



Gender, Ethnicity and Disability Pay Gap Report 2024



Nottingham Trent
University



As Vice-Chancellor of Nottingham Trent University, I am pleased to present our Pay Gap Report for 2024.

We continue to make progress towards our ambition of becoming a University, reimagined, where opportunities are always accessible for everyone and our teams are routinely diverse and inclusive.

By analysing closely the data in this report, we identify further work we have to undertake to reduce, and eventually to eliminate, all gender, ethnicity and disability pay gaps.

This year we were pleased to appoint two colleagues to the new role of Executive Dean for Equality, Diversity, and Inclusion (EDI). Together they are providing senior leadership in driving forward our EDI ambitions. These ambitions are articulated in our University-wide EDI Plan which we will launch in Summer 2024. This will move us nearer to being a truly inclusive University where EDI is embedded in what we do and who we are.

We continue to listen to and work with our colleagues to focus on the institutional policies and operational practices that most promote equal opportunity. We have recently revised a suite of family-friendly provisions to diminish the potential effect of parental leave on career progression with, amongst other things, enhanced maternity pay now in place.

I am encouraged by our progress, by our continued commitment, and by the plans we have in place for NTU.

—
= Edward W Peck

Professor Edward Peck

Vice-Chancellor



1. Introduction

Employers that have a headcount of 250 employees or more are required to report and publish their gender pay gap information annually. It must be reported online using the gender pay gap reporting service and must also be published in a prominent place on a public facing website.

Whilst there are not the same legal requirements for ethnicity or disability reporting, it has been agreed at NTU to increase transparency and as part of our commitment to demonstrating how we are meeting our duties under the Equality Act 2010 that we would voluntarily publish our disability and ethnicity pay gaps. We would also like to report on sexual orientation in the future, however we still need to do some more work in ensuring we have meaningful data in relation to this. One of the proposed recommendations for action is to introduce a communications campaign to promote individuals completing their equality and diversity data on HR platforms to increase accurate records with a focus on increasing sexual orientation data too.

2. Background

2.1. 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 within the reporting cycle. These are used to generate the following 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. Percentage of the male staff receiving a bonus and the percentage of female staff receiving a bonus; and
6. Gender balance of men and women by pay quartile.



To comply with the annual legislative reporting requirement in relation to gender, these calculations must be returned via the Government's Gender Pay Gap Reporting online portal, based on the "snapshot date" of 31 March. The University has 12 months from the snapshot date in which to publish the pay information. In addition, organisations can choose to provide a supporting narrative in the form of an action plan to encourage commitment across the organisation to close the gaps. NTU began a new process of planning actions in 2022 which progressed into 2023. To date the cumulative effect of these actions has had slow impact. However, the work that is being completed as part of the review of reward and recognition, which is underpinned by equity, will provide a strong foundation for more specific interventions.

The 'mean' and 'median' are two methods used to calculate an 'average' (further details available at the appendix); both calculations are required to fulfil the statutory duty.

The 'median' (the mid-point) is more commonly used by commentators, e.g. Office for National Statistics (ONS), Universities and Colleges Employers Association (UCEA), and the Financial Times (FT). It is considered to be more reflective of the earning experience of a 'typical' man and a 'typical' woman. The 'mean' average is impacted by outlier pay values and tends to reflect the specific issue of gender, most typically the underrepresentation of women amongst senior higher paid roles and overrepresentation amongst lower paid roles.

2.2. Terminology

When referring to the gender pay gap legislation, or the calculations required by the legislation, the gender terminology used within the legislation is female and male. The legislation does not account for people who identify as gender neutral, intersex or nonbinary.

We recognise the limitations as a result of the gender terminology used within the gender pay gap legislation, but to ensure we meet our legal obligations, this report will use language consistent with the legislation, i.e. female/male or women/men. We are using data that we hold on our employee's legal sex.

The term Black, Asian and Minority Ethnic is used in this report, whilst NTU explores the term that colleagues and students at NTU would be most comfortable using.

2.3. What is the difference between equal pay and the gender pay gap?

The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce. While there may be different average pay figures for women and men across an organisation, there may also be differences between the average pay of women and men within specific roles in an organisation.

Equal pay as per the Equal Pay Act 1970 provides that employers give equal treatment as regards to terms and conditions of employment to men and to women, that is to say that: (a) for men and women employed on like work the terms and conditions of one sex are not in any respect less favourable than those of the other; and (b) for men and women employed on work rated as equivalent, the terms and conditions of one sex are not less favourable than those of the other in any respect in which the terms and conditions of both are determined by the rating of their work.



