



Gender, Ethnicity and Disability Pay Gap Report 2023



Nottingham Trent
University

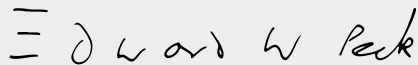


Addressing pay gaps and driving equality, diversity, and inclusion more broadly are key strategic aims for NTU.

As Vice-Chancellor of Nottingham Trent University, I am pleased to present our Pay Gap Report 2023. This year we continue our commitment to go above and beyond our legal obligation to report our gender pay gaps and also present here our ethnicity and disability pay gaps.

Over the time that we have been analysing our gender pay gap data we have recognised that we have not been able to reflect the nuances of gender beyond a binary of men and women in our analysis. We have taken steps to improve the way that we collect colleagues' gender identity data by expanding the range of options available for self-reporting. Along with our data becoming more reflective of our NTU colleague community, in time this development will allow us to conduct more detailed analysis and reflect those colleagues who do not identify in binary terms.

We remain committed to reducing and eventually eliminating our pay gaps across gender, ethnicity, and disability. We have initiated action to ensure we continue to make progress. You will find a summary of our programme of work at the end of this report.

Edward Peck

Professor Edward Peck

Vice-Chancellor



1. Introduction and background

In 2017, the Government introduced changes to the equality legislation (Equality Act 2010) that placed a legal duty on all employers with a workforce of 250 employees or more to publish data in relation to an organisation's gender pay gap(s). The legal duty is specific in terms of what, how, when and where to report the data.

Currently there is no legal duty to publish data on ethnicity or disability pay gaps. Nevertheless, noting our institutional commitment to transparency and a wider consideration of protected characteristics within the EDI agenda, with the Committee's support, NTU introduced in 2020 the inclusion of the organisational ethnicity pay gap data as part of the annual pay gap report, and in 2021 produced for the first time the organisational disability pay gap data. We voluntarily report and publish our data in relation to ethnicity and disability.

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

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 2023).



2. NTU 2022 Gender Pay Gap Results

2.1 Gender Mean and Median Hourly Pay Gaps

NTU employed 2,177 men (42.6%) and 2,938 women (57.4%) at the census date 31 March 2022.

NTU's organisational mean and median hourly pay gaps remain broadly unchanged compared to 2021 [Table 1 & 2].

