



Gender, Ethnicity and Disability Pay Gap Report 2022



Nottingham Trent
University



We have a legal duty to annually monitor and report on our organisational gender pay gaps, but as Vice-Chancellor, I have been determined to go beyond this. Workforce equality, diversity, and inclusion are strategic drivers for NTU. We always aim to be bold and do the right thing. We have continued to meet with our legal duties to report our organisational gender pay gaps since 2017 when they were introduced. In 2019 we voluntarily included our ethnicity pay gap data as part of our practice, and now we have introduced our disability pay gap data in this year's report. Another step forward as we continue to advance and develop our work.

We acknowledge that within our gender pay gap work we are currently unable to better reflect the nuances of gender expressions beyond that of the binary. As a first step we have engaged with our employee networks and members of the NTU non-binary and gender fluid community. Exploring with them the possibilities for improving our ability to capture and report data to better represent those members who do not identify in binary terms. We have work still to do, but we have started to make progress and plans for new system developments to help facilitate this for the future.

NTU are fully committed to creating an inclusive work and learning environment that values diversity and promotes inclusion. We have and continue to work hard towards this goal and whilst important work remains to be done, I am heartened that our trajectory continues to be a positive one.

Professor Edward Peck
Vice-Chancellor

1. Introduction and background

From 2017 onwards the UK Government placed a legal duty on employers with 250 or more employees to publish data that relates to that organisation's gender pay gap(s). While this legal duty does not extend to other protected characteristics (such as age, ethnicity, disability and religious beliefs), Nottingham Trent University (NTU) has committed to including ethnicity and disability pay gap(s) data as part of the annual gender pay gap report, and to reflect a number of NTU's Equality, Diversity and Inclusion (EDI) initiatives in these areas.

The ethnicity and disability pay gap(s) have been calculated using the same methodology required to calculate the statutory gender pay gap(s).

1.1 How is pay gap(s) data calculated?

The 'mean' and 'median' are two statistical methods used to calculate an 'average', and both are required as part of an organisation's legal duty in publishing the gender pay gap data.

The 'median' (the mid-point) is more commonly used by official organisations such as the Office for National Statistics (ONS) and the Universities and Colleges Employers Association (UCEA). It is considered more reflective of the earning experience of a 'typical' man and a 'typical' woman. The median average arranges all the individual salaries for NTU's female employees (full-time equivalents) in lowest-to-highest order, to find the exact 'mid-point' wage — the middle value. This same process is then applied to male colleagues, with any difference between those two averages indicating a gap.

The 'mean' average is the combined total salary of all NTU's female colleagues, divided by their total population. The same calculation is then applied to male colleagues, with any difference between the two figures denoting a gap.



1.2 The gender pay gap – data reporting requirements

Organisations are required to take a data snapshot of their workforce no later than the census date of 31 March each year. This data is then used to create six calculations:

1. the mean hourly pay difference between men and women
2. the median hourly pay difference between men and women
3. the mean bonus gap difference between men and women
4. the median bonus gap difference between men and women
5. the percentages of the male staff and female staff receiving a bonus
6. the gender balance of men and women by pay quartile.

These calculations must be returned to the Government no later than 30 March of the following year. This creates a year's time lag between the capturing of the data and the reporting of the results (i.e. reporting data captured at 31 March 2021 by 30 March 2022).





2. NTU 2021 gender pay gap(s) results

2.1 Gender mean and median hourly pay gaps

NTU employed 2,034 men (42.8%) and 2,717 women (57.1%) at the census date of 31 March 2021.

NTU's gender pay gap calculation demonstrates that the mean hourly pay has reduced marginally by 0.1 compared to 2020 (13.5%). However, the median hourly pay gap has seen a 2.6% point increase compared to 2020 (8.5%) [Figure 1].

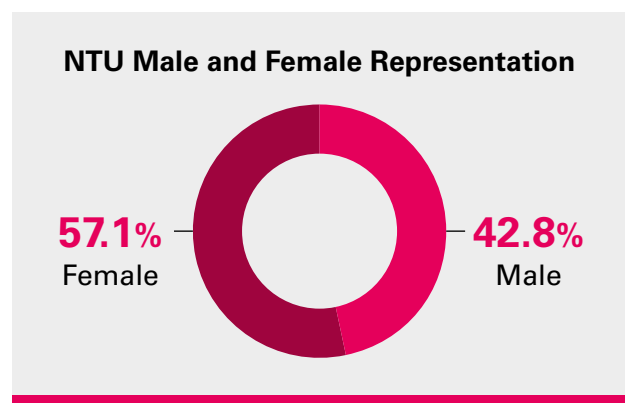


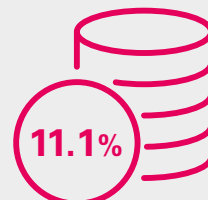
Figure 1: Gender mean and median pay gaps

Mean hourly pay difference gap
(31 March 2021)