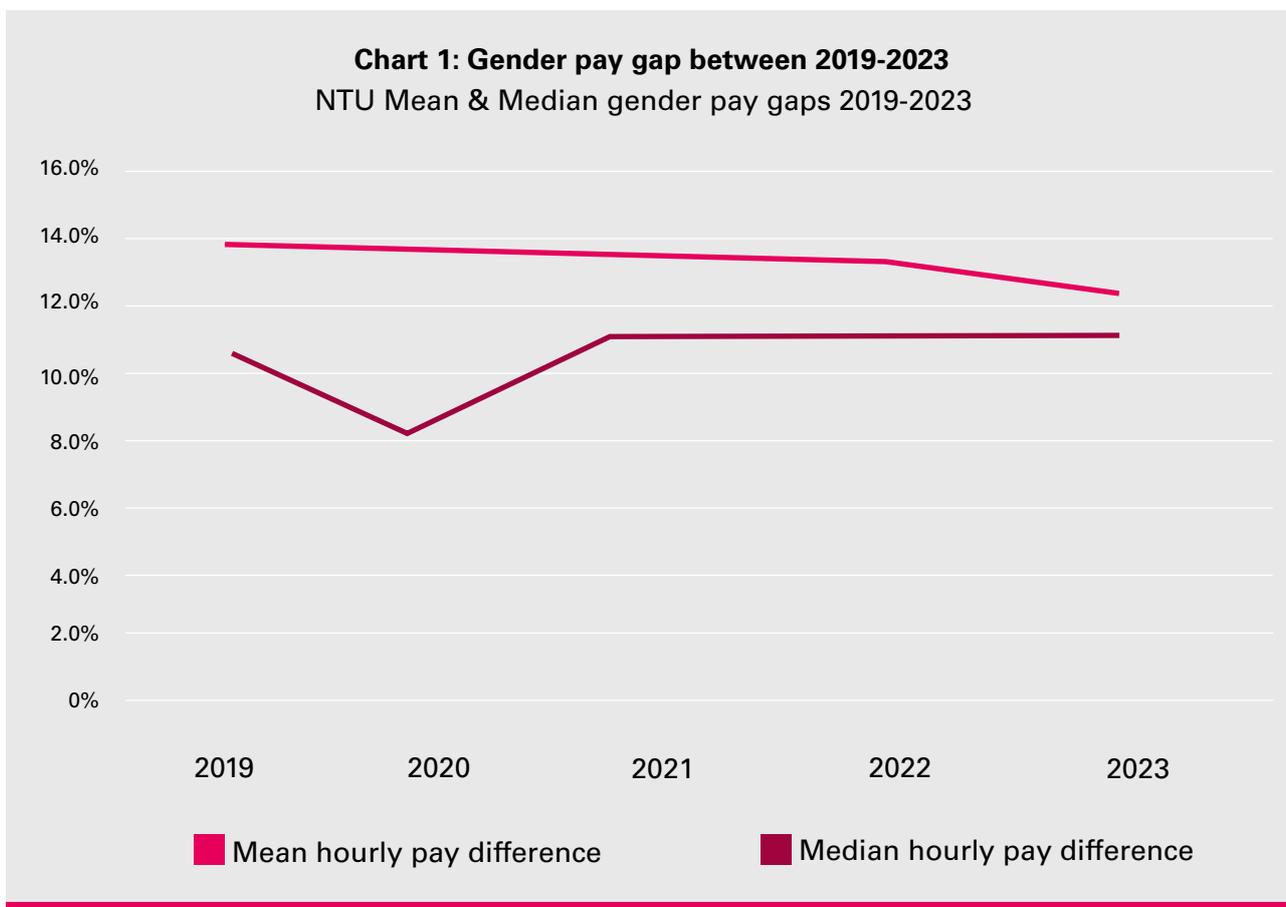
3. NTU Gender Pay Gap

Headcount

NTU employed 2,293 (42.6%) men and 3,084 (57.3%) women with a total of 5,377 employees at the census date 31 March 2023.

3.1. Gender Mean and Median Hourly Pay Gaps

The mean hourly pay difference in 2023 is 12.2%. The median hourly pay difference is 11.1%.

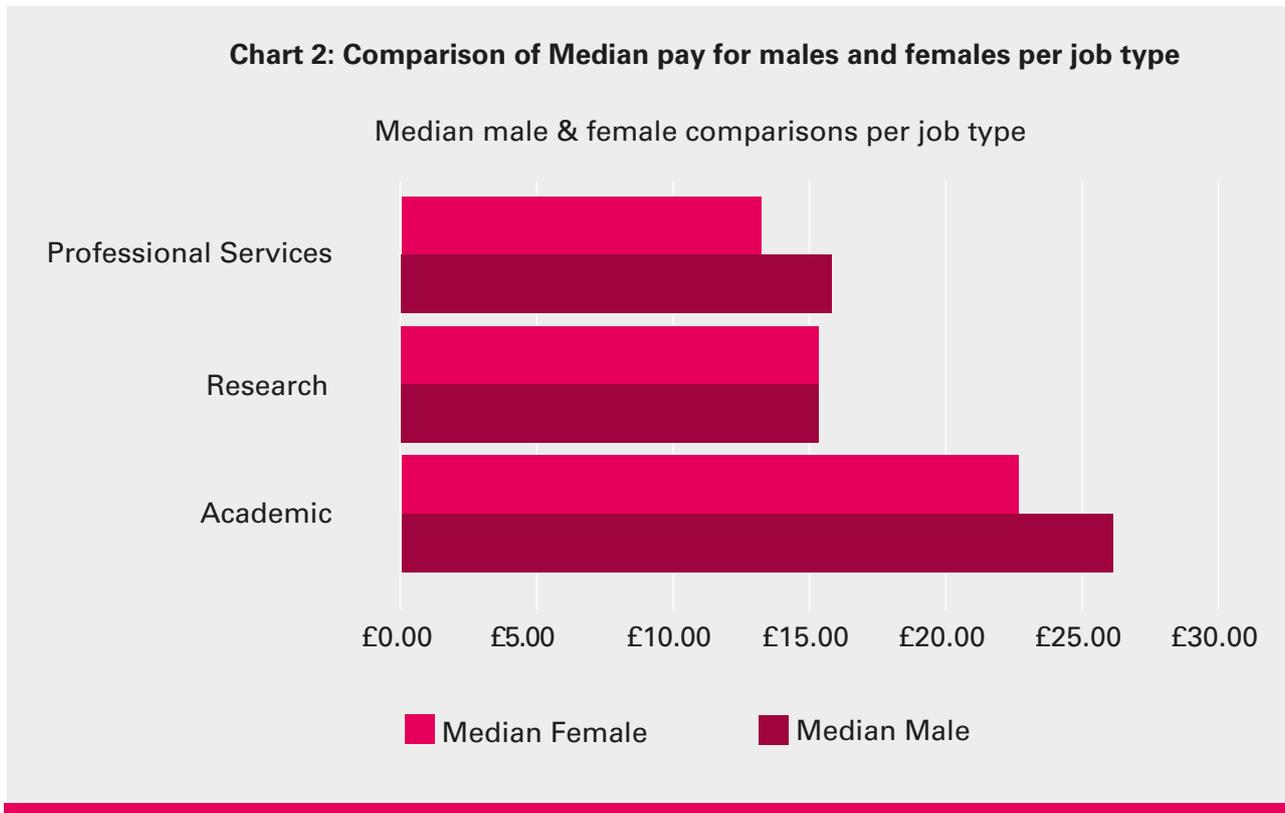


Data from chart 1:

	2019	2020	2021	2022	2023
Mean hourly pay difference	13.6%	13.5%	13.4%	13.0%	12.2%
Median hourly pay difference	10.7%	8.5%	11.1%	11.1%	11.1%

Since 2019 the mean gap has been steadily decreasing (from 13.6% to 12.2% in 2023). There has been no change for median differences in the last three years (2021 to 2023).