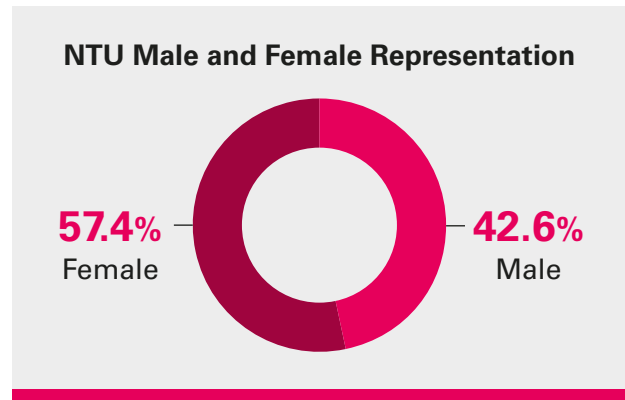
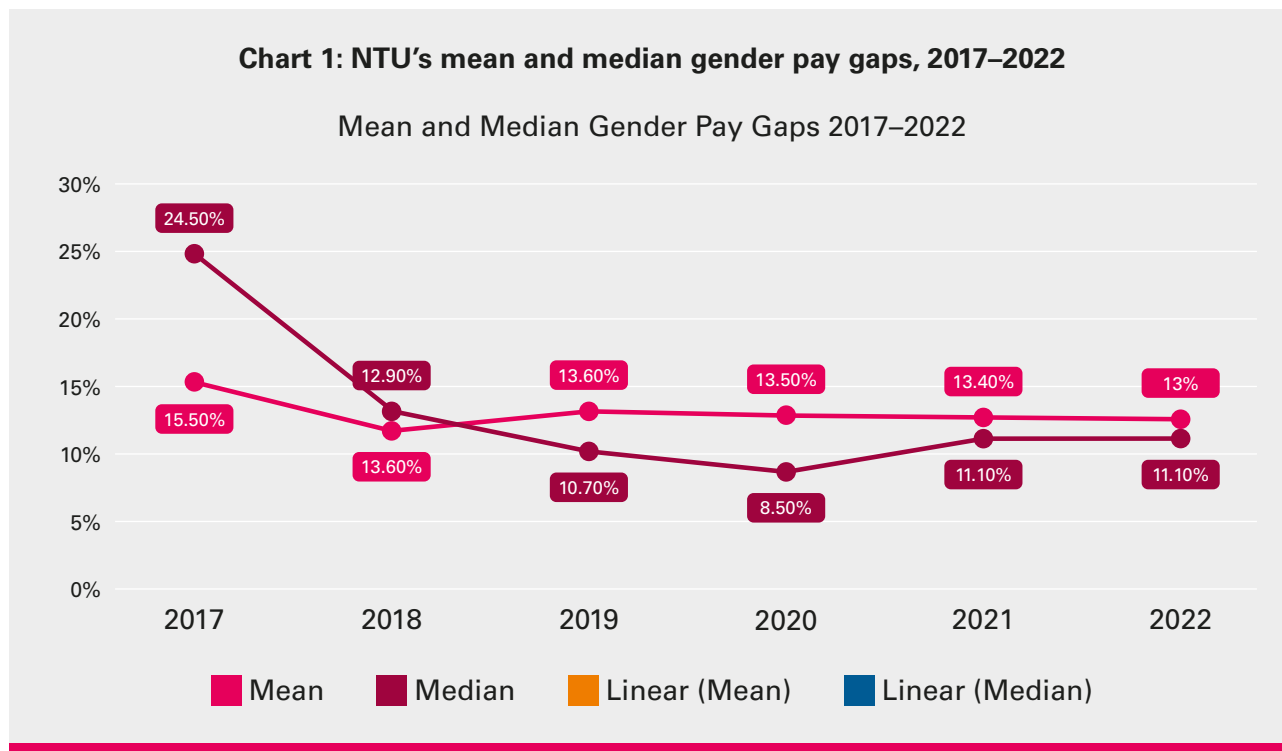


Table 1: Gender mean and median pay gaps

No.	Statutory calculation requirement	31 March 2021	31 March 2022	Gender pay gap
1.	Mean hourly pay difference gap	13.4%	13.0%	-0.4%
2.	Median hourly pay difference gap	11.1%	11.1%	0%



Chart 1 plots the pattern of our recorded mean and median gender pay gaps from 2017-2022. It illustrates that for both the mean and median gender pay gaps, the gaps are following an overall downward trajectory [Table 3].



Data from chart 1:

	2017	2018	2019	2020	2021	2022
Mean	15.5%	12.9%	13.6%	13.5%	13.4%	13.0%
Median	24.5%	13.6%	10.7%	8.5%	11.1%	11.1%

Table 3: Gender mean and median pay gaps difference from 2017 to 2022

No.	Statutory calculation requirement	31 March 2017	31 March 2022	Gender pay gap difference (% point)
1.	Mean hourly pay difference gap	15.5%	13.0%	-2.5%
2.	Median hourly pay difference gap	24.5%	11.1%	-13.4%

2.2 Sector benchmarking

136 Higher Education Institutions (HEIs) with a workforce of 250 or more made a statutory gender pay gap return for the 2021 census point. Due to the 12-month time lag created by the statutory reporting duty, available sector benchmarking affords limited benefit. Notwithstanding these limitations, NTU's median gender pay gap continue to be lower than the sector trends.

In 2021 the Higher Education sector median gender pay gap was reported as 16.2% (the whole economy median gender pay gap was 15.4%) . NTU compares favourably to the sector at 5.1 percentage points lower (16.2% vs 11.1%).

2.2 Gender Pay Gap Bonus Data

The appraisal process 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 2020/21 and 2021/22 due to the unprecedented and uncertain impact of the Covid-19 pandemic, UET took the decision not to award bonuses, and as a result there were no bonus pay gaps.

