



Gender Pay Gap Report

2019

NOTTINGHAM
TRENT UNIVERSITY 

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Nottingham Trent University is firmly committed to equality. We believe in an environment of dignity, inclusivity, and equality of opportunity where colleagues are respected and valued for who they are and the contributions they make.

We believe equality is everyone's business.

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Background

2017 saw the Government introduce changes to equalities legislation (Equality Act 2010) that have placed a legal duty on all employers with 250 employees or more to publish data in relation to the organisation's gender pay gap(s).

There are seven calculations required for publication and they are used to measure the difference between the average earnings of all men and women employed in an organisation, regardless of their role or seniority. These seven calculations are required by law to be reported by 31st March annually.



The difference between gender pay gap and equal pay

Gender pay gap reporting and issues of equal pay within the public domain can sometimes become confused. Although they both concern the issue of gender disparity in pay, they are two different types of analysis which measure two different aspects concerning gender and pay. It is important to understand the difference between the two.

- A gender pay gap analysis measures the difference between the average earnings of all men and women employees in an organisation, regardless of their role or seniority, whereas;
- An equal pay analysis is a review to ensure that men and women undertaking work of an equal value are paid a similar amount for that work.

NTU have in place pay and grading arrangements that are underpinned by the principles of the [Framework Agreement \(August 2006\)](#) for the modernisation of pay structures and have for a number of years undertaken activities to monitor and review pay equality. We are confident that men and women carrying out similar work at NTU are paid similarly.

Therefore, an organisational gender pay gap does not indicate that an organisation has a pay equity issue, it demonstrates that the distribution of male and female employment across the pay quartiles of the organisation is unevenly distributed.

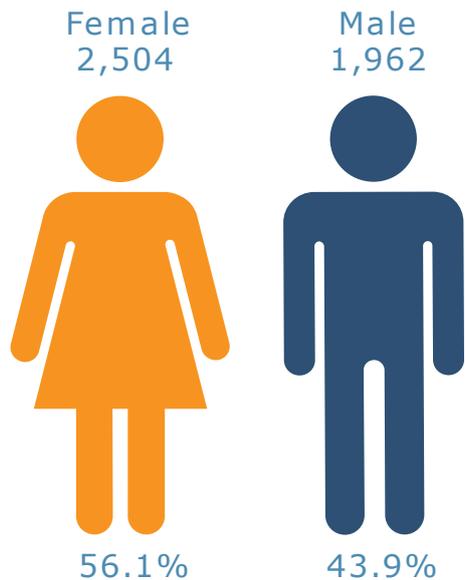


Seven gender pay gap calculations

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. Percentage of the male staff receiving a bonus;
6. Percentage of female staff receiving a bonus;
7. Gender balance of men and women by pay quartile.

NTU gender pay gap metrics

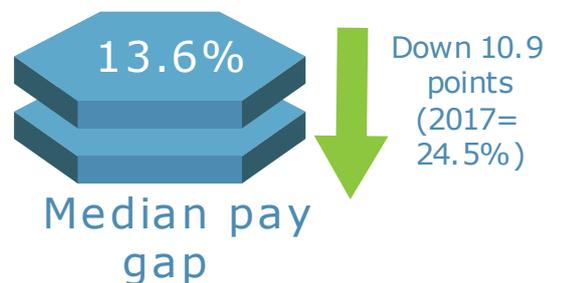
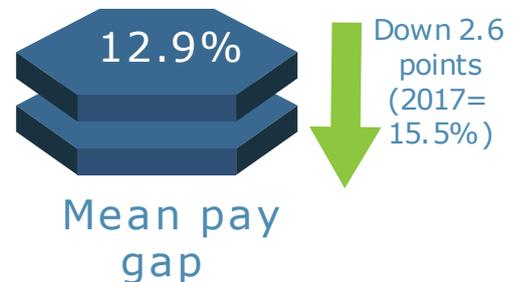
31 March 2018
4,466 total employees



Mean and median gender pay gaps

NTU's mean gender pay gap is 12.9% and the median gender pay gap is 13.6% and both metrics remain in favour of males.