Job Types

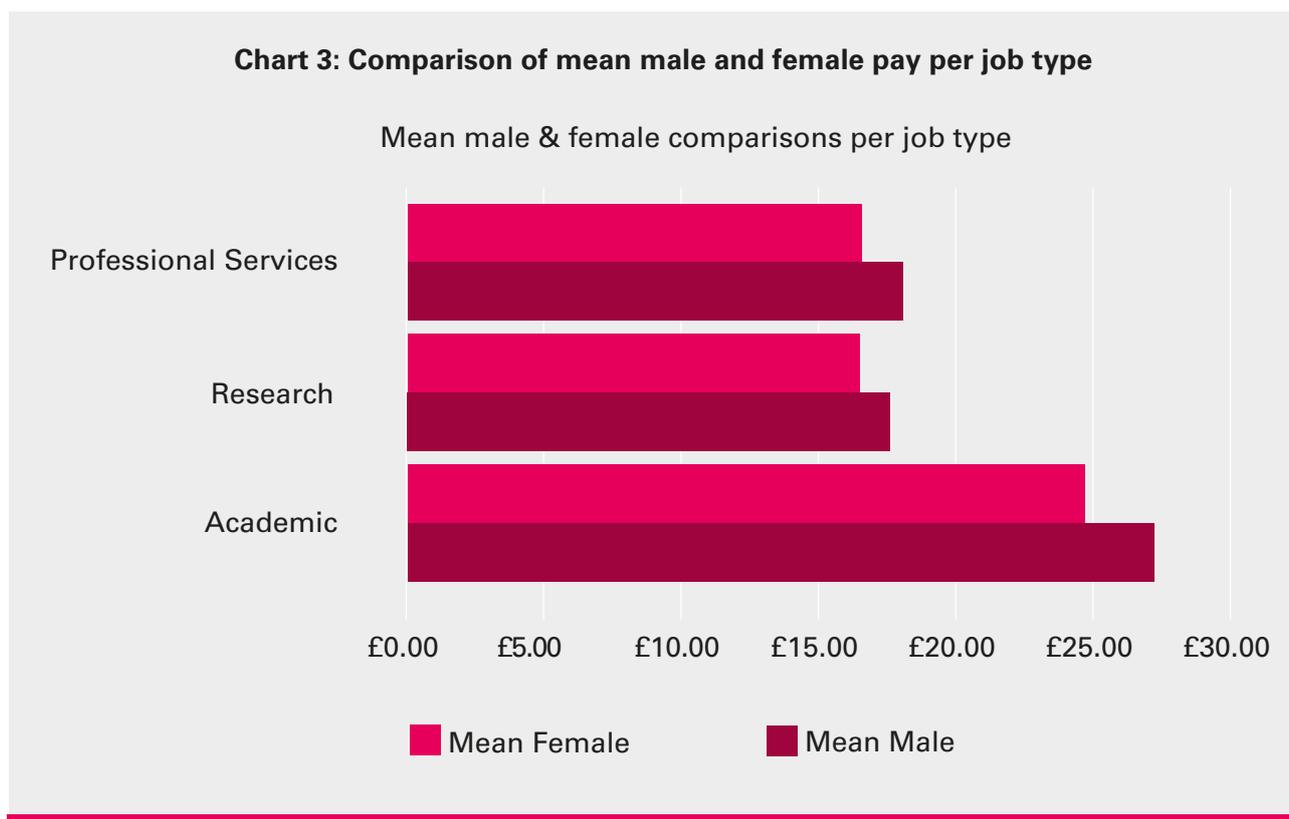


Data from chart 2:

	Academic	Research	Professional Services
Median Female	£23.61	£15.41	£13.74
Median Male	£25.81	£15.41	£15.79

In relation to the different job types there is an 8.5% median pay gap difference in academic roles, a difference of 13% in professional services, and a 0% difference in the research group.

Chart 3: Comparison of mean male and female pay per job type



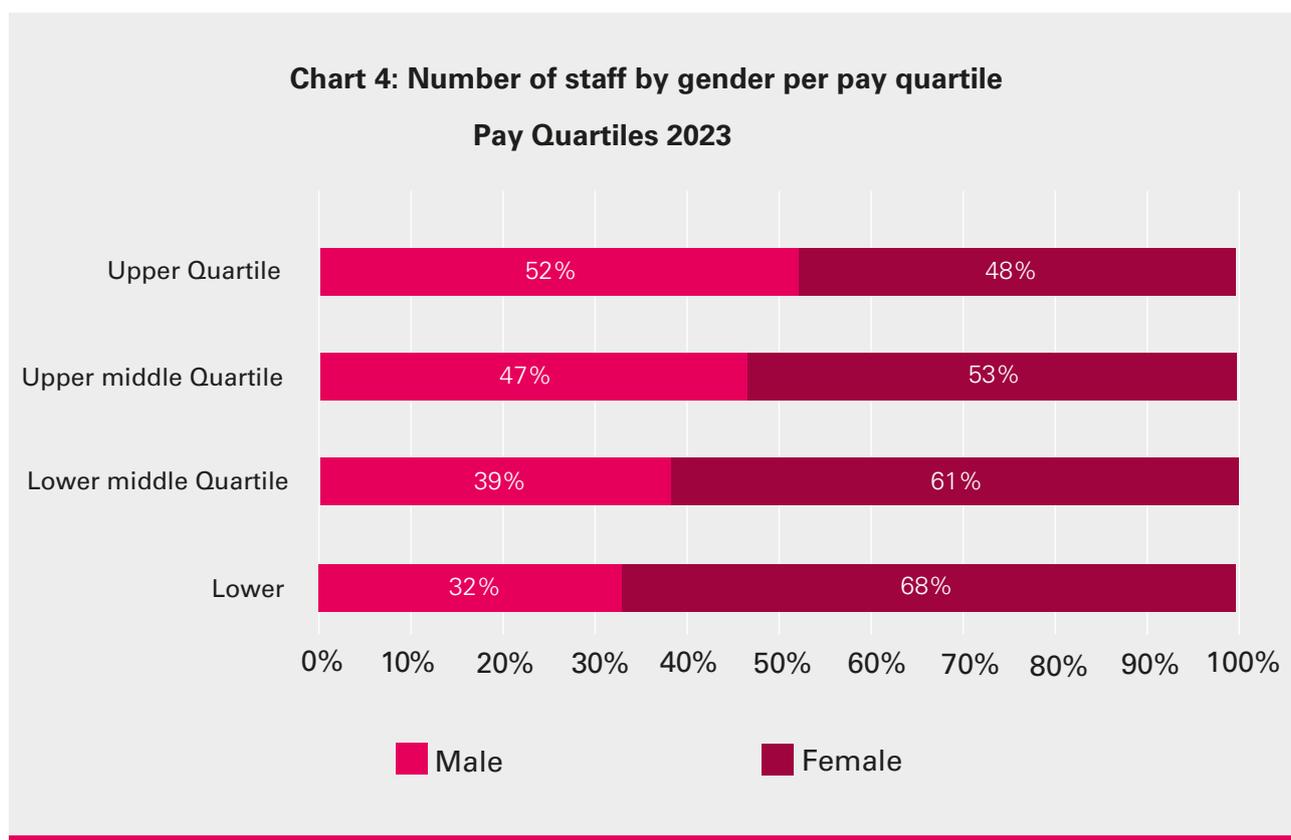
Data from chart 3:

	Academic	Research	Professional Services
Median Female	£24.82	£16.19	£16.13
Median Male	£26.59	£17.01	£18.07

The mean pay gap difference between the academic group is 6.7%, research 4.8% and professional services 10.7%.

3.2. Gender Pay Quartiles

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay. This year we had hourly rates that fell in more than one quartile. As per legislation, adjustments to the number of staff in each quartile for these hourly rates have been made so the relative proportion of male and female employees receiving that rate of pay is the same in each of these pay bands.



