



# Gender Pay Gap Report

31 March 2022

# Introduction

Plymouth Marjon University is committed to equality, to being a community where diversity is respected and valued, and which encourages all students and employees to fulfil their potential. Furthermore, we seek to empower a community where unacceptable behaviour is challenged in an appropriate way. Our values of Humanity, Curiosity, Ambition and Independence are at the heart of everything we do; they encourage both the ability and the aspiration to improve lives for all. We are wholeheartedly committed to being an inclusive and fair community where every voice and action counts.

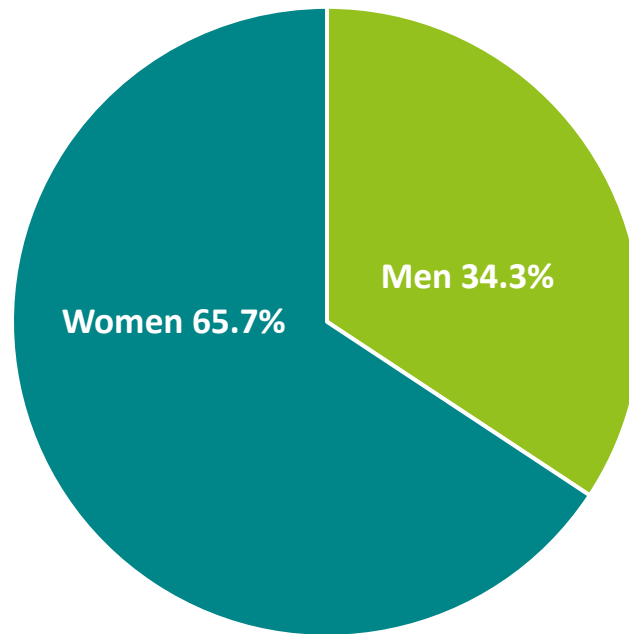
This report details the journey Plymouth Marjon University is on to ensure equality of pay for all, as well as the actions we are taking to reduce our current Gender Pay Gap; including our work towards the Athena Swan Charter. The data provided is in line with the Gender Pay Gap legislation (developed 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).

Throughout this report we use the terminology required by the Government for Gender Pay Gap reporting, which refers to men and women. In our wider EDI work we extend this terminology to include further gender identities. In all areas, we will continue our efforts to address discrimination and gender inequality, to progress our institution wide commitment to our values and to being an inclusive and fair community.

# Gender Ratio

Headcount: On the snapshot date of 31 March 2022, there were a total of **522 staff** working for the University (370 on the Main Payroll and 152 on the Hourly Paid Payroll).

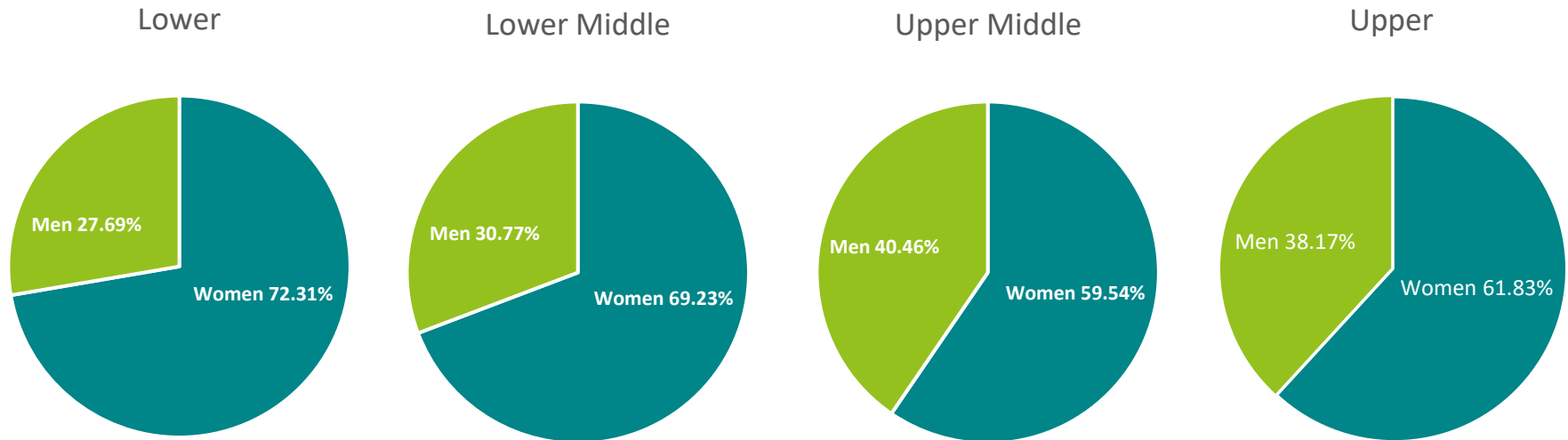
The breakdown of gender in our staff population is shown below:



Our ratio of men to women is virtually unchanged since 2021.