The average pay gaps have narrowed since the 2017 reporting cycle. Much of this is attributed to a change in our workforce profile and practice, whereby intermittent 'sessional and casual' workers requirements are now sourced via external services. It is therefore regarded that the March 2018 pay gap figures are a more meaningful reflection of the NTU workforce.



Mean and median bonus pay gaps

NTU's mean bonus gender pay gap is 20.0% and the median bonus gender pay gap is 18.7% and both metrics remain in favour of males.

Both measures have seen an increase. There are a series of factors that contribute to the March 2018 bonus pay gap(s) as follows; bonus payments made during this reporting cycle were awarded as a percentage of an employee's basic salary, therefore as a result staff earning a higher salary received a higher value bonus payment. Senior roles pay higher salaries and tend to attract a performance related bonus, and because more men than women occupy these senior roles the average mean and median values of men's bonus payments are higher in value than that of the women.

It is anticipated that the bonus median pay gap will decrease in the next reporting cycle (2019) as a direct result of the policy implementation changes associated with appraisal and performance. Whereas the mean bonus gap is unlikely to see a decline.

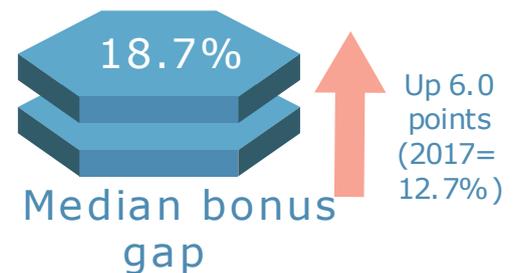
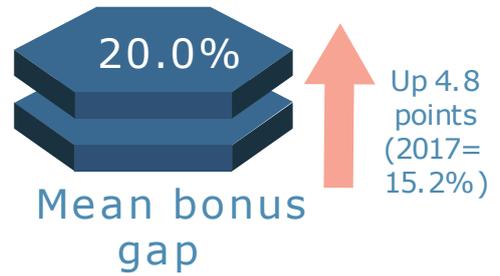
Percentage of women and men receiving a bonus

The percentage of both men and women receiving a bonus has marginally increased, and near parity has been achieved.

1.3% of women receive a bonus
(2017 1.0%)