Data from chart 4:

	Lower	Lower middle Quartile	Upper middle Quartile	Upper Quartile
Male	32%	39%	47%	52%
Female	68%	61%	53%	48%

There is higher representation of males as the quartiles increase. Female employment at NTU continues to have its strongest presence within the lower quartile (68%) compared to 32% males. Alongside the lower middle quartile at 61% and 39% for males. The other two upper quartiles have under a 6% difference.

Tables 1 and 2: Mean and median hourly rates for males and females per quartile

We have a larger proportion of female colleagues in the lower hourly pay quartile (68%) compared to 48% in the upper quartile. The mean pay gap difference in the upper quartile is 4.6% compared to -0.5% in the lower quartile.

Quartile	Male	Female	% Female	% Male	Mean Male	Mean Female	Mean Gap
Lower	430	912	68%	32%	£12.04	£12.10	-0.5%
Lower middle Quartile	530	816	61%	39%	£16.87	£16.59	1.7%
Upper middle Quartile	630	714	53%	47%	£21.79	£21.54	1.1%
Upper Quartile	703	642	48%	52%	£32.56	£31.07	4.6%

Quartile	Male	Female	% Female	% Male	Median Male	Median Female	Median Gap
Lower	430	912	68%	32%	£12.34	£12.34	0.0%
Lower middle Quartile	530	816	61%	39%	£17.31	£16.61	4.0%
Upper middle Quartile	630	714	53%	47%	£21.30	£20.70	2.8%
Upper Quartile	703	642	48%	52%	£28.60	£27.77	2.9%

There is no percentage difference in the lower quartile for median pay however in the upper quartile there is a difference of 2.9%.

3.1 Gender Pay Gap Bonus Data

The appraisal process provides the opportunity for all colleagues, regardless of role, to receive a bonus award in recognition of achieving a performance rating of either ‘Strong’ or ‘Exceptional’. The overall split of bonuses awarded by gender are similar with 1.5% more females receiving a bonus. 16.3% of male colleagues received a bonus compared to 17.8% of female colleagues. In terms of the amount of bonus payment awarded (Table 3) the median gap is 0%, however the mean for males is higher.

Table 3: Gender Pay Gap Bonus

Statutory Calculation Requirement	31 March 2023
Mean Bonus Gap	28%
Median Bonus Gap	0%



4. NTU Ethnicity Pay Gap

Headcount

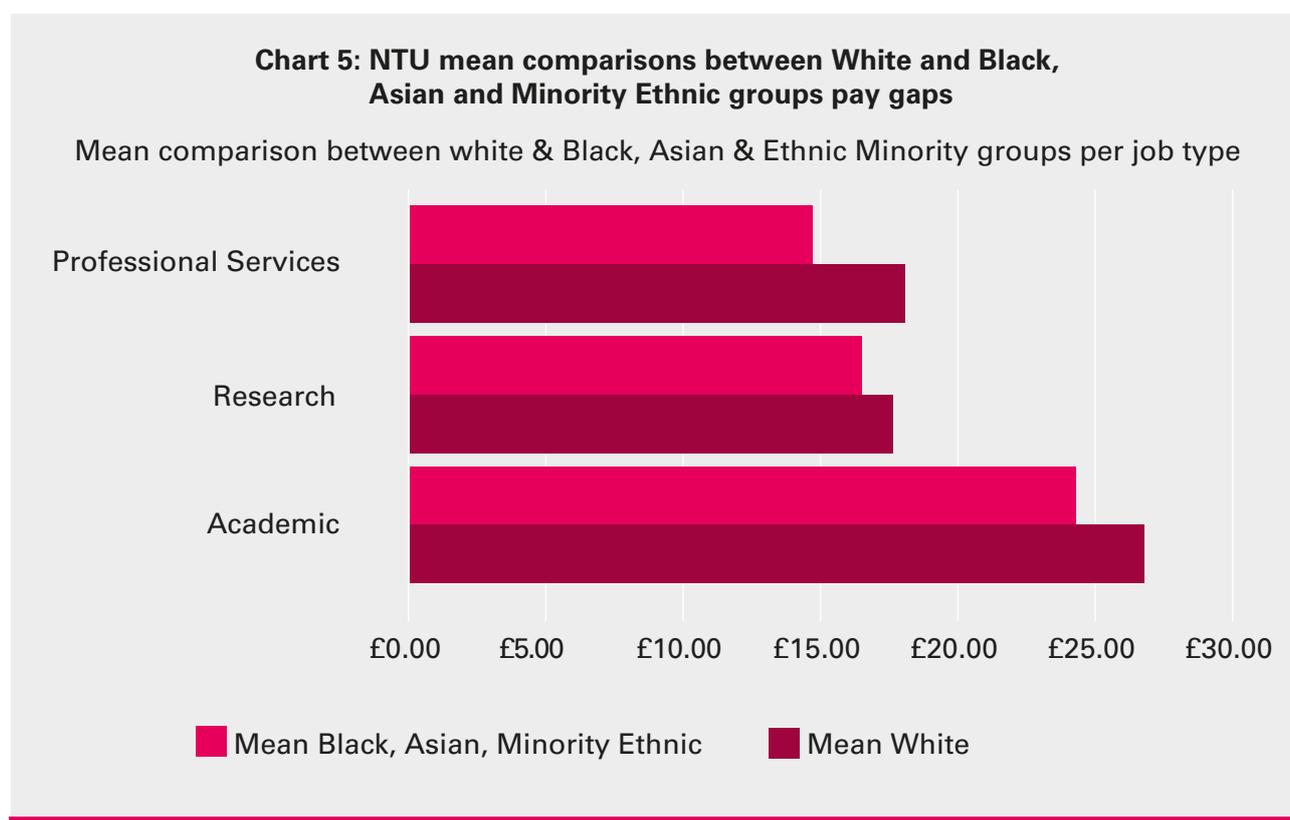
Ethnicity pay gap data is calculated based on known data, excluding individuals from the analysis where ethnicity is not declared.

Total headcount figures as of March 2023: from 4,955 colleagues, 950 (19.2%) declared their race as from a Black, Asian and Minority Ethnic background compared to 4,005 (80.8%) White employees.

Since 2019 we have had a steady increase of Black, Asian and Minority Ethnic colleagues over the years from 13.2% in 2019 to 19.2% in 2023.

4.1. Ethnicity Mean and Median Pay Gaps

NTU's organisational mean hourly ethnicity pay gap is 6% and the median ethnicity pay gap is 0.1%, this is a 2.7% decrease in median hourly pay differences from 2022 to 2023.



Data from chart 5:

	Academic	Research	Professional Services
Mean Black, Asian, Minority Ethnic	£24.48	£16.43	£14.83
Mean White	£26.17	£16.85	£17.28

The Mean hourly rate comparison and pay gap difference for White and Black, Asian, and Minority Ethnic groups for academic roles is a 6.5% pay gap difference, for research it is 2.5%, and for professional services it is 14.2%.