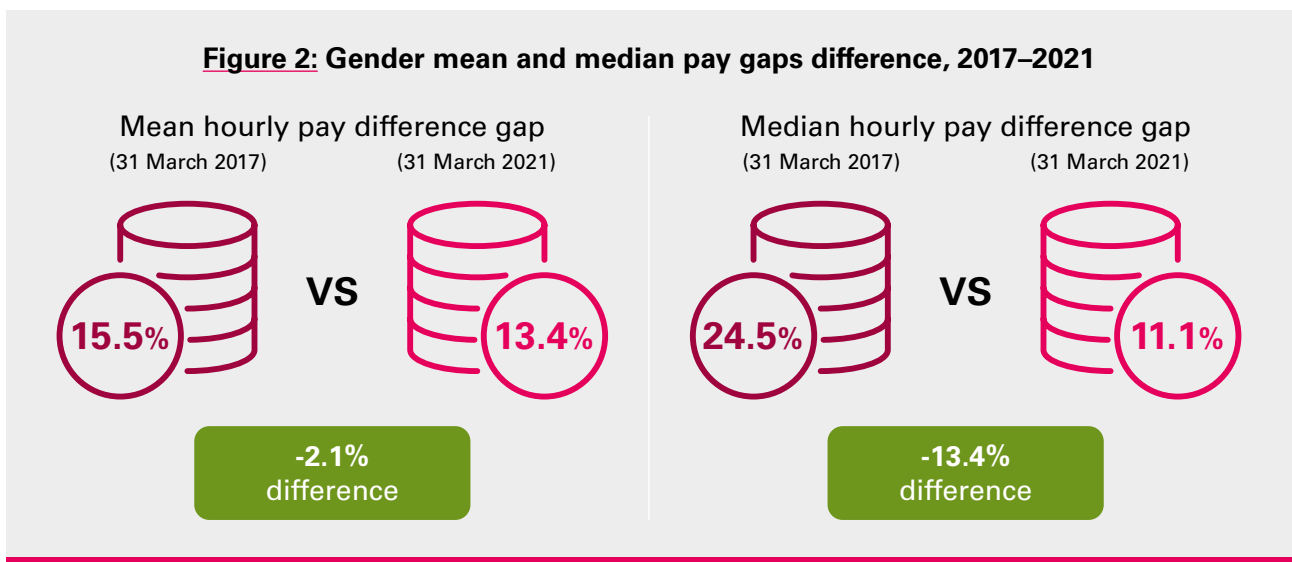
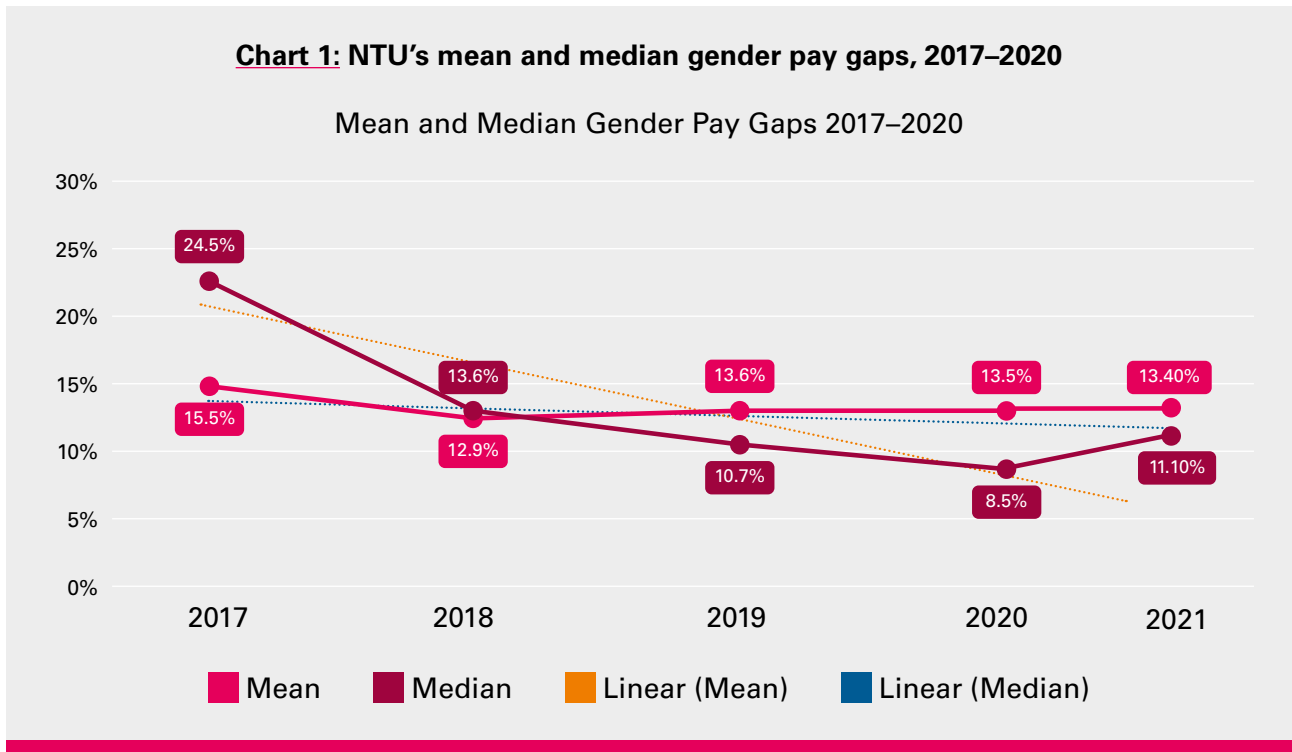
-0.1%
compared to 2020

Median hourly pay difference gap
(31 March 2021)



+2.6%
compared to 2020

Chart 1 displays the pattern of NTU’s recorded mean and median gender pay gaps from 2017-2021. It illustrates that both the mean and median gender pay gaps, despite the small 2021 median rise, are following an overall downward trajectory [Figure 2]. Section 2.4 (NTU’s Gender Pay Quartiles) later in the report explores the causes behind the 2021 increase in the median pay gap.



