

GENDER PAY GAP REPORT

31 March 2017

Introduction

Plymouth Marjon University is committed to equality and 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 2017 (snapshot date).

A gender pay gap is the percentage difference between the average pay of male employees and females employees for a given group. A gender pay gap above zero will show that, on average, men earn more while a pay gap below zero shows that women, on average, earn more.

An organisation-wide gender pay gap analysis covers all levels of work. Gender pay gaps can therefore occur where men and women are distributed differently across the workforce. Gender pay gaps, while not of themselves unlawful, can spotlight areas that require investigation by employers.

The report results are encouraging in comparison to other organisations and the 2017 UK average median gap of 18.4% and mean gap of 17.4%¹; however, the maintenance and further improvement in reducing the gap are complex and appear to be occupation and industry specific. The University will continue its efforts to address discrimination, gender inequality and progress its institutional wide commitment to our values and being an inclusive and fair community.

The following table shows the reporting areas:

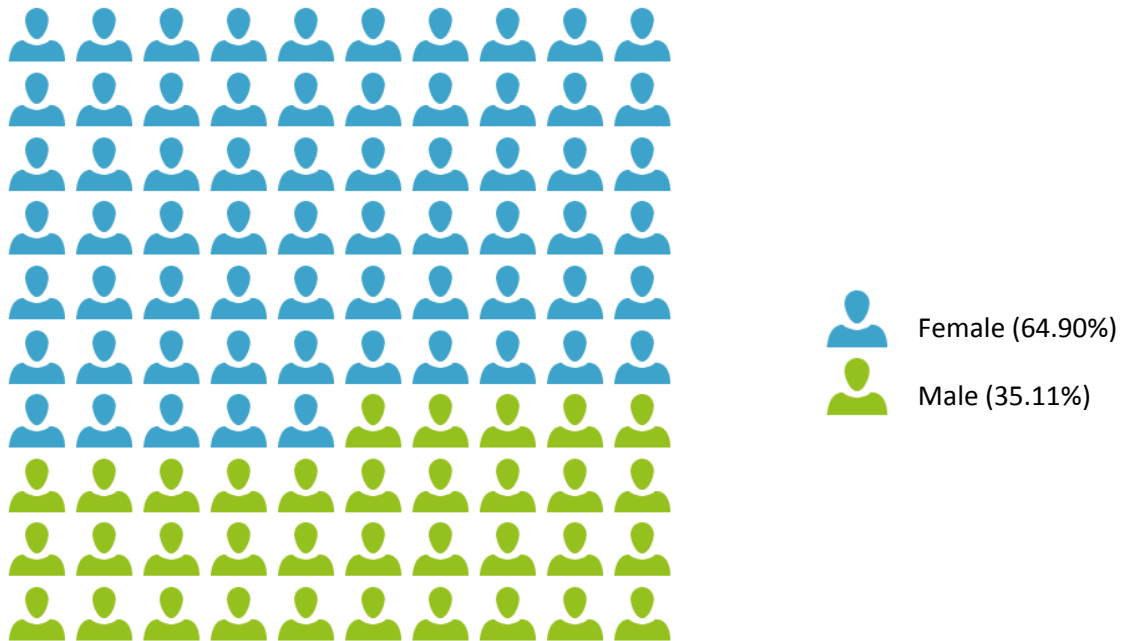
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employments and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employments and that of female full-pay relevant employees
Mean Bonus gap	The difference between the mean bonus pay of male full-pay relevant employments and that of female full-pay relevant employees
Median Bonus gap	The difference between the median bonus pay of male full-pay relevant employments and that of female full-pay relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

¹ Annual Survey of Hours and Earnings (ASHE), Office of National Statistics

The Data

Headcount

On the snapshot date of 31 March 2017, there was a total of 519 staff working for the University (336 on the main payroll and 183 on the hourly paid payroll).



