

# Gender and Ethnicity Pay Gap Report 2020



“ Equality is pivotal to the success of an organisation. As Vice-Chancellor I have made clear that advancing equality and diversity is not optional at Nottingham Trent University.

More than my strong and abiding personal commitment, a diverse and inclusive environment where all colleagues are valued for who they are and the contributions they make, are core imperatives within our 2020-25 Strategic Plan.

We champion an environment where the creativity and voice of all our colleagues are both encouraged and heard. We seek to nurture relationships built on respect and integrity.

# **Equality is everyone's business”**

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**Professor Edward Peck**  
Vice-Chancellor

## Introduction

In 2017 the Government introduced changes to equalities legislation (Equality Act 2010) that 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 six 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 six calculations are required by law to be reported by 31st March annually and are presented within this report.

We have also taken the decision to include within this, and future annual reports, NTU's organisational ethnicity pay gap(s) data. We believe that this is one of the many important steps that we are taking towards meeting our commitment to tackle racial inequalities.

The six 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 male staff receiving a bonus and percentage of female staff receiving a bonus;
6. Gender balance of men and women by pay quartile.



## Background

There are two types of analysis used to explore and measure gender pay equality issues within an organisation; a) 'equal pay' and b) 'organisational gender pay gap(s)'.

- An equal pay analysis is a review to ensure that men and women undertaking work of an equal value are paid an equal amount for that work;
- An organisational gender pay gap analysis measures the percentage difference between the average earnings of all men compared to the average earnings of all women employed within an organisation regardless of their role or seniority.

An organisational gender pay gap does not mean that an organisation has a pay equity issue. What it does reveal is that the employment patterns of men and women across the organisation's pay quartiles is unevenly distributed. This can be a clear indicator of 'occupational segregation' where one gender tends to typically dominate an occupational group e.g. men in senior management, and women in administrative roles.

NTU have in place pay and grading arrangements that are underpinned by the principles of the National Framework Agreement for the modernisation of pay structures, and undertake activities to monitor and review pay equality. We are confident that men and women carrying out similar work at NTU are paid similarly.

### The difference between mean and median

The mean pay gap is an average. It's calculated by adding up the wages of all men and all women and dividing it by the number of each gender. The pay gap is the difference between the mean figures for men and women.

The median pay gap is calculated by listing all men and all women's wages from highest to lowest value and comparing the number that sits in the middle for each gender.

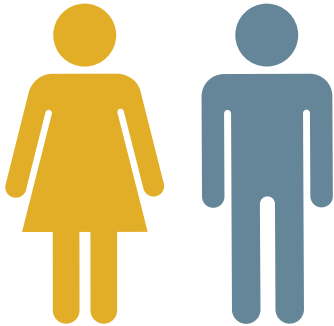


# Mean and median gender pay gaps

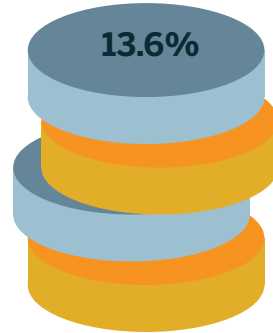
## NTU pay gap metrics

31 March 2019  
4,590 total employees

2,600 1,990  
56.6% 43.4%

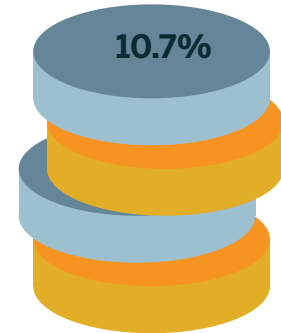


### Mean pay gap



Up 0.7 points  
(2018 = 12.9%)

### Median pay gap



Down 2.9 points  
(2018 = 13.6%)

NTU's mean gender pay gap is 13.6% and the median gender pay gap is 10.7%, both remain in favour of males.

NTU's mean gender pay gap is now 1.9 points lower than that recorded in 2017 and continues to be better than the sector average 14.8% , but between 2018 and 2019 it did marginally increase by 0.7 points. Although the increase was less than 1 point, we will continue to monitor the figure closely.

NTU's median gender pay gap has improved and has seen a continued reduction since 2017, with a further reduction of 2.9 points between 2018 and 2019.