2.2 Sector benchmarking

In 2020, 111 Higher Education Institutions (HEIs) with a workforce of 500 or more made a gender pay gap return. Due to the 12-month time lag created by the reporting process available sector benchmarking offers limited comparisons. Taking these limitations into account, though, NTU's gender pay gap(s) continue to be lower than the sector trends [Charts 2 and 3].

Chart 2: NTU benchmarked against 2020 HE Sector mean gender pay gap

% Difference in hourly rate (Mean) of HEIs of 500+ Employees 2020

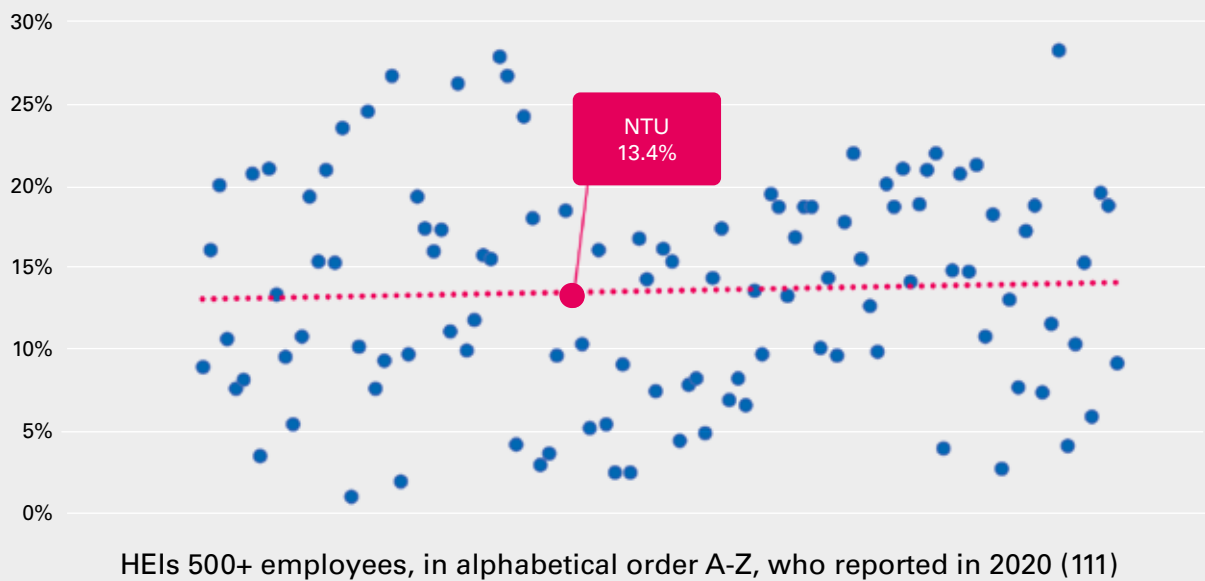
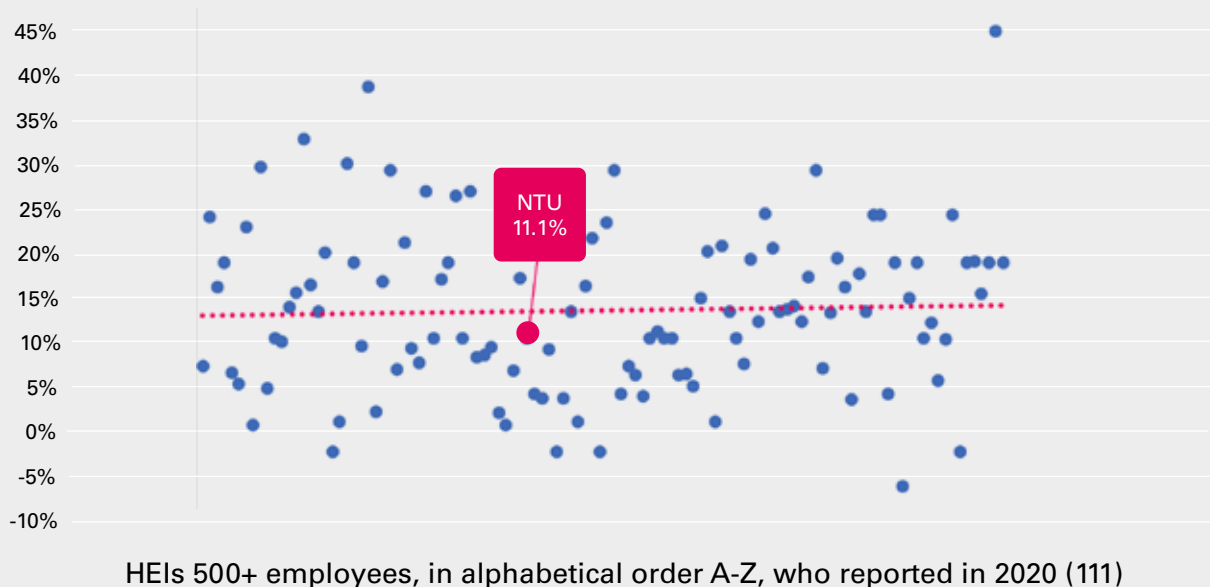


