



Gender Pay Gap Report 2017

Background

In December 2016, the government announced the introduction of statutory Gender Pay Gap reporting for all organisations with 250 or more employees. The Gender Pay Gap concerns differences in the mean and median earnings between females and males in an organisation, regardless of their role or seniority. The Gender Pay Gap aims to identify any pay inequalities resulting from differences in the types of jobs performed by females and males and the gender composition of the workforce at different levels. It is not to be confused with Equal Pay, which looks at equal pay for females and males for like work, work of equal value or work rated as equivalent.

In 2016 the overall Gender Pay Gap for all employees in the UK was at a median of 18.1%.

Data

The analysis for the Gender Pay Gap is based on all posts held by full pay¹ relevant employees as at a 'snapshot date' of 31st March 2017 whereas the data for Gender Bonus Gap is based on bonuses received during the 12 months prior to 31st March 2017 (regardless if the employees are full-pay or not).

As per the Gender Pay Gap Regulations, the data we report on includes:

- The mean gender pay gap (the difference in the mean pay of full-pay* men and women, expressed as a percentage)
- The median gender pay gap (the difference in the mean pay of full-pay* men and women, expressed as a percentage)
- The mean bonus gender pay gap (the difference in the mean bonus pay of men and women, expressed as a percentage)
- The median bonus gender pay gap (the difference in the median bonus pay of men and women, expressed as a percentage)
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands.

Bonuses analysed within the report include: Remuneration Committee payments, one-off contributions awards and clinical excellence awards.

For employees with non-standard working hours (zero hours, guaranteed minimum hours, casual workers) the number of hours is based on the average number of hours worked over the 12 weeks ending with the last complete week of the 31st March 2017 pay period.

Non-monetary benefits cannot be included in the Gender Pay Gap reporting. Salary sacrifice arrangements are regarded as a non-monetary benefit therefore deductions for salary sacrifice are excluded from an employee's base pay for the purposes of Gender Pay Gap reporting.

¹ Full pay relevant employee refers to employees who, during the relevant pay period, are not being paid at a reduced or nil rate as a result of being on leave; which includes annual leave, maternity, paternity, adoption, parental and shared parental leave, sick leave and special leave.

Aberdeen University Gender Pay Gap

The University of Aberdeen is committed to creating a working and learning environment which is free from discrimination, harassment and prejudice. Our mission is to be a progressive university where staff and students thrive within a culture of equality and diversity which enables them to achieve their aspirations. Within our Strategic Plan 2020, we recognise that our people; students, alumni and staff, have always been the basis of our success. Our goal is to continue to foster a positive University culture in order that all are fully engaged and committed to our future and to be champions of Equality and Diversity.

There are 3152 employees at the University of Aberdeen who are eligible to be included in this Gender Pay Gap report; 1781 females and 1371 males. The University's median Gender Pay Gap for 2017 is 22.20 % which is above the UK average of 18.1% (2016). While we recognise that there are complex societal and occupational factors which influence and sustain a gender pay gap, the university takes this matter extremely seriously. As such, in the sections below, we outline some of the measures we are taking to address the Gender Pay Gap.

MEAN & MEDIAN GENDER PAY GAP (the difference in mean / median full pay, expressed as a percentage)

Total number of employees (by gender)	
Men	Women
1371	1781
Total Number of Employees 3152	

Mean hourly rates	
Men	Women
£20.09	£15.59

Median hourly rates	
Men	Women
£17.47	£13.59

Gender Pay Gap	
Mean	Median
22.4%	22.2%

There were 43.5% of males and 56.5% of females who were considered to be full pay relevant employees for the purpose of this report. Hourly rates of pay were calculated for this sample after excluding salary sacrifice pay elements as required by the gender pay gap reporting methodology. The findings demonstrate that women's hourly rate of pay is 22.4% (mean) and 22.2% (median) lower than men's hourly rate of pay.

MEAN & MEDIAN GENDER BONUS GAP AND THE PROPORTION OF MALES AND FEMALES WHO RECEIVED BONUS PAY (the difference in mean / median bonus pay, expressed as a percentage)

Mean Bonus	
Men	Women
£1,633	£1,993

Median Bonus	
Men	Women
£1,810	£1,627

Gender Bonus Gap	
Mean	Median
-22.01%	10.14%

Proportion of staff who received bonus pay	
Men	Women
1.4%	1.9%
19	34

A larger proportion of female employees (1.9%) received bonuses (consolidated and nonconsolidated) in 2017 compared to males (1.4%). Women's mean bonus pay is 22.01% higher than male's mean bonus pay and women's median bonus pay is 10.14% lower than male's median bonus pay.

**THE PROPORTION OF FULL PAY RELEVANT MEN AND WOMEN
IN EACH OF FOUR QUARTILE PAY BANDS**

Lower Quartile	
Men	Women
257	531
33.61%	67.39%

Lower Middle Quartile	
Men	Women
261	527
33.12%	66.88%

Upper Middle Quartile	
Men	Women
367	421
46.57%	53.43%

Upper Quartile	
Men	Women
487	302
61.72%	38.28%

The proportions of men and women in each of the quartile pay bands provides some explanation for the observed gender pay gap. The lower and lower mid quartiles contain a disproportionate number of females (over 65%) in such lower paid roles as domestic staff, cleaners, admin assistants and porters. There is proportional representation in the upper mid quartile with 56% of females within this cohort. However, the upper quartile contains 62.5% of males.