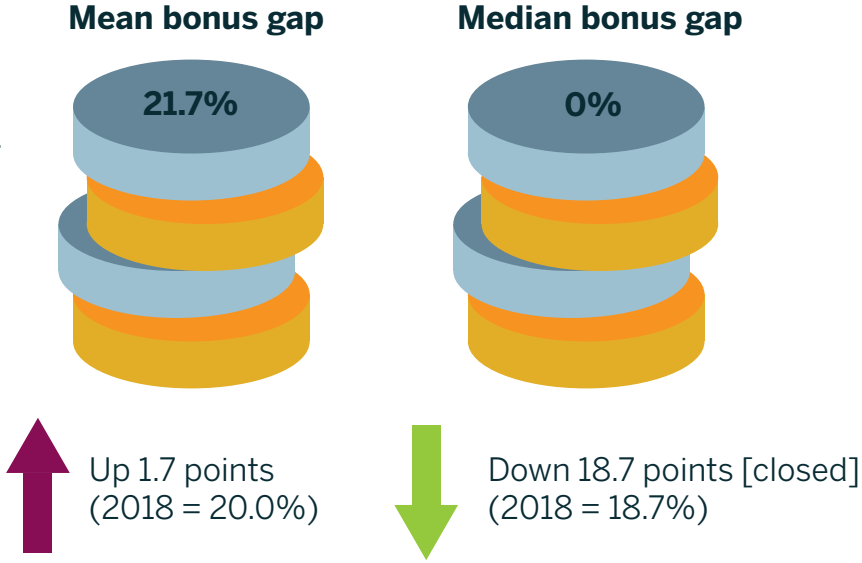


# Mean and median bonus gender pay gaps

Senior roles within the organisation pay higher salaries and tend to attract a performance related bonus that is calculated as a percentage of the salary. Within NTU more men than women occupy these senior roles, therefore the mean value of men's bonus payments has continued to be higher than the mean value than that of the women.

During 2019 NTU implemented a new appraisal and performance reward policy, which sought to provide wider opportunity to staff regardless of their role within the organisation to receive a bonus award in recognition of high performance.

For employees on the National Framework these bonus awards are a flat rate payment fixed by grade and decoupled from the old award scheme, which was based upon a percentage of an employee's basic salary. This change in policy has closed the median bonus gap. Furthermore, as a direct result of the new reward policy there has been a significant increase in the percentage of men (+11.5 points) and women (+13 points) at NTU receiving a bonus.

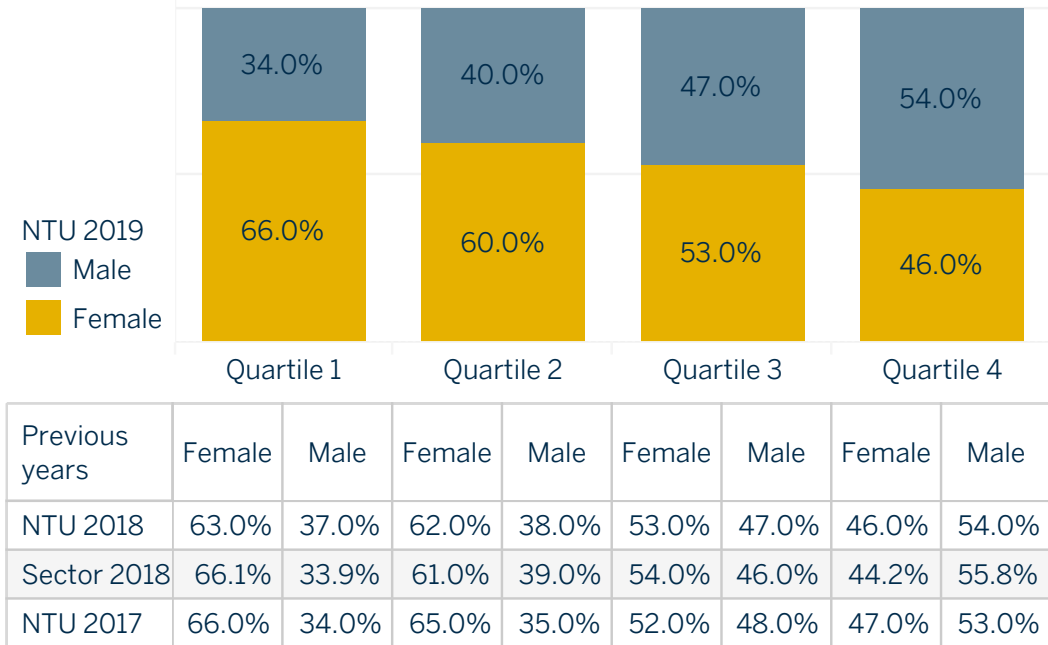


# Percentage of men and women receiving a bonus



As a percentage representation slightly more (1.4 points) females than males received a bonus in 2019.