Chart 3: NTU benchmarked against 2020 HE Sector median gender pay gap

% Difference in hourly rate (Median) of HEIs of 500+ Employees 2020



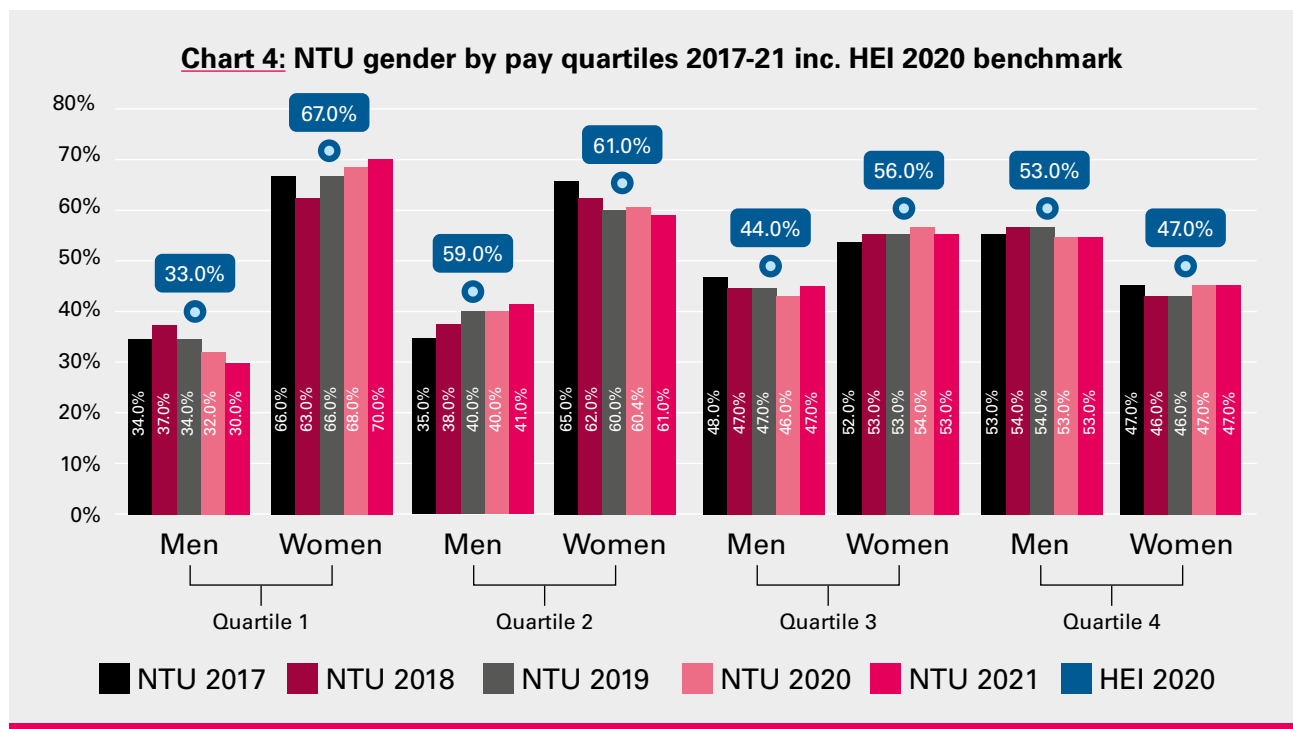
2.3 Gender pay gap bonus data

Over recent years NTU has established and implemented a new appraisal and performance reward policy (2018) that provides the opportunity for all employees, regardless of role, to receive a bonus award in recognition of achieving a performance rating of either 'Strong' or 'Exceptional'. During 2020/2021, because of the unprecedented impact of the Covid-19 pandemic, and the uncertainty it created the University Executive Team took the decision to not award bonuses for 2021, as a result there were no bonus pay gaps.

2.4 NTU's gender pay quartiles

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay. The proportion of men and women in each pay quartile reflects the gender representation across the different pay levels within the organisation. Women's employment at NTU continues to dominate the lower (70.0%) and lower middle (59.0%) quartiles.

Chart 4 below includes the 2020 sector benchmark across the quartiles. Until 2019 NTU mirrored the sector's pattern of gender representation across the four pay quartiles. However, in 2020 a shift started to occur, which is still observed in the 2021 data: in pay quartile 1 (lowest) the representation of women increased and is 3 percentage points higher than the sector average. At quartile 2 (lower middle), the representation of women decreased and is 2 percentage points lower than the sector average, and at quartile 3 (upper middle) the representation of women decreased and is 3 percentage points lower than the sector. In Quartile 4 (upper), women's representation in 2021 has remained at 47% from 2020, in line with the sector average.



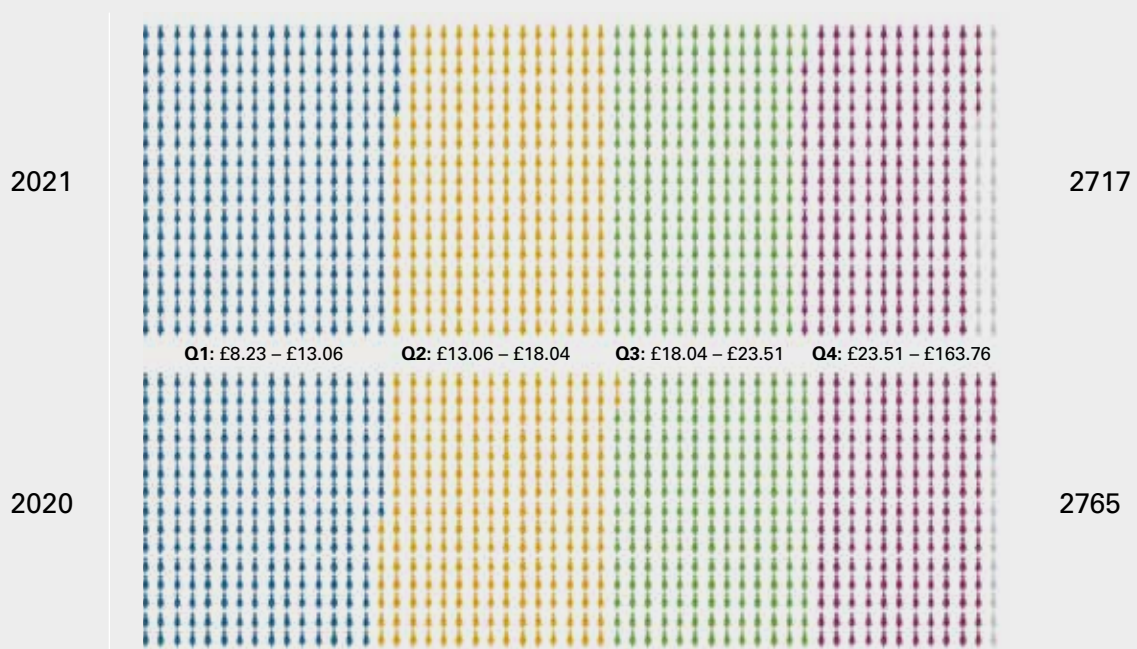
Changes to the headcount of both men and women's employment across the pay quartiles helps us to understand how and why a 2.6 percentage point increase has been observed in the median pay gap.