Chart 6: Median comparisons for White and Black, Asian and Minority Ethnic groups per job type

Median comparison for White and Black, Asian & Minority Ethnic groups per job type

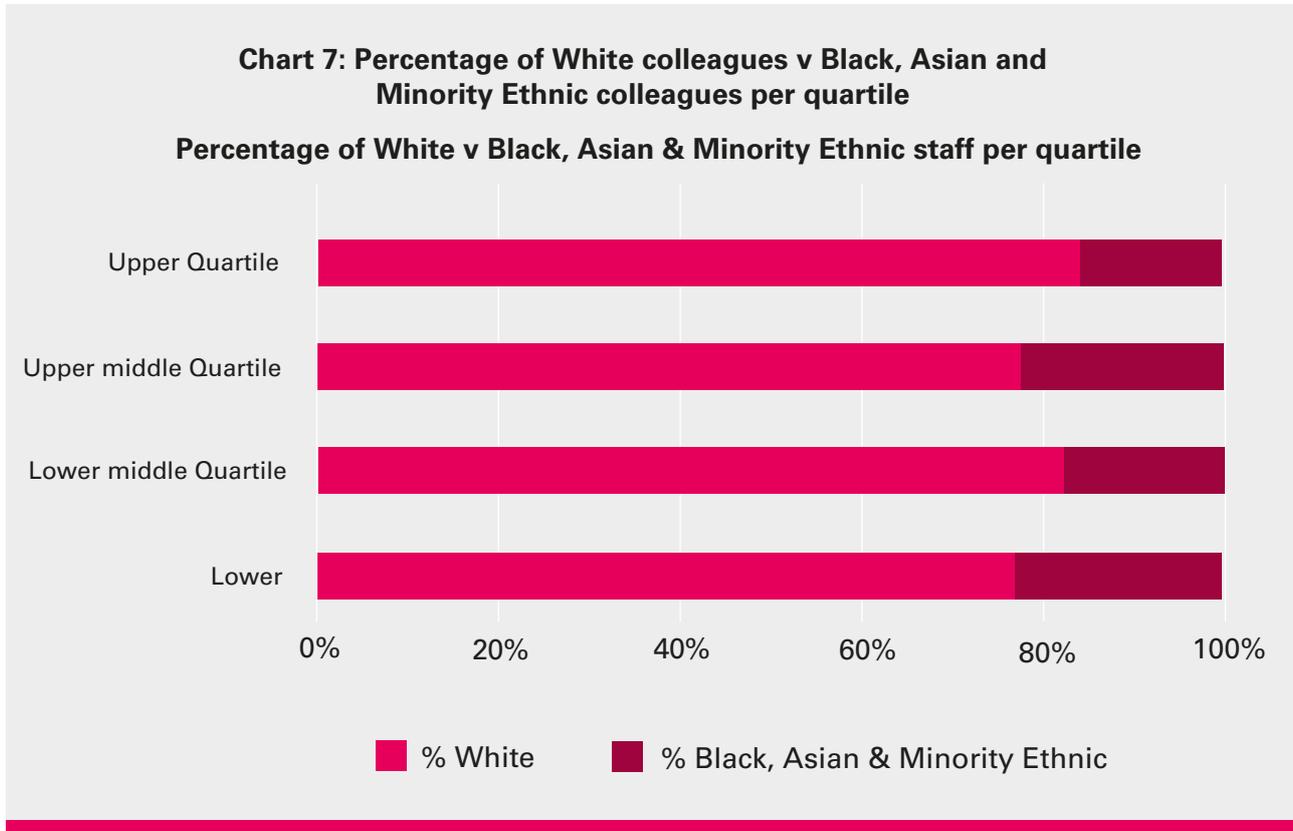


Data from chart 6:

	Academic	Research	Professional Services
Median Black, Asian, Minority Ethnic	£23.61	£15.64	£13.34
Median White	£25.81	£15.41	£14.97

The “research” profession has a more equal distribution when it comes to median pay for White and Black, Asian and Minority Ethnic groups. The Research staff group has a narrower range of grades (i.e. difference between highest and lowest paid staff), meaning that there are few outliers leading to a narrower gap (both mean and median). The median pay gap between White and Black, Asian, and Minority Ethnic groups for academic roles is 8.5%. For research roles it is 1.5%, and professional services is 10.9%.

4.2. Ethnicity Quartiles



Data from chart 7:

	Lower	Lower middle	Upper middle Quartile	Upper Quartile
% White	78%	82%	78%	85%
% Black, Asian & Minority Ethnic	22%	18%	22%	15%

22% of colleagues in the lower pay quartile are Black, Asian and Minority Ethnic staff compared to 15% in the upper quartile.

Tables 4 and 5 show the mean and median hourly pay rates within each pay quartile and the gaps between these rates for White and for Black, Asian and Minority Ethnic colleagues. For both the mean and median figures, gaps vary between higher rates for White colleagues (e.g. lower quartile, mean gap 3.8%) and higher rates for Black, Asian and Minority Ethnic colleagues (e.g. upper quartile, median gap -3.8%).

Table 4: Mean hourly rates White and Black, Asian and Minority Ethnic colleagues per quartile

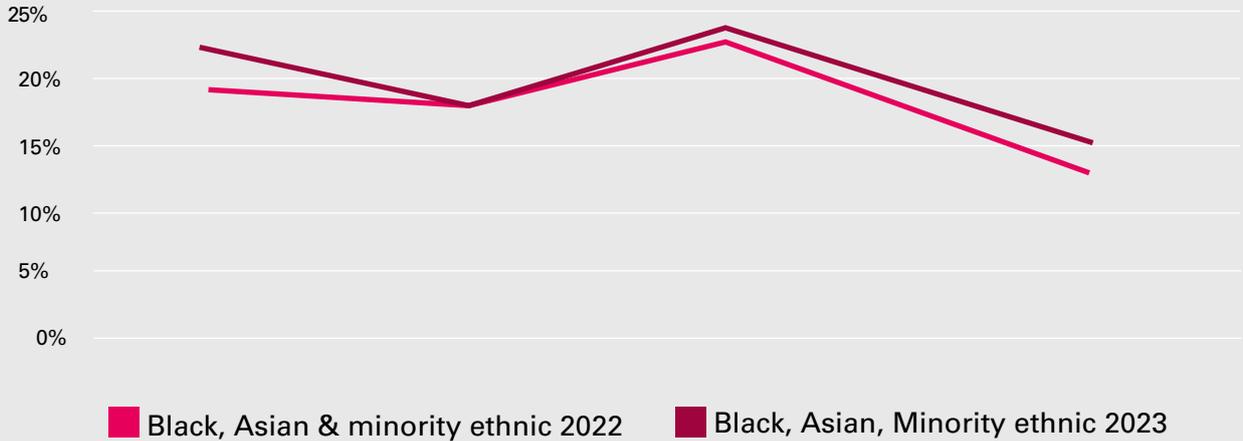
Quartile	White	Black, Asian and Minority Ethnic	% White	% Black Asian and Minority Ethnic	Mean White	Mean Black, Asian and Minority Ethnic	Mean Gap
Lower	957	277	78%	22%	£12.21	£11.75	3.8%
Lower middle Quartile	1,009	220	82%	18%	£16.54	£17.17	-3.8
Upper middle Quartile	956	265	78%	22%	£21.65	£21.79	-0.6%
Upper Quartile	1,083	188	85%	15%	£31.77	£30.89	2.8%