# 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 (quartile 1 being the lowest and quartile 4 being the highest).

Reviewing the proportion of men and women employed within each pay quartile helps to understand how the organisation's gender pay gap is generated.

Women's employment at NTU continues to dominate the lower and lower middle quartiles (66% and 60% respectively) whereas it remains the case that men's employment continues to have the highest proportion in the upper quartile (54%).

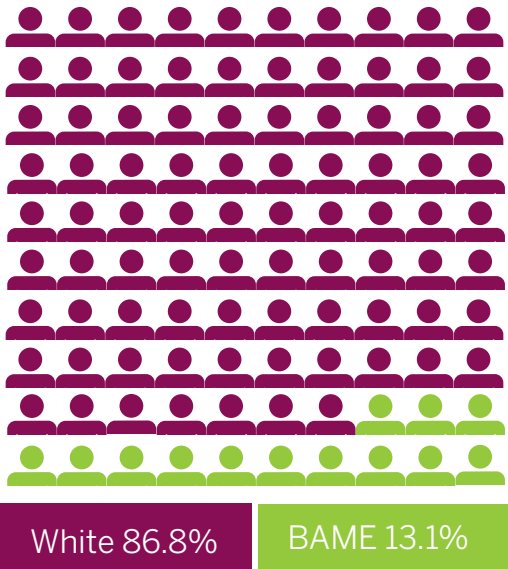
Typical roles within the lower and lower middle pay quartiles range from cleaners, and catering assistants to administrative roles and those within the upper middle and upper quartiles tend to be senior ranking or managerial roles.

Consequently the average salary of women compared to the average salary of men is lower, and we can begin to observe the impact and challenges of 'occupational segregation'.

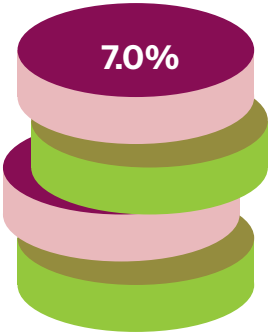
# Mean and median ethnicity pay gaps

## NTU ethnicity pay gap metrics\*

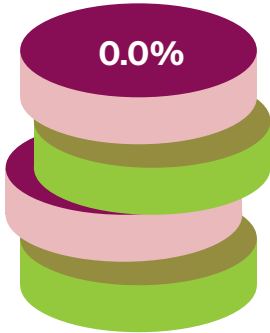
31 March 2019



## Mean pay gap



## Median pay gap



\*Where ethnicity data is known

There is no current legal obligation for an organisation to publish its ethnicity pay gap data, but as part of NTU’s commitment to identifying and addressing racial inequalities we have taken the decision to include it as part of our annual reports going forward.

We believe that this is one of the many important steps that we need to take as we work towards meeting our commitment to tackle racial inequalities.

### Calculating the Ethnicity Pay Gap

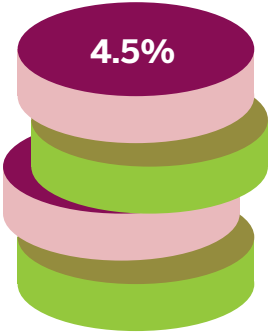
It is acknowledged that presenting the ethnicity pay gap as a binary comparison between white and BAME (Black, Asian, Minority Ethnic) employees does not acknowledge the gaps that may be present between people of different races and ethnicities e.g. between Black and Asian employees, or between men and women of the same or different ethnic groups.

It is our intention to refine this analysis in future years, particularly in relation to these intersectional issues, and any future advances in relation to statutory requirements. However, for now we have chosen to apply the same methodology as prescribed by the mandatory Gender Pay Gap reporting duty.

