

GENDER PAY GAP REPORT

31 March 2018

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 report results are encouraging in comparison to other organisations and the provisional 2018 UK average median gap of 17.9% and mean gap of 17.1%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 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 report a significantly lower gender pay gap than many of its counterparts.

The Times Higher Education reported that the mean average pay gap across the sector stood at 15.9%, with 30 institutions reporting gaps of at least 20%.

In general, the sector sees an imbalance of male staff at senior levels with many Universities seeing long-serving male academics in professorial positions or above. Likewise the sector sees females in predominately professional and administrative service roles.

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

Our Data

Headcount

On the snapshot date of 31 March 2018, there was a total of 424 staff working for the University (282 on the Main Payroll and 142 on the Hourly Paid Payroll).

Compared to last year's snapshot data, the University's headcount has decreased by 95 (18.30%).



The breakdown of staff type against gender is show below:

	Female	Male
Senior Management	2	5
Academic	55	28
Professional Services	107	40
Manual	19	26
Hourly Paid	92	50
TOTAL	275 (64.86%)	149 (35.14%)
LAST YEAR TOTAL	331 (64.90%)	179 (35.10%)

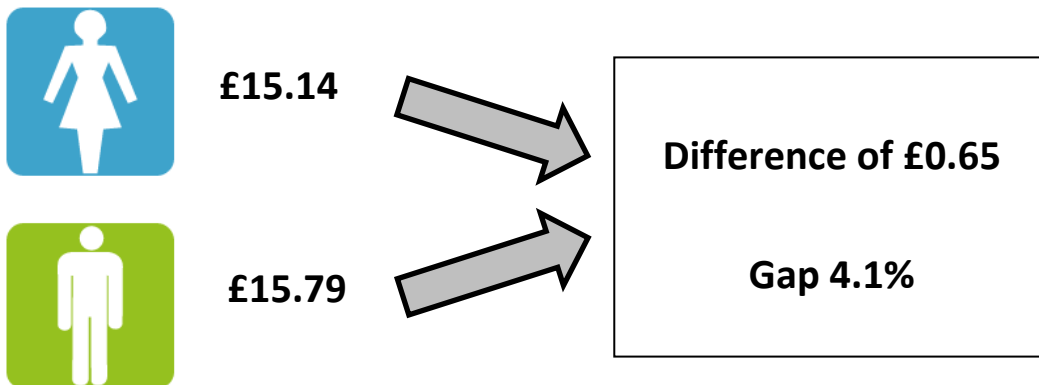
Our population of females has decreased by 0.04% based on last year, whilst our population of males have increased by 0.04%

On the snapshot date 7 female staff are not classed as Full-Pay relevant employees as they received less than their normal pay due to absence (Maternity & Sickness) and are therefore not required to be included in the Gender Pay Gap figures.

Gender Pay Gap of Plymouth Marjon University

Mean

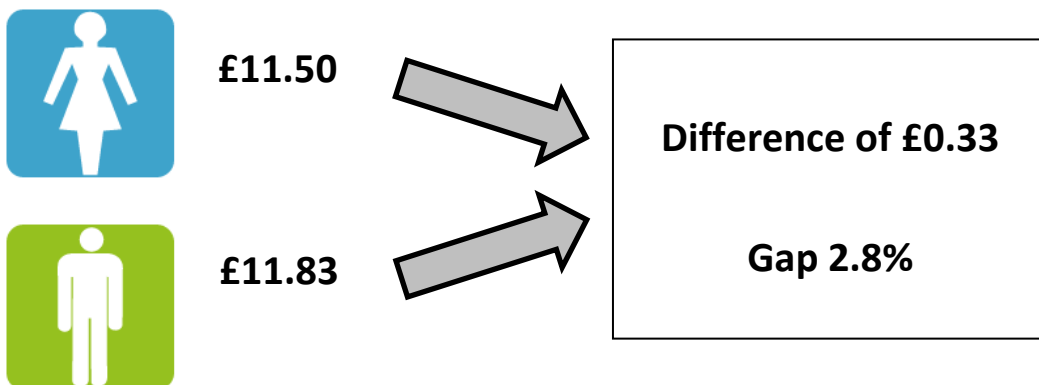
Average hourly rate of pay and the percentage difference between males and females



This is a reduction of 0.2% from last year.

Median

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



This is an increase of 2.7% from last year.

Breakdown by staff type

	Mean			Median		
	2018	2017	Diff	2018	2017	Diff
Senior Management	27.6%	4.6%	+23.0%	2.8%	-0.30%	+3.10%
Academic	0.2%	-10.5%	+10.30%	-3.0%	-5.8%	2.80%
Professional Services	11.4%	18.3%	-6.90%	8.0%	16.5%	-8.50%
Manual	21.1%	22.4%	-1.30%	5.7%	6.3%	-0.60%
Hourly Paid	-11.4%	-15.0%	+3.60%	0.0%	-14.28%	+14.28%
TOTAL	4.1%	4.3%	-0.2%	2.8%	0.1%	+2.7%

There has been some fluctuation between staff types, the overall mean has decreased, the median however has increased. During 2017/18 academic year the University underwent a large organisational change process where several individual's left the University. Given that at the time of the change the University's headcount was predominately female (almost 2 females to every male), proportionally more females than males left the University.

Although the largest gaps still appear in professional services and manual areas the gaps have significantly reduced since last year. The loss of two senior female staff has affected the pay gap within the Senior Team, and in turn is likely to be one of the main contributing factors to the slight increase in our median pay gap overall.