# Quartiles

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



There has been an increase in men in the upper middle and upper quartiles since 2021, although they are still in the minority at only 40.46% and 38.17% respectively. We are working to increase the number of men at all levels, but especially in the lower and lower middle quartiles where they are particularly under represented.

# Our Mean Gender Pay Gap

Our mean gender pay gap for 2022 is 10.0%. This is a smaller gap than both the HEI sector (17.1%) and nationally (13.9%) <sup>1</sup>.



**10.0%**

Our mean gender pay gap

**17.1%**

The HEI mean gender pay gap<sup>1</sup>

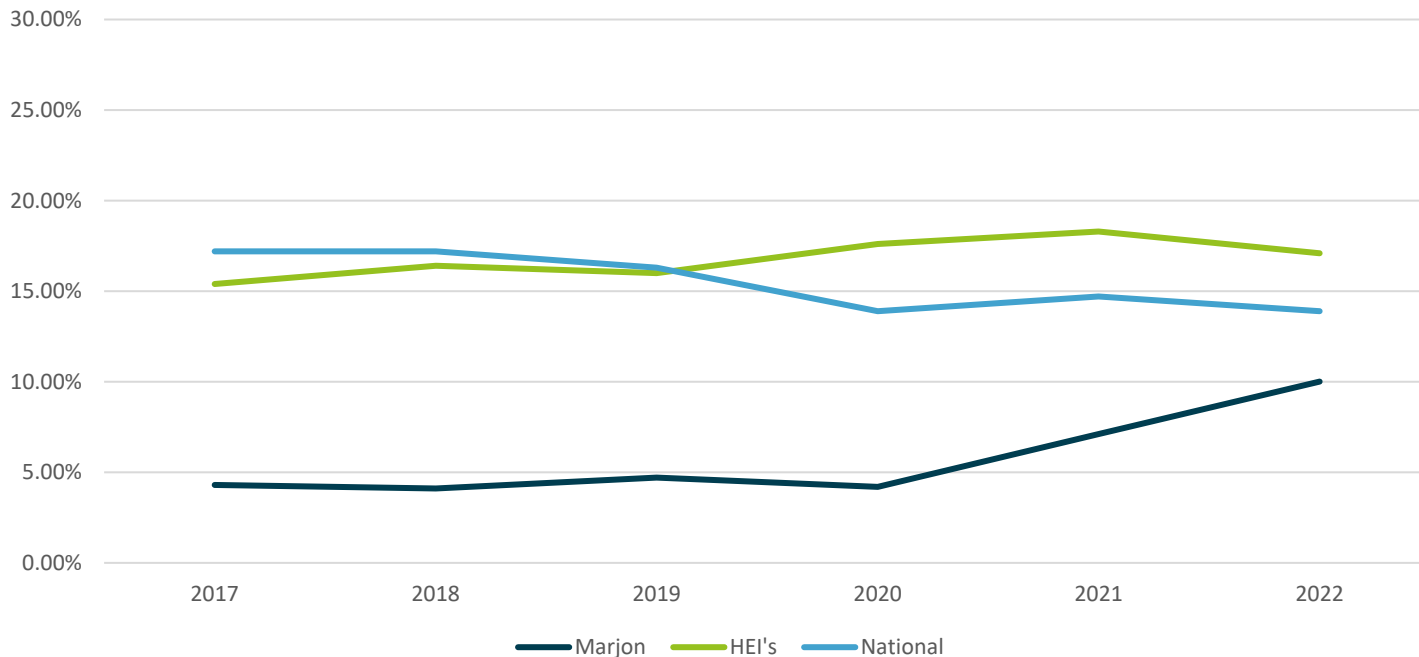
**13.9%**

The national mean gender pay gap<sup>1</sup>

<sup>1</sup>ONS 09/02/2023, provisional data reported at 26/10/2022.