Table 4: Gender pay gap bonus

No.	Statutory calculation requirement	31 March 2022
1.	Mean Bonus Gap	0%
2.	Median Bonus Gap	0%

Table 5: Percentage of men and women receiving a bonus

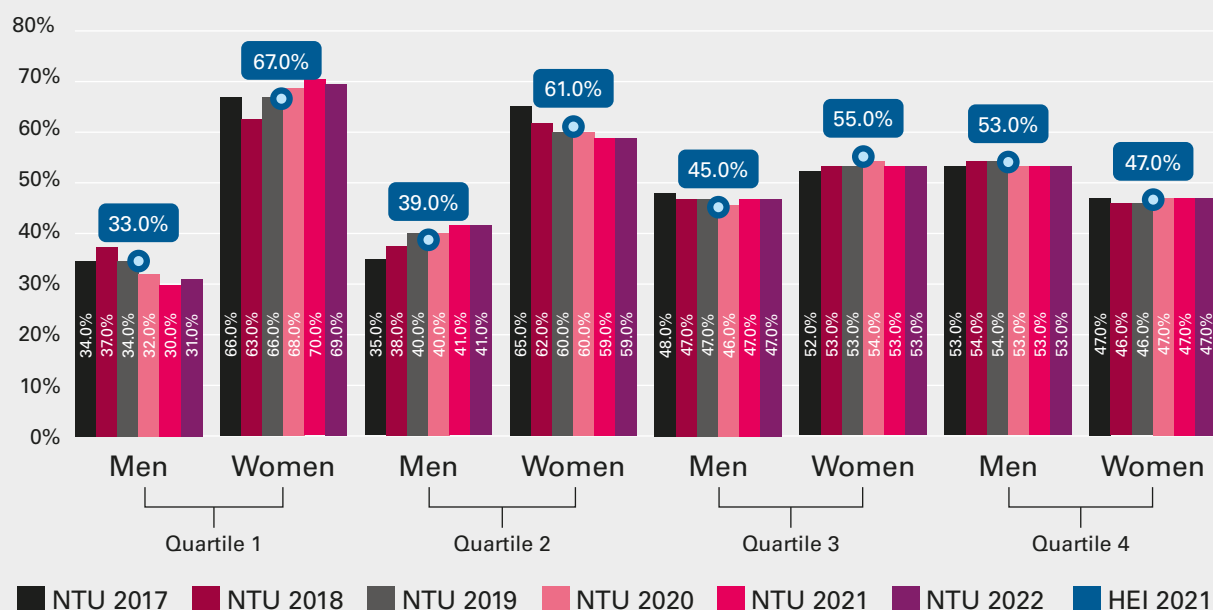
No.	Statutory calculation requirement	31 March 2022
1.	Percentage of men receiving bonus	0%
2.	Percentage of women receiving bonus	0%

2.3 Gender Pay Quartiles

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay. Reviewing the distribution of men and women in each pay quartile provides an indication of the gender distribution across the different pay levels within the organisation. Women's employment at NTU continues to have its strongest presence within the lower (69%) and lower middle (59%) quartiles [Chart 2].

The distribution of gender across the four quartiles remains broadly unchanged compared to 2021 with a slight reduction in the proportion of women at the lower quartile (quartile 1) from 70% to 69%. This small shift at the lower quartile can explain the marginal reduction in the mean pay gap (13.4% to 13.0%), and the otherwise static gender distribution can account for the lack of movement in the median pay gap.

Chart 4: NTU gender by pay quartiles 2017-2022 inc. HEI Benchmark 2021



Data from chart 4:

Quartile	2017		2018		2019		2020		2021		2022		2021 sector benchmark	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lower	34%	66%	37%	63%	34%	66%	32%	68%	30%	70%	31%	69%	33%	67%
Lower Middle	35%	65%	38%	62%	40%	60%	40%	60%	41%	59%	41%	59%	39%	61%
Upper Middle	48%	52%	47%	53%	47%	53%	46%	54%	47%	53%	47%	53%	45%	55%
Upper	53%	47%	54%	46%	54%	46%	53%	47%	53%	47%	53%	47%	53%	47%