Table 5: Median hourly rates White and Black, Asian and Minority Ethnic colleagues per quartile

Quartile	White	Black, Asian and Minority Ethnic	% White	% Black Asian and Minority Ethnic	Mean White	Mean Black, Asian and Minority Ethnic	Mean Gap
Lower	957	277	78%	22%	£12.34	£12.17	14%
Lower middle Quartile	1,009	220	82%	18%	£16.35	£17.86	-9.2%
Upper middle Quartile	956	265	78%	22%	£21.25	£21.30	-0.2%
Upper Quartile	1,083	188	85%	15%	£28.02	£29.96	3.8%

Chart 8: Black, Asian and Minority ethnic representation by quartile changes between 2022-2023

Black, Asian & minority ethnic representation by quartile changes 2022- 2023



Data from chart 8:

	Lower	Lower Middle Quartile	Upper middle Quartile	Upper Quartile
Black, Asian & Minority ethnic 2022	19%	18%	21%	13%
Black, Asian & Minority ethnic 2023	22%	18%	22%	15%

Chart 8 shows that, in 2023, we have had a 2% increase in upper quartile (from 13% to 15%) and 1% increase in upper middle quartile. The net impact on pay gap however is offset by the increase in the lower quartile and static position in the lower middle.

4.3. Ethnicity Bonus Gaps

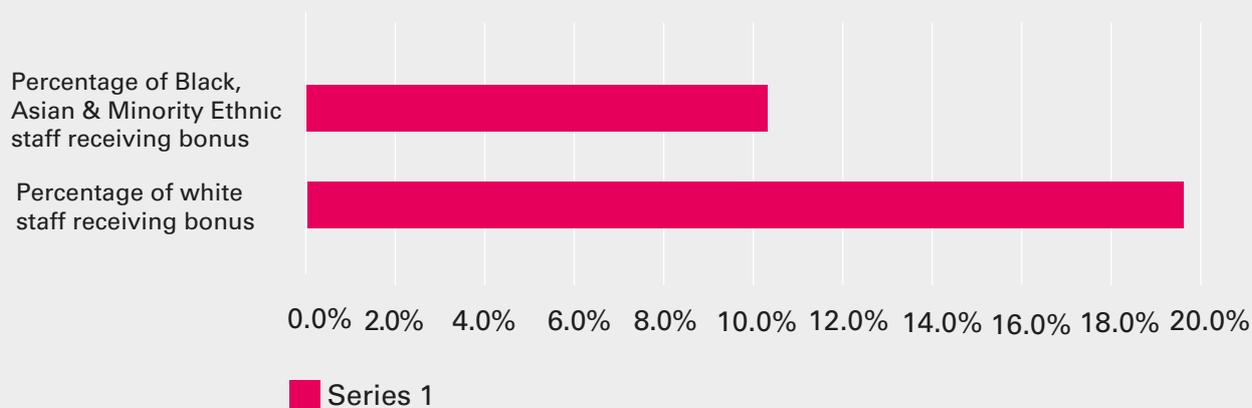
There is a difference of 9.1% between White staff and Black, Asian and Minority Ethnic colleagues receiving bonuses. The median bonus gap is 0% (Table 6).

Table 6: Ethnicity pay gap bonus

Statutory Calculation Requirement	31 March 2023
Mean Bonus Gap	14.7%
Median Bonus Gap	0.0%

Chart 9: Percentage of White and Black, Asian and Minority Ethnic colleagues receiving bonuses

Percentage of staff receiving bonus



Data from chart 9:

	Percentage of white staff receiving bonus	Percentage of Black, Asian & Minority Ethnic staff receiving bonus
Series 1	19.6%	10.5%

5. NTU Disability Pay Gap

Headcount

Disability pay gap data is calculated based on known data, excluding individuals whose disability status is not declared.

As of 31 March 2023, 11% (440) of colleagues have declared a disability compared to 89% (3,506) not disabled. We still have 16.7% of unknown declarations (which has reduced from 19.1% from 2021/22). We endeavour to continue to promote the action around increased declaration rates for the year ahead. The increase in declaration rates will help us identify emerging trends across NTU.

NTU introduced the monitoring and reporting of the organisational disability pay gap in 2021. Over the past three years there has been very little movement in the disability pay gap. A potential explanation of the gap is that our younger (and lower paid) workforce have a much higher declaration rate of disability. However, as we continue to record and monitor the annual data, the value of it will, in time, become available to help inform our strategies around disability inclusion.

5.1. 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%. There has been no difference between 2022 and 2023 in movement regarding the mean and median hourly pay difference.

Chart 10: Mean comparison for declared disabled v non-disabled colleagues per job type

Mean comparison for declared disabled v non-disabled staff per job type

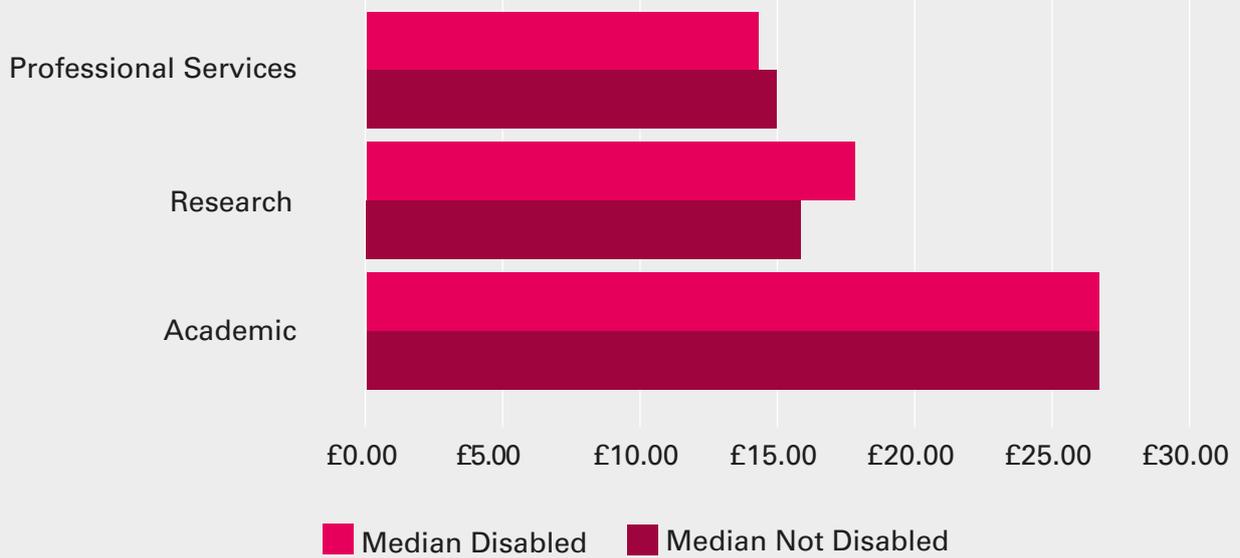


Data from chart 10:

	Academic	Research	Professional Services
Mean Disabled	£26.40	£17.01	£16.52
Mean Not Disabled	£26.12	£16.52	£17.13

Chart 11: Median comparison for declared disabled v non-disabled colleagues per job type

Median comparison for declared disabled v non-disabled staff per job type



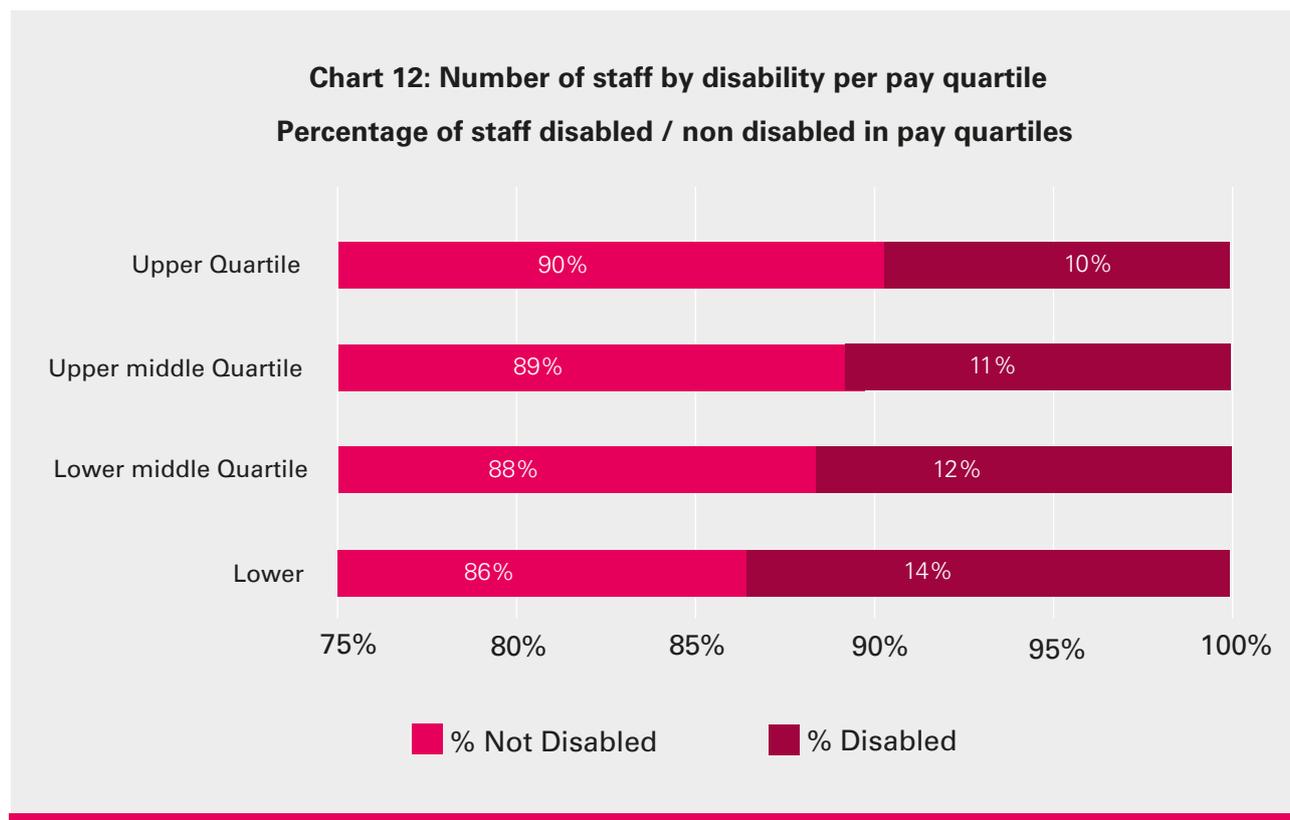
Data from chart 11:

	Academic	Research	Professional Services
Median Disabled	£25.81	£16.84	£14.54
Median Not Disabled	£25.81	£15.41	£14.97

There is more consistent distribution between professional groups and narrower differences between disabled and non-disabled colleagues for mean and median hourly pay gaps (Charts 10 and 11).

The median pay gap difference between declared disabled and non-disabled colleagues for academic roles is 0%, research roles is -9.3%, and professional services is 2.9%.

5.2. Disability Quartiles



Data from chart 12:

	Lower	Lower middle Quartile	Upper middle Quartile	Upper Quartile
% Not Disabled	86%	88%	89%	90%
% Disabled	14%	12%	11%	10%

10% of colleagues in the upper quartile have a declared disability compared to 14% in the lower quartile.

Table 7: Mean hourly rates for disabled and non-disabled colleagues per quartile

Quartile	Not Disabled	Disabled	% Not Disabled	% Disabled	Mean Not Disabled	Mean Disabled	Mean Gap
Lower	920	146	86%	14%	£12.15	£12.29	-1.2%
Lower middle Quartile	968	129	88%	12%	£16.67	£16.42	1.5%
Upper middle Quartile	852	104	89%	11%	£21.73	£21.92	-0.9%
Upper Quartile	1,007	109	90%	10%	£31.71	£31.42	0.9%

Table 8: Median hourly rates for disabled and non-disabled colleagues per quartile

Quartile	Not Disabled	Disabled	% Not Disabled	% Disabled	Median Not Disabled	Median Disabled	Median Gap
Lower	920	146	86%	14%	£12.34	£12.34	0.0%
Lower middle Quartile	968	129	88%	12%	£16.84	£16.20	3.8%
Upper middle Quartile	852	104	89%	11%	£21.30	£21.83	-2.5%
Upper Quartile	1,007	109	90%	10%	£31.71	£28.44	-2.4%

There is a 0% median gap between the lower quartiles for disabled versus non-disabled colleagues and -2.4% at the upper quartile.

