

Nottingham Trent
University
Gender Pay Gap
2018



Gender Pay Gap Reporting

Introduction

During 2017 the Government introduced changes to existing equalities legislation (Equality Act 2010) and these changes placed a legal duty on all employers with 250 employees or more to publish their organisation's gender pay gap by 30th March 2018 and thereafter annually.

What is a gender pay gap and why do they exist?

A gender pay gap is the percentage measurement of the difference (the percentage gap) between the average¹ pay of all male employees compared to the average pay of all female employees within an organisation's workforce. A gender pay gap is not the same as an equal pay issue; equal pay is the legal requirement to ensure that both men and women who are in the same role, performing equal work receive equal i.e. the same pay for that work (Equality Act 2010). Equal pay and gender pay gap reporting both concern the issue of gender disparity in pay, however, they are two different matters, measuring different things and should not be confused.

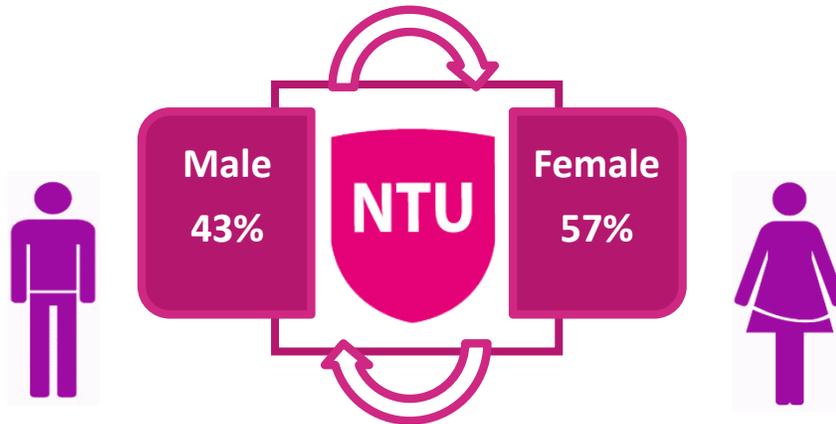
All industries and sectors have gender pay gaps, and the reasons for their existence are complex. There are a myriad of factors at play that can contribute to the existence of an organisation's gender pay gap, such as economic, cultural and educational factors. However, one of the most influential factors has been the role society has played throughout the years in shaping attitudes towards the roles that men and women take in society, and in particular, the workplace.

Notwithstanding how attitudes have significantly changed to become more progressive towards gender equality, the negative impact of entrenched historical attitudes remain pervasive within wider society. They continue to influence the career/employment choices and opportunities presented to men and women. This is clearly evident through what is known as occupational segregation, where one gender tends to dominate a particular occupational group. A typical example of occupational segregation would be that in most organisations males dominate the senior management roles whereas female employment dominates the more junior and administrative roles.

¹ Average is calculated and expressed as both the mean and median methods.

Nottingham Trent University Gender Pay Gap Metrics

Nottingham Trent University (NTU) Gender Workforce Profile [as at 31st March 2017]



A negative (-) symbol indicates that the gap is in favour of males, whereas a positive (+) symbol indicates the gap is in favour of females. NTU gender pay gap(s) are currently in favour of males.