# Our Mean Gap Comparison

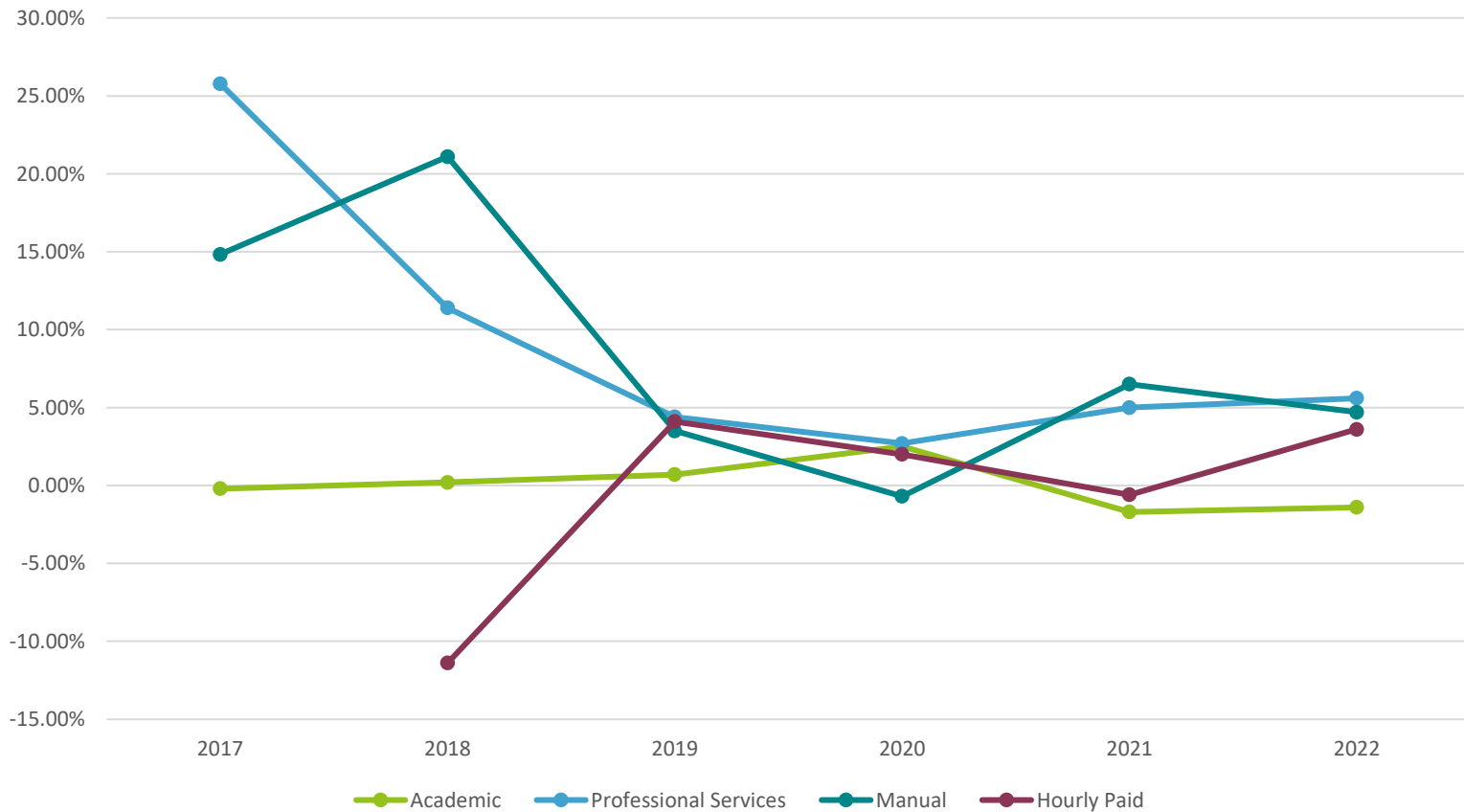
Since Gender Pay Gap reporting was introduced we have consistently reported a mean gap that is below both the HEI and National figures. We have now seen a small increase throughout the Covid period, but our gap remains below both National and HEI sector means.



<sup>1</sup>2022 figures from ONS provisional data reported at 26/10/2022.

# Mean Gap by Staff Type 2017-2022

Since reporting began there has been a significant decrease in our mean gap within most staff groups; in particular Professional Services which reduced from 25.78% in 2017 to 5.6% in 2022. The mean gap for Manual staff has fallen from 14.8% to 4.7% and Hourly Paid staff from -11.4% in 2018 to the current -3.6%.