The breakdown of staff type against gender is show below:

	Female	Male
Senior Management	4	6
Academic	53	36
Professional Services	128	45
Manual	31	34
Hourly Paid	115	58
TOTAL	331 (64.90%)	179 (35.10%)

Average weekly hours

Female



17.34

Male



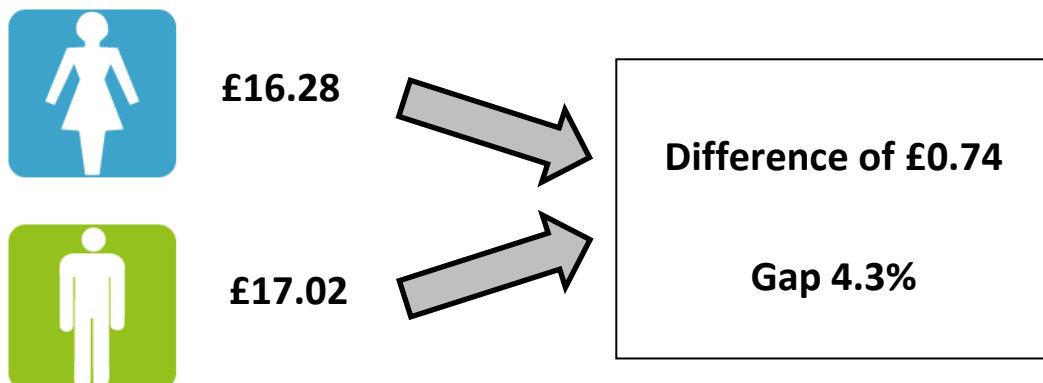
21.30

On average, females work 3.96 hours less than males per week

Gender Pay Gap of the University

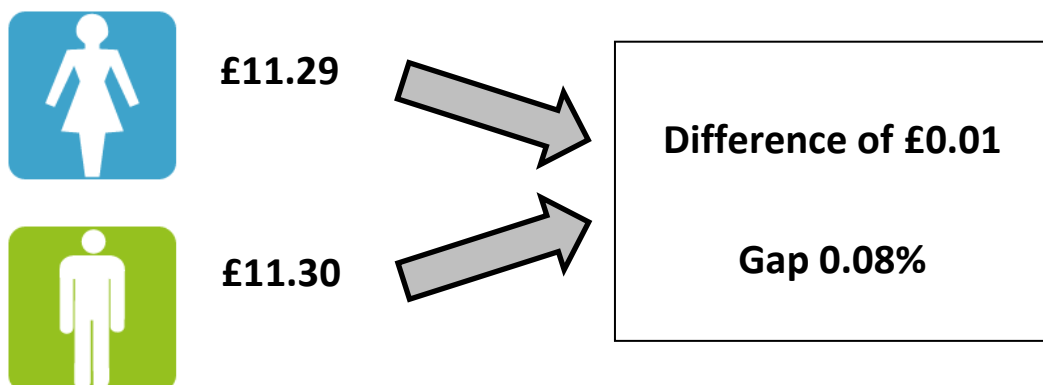
Mean

Average hourly rate of pay and the percentage difference between males and females



Median

Middle hourly rate of pay and the percentage difference between males and females



Breakdown by staff type

	Mean	Median
Senior Management	4.6%	-0.30%
Academic	-10.5%	-5.8%
Professional Services	18.3%	16.5%
Manual	22.4%	6.3%
Hourly Paid	-15.0%	-14.28%
TOTAL	4.3%	0.08%

The calculations for this data are detailed in the appendices. The data shows a pay gap on both the mean and median calculations overall. Positively it is minimal within Senior Management and Academic areas. It shows that academic females are paid more than males and this will require some review equally. The largest gap appears in professional services and manual areas.