Figure 3 demonstrates how the increase in the headcount of women at quartile 1 (+41), and decreases at quartiles 2, 3 and 4 begin to lower the 'median' average pay of the overall group.

Figure 3: Headcount of Women by pay quartile 2020-2021

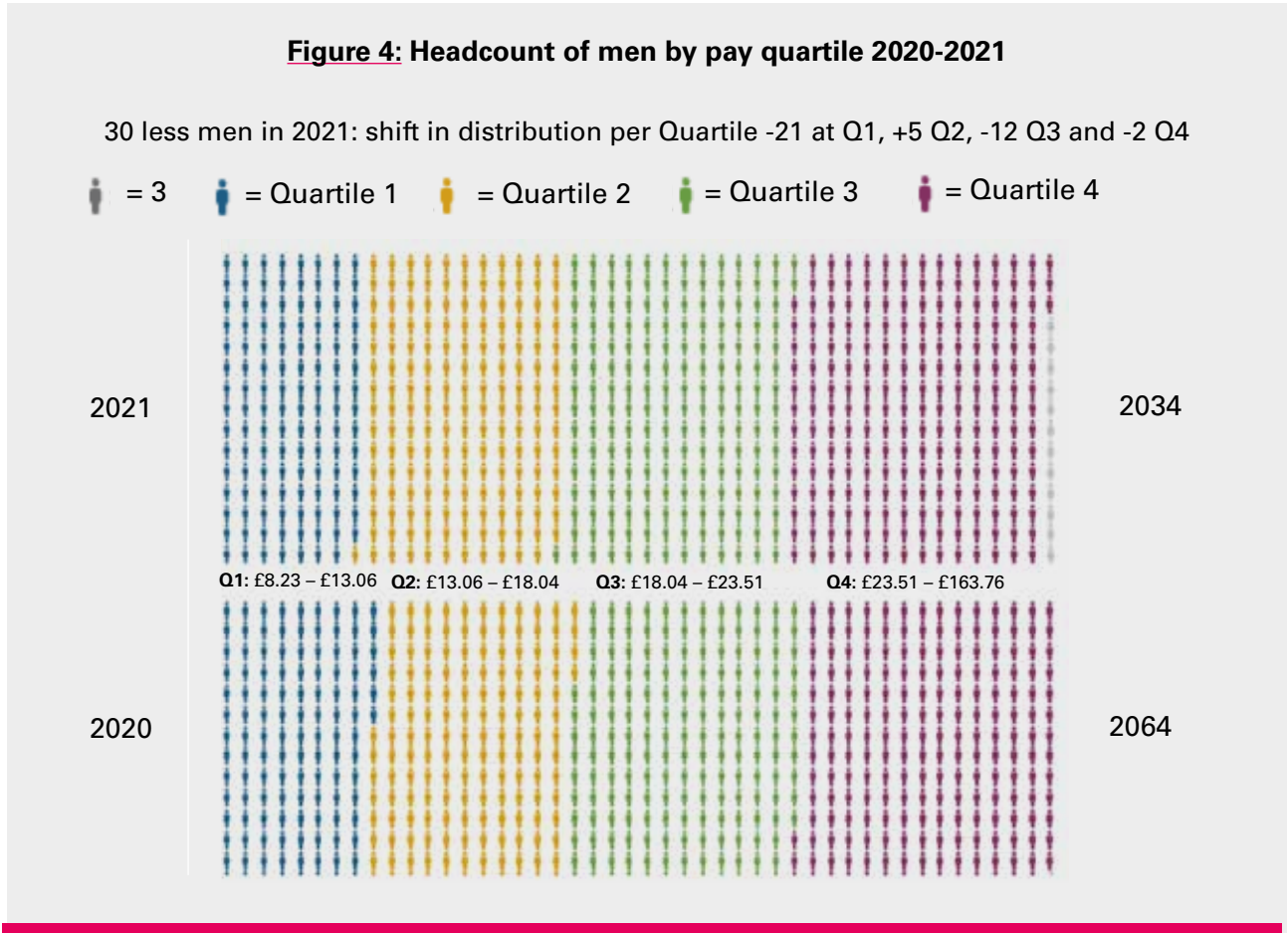
48 less women in 2021: shift in distribution per Quartile +41 at Q1, -47 Q2, -41 Q3 and -1 Q4

👤 = 3 👤 = Quartile 1 👤 = Quartile 2 👤 = Quartile 3 👤 = Quartile 4



Whereas for the men, the reduction in headcount at quartile 1 increases the average 'median' pay of the overall group [Figure 4].

