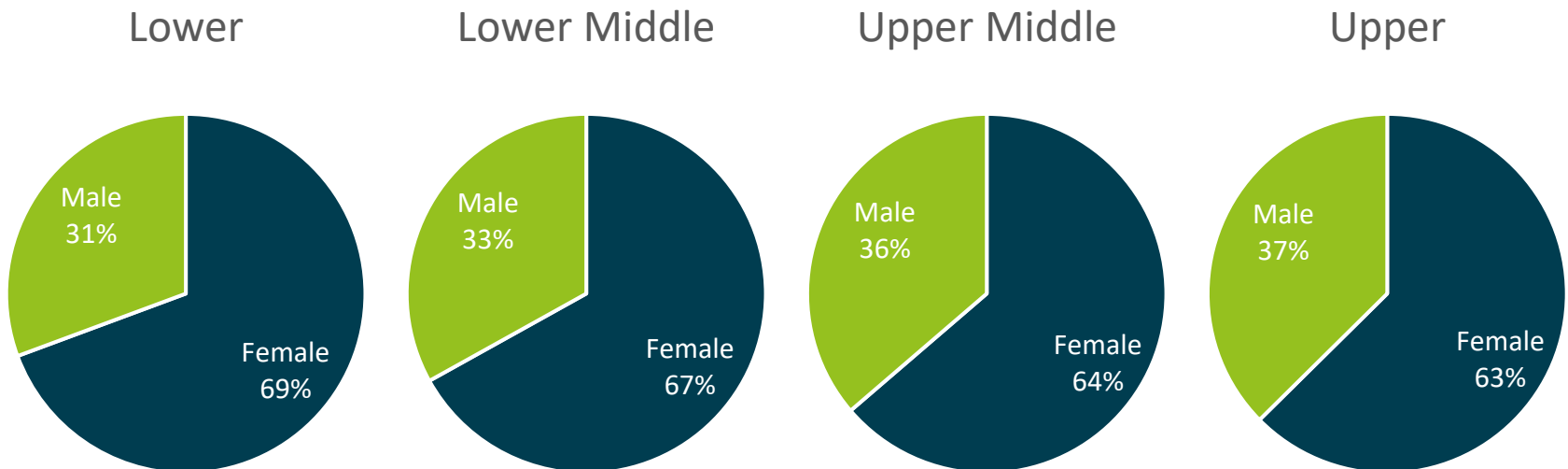
Bonus Pay

The bonus awarded to the vast majority of staff was equal as shown by the median gap. The mean gap is larger, reflecting bonuses given to a small number of staff who undertook specific roles during the initial Covid-19 response. This second group were more evenly gender balanced than the wider University and so their impact on the overall mean figure for men was greater. Considering each of those two groups separately, the mean gap was 0% and 17.5% respectively.



Quartiles

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



There has been little change in the distribution of males and females in each quartile from last year. We are working to increase the number of male staff; in particular, several projects which may increase the number of male staff in the lower and lower middle quartiles.



Looking ahead

Action Plan

Submit Athena Swan Institutional application, working towards the charter aims, identifying and addressing actions.



Create professional services career development framework to sit alongside the successful academic framework.

Offer more female staff opportunity to engage in the Advance HE Aurora Women's Leadership programme

Set up a new cross-University Women's network encompassing co-mentorship.

Use gender neutral language in job descriptions and recruitment campaigns. Consider job titles where applicants are dominated by one gender.

Continually update HR policy and practice.

Promote Student Colleague opportunities to encourage more male applicants.

Ensure all recruiting managers complete learning on effective recruitment and selection and unconscious bias.

Develop a new Equality Impact Assessment tool, based on our values and to better evaluate our policies and practises for equity

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

Continue to raise the profile of the academic promotion and career development procedures