5.3. Bonus Gaps

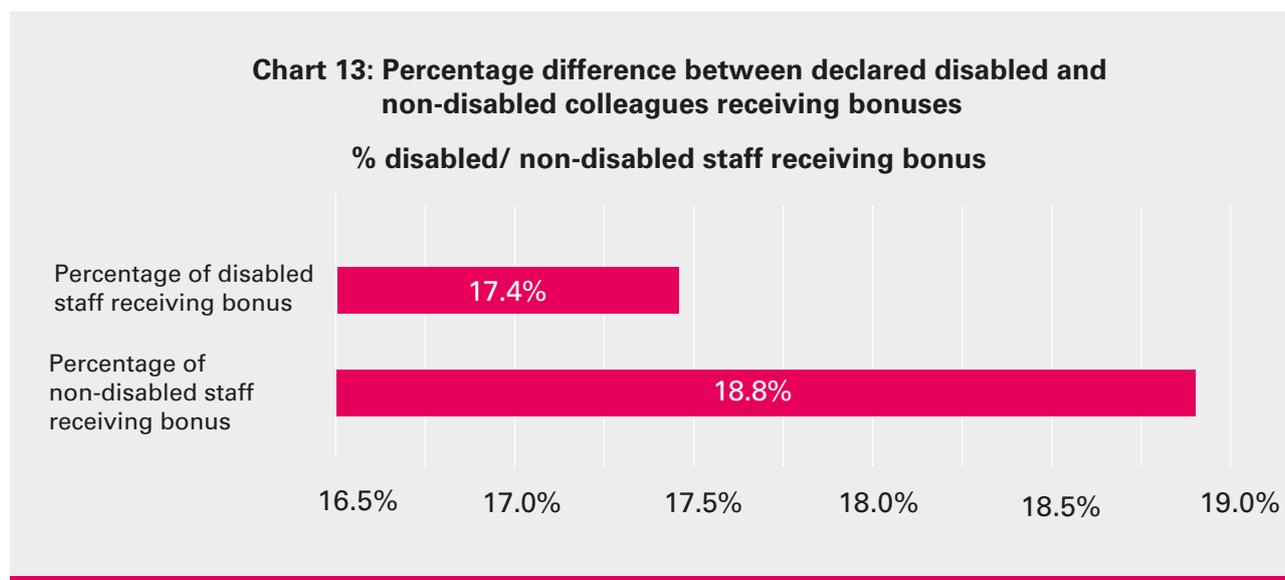


Chart 13 shows that a higher proportion of non-disabled colleagues received a bonus payment (18.8%) than disabled colleagues (17.4%). The mean disability bonus gap is 5.8% and the median bonus gap is 0%.

Table 9: Disability bonus gap

Statutory Calculation Requirement	31 March 2023
Mean Bonus Gap	5.8%
Median Bonus Gap	0.0%

6. Summary

The strategic focus continues to be to improve representation within roles that fall within the upper middle and upper pay quartiles, for women, Black, Asian, Minority Ethnic groups and disabled colleagues. These are typically leadership and senior roles, such as Professoriate, Deans, Deputy Deans, Associate Deans, Heads of Department and Professional Services leadership roles.

It is acknowledged that there is more to do to remove the described pay gaps above and important to note that the actions taken to date may not provide demonstrable impact for several years. Currently there are People Plans in place which provide consideration for embedding Equality, Diversity and Inclusion. Oversight of these plans are reviewed at School and Professional Services Review and Planning annual meetings.

Current Actions

This year we have made good progress in transforming our approach to equality, diversity and inclusion. We were pleased to appoint Executive Deans for EDI, a role dedicated to providing senior leadership in driving forward our EDI ambitions. This is a key addition to our Extended University Executive Team, providing clear oversight and accountability. We have been co-creating our University-wide EDI Plan through consultation with relevant stakeholders, including all colleagues, staff networks, students and stakeholders. We intend to launch our EDI Plan in Summer 2024, setting out our strategic EDI goals for 2024-2026 aligned to our University, reimagined strategy.

We have also been undertaking 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.

Alongside transformation of our approach to Equality, Diversity and Inclusion, there are ongoing actions that have continued to be progressed:

- **Staff Networks:** We are committed to having a strong employee voice that contributes to an inclusive working environment for all employees. We have been working with our staff networks to facilitate employee voice and supporting them to contribute towards our strategic EDI ambitions;
- Progressing actions to increase the representation of women in senior positions under the Athena SWAN agenda;
- Progressing action on our Race Equality Charter 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;
- We reviewed and rolled out a suite of family friendly provision to ensure that we offer a benefits package that promotes equal opportunity and diminishes the potential effect of parental leave on career progression. These policies included maternity/adoption/shared parental leave and pay: enhancing our offer of six weeks full pay to 18 weeks full pay and statutory pay for the remaining period of up to 39 weeks. A provision was also made allowing paternity leave and pay to be taken flexibly rather than as one block and providing this as a day one entitlement, removing any length of service requirements;

- Renewing our Disability Confident level 2 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; and
- Development of localised People Plans to include the incorporation of EDI ambitions and associated activity.

7. Recommendations

Our University EDI Plan is due to be launched in Summer 2024 which will take a holistic and intersectional approach. This will extend beyond our statutory obligations, so that we become a truly inclusive University where EDI is embedded in all that we do and who we are. Our commitment is to enable equity of opportunity and experience for all colleagues and students, value diversity, and ensure that we all have a sense of belonging. We will ensure that all student and colleague voices are heard across the range of protected and other personal characteristics and experiences.

Priorities that will over time enable us to close any pay gaps are:

- Inclusive Recruitment: continue to ensure that fair and inclusive recruitment practices in place across NTU to support diversification of our community;
- Offer competitive pay and providing a clear approach to pay and reward and provide transparency in approach;
- Ensure our approach to performance, reward and recognition is clear and fair;
- Inclusive practice is integrated in our Leadership Behavioural Framework/Appraisal Framework;
- Equality in access to educational and career progression opportunities: we have development opportunities and programmes to support the progression and retention of diverse talent across all protected characteristics. Offer networking and support opportunities for underrepresented groups;
- Explore sponsorship and mentoring programmes to help encourage internal talent development for more upper quartile roles;

- Data collection and analysis: improve the quality, transparency, access and use of EDI data to support Schools and Professional Services. Respectful collection and analysis, of robust, accurate data relating to both colleagues and students to inform, support and monitor progress across EDI projects and priorities Begin to monitor and track diversity data throughout the year across NTU with an intersectional lens to provide a deeper understanding of the trends across different protected groups; and
- Introduce a communications campaign to promote individuals completing their D&I data on HR platforms to increase accurate records with a focus on increasing sexual orientation data too.

Alongside these priorities, we will continue to progress:

- Reviewing our reward and recognition framework and incremental pay progression across bands to reduce any areas of inequity;
- Driving momentum and progression on the actions identified in our Race Equality Charter action plan; and
- Embedding Athena Swan principles and practices across NTU and aspire to achieve an Athena Silver award in 2024.

Data and Technical Notes Appendix

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'.



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