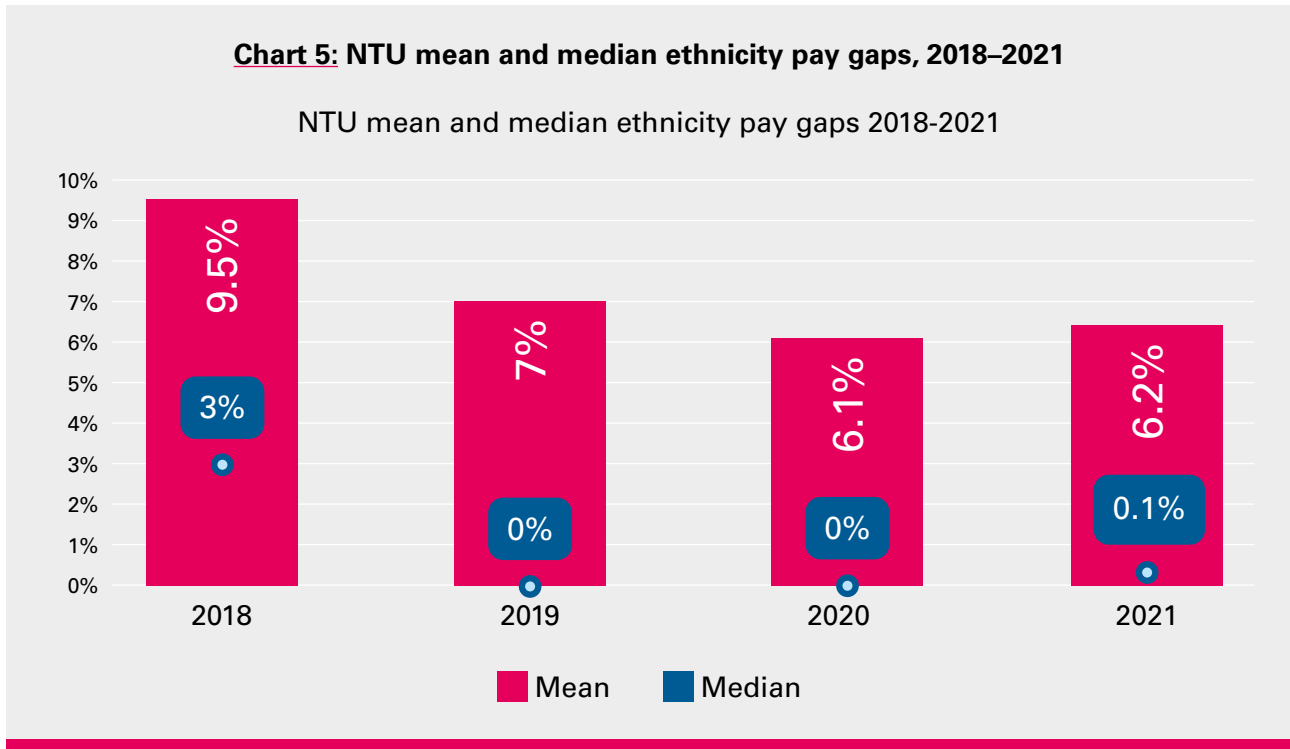
The resulting impact of these shifts within men and women's employment across the pay quartiles has generated the 2.6 percentage point gender pay gap increase outlined in section 2.1 (Gender Mean and Median Hourly Pay Gaps) earlier in the report.



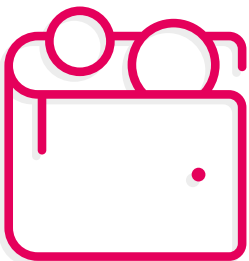
3. NTU 2021 ethnicity pay gap(s) results

3.1 Ethnicity mean and median pay gap(s)

NTU’s organisational mean hourly ethnicity pay gap is 6.2% for 2021. Both the mean and median figures have seen an insignificant (+0.1% point) increase since 2020 [Chart 5].