<sup>2</sup>Data for hourly paid staff not reported separately in 2017

# Median Gender Pay Gap

Our overall median pay gap for 2022 has grown to 18.4%. This change has been fuelled by a decrease in the percentage of men in our lower quartiles and of women in our upper quartiles. Moving forward, this is a change we would like to reverse to our pre-Covid levels of less than 2%.



**18.4%**

Our median gender pay gap

**13.7%**

The HEI median gender pay gap<sup>1</sup>

**14.9%**

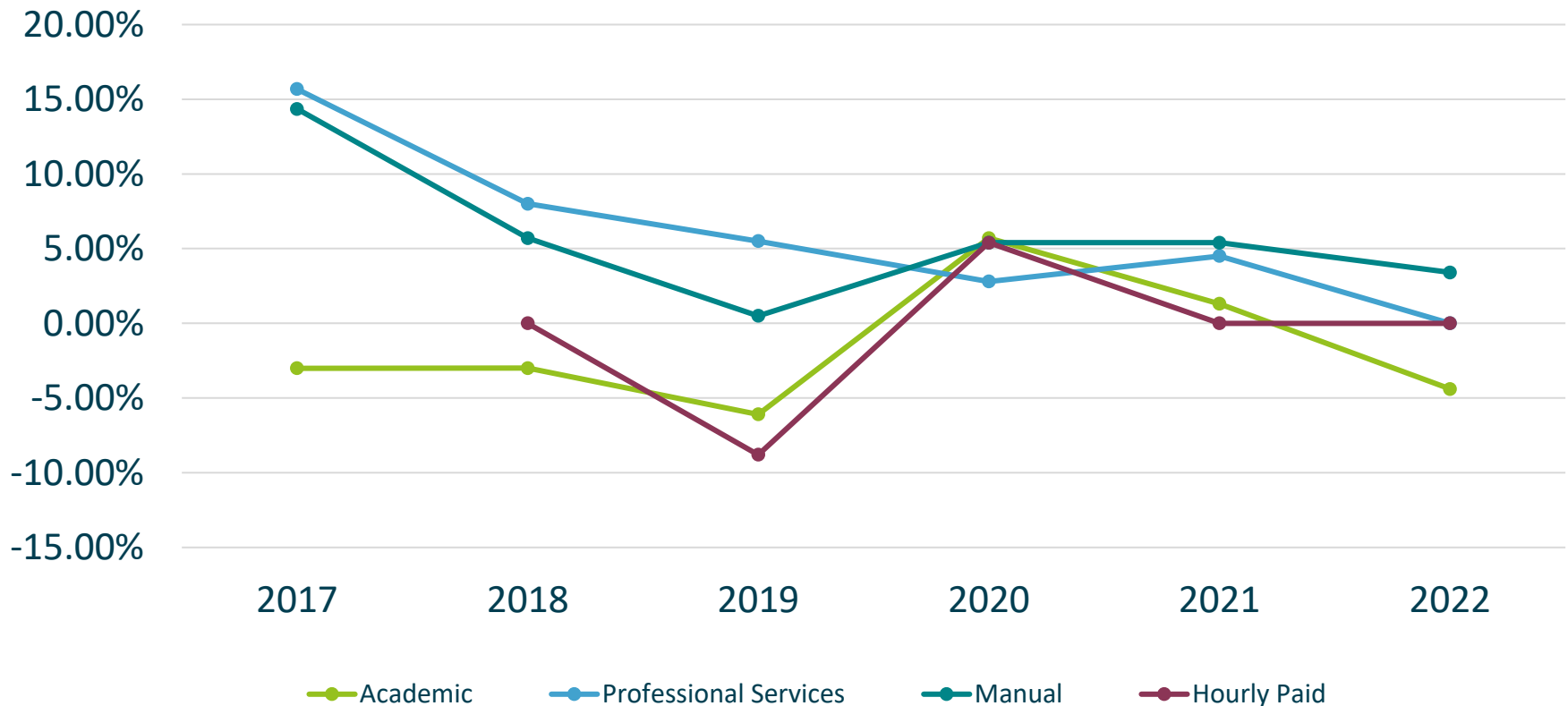
The national median gender pay gap<sup>1</sup>

<sup>1</sup>ONS 09/02/2023, provisional data reported at 26/10/2022.