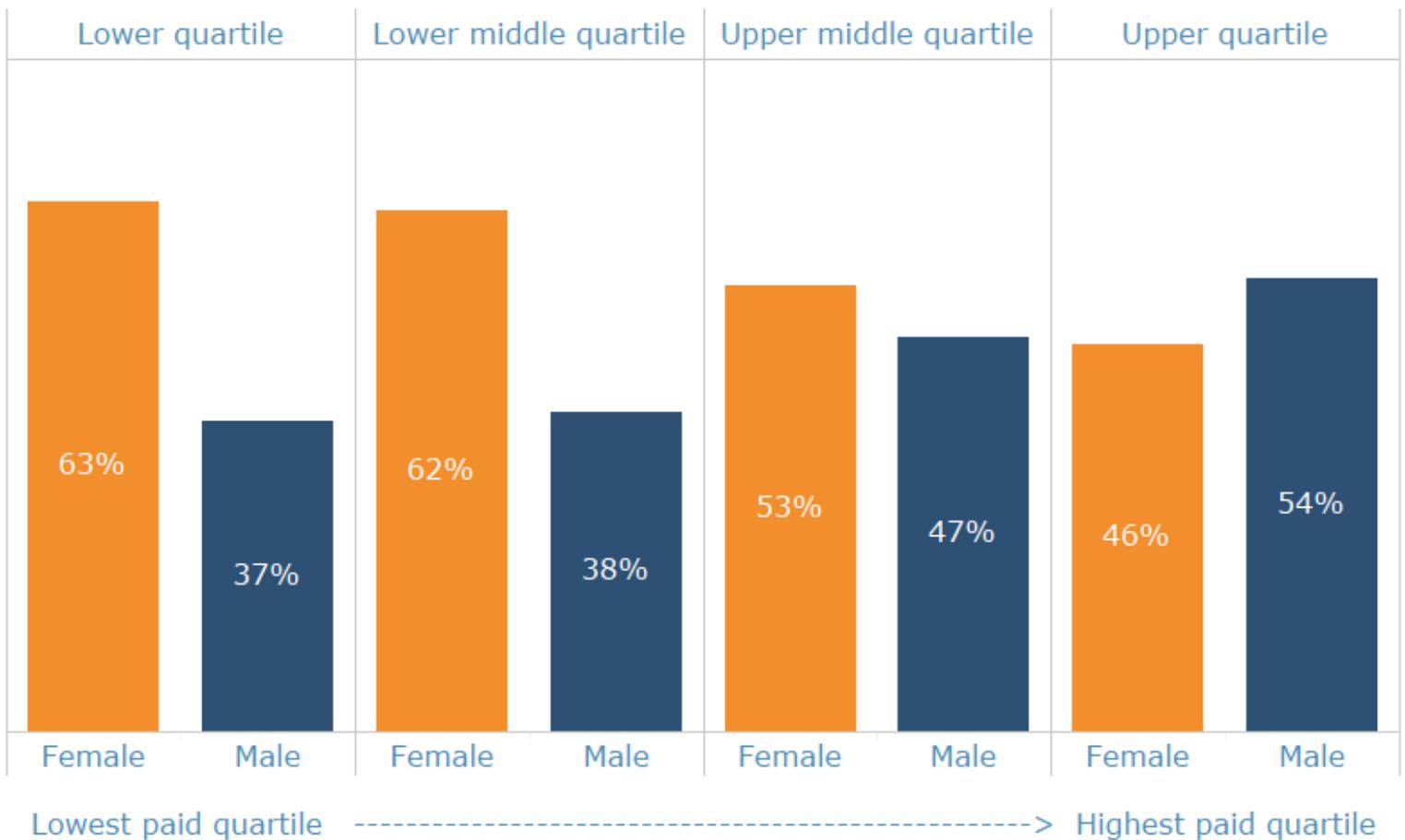
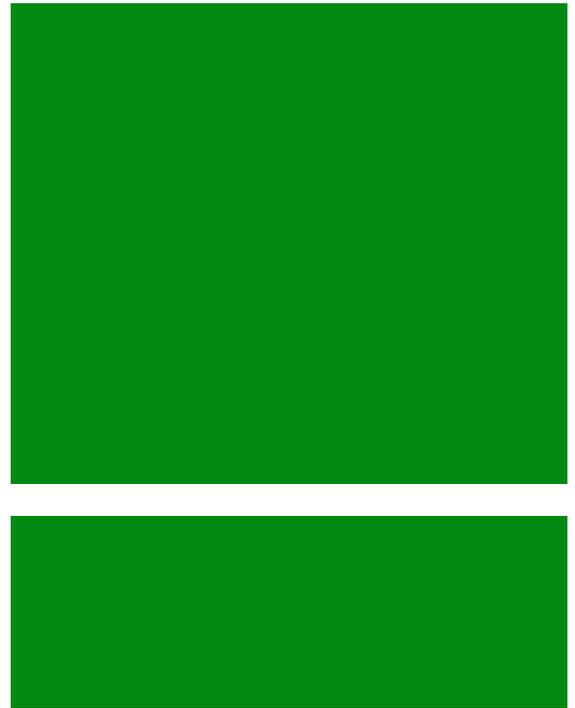
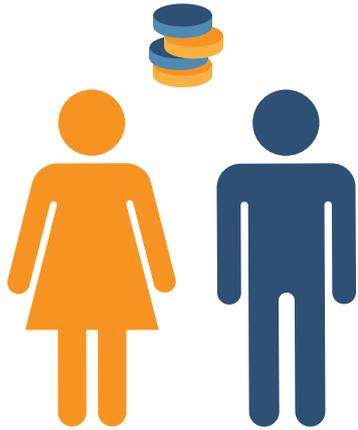


1.4% of men receive a bonus
(2017 1.3%)



Gender distribution by pay quartile

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay from the lowest paid to the highest paid.