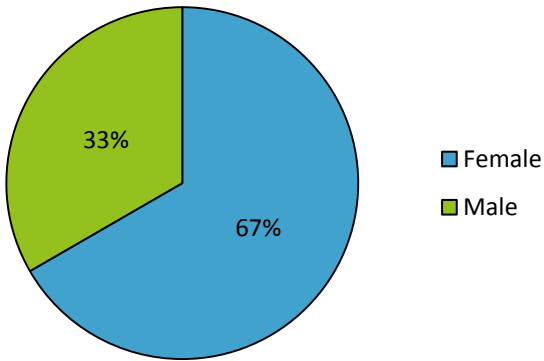
Bonus Pay

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

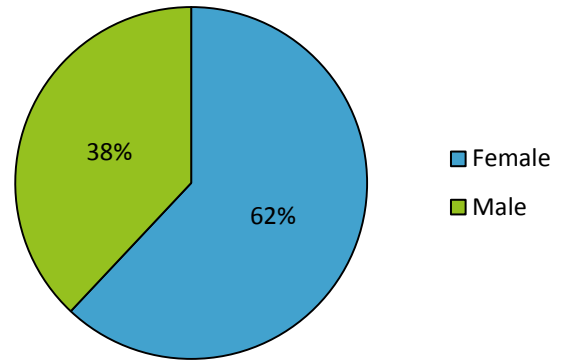
Quartiles

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.

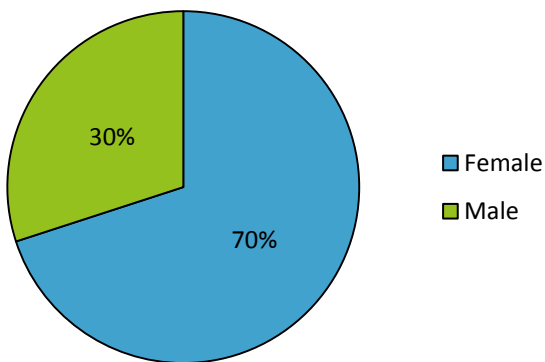
Lower Pay Quartile



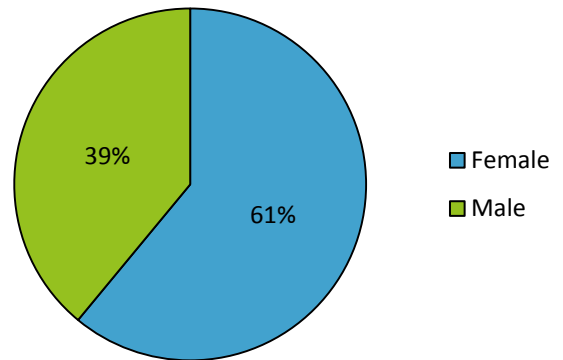
Lower Middle Pay Quartile



Upper Middle Pay Quartile



Upper Pay Quartile



Compared to last year, the quartiles have remained relatively stable with only minor fluctuations in the gender balance within the quartiles

Action Plan

The focus of our action plan is reducing occupational and industrial segregation. For us this includes increasing and maintaining female representation at senior levels, increasing female representation in male dominated areas and increasing male representation in female dominated areas within the lower quartiles.

Our actions are as follows:

- Ensure all recruiting managers have completed all e-learning modules on effective recruitment and selection and attended unconscious bias training.
- Ensure we use gender neutral language in all job descriptions and recruitment campaigns.
- Ensure all new staff understand our values and how we behave and operate as a University.
- Ensure all new managers understand our values and our approach to leadership within the University.
- Review our flexible working practices to create a more agile workforce that are confident and able to maintain their work life balance.
- 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 actively encourage female staff to engage in the Aurora female leadership programme.
- To set up a new women's cross University network encompassing co-mentorship.
- To continue to update HR policy and practice.

Appendix 1: Mean Gender Pay Gap Calculations for March 2018 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
SMT	£215.64	$£215.64 / 5$ = £43.13	£62.45	$£62.45 / 2$ = £31.23	£11.90	0.279	27.60%
Academic	£682.99	$£682.99 / 28$ = £24.39	£1,290.70	$£1,290.70 / 53$ = £24.35	£0.04	0.001	0.16%
Professional Services	£561.28	$£561.28 / 40$ = £14.03	£1,267.80	$£1,267.80 / 102$ = £12.43	£1.60	0.114	11.44%
Manual	£265.65	$£265.65 / 26$ = £10.22	£153.07	$£153.07 / 19$ = £8.06	£2.16	0.212	21.15%
Hourly Paid	£626.42	$£626.42 / 50$ = £12.53	£1,284.49	$£1,284.49 / 92$ = 13.96	-£1.43	-0.114	-11.42%
All Staff	£2,351.97	$£2,351.97 / 149$ = £15.79	£4,058.51	$£4,058.51 / 268$ = £15.14	£0.64	0.041	4.06%

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

Appendix 2: Median Gender Pay Gap Calculations for March 2018 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
SMT	£31.21	£31.23	-£0.02	-0.0007	-0.07%
Academic	£25.39	£26.15	-£0.76	-0.0299	-2.99%
Professional Services	£12.50	£11.50	£1.00	0.0799	7.99%
Manual	£8.95	£8.45	£0.51	0.0565	5.65%
Hourly Paid	£9.13	£9.13	£0.00	0.0000	0.00%
All Staff	£11.83	£11.50	£0.33	0.0276	2.76%

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