Table 7: Number of staff by gender per pay quartile

Quartile	2017		2018		2019		2020		2021		2022	
	M	F	M	F	M	F	M	F	M	F	M	F
Lower	410	791	388	673	379	769	379	789	358	830	393	895
Lower Middle	424	788	438	710	461	686	489	748	494	701	516	757
Upper Middle	585	626	530	601	534	614	561	657	549	616	598	681
Upper	641	566	606	520	616	531	635	571	633	570	670	605

3. NTU 2022 Ethnicity² Pay Gap Results

3.1 Ethnicity mean and median pay gap(s)

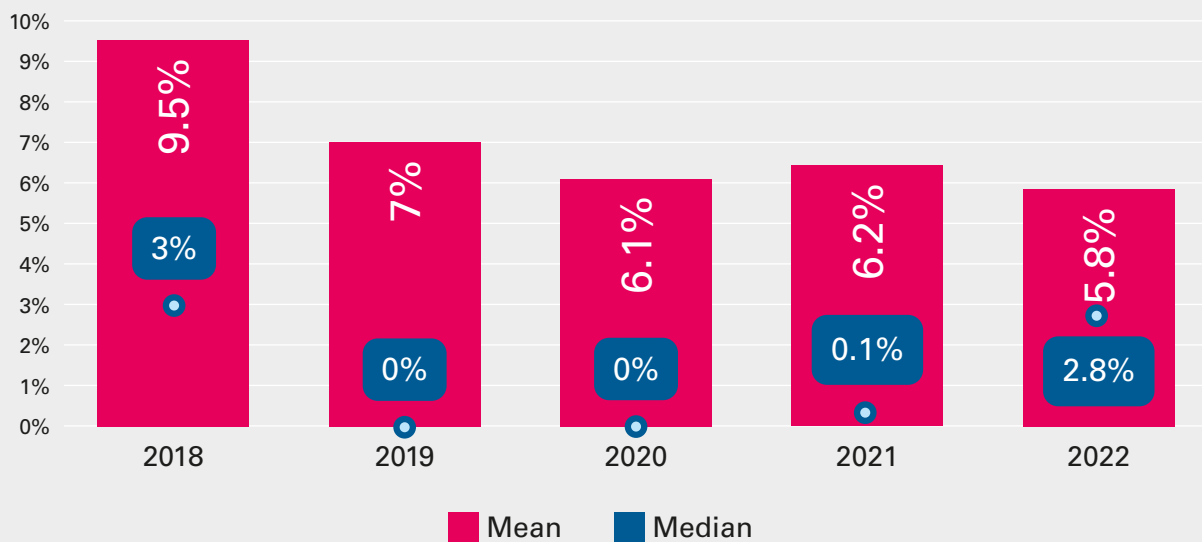
NTU's organisational mean hourly ethnicity pay gap is 5.8% and the median ethnicity pay gap is 2.8% [Table 8].

Table 8: Gender mean and median pay gaps

	31 March 2021	31 March 2022	Ethnicity pay gap
Mean hourly pay difference gap	6.2%	5.8%	-0.4%
Median hourly pay difference gap	0.1%	2.8%	+2.7%

Chart 5: NTU mean and median ethnicity pay gaps, 2018–2022

NTU mean and median ethnicity pay gaps 2018-2022



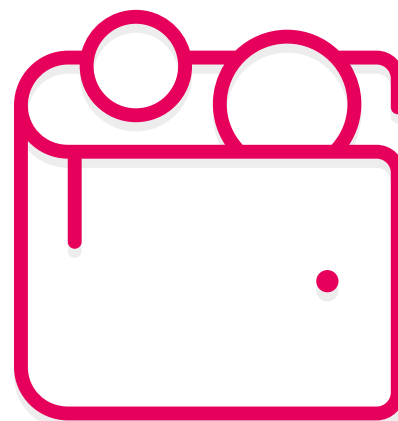
Data from chart 5:

	2018	2019	2020	2021	2022
Mean	9.5%	7.0%	6.1%	6.2%	5.8%
Median	3.0%	0.0%	0.0%	0.1%	2.8%

² Ethnicity pay gap data is calculated based on known data, excluding where ethnicity is not known

3.2 Ethnicity bonus

As reported in section 2.2 there is no differential in terms of percentage of BAME and White employees receiving a bonus.



