



Gender Pay Gap Report 2018

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.

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 2018 whereas the data for Gender Bonus Gap is based on bonuses received during the 12 months prior to 31st March 2018 (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 and consolidated and non-consolidated contributions 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 2018 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

In April 2018, the University reported its Gender Pay Gap for the previous year (2017) which was 22.2% (median) and 22.4% (mean).

A year on, this report focuses on the 2018 Gender Pay Gap as at a snapshot date of 31st March 2018 and the steps the University took and will be taking in the future to eradicate the gap.

There are 3499 employees at the University of Aberdeen who are eligible to be included in this Gender Pay Gap report; 1996 females and 1503 males. The University's median Gender Pay Gap for 2018 is 22.7% and mean is 22%. 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.

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, we recognise that our people; students, alumni and staff, have always been the basis of our success.

Furthermore, George Boyne, the new University Principal announced the plans to develop the next institutional strategy reaching up to 2040. Work is under way focusing on four key work streams: inclusion, interdisciplinarity, internationalisation, and sustainability. These themes will support our goal 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.

As illustrated in the below table, despite slight fluctuations, the 2018 Gender Pay Gap remains at a similar level as in the previous year.

Year	Mean (%)	Median (%)
2018	22.03 ↓	22.7 ↑
2017	22.4	22.2

It is important to recognise that it will require a number of years to close the gap or reduce it to acceptable 5% level. The University acknowledges that there are many factors that can contribute to the discrepancies and it is therefore important that we monitor the different data elements impacting Gender Pay Gap and implement meaningful actions. Within this report we explain the different gaps, why they exist and what action we have / will be taking to eradicate the gap.

The University Gender Pay Gap includes all grades and applicable posts. It is a common practice among some institutions to outsource the services undertaken by the lower graded staff (cleaning, catering, and security). The outsourcing of these roles removes them from Gender Pay Gap calculations which has the effect of a reduction in the gender pay gap. The University of Aberdeen, retains all services in house. Furthermore it pays the employees the Voluntary Living Wage rates (£9 per hour) which is positive for our employees as we offer a higher rate of pay than the government's 'National Living Wage' of £7.83 per hour. In a model where these services were

outsourced the Mean Gender Pay Gap would drop to 20.47% from 22.03% and the Median would drop to 17.3% from 22.7%.

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

Total number of employees (by gender)	
Men	Women
1503	1996
Total Number of Employees 3499	

Mean hourly rates	
Men	Women
£19.61	£15.29

Median hourly rates	
Men	Women
£17.11	£13.24

Gender Pay Gap	
Mean	Median
22%	22.7%

In 2018, there were 43% of males and 57% 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% (mean) and 22.7% (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
£1,663	£1,664

Median Bonus	
Men	Women
£1,568	£1494

Gender Bonus Gap	
Mean	Median
-0.04%	2.82%

Proportion of staff who received bonus pay	
Men	Women
1.31%	1.54%
46	54

In 2018 we have seen an increase in consolidated and non-consolidated bonuses (contribution awards and Remuneration Committee payments) awarded to staff. In 2017, there were 19 awards allocated to males, this figure increased to 46 in 2018. The number of bonuses awarded to females between 2017 and 2018 also increased, from 34 to 54 respectively.

Women's mean bonus pay in 2018 was 0.04% higher than male's mean bonus pay whilst women's median bonus pay was 2.82% lower than male's median bonus pay. This shows a decrease in the difference between male's and female's mean and median bonuses which dropped from 22.01% in 2017 to 0.04% in 2018 (mean) and from 10.14% in 2017 to 2.82% in 2018 (median).

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

Lower Quartile	
Men	Women
274	601
31.31%	68.69%

Lower Middle Quartile	
Men	Women
314	561
35.89%	64.11%

Upper Middle Quartile	
Men	Women
381	494
43.54%	56.46%

Upper Quartile	
Men	Women
534	340
61.1%	38.9%

The proportions of men and women in each of the quartile pay bands provides some explanation for the observed Gender Pay Gap. As in the previous year, the lower and lower mid quartiles continue to represent a disproportionate number of females (over 68%) in such lower paid roles as domestic staff, cleaners, admin assistants. The most balanced representation (56.45%) of females is within the upper mid quartile. In comparison with 2017, there has been an increase of females within this quartile from 53.43% to 56.46% and a decrease of males from 46.57% to 43.54%. However, the upper quartile continue to represent majority of males (61.1%)

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 4%. However, for the upper quartile, the mean pay gap is 9.12% which represents a slight decrease in

comparison with 2017 which was 9.49%. The gender distribution across these quartiles continue to exert a skewing effect on gender pay across the institution in favour of men.

If the lower graded posts were outsourced, as per practice in other institutions, the proportion of females and males within each of the quartiles would only change slightly.

Factors affecting the Gender Pay Gap within Aberdeen University

The factors that influence the Gender Pay Gap within the University remain the same as last year and are explained in detail in the paragraph below.

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 characteristic of academics within HE institutions. Within Aberdeen 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 as a consequence they tend to start off their tenure at a higher pay point.

The University of Aberdeen continues to address this issue through improved training and support for female staff, to improve the promotion rate to professors. Further information on the different initiatives that support female staff are explained 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 64% of female who 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 below information lists the actions that the University has taken and is planning to take in order to address any inequalities.

To date, we took the following steps to address the gap:

- In 2018 we made further improvements to our promotion process to provide greater transparency and support to our staff. Furthermore, the Reward Strategy Working Group will continue their work on formulating recommendations for a review of promotions process on a longer basis.
- In 2018 we introduced an Unconscious Bias Observer scheme within the University in which a member of staff trained in Unconscious Bias sits within a promotions panel and highlights any discriminatory behaviour or comments.
- Within our 2018/19 promotions process we will continue with a Blind Review of anonymised applications to reduce the potential for unconscious bias and ensure that all interviewers/panellists have undergone unconscious bias training.
- We continue to ensure gender balance and appropriate and proportional representation of gender on promotion panels and influential committees, including Promotions Committees & Senate.
- In 2018, we participated in an UCEA survey of higher education institutions that sought information from HEIs on the actions they have identified to help close their gender pay gaps and how they went about developing an action plan. We will continue to engage with other institutions and HEIs to exchange good practice and ideas regarding Gender Pay Gap.
- We maintain our commitment to Athena SWAN principles which are reflected in numerous 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.
- In 2018 we established the Menopause Support Network which proved extremely popular. The network considers development of policies to ensure managers are aware of the issue and can offer support.
- 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.
- The Schools continue to nominate women staff to participate in the Leadership Foundation's Aurora Leadership Development Programme.
- The Senior Women's Network continues to be popular. This network meets to identify and address the issues that are central to career development for female colleagues and particularly those in, or aspiring to, senior positions.
- We continually review our pay & reward policies to ensure transparency and equality
- 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.

- In 2018 we established the Parent's Network which provides suggestions to the University regarding how it could improve support for colleagues who are juggling careers with raising children
- 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.
- 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 participated in the government consultation led by UCEA on the proposal to introduce a mandatory ethnicity pay reporting. We believe that this reporting will help us to 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.

In addition the actions above, we are planning to undertake the following:

- In conjunction with Athena SWAN, we will develop and monitor an action plan that will provide qualitative and quantitative data showing our progress on the key elements impacting Gender Pay Gap. We will monitor data in relation to promotions, bonuses, leavers and new starts, participation in mentoring and coaching
- We will monitor the Gender Pay Gap on a quarterly basis by School, grade, and pay quartiles in order to identify key elements that cause our Gender Pay Gap