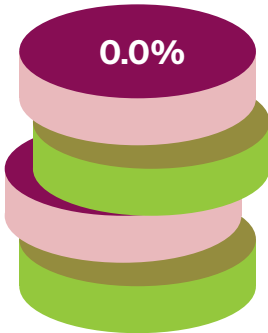


# Mean and median bonus ethnicity pay gaps

Mean bonus gap



Median bonus gap



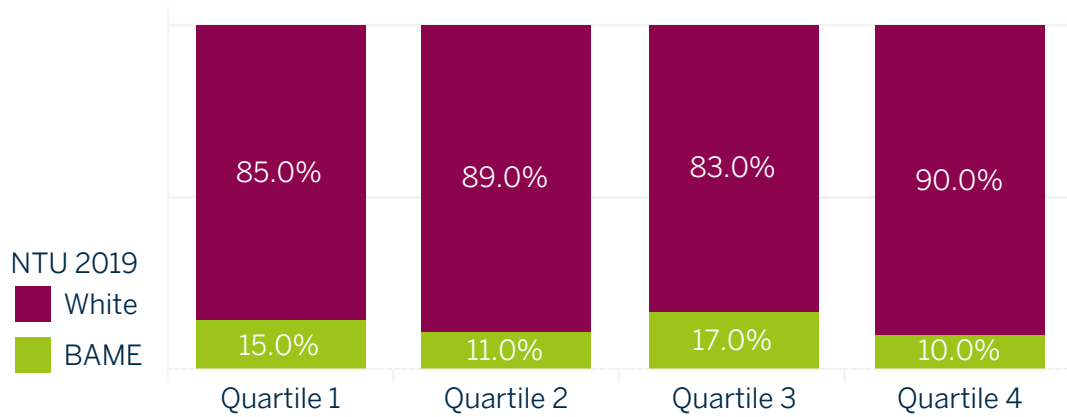
# Percentage of BAME and white staff receiving a bonus



As noted previously the introduction of the new reward policy has significantly increased the percentage of employees receiving a bonus.

However, there was a 6.3 point representation gap between the two groups in terms of receiving a bonus award and this will require onward monitoring.

# Ethnicity distribution by pay quartile



BAME representation within NTU workforce as a whole is 13.1%. Across the pay quartiles BAME representation is highest (17%) within upper middle and at its lowest (10%) within the upper quartile.

## How NTU is taking action to improve gender and race equality

- NTU have made a commitment to improve BAME representation within our workforce, recognising that there is an acute underrepresentation of the BAME community within NTU's senior and leadership roles;
- During 2019, as part of this commitment, we introduced a VC's mentoring scheme designed to provide ambitious BAME employees with support and insight into a pursuing a career in senior management;
- NTU has also committed to becoming a member of Advance HE's Race Equality Charter in 2020 and will work to making a Bronze Award application by no later than 2023.

# How NTU is taking action to improve gender and race equality

Through the ongoing delivery of our Athena SWAN Action Plan we have:

- Increased the level of funding available to enable more women from both professional service and academic areas to access the Aurora leadership development programme, designed to support women to apply for and secure senior positions within the Higher Education sector. To date 42 women have completed the programme and we expect to see this rise to 66 by summer 2020;
- Set a stretching and ambitious institutional goal to increase the proportion of women in the Professoriate to 35% by 2022 and are actively supporting women in academia to apply for and achieve a Professorship. We saw three women internally promoted to Professor in 2017-18 and two more in 2018-19.
- Developed a Women in Academia digital space, establishing a programme of work that supports women's career development;
- Introduced during 2019 the Support of Academic Returners (SOAR) Scheme which provides up to £5,000 for those returning from more than 26 weeks of caring leave, e.g. maternity leave, to support their research and career advancement as they return to academia. To date we have received and awarded three applications: two from the School of Science and Technology and one from Nottingham Business School;
- Proactively sought ways to celebrate and showcase the men and women of NTU, both externally and internally in relation to caring responsibilities. Raising the profile of NTU as inclusive employer, as well as internal awareness amongst workforce of NTU's policies, benefits and provisions aimed to support gender equality in the workplace e.g. extended paternity provision, shared parental leave and flexible working arrangements;
- Continued to advance our work to challenge unconscious bias by actively promoting positive stories of our employees within our external and internal literature, particularly where they emphasise non-traditional employment roles and arrangements, and taking into account the intersectionality of personal characteristics, providing role models for other colleagues.

We recognise that reducing both our gender and ethnicity pay gaps will take time, nevertheless given our commitment along with the range of activities pursued we are confident that the balance of gender and ethnicity representation across all levels of the workforce will improve.

**Published May 2020**

**For further information please visit  
[ntu.ac.uk/equality](https://ntu.ac.uk/equality) or email [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk)**