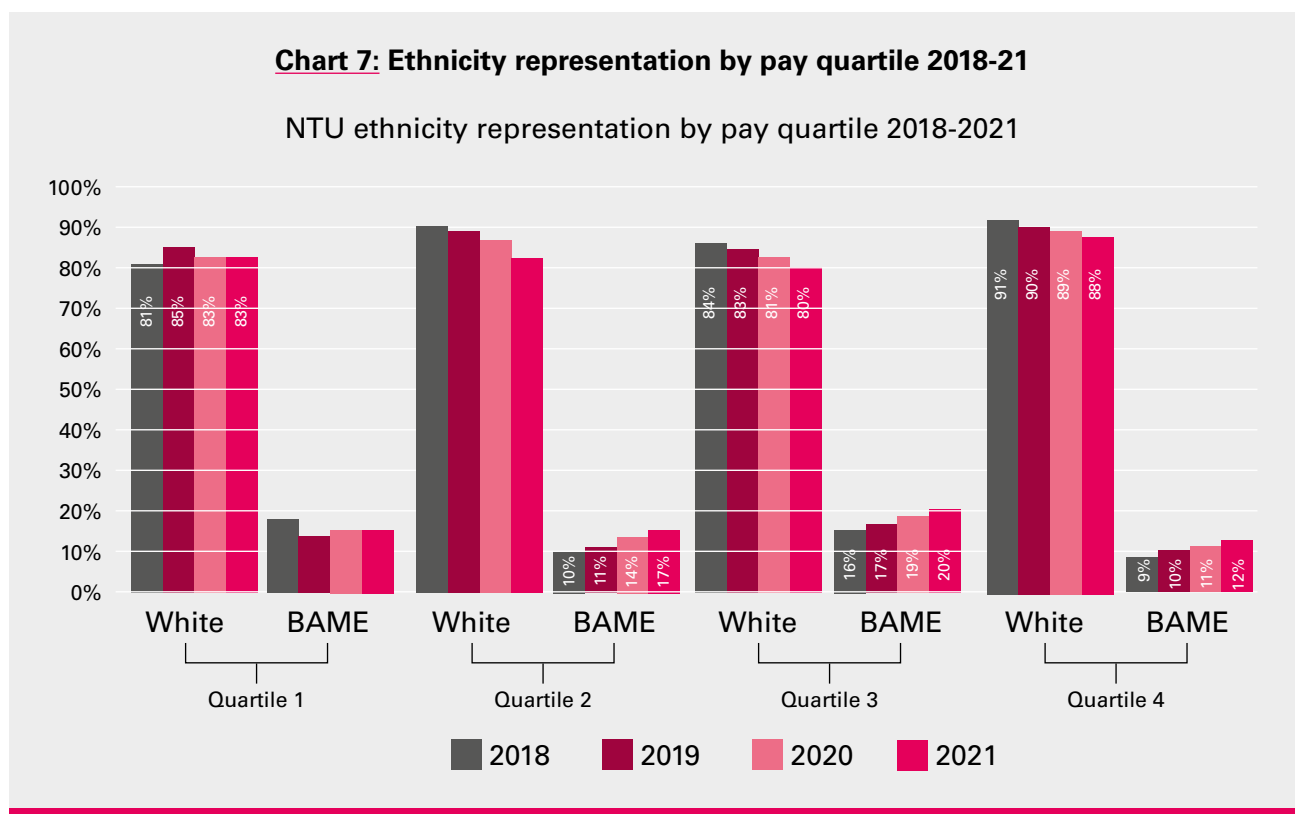
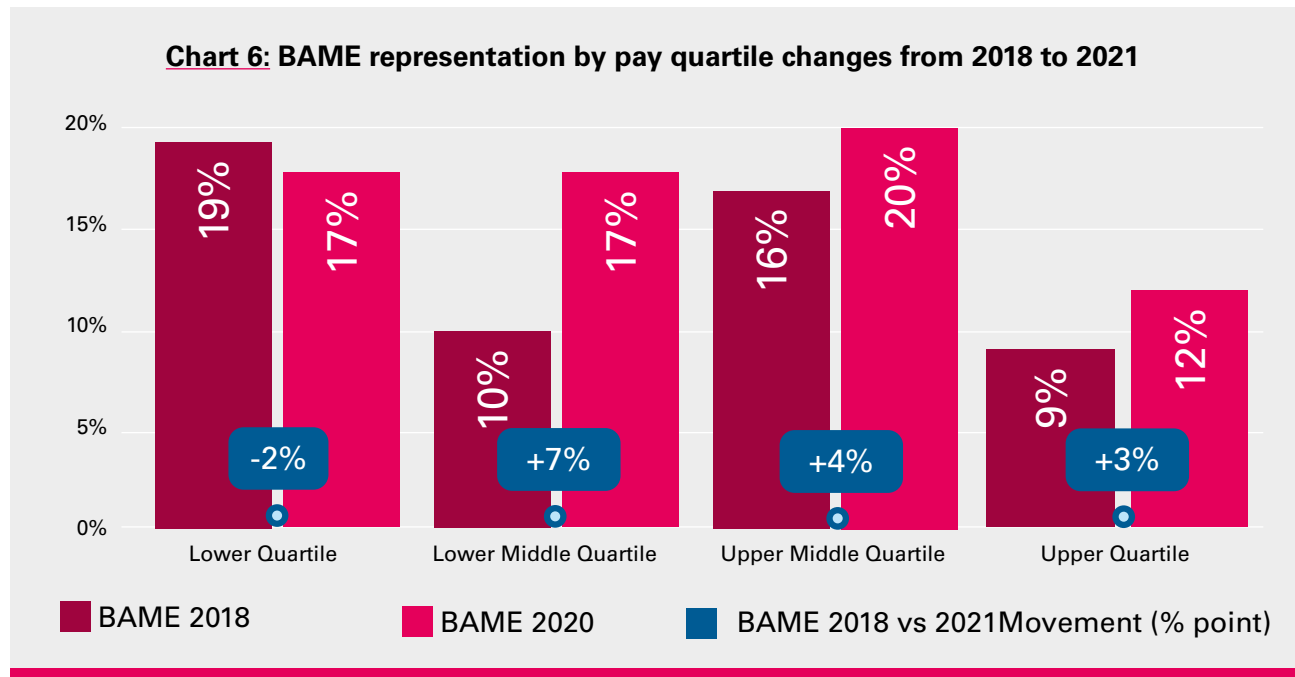
3.2 Ethnicity bonus



As reported in section 2.3 the reward and performance policy was not implemented - due to the global pandemic – resulting in no pay gap, and no difference in terms of percentage of Black, Asian and Minority Ethnicities (BAME) and White employees receiving a bonus.