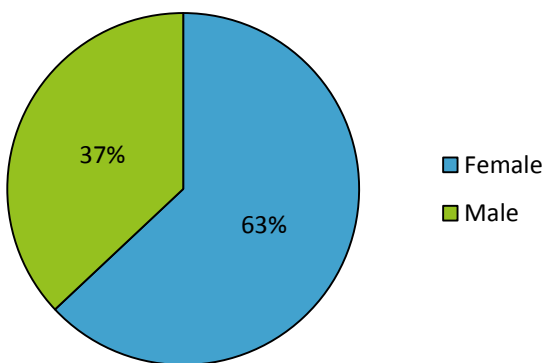
Bonus Pay

At present, the University does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

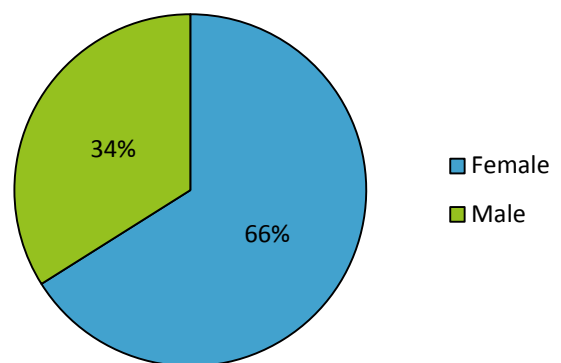
Quartiles

These graphs show the distribution of females and males in each pay quartile. As you can see the distribution of females and males in each quartile is roughly the same.

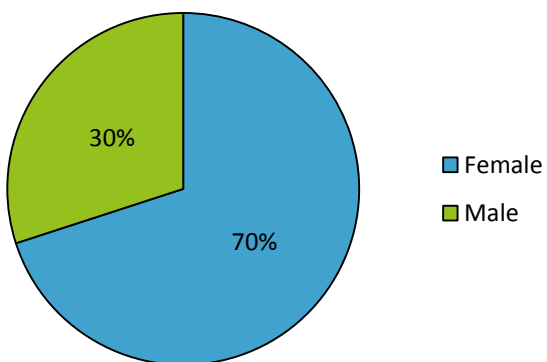
Lower Pay Quartile



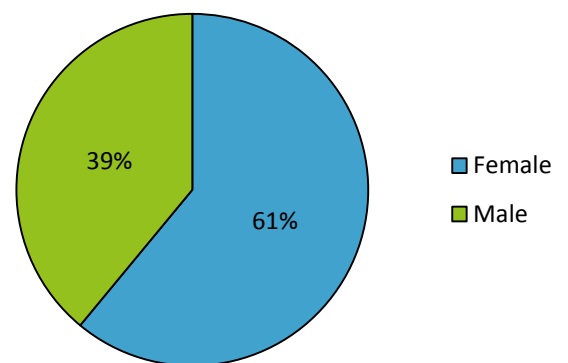
Lower Middle Pay Quartile



Upper Middle Pay Quartile



Upper Pay Quartile



Work on Closing the Gap

The main focus of our improvement work will focus on reviewing the areas of concern within professional services staff as it presents the highest median gap. This is likely due to occupational salary differences compounded by male dominant professions.

Our actions within this area will be as follows:

- To seek to recruit female staff within male dominated departments.
- To seek to recruitment male staff into female dominated departments and within the lower quartiles, grades 3 &4.
- To re-evaluate all grade 5,6 & 7 professional services staff within the next two years to ensure specialist areas are not over, or under, graded taking due consideration of available benchmark data.
- To create a new process for promotion review within professional services areas.

Within manual departments we are in the process of contracting out some provision which is likely to be impactful on the current gap. However, it is positive that we have a relatively even split of male and females within the manual area but on completion of the current staff review the data will require further analysis to identify any department area problems and/or grade specific issues.

Within Senior Management and Academic areas the main actions will be focussed on maintenance and achieving a more even split of female and male staff.

Our actions within this area will be as follows:

- To ensure that Senior Pay Processes are reviewed by Remuneration Committee.
- To recruit more female's into senior management positions.
- To recruit more male academics in heavy female dominated areas such as Initial Teacher Education.
- To change the criteria for Professor and Associate Professor Appointments opening up routes for staff in teaching and professional standing areas.
- To streamline the process academic promotions and offer advice and guidance sessions to staff applying for promotion.