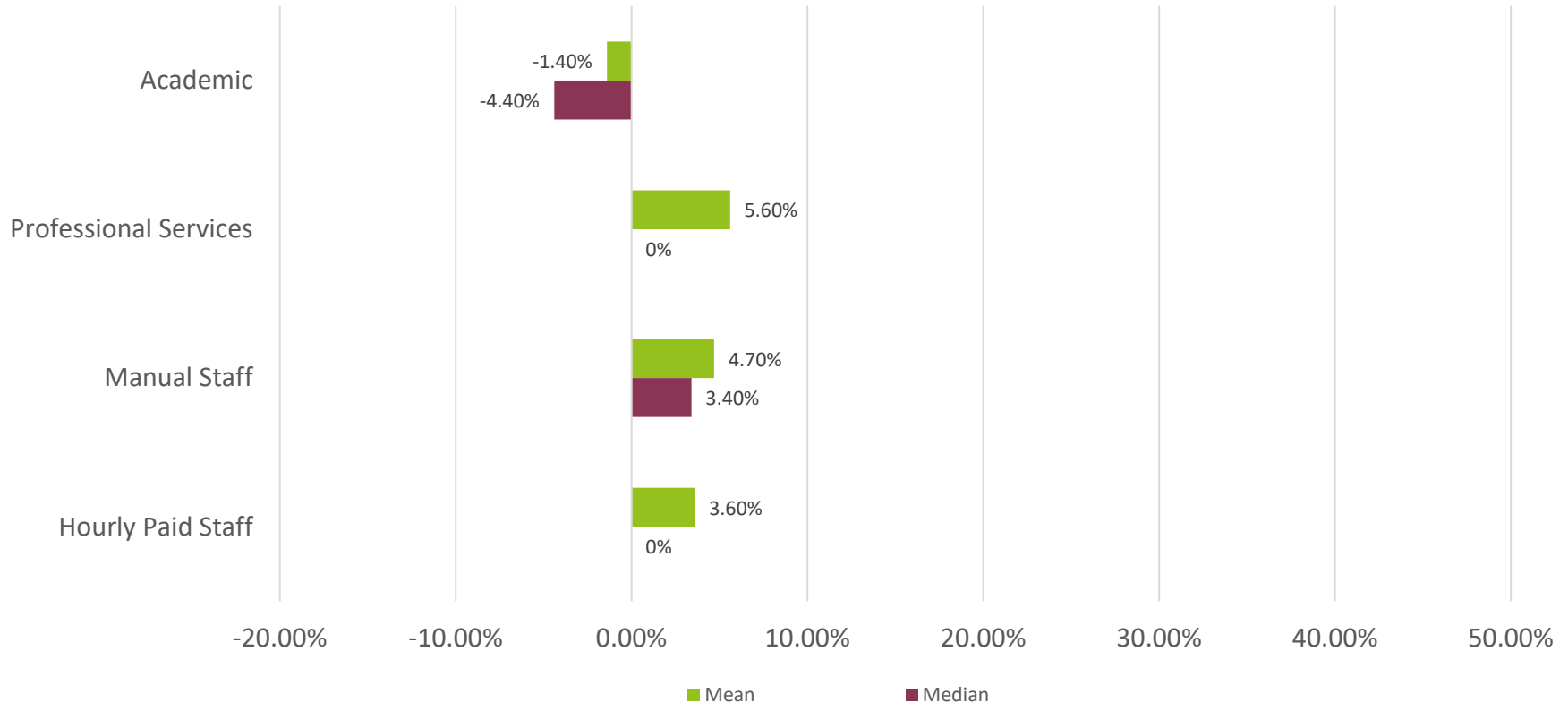
# Median Gender Pay Gap 2017-2022

Whilst our overall median gap has grown, the picture within staff types is a lot lower. There is no median gap for Professional Services staff in 2022, down from 4.5% in 2021. Manual Staff also saw a reduction since last year (5.4% to 3.4%) and Hourly Paid staff remain constant at 0%. Academic staff have seen a slightly increased negative gap.