3.3 Ethnicity pay quartile

Table 11 illustrates that Black, Asian and minority ethnic (BAME) representation has increased in the lower middle, upper middle and upper quartiles over the period that we have been reporting on this data (2018 to 2022).

Based on the census date 31 March, NTU has observed a steady increase in BAME employee headcount [Chart 5]. This has improved the overall BAME representation within the NTU workforce from 13% (2018) to 18% (2022).

Table 10: Gender mean and median pay gaps

Quartile	BAME 2018	BAME 2022	BAME 2018 vs 2022 movement (% point)
Lower	19%	19%	0
Lower Middle	10%	18%	+8
Upper Middle	16%	21%	+5
Upper	9%	13%	+4

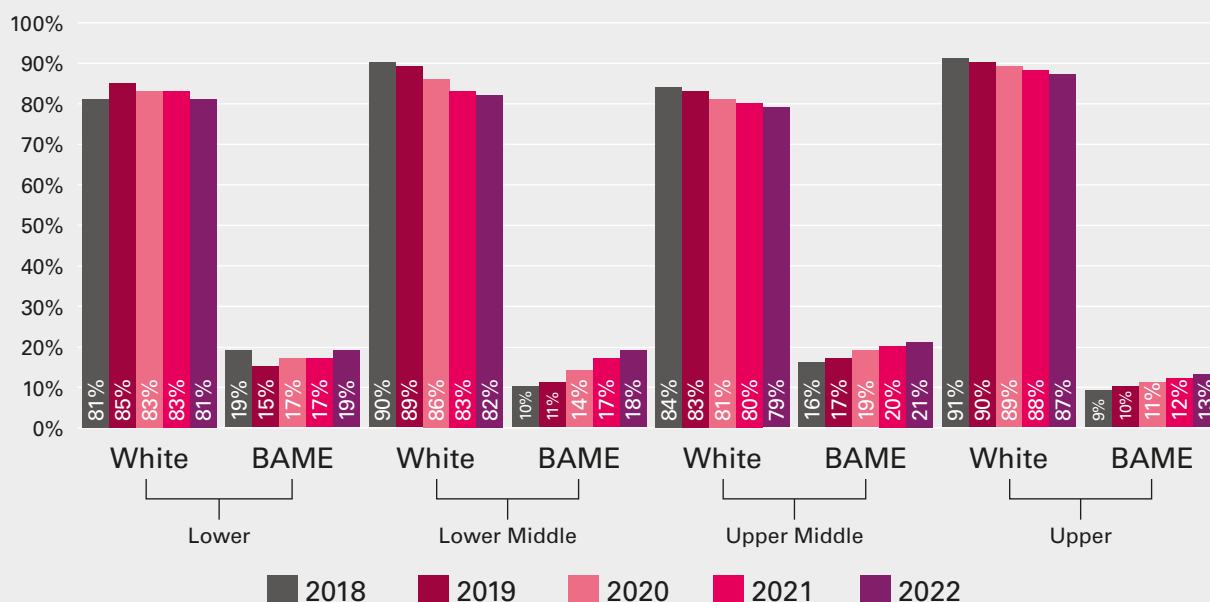
When comparing 2021 and 2022, the proportions of BAME employees in the lower middle, upper middle and upper quartiles have increased by one percentage point, and proportions in the lower quartile have increased by two percentage points. This slightly higher shift in the lower quartile may account for the marginal increase in the median ethnicity pay gap between the two years, although close continued monitoring should be ensured to identify any ongoing patterns.