Gender Pay Gap

- Mean - 15.5%
- Median - 24.5%

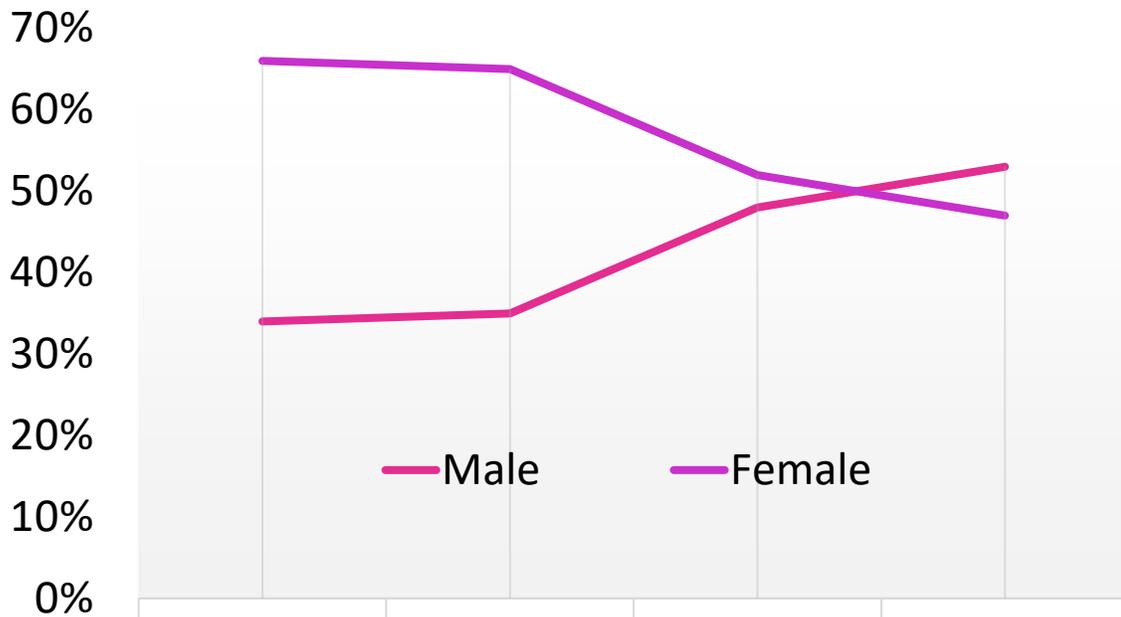
Proportion receiving a bonus

- Males 1.2%
- Females 1%

Bonus pay gap

- Mean -15.2%
- Median -12.7%

Male and Female Employment by Pay Quartile



Male	34%	35%	48%	53%
Female	66%	65%	52%	47%

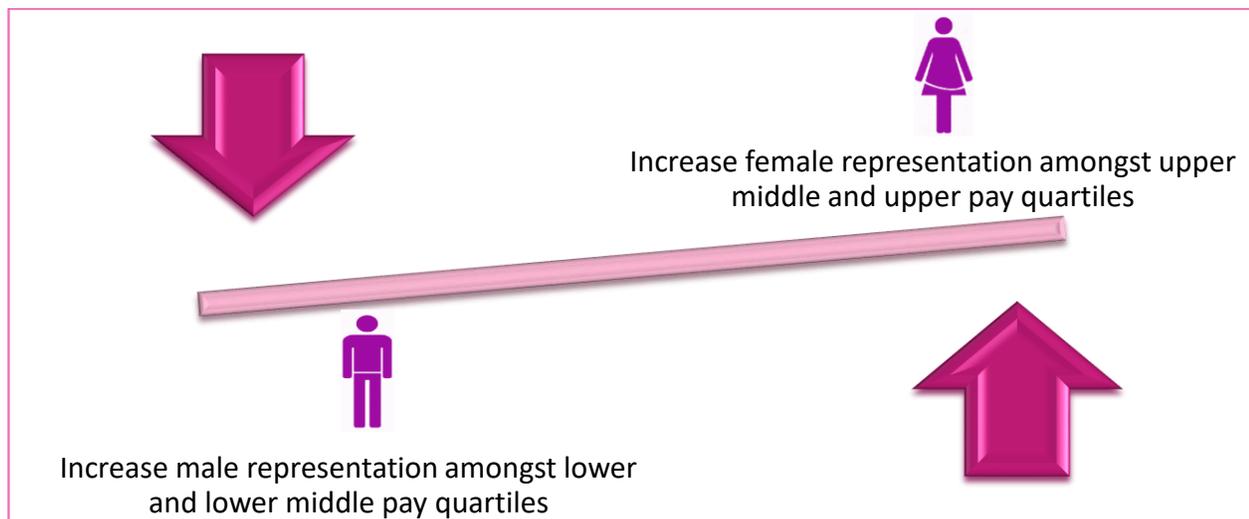
The chart above helps to illustrate that a significant contributing factor of the organisation's gender pay gap at NTU is due to the over representation of females employed within job roles that are salaried in the lower and lower middle pay quartiles. Typical roles within these pay quartiles range from cleaners and catering assistants to administrative roles, whereas male employment is greater in number amongst higher paid managerial roles that tend to dominate the upper middle and upper pay quartiles.

What about pay inequalities?

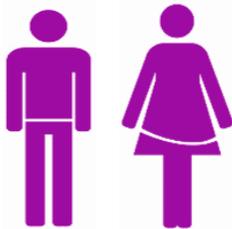
Having a gender pay gap does not necessarily mean that an organisation has pay inequalities. NTU has for a number of years undertaken activities to monitor and review pay equality and we have in place pay and grading arrangements that are underpinned by the principles of the new framework agreement (August 2006) for the modernisation of pay structures (www.ucea.ac.uk/en/empres/paynegs/fagree/index.cfm).

As the *Employment by Pay Quartile* chart illustrates, NTU's gender pay gap is due to the impact of occupational segregation (a typical example would be male dominated senior management roles vs female dominated administrative roles). It is not a result of unequal pay for women but rather the impact that occupational segregation has on women's career opportunities and choices that then subsequently affects pay. Our challenge as an institution is how to address this pervasive issue.

A Need to Rebalance and Address Occupational Segregation



Commitments to help tackle NTU's Gender Pay Gap



Actions:

Review our reward policies to ensure transparency and equitability;

Monitor the impact of the University's revised promotion criteria and processes;

Track career and pay progression and report annually to University Executive Team and the Board of Governors Remuneration Committee;

Test and review protocols that support the recruitment and appointments process with a particular focus on improving guidance and support for managers; and

Ensure our Action Plan addresses areas of attraction and progression (and this work is reflected in our Athena SWAN agenda).

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For a copy of this report in an alternative format please email:
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