In addition to the above, the University is committed to meeting the standards of the ***Athena Swan accreditation*** and will be submitting an institutional application in 2018.

The University will also:

- Continue to support senior female staff across the University in attending the Leadership Foundations Aurora courses which we have had active engagement in over the last two years.
- Build on the emerging women's network group WISER by establishing a clear remit for the group in feeding back on any barriers creating gender inequality within the University.

Appendix 1: Mean Gender Pay Gap Calculations for March 2017 data

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

Staff Type	1. Add together the hourly pay rates of all male full-pay relevant employees	2. Divide this figure by the number of male full-pay employees – this gives you the mean hourly pay rate for men	3. Add together the hourly pay rates of all female full-pay relevant employees	4. Divide this figure by the number of female full-pay employees – this gives you the mean hourly pay rate for women	5. Subtract the mean hourly pay rate for women from the mean hourly pay rate for men	6. Divide the result by the mean hourly pay rate for men	7. Multiply the result by 100 – this gives you the mean gender pay gap in hourly pay as a percentage of men's pay
SMG	£275.79	£275.79 / 6 = £45.97	£175.40	£175.40 / 4 = £43.85	£45.97 – £43.85 =£2.12	£2.12 / £45.97 = 0.046	0.046 x 100 = 4.6%
Academic	£827.02	£827.02 / 36 = £22.97	£1,344.93	£1,344.93 / 53 = £25.38	£22.97 - £25.38 = -£2.41	-£2.41 / £22.97 = -0.105	-0.105 x 100 = -10.5%
Professional Services	£642.93	£642.93 / 45 = £14.29	£1,494.63	£1,494.63 / 128 =£11.68	£14.29 – £11.68 = £2.61	£2.61/ £14.29 = 0.183	0.183 x 100 = 18.3%
Manual	£336.18	£336.18 / 34 = £9.88	£237.74	£237.74 / 31 = £7.67	£9.88 - £7.67 = £2.21	£2.21 / £9.88 = 0.224	0.224 x 100 = 22.4%
Hourly Paid	£950.44	£950.44 / 58 = £16.39	£2,165.13	£2,165.13 / 115 = £18.83	£16.39 - £18.83 = -£2.44	-£2.44/ £16.39 = -0.15	-0.15 x 100 = -15.0%
All Staff	£3,046.00	£3,046.00 /179 = £17.02	£5,388.86	£5,388.86 / 331 = £16.28	£17.02 – £16.28 = £0.74	£0.74 / £17.02 = 0.043	0.04 x 100 = 4.3%

Calculation taken from: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

Appendix 2: Median Gender Pay Gap Calculations for March 2017 data

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

Staff Type	Find the middle hourly pay rate for men – this gives you the median hourly rate of pay for men	Find the middle hourly pay rate for women – this gives you the median hourly rate of pay for women	Subtract the median hourly pay rate for women from the median hourly pay rate for men	Divide the result by the median hourly pay rate for men	Multiply the result by 100 – this gives you the median gender pay gap in hourly pay as a percentage of men's' pay
SMG	£42.37	£42.50	£42.37 - £42.50 = -0.13	-0.13/£42.37 = -0.003	0.003 x 100 = -0.3%
Academic	£24.16	£25.57	£24.16 - £25.57 = -1.41	-1.41 / £24.16 = -0.058	-0.058 x 100 = -5.8%
Professional Services	£13.45	£11.23	£13.45 - £11.23 = 2.22	2.22 / £13.45 = 0.165	0.165 x 100 = 16.5%
Manual	£8.75	£8.20	£8.75 - £8.20 = 0.55	0.55 / £8.75 = 0.062	0.062 x 100 = 6.3%
Hourly Paid	£9.80	£11.20	£9.80 - £11.20 = -1.40	-1.40 / 9.80 = -0.14	-0.14 x 100 = -14.28%
All Staff	£11.30	£11.29	£11.30 - £11.29 = 0.01	0.01 / 11.30 = 0.00	0.0 x 100 = 0.08 %

Calculation taken from: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>