Table 11: Number of staff by gender per pay quartile

	2018	2018	2019	2019	2020	2020	2021	2021	2022	2022
Quartile	White	BAME	White	BAME	White	BAME	White	BAME	White	BAME
Lower	725	169	923	168	870	173	916	193	952	218
Lower Middle	942	101	890	109	962	159	925	187	965	213
Upper Middle	790	151	854	171	898	214	856	211	941	249
Upper	948	100	972	105	997	125	1007	136	1049	159

Chart 6: Ethnicity representation by pay quartile 2018-22

NTU ethnicity representation by pay quartile 2018-2022

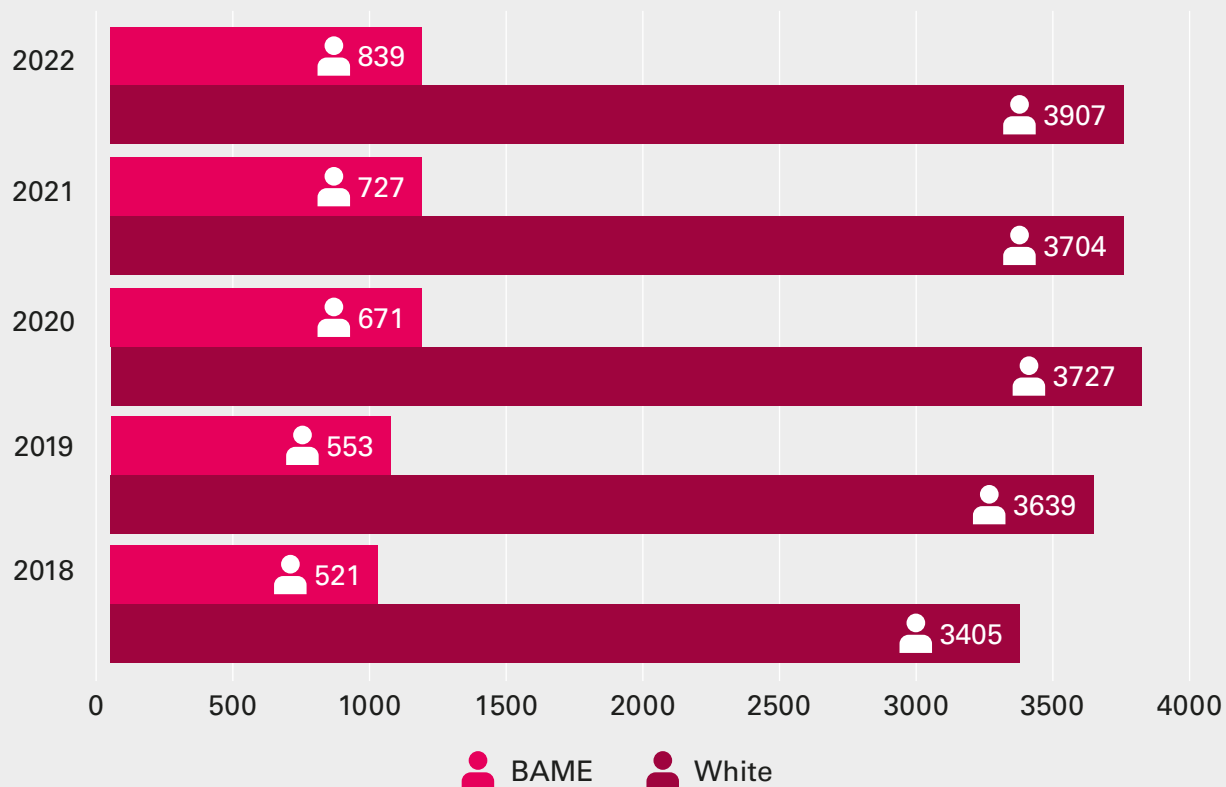


Data from chart 6:

	2018	2018	2019	2019	2020	2020	2021	2021	2022	2022
Quartile	White	BAME	White	BAME	White	BAME	White	BAME	White	BAME
Lower	81%	19%	85%	15%	83%	17%	83%	17%	81%	19%
Lower Middle	90%	10%	89%	11%	86%	14%	83%	17%	82%	18%
Upper Middle	84%	16%	83%	17%	81%	19%	80%	20%	79%	21%
Upper	91%	9%	90%	10%	89%	11%	88%	12%	87%	13%

Chart 7: Ethnicity 2018–2022 headcount (census date 31 March)