When considered within their individual quartiles there are no significant gender pay gap considerations within the first three quartiles as mean and median pay gaps remain below 5%. However, for the upper quartile, the mean pay gap is 9.49%. The gender distribution across these quartiles therefore seems to exert a skewing effect on gender pay across the institution in favour of men.

Factors affecting the Gender Pay Gap within Aberdeen University

1. Under and Over – Representation of females at different levels

The reasons for a Gender Pay Gap can vary and, sometimes, they are outside of the control of the employer. Organisations which pay males and females equally at each level of seniority can still have a Gender Pay Gap because women are under-represented at senior posts or over-represented in lower grade and mid-level posts. If females are under-represented, the ratios are highly impacted by even small changes in the high level posts, for example, high earning female(s) leaving the organisation.

Tenure and length of service are some of the defining characteristics of academics within HE institutions. Within the University, this is reflected in the differences in average professorial pay for staff with more than 10 years' service. There are very few differences between men and women in average professorial pay for staff with less than 10 years length of service. This position reflects the actions taken through the remuneration committee and concerted efforts through recruitment processes and the annual promotion exercise. The remaining differences are amongst those who have been in post in Aberdeen for more than 10 years. The changes in pay gap among this group seem to be driven by yearly flow trends into this cohort, whereby experienced female leavers at higher pay are replaced primarily through promotions (at the beginning of the Grade 9 scale), whilst male leavers are replaced both through appointments and promotions. Appointed staff normally command higher pay and promoted male staff also tend to have achieved promotion through the Reader route. As a consequence they tend to start off their tenure at a higher pay point.

The University of Aberdeen has sought to address this issue through improved training and support for female staff, to improve the promotion rate to professors. Additionally, female staff are encouraged to apply for Readership positions as a first step to obtaining a professorship. We will explain these initiatives further in the next section.

2. Over-representation of females in low and mid-level posts

The analysis of the different quartiles demonstrates that the University of Aberdeen has a vertical pay gap as a result of men and women clustering at different levels in the University. At the lower quartiles, there are at least 65% of females. These are engaged in lower paid domestic, clerical or research assistant roles. There are proportionally fewer males within these roles which results in gender occupational segregation which has an impact on the pay gap.

Our commitment to eradicating the gap

The University acknowledges that the issue of the Gender Pay Gap needs to be addressed and as such, the University is committed to promoting fairness and equality to all parts of the workforce. We are committed to taking appropriate, tangible action to address our Gender Pay Gap. The University will implement or has already implemented a number of actions to address any inequalities.

To date, we achieved the following:

- We revised our promotion and progression procedures to provide greater transparency. Furthermore, within our 2018 promotions process we will continue with a Blind Review of anonymised applications to reduce the potential for unconscious bias and ensure that all interviewers have undergone unconscious bias training.
- We reviewed the composition of Promotions Committees & Senate to ensure gender balance and appropriate and proportional representation of gender on promotion panels and influential committees.
- The recruitment and selection process for the appointment of Professorial grade staff aims to ensure a gender balanced pool of candidates at the initial sifting phase.
- We maintain our commitment to Athena SWAN principles which are reflected in various activities across the University.
- We ensure that females have the opportunity and ability to progress their careers within the University through talent management and on-going personal development. We offer mentoring and coaching programmes to our employees, and although they are available to all, the uptake is largely female employees.
- As part of our management courses, we work one-to-one with the delegates to help support their career planning, and most of our delegates are females. We believe that this will have a positive impact and will be reflected in the increased number of females applying for promotions and contribution awards.
- In 2015/16 we supported 15 women to participate in the Leadership Foundation's Aurora Leadership Development Programme. The Senior Women's Network has around 80 members. The remit of the Network now explicitly includes the development and support of more junior colleagues.
- We continually review our pay & reward policies to ensure transparency and equality.
- We have implemented and monitored mandatory online Equality & Diversity training.
- We support working parents which is echoed in our family friendly policies; we offer shared parental leave, job sharing and flexible working to help parents return to work.
- International Women's Day is celebrated each year at the University with a conference comprising internal and external speakers and posters/exhibitions. Our specific aim in hosting this event is to raise the profile of issues that are central to career development for female colleagues at both local and national levels.
- We have equality logos on the recruitment webpages – Disability Confident/Athena SWAN/Stonewall. Significant work has been undertaken in relation to the gender balance of the University Court.
- To support the University gender balance, we have advertised vacancies widely including on specific diversity media and instructed head-hunters to be mindful of the need to achieve a gender balance.
- We will look at the issue of intersectionality within the University and focus on addressing any issues with meaningful actions that will impact on all target groups across ethnicity and gender.