<sup>2</sup>Data for hourly paid staff not reported separately in 2017

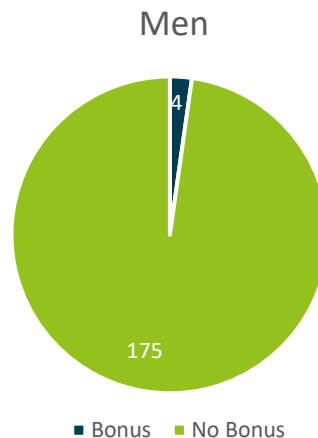
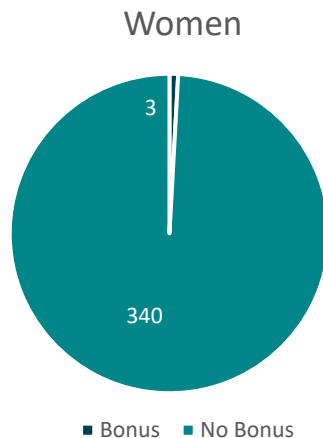
# 2022 Mean and Median Gap by Staff Type



Increasing men within our lower quartiles is a critical area of work, as it is the distribution of genders between quartiles that has fuelled our organisational mean and median results; rather than significant differences in pay for staff of different genders doing the same jobs. This is illustrated above, with mean and median gaps within staff types only ranging between a maximum -4.4% and 5.6%.

# Bonus Pay Gap

Bonus payments are not typically a feature of remuneration at the University. Only 0.8% of women and 2.2% of men received a bonus in the year to 31 March 2022. All received the same amount.



**0.0%**

**Our median bonus pay gap**

**0.0%**

**Our mean bonus pay gap**

# Our Values and People Strategy



Our value of **Humanity** expects us all to challenge discrimination, and therefore to work towards elimination of a pay gap for any gender.



**Ambition:** We analyse what we do, looking for ways to improve. We draw on the positive and creative attitude of our staff to find solutions.



Our **Curiosity** value means we encourage all staff to succeed, respecting and valuing the contribution and expertise of staff of all genders.



**Independence:** We look for fresh ideas and creativity in tackling the Gender Pay Gap, developing our thinking by listening to each other.

Our [People Strategy](#) sets out initiatives we are using to address our Gender Pay Gap, in particular:

**Initiative 5 Promoting Balanced & Positive Working Practices** as part of our Positive & Inclusive Working Environment promise.

**Initiative 6 Equality, Diversity and Inclusion** in particular developing the Athena Swan Action plan and engaging in further EDI awareness training for managers

**Initiative 8 People Development:** Monitoring promotions, developing leadership training opportunities and opportunities and using the HERA framework.

# Key Challenges and Actions to Date

One of the most significant challenges we face is our staff gender balance of 65.7% women and 34.3% men. In particular, in the lower and lower middle quartiles, men only make up 27.7% and 30.8% respectively, with SMT having 57% men and 43% women.

Born out of our Access and Participation Plan, our cross university Student Colleague project creates work opportunities for our students whilst they study, giving opportunity for meaningful working experience that enhances their future employability. The gender mix of our student body means this project also helps towards equalising gender pay.

We are implementing an initiative to replace typically lower graded administrative positions with holistic and developmental graduate internships.

We have expanded Academic Promotion Pathways, now providing 4 pathways of equal value: Learning & Teaching, Leadership & Management, Research and Knowledge Exchange & Impact. Through this we have promoted 14 women and 9 men meaning that by September 2022, we had 4 women Associate Professors versus 4 men and 6 women Professors versus 5 men.

Following the retirement of Professor Rob Warner in December 2022, Professor Claire Taylor has been appointed as our new Vice-Chancellor, commencing in May 2023; with Professor Michelle Jones covering in the interim. We anticipate that both Michelle's interim leadership and Claire's arrival will have a positive impact on our overall gap.

# Actions Moving Forward

A commitment to working towards the Athena Swan Charter at Bronze Award level. The Athena Swan framework is used across the globe to address gender equality within Higher Education, and we are working towards a submission date in 2023.

Continue to use the Academic Promotion Framework and develop a Professional Services equivalent.

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



A self assessment team has been drawn from staff across a breadth of teams and departments to evaluate our current position, identify our priorities and formulate an action plan. Whilst this work is wider than just the Gender Pay Gap, the action plan will be critical in informing future actions to reduce our gap and ensure equity in pay.

Promote Intern opportunities to encourage more men to apply.

Ensure recruitment panels and those involved in the selection process are as diverse as possible in all aspects, but specifically gender.

Promote Student Colleague opportunities to encourage more men to apply.

Continue to use the HERA grading process to evaluate all roles.

Review language in our recruitment and selection processes. Reconsider job titles where applicants are dominated by one gender.