Ethnicity employee headcount 2018-2022



Data from chart 7:

2018	2018	2019	2019	2020	2020	2021	2021	2022	2022
White	BAME	White	BAME	White	BAME	White	BAME	White	BAME
3405	521	3639	553	3727	671	3704	727	3907	839

4. NTU 2022 Disability Pay Gap Results

As part of NTU's equality work, NTU introduced the monitoring and reporting of the organisational disability pay gap in 2021. Given that we have only two years of data at this point it is too soon to clearly identify trends and as such there are limited observations to be made of the disability data, however as we continue to record and monitor the annual data, the value of it will, in time, become available to help inform our EDI work.

4.1 Disability Mean and Median Pay Gaps

NTU's organisational mean hourly disability pay gap is 6.3% and the median disability pay gap is 6.2% [Table 12].

Table 12: Disability mean and median pay gaps

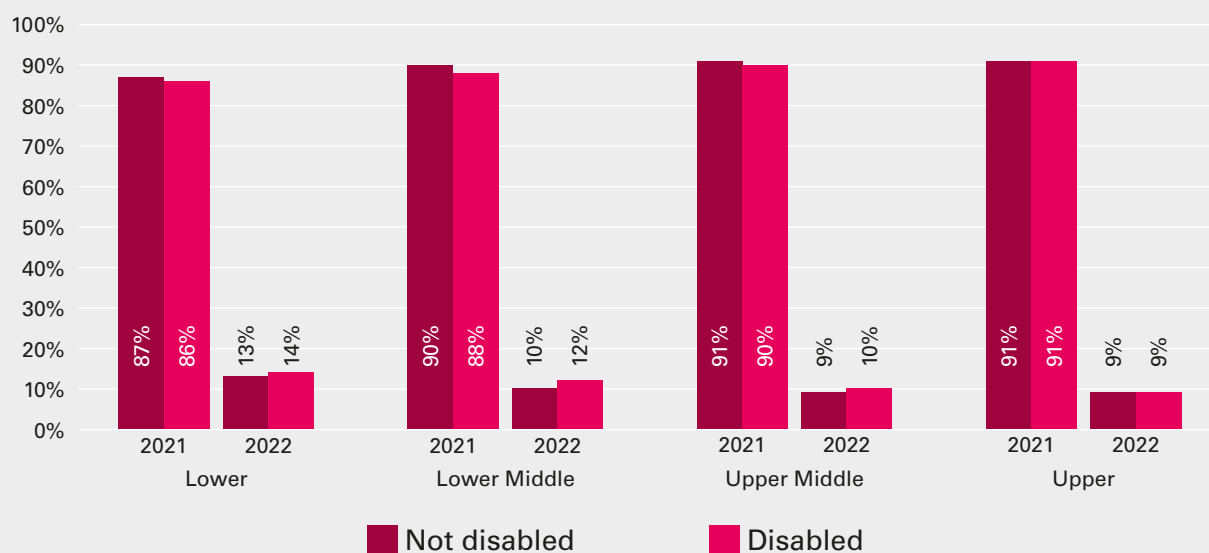
	31 March 2021 snapshot	31 March 2022 snapshot	Disability pay gap
Mean hourly pay difference	6.6%	6.3%	-0.3%
Median hourly pay difference	5.8%	6.2%	+0.4%

Chart 8 displays the distribution of disabled staff by pay quartile for 2022. It indicates that employees with disabilities have higher representation in the lower quartile (quartile 1) at 14%, compared with an average of 10.3% across the other three quartiles.

In 2022 across all staff (where disability data is known), 11.2% of staff have disclosed a disability, an increase of 0.9 percentage points from 2021 (10.3%).