3.3 Ethnicity pay quartile

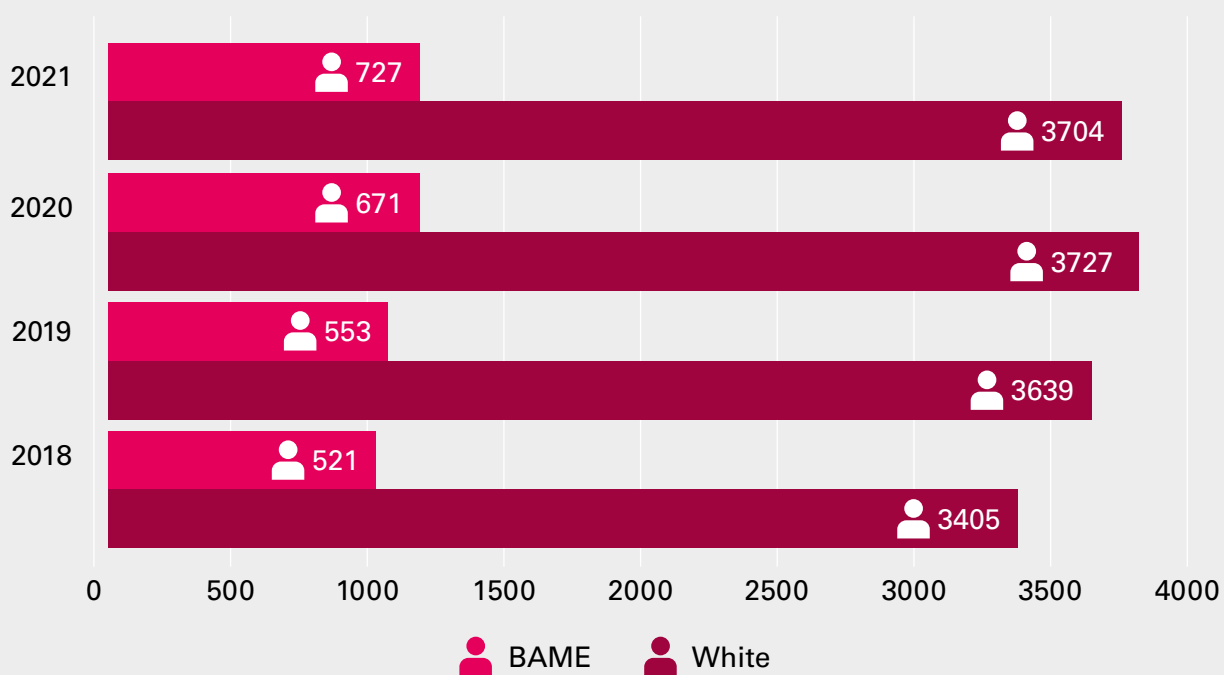
Chart 7 illustrates that year-on-year Black, Asian and Minority Ethnicities representation has been incrementally improving. Over the four-year period 2018 to 2021 increases have been recorded in quartiles 2-4 [Chart 6].



Based on the census date of 31 March 2021, NTU has observed a steady increase in the collective employee headcount of Black, Asian, and Minority Ethnicities [Chart 8]: This has improved the overall representation of this group within the NTU workforce from 13% (2018) to 16% (2021). This increase within the collective employee headcount of Black, Asian, and Minority Ethnicities representation across the pay quartiles appears to suggest that current recruitment practices are supporting an increase in the diversity headcount across the workforce.

Chart 8: Ethnicity 2018–2021 headcount (census date 31 March)

Ethnicity employee headcount 2018-2021



4. NTU 2021 disability pay gap(s) results

4.1 Disability mean and median pay gap(s)

As part of NTU's commitment to equality work, NTU has introduced the monitoring and reporting of the organisational disability pay gap(s) in 2021 as part of its pay gap(s) report.

In 2021, NTU's organisational mean hourly disability pay gap is 6.6% and the median disability pay gap is 5.8%.

Chart 9 displays the representation of disability by each pay quartile for 2021. It indicates that employees with disabilities have a higher representation at pay quartile 1 (13%) when compared with an average of 9% representation across pay quartiles 2 to 4.



The observations that can be made of the 2021 disability pay gap data are limited, because it is just one year of data. However, as we continue to record, monitor and publish this data annually organisationally we will over time be able to understand the patterns and trends, as we have been able to for gender and ethnicity, and use this to help inform our ongoing EDI work.

5. Summary

Throughout 2022 we will continue to focus on activities to diversify the workforce. This will involve increasing the representation of women under the Athena SWAN agenda, and Black, Asian and other minoritised ethnicity groups through our Race Equality Charter and Action Plans (REAP2). Alongside these, we will be working with other EDI agendas, such as working to achieve Disability Confident Leader status.

These programmes of work make a direct contribution in assisting NTU to reduce the representation pay gaps and include, but are not limited to, the following initiatives:

- Aurora – Women only leadership development programme.
- VC mentoring Scheme- specifically for Black, Asian and Minority Ethnicities Associate Professors.
- Calibre programme - leadership development programme tailored specifically for disabled colleagues.

Our strategic focus continues to be driven by improving representation within roles that fall within the 3rd and 4th pay quartiles for women, Black, Asian and Minority Ethnicities and disabled colleagues. These are typically leadership and senior roles, such as associate professors; professors; professional service highly skilled and technical roles; and Heads of area and service.

Through the combination of these and other NTU EDI initiatives, we will build on the progress made so far to ensure an improving representation of gender, race and disability at all levels across NTU.



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For further information please visit www.ntu.ac.uk/about-us/equality-diversity-and-inclusion or email equality@ntu.ac.uk