Gender distribution by pay quartile

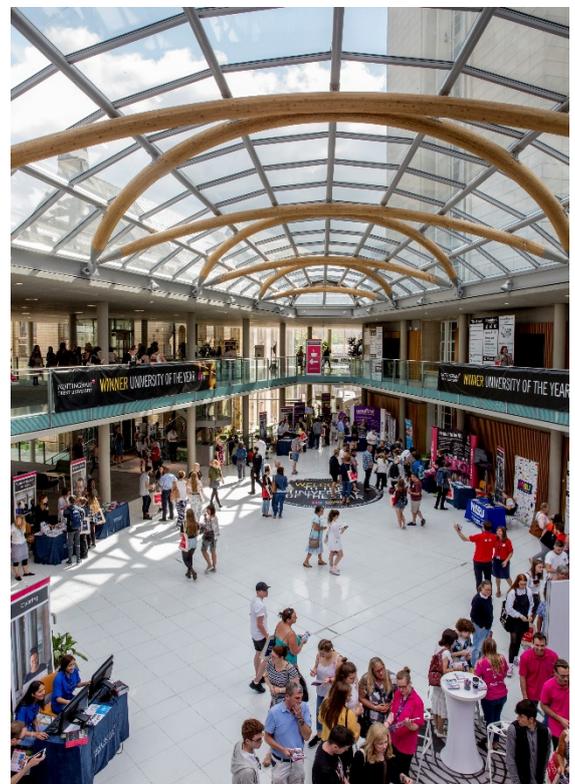
Reviewing the proportion of women and men employed within each pay quartile helps to understand how the organisation's gender pay gap is generated. Within NTU female employment continues to dominate the lower and lower middle quartiles (63% and 62% respectively) whereas it remains the case that male employment at NTU is higher within the upper quartile (54%).

Typical roles within the lower and lower middle 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. Subsequently the average salary of all women at NTU compared to the average salary of all men at NTU is lower, as a mean average 12.9%, and as a median average 13.6%.

Since 2017 a 3% point shift has been observed in the representation of men (+3% point) and women (-3% point) employed within the lower and lower middle pay quartiles which has made a positive contribution to narrowing the overall organisation's pay gap.

Actions to close the gap

NTU will continue to actively work to increase gender representation across the four pay quartiles to reduce of the overall gender pay gap observed.



Actions and activities

1. In 2018-19 NTU increased the level of funding available centrally to enable more women to access the Aurora leadership development programme, designed to support women to apply for and secure senior positions within the Higher Education sector;
2. Through our Athena SWAN Action Plan, we have introduced institutional measures to support the advancement of women within the professoriate:
 - a. Women represent 27.4%¹ of the professoriate, our aspiration is to increase this to 35% by 2022;
 - b. Develop a Professor Potential Pipeline Scheme that will see year on year increase in the number of applications received through academic promotions for Associate Professor and full Professor roles;
3. An institutional KPI that requires all employees within the first 12 months of employment to have completed unconscious bias training has been introduced;
4. Through the use of shared case studies and celebrations events e.g. International Women's Day we are actively increasing the visibility of NTU family-friendly provisions and policies to encourage both men and women;
5. Actively reviewing recruitment activities through a 'gender lens' to achieve gender neutrality in job advert design;
6. Investments made to resource 8 Athena SWAN Champions to focus on driving gender equality at a local level in all academic schools.



¹ As of Athena SWAN submission, November 2018

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For further information please visit ntu.ac.uk/equality

or email equality@ntu.ac.uk