Chart 8: Disability by Pay Quartile 2021–2022

Disability by Pay Quartile 2021–2022



Data from chart 8:

Quartile	2021	2021	2022	2022
	Disabled	Not Disabled	Disabled	Not Disabled
Lower	87%	13%	56%	14%
Lower Middle	90%	10%	88%	12%
Upper Middle	91%	9%	90%	10%
Upper	91%	9%	91%	9%

Table 14: Disability mean and median pay gaps

Quartile	2021	2021	2022	2022
	Disabled	Not Disabled	Disabled	Not Disabled
Lower	793	115	869	139
Lower Middle	807	93	893	119
Upper Middle	706	71	788	87
Upper	879	87	956	95

5. Summary

Our strategic focus continues to be to improve representation within roles that fall within the upper middle and upper pay quartiles, for women, BAME and disabled colleagues. These are typically leadership and senior roles. These would include associate professors; professors; professional service highly skilled and technical roles; and Heads of area/service.

Throughout 2023 we will continue to take further steps to illustrate our ongoing commitment and focus on progressing a number of concurrent activities, which in their totality will support us to diversify the workforce, including:

- Progressing actions to increase the representation of women in senior positions under the Athena SWAN agenda;
- Supporting and funding opportunities for colleagues to access the Aurora Women's leadership development programme to enable longer term diversification of our senior leadership profile;
- A review of our family friendly policy provisions to ensure we are offering a benefits package which promotes equal opportunity and aims to diminish the effect of parental leave on career progressions;
- Development and implementation of our Race Equality Charter action plan;
- Ongoing implementation of the Vice-Chancellor's mentoring Scheme specifically for BAME Associate Professors;
- Supporting and funding opportunities for disabled colleagues to access the Calibre leadership development programme to enable longer term diversification of our senior leadership profile;
- Achievement of Disability Confident Leader status;
- Development of inclusive approaches throughout the recruitment and onboarding process, following a thorough review of our practices and their efficacy to ensure no bias is present within our processes;
- Annual and ongoing monitoring of appraisals data against the characteristics of gender, ethnicity and disability to highlight any discrepancies in outcomes and implementing remedial actions to address imbalances where necessary;
- A thorough review and repositioning of our central EDI work and activity, aiming to embed EDI into the heart of everything we do and creating a culture where colleagues, managers and students feel confident in discussing EDI-related issues; and
- Development of localised people plans including the incorporation of EDI ambitions and associated activity.

Calculating 'mean' and 'median' pay gap averages

'Mean' and 'median' are two methods to calculate an 'average'.

A 'mean' average is the calculation where all the salaries of women (fulltime equivalents) are totalled and then divided by the headcount of women employed. This sum provides the mean average salary of women at NTU. The same calculation is undertaken for the men. The two figures are compared and the 'difference' between them indicates the 'gap'.

A 'median' average is where all the individual salaries (fulltime equivalent) for women are placed in numeric, sequential, order from lowest to highest. The salary that is at the 'mid-point' i.e. the middle of the sequential order is taken as the 'median' average. The same exercise is undertaken for the men. The two figures are compared and the 'difference' between them indicates the 'gap'.

The difference between equal pay and organisational gender pay gaps

There are two applicable legal requirements regarding gender disparity in pay, Equal Pay and a duty to publish organisational Gender Pay Gap(s).

a) Equal Pay

Equal Pay legislation was introduced in 1970 (now subsumed as part of the Equality Act 2010) and placed a legal requirement upon employers to ensure that the pay received by a man and a woman for work of 'equal value', 'like work' and 'work of equivalent value' is of the same monetary value. Under this piece of legislation an employee or group of employees, if they can identify an opposite sex comparator in receipt of a higher monetary value payment, for work of 'equal value', 'like work' or 'work of equivalent value' and the employer has no legitimate material factor for the difference the conclusion will be that the reason for the difference in pay is that of 'sex'.

b) Gender Pay Gap(s)

The second legislative duty was introduced in 2017, via an amendment to the regulations of the Equality Act 2010. It placed a duty upon organisations of 250 employees or more to publish an annual report containing the organisation's gender pay gap(s) in relation to the whole organisation, across the pay quartiles and against any bonus payments it may award.

An organisation's overall gender pay gap reflects the percentage difference between the average salary of all men and the average salary of all women employed within the organisation. This is not the same as equal pay because it does not reflect the salary comparison of an individual man and an individual woman undertaking work of 'equal value', 'like work' and/or 'work of equivalent value'.



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or email equality@ntu.ac.uk