



◆ Disability, Ethnicity and Gender pay gap report 2022

INTRODUCTION

At the University of Wolverhampton, we are committed to providing equality of opportunity in all we do, to create a vibrant university environment that supports the development and progression of all staff and students.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of 250 or more employees must publish their gender pay gap on an annual basis. The gender pay gap represents the difference in the average pay between men and women across the entire workforce and is different to equal pay. Equal pay is concerned with differences in pay between men and women who conduct the same or similar role of equal value.

As a university we have taken this opportunity to also report on the disability and ethnicity pay gaps. Our approach has included looking at the pay gaps through the prism of intersectionality. Hence the report also contains data on gender and ethnicity as well as disability and gender. We are taking an intersectionality approach to a number of actions within all our EDI action plans, which is the disability, gender and race equality action plans mentioned in this report.



METHODOLOGY

For the purpose of our report, the data is based on the snapshot date of 31st March 2022. The total number of establishment staff used for the calculations was 2675 out of which 362 were casual and visiting lecturers.

This excludes half pay, no pay, starters, leavers, and other pay deductions. The data is then utilised to create an overall hourly paid rate per job an individual undertakes.

The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. For the ethnicity pay gap this is the difference between global majority and white staff and for the disability pay gap the difference between disabled and non-disabled staff.

The median gender pay gap represents the difference in pay between the mid-point hourly pay rate of men and women. For the ethnicity pay gap this is the difference between global majority and white staff and for the disability pay gap the difference between disabled and non-disabled staff.

The formula to calculate the mean and median pay gaps is as below. We have used the gender pay gap to illustrate how the mean and median are calculated. For the ethnicity and disability pay gap calculations, the formula is the same, but the variables change.

Mean:

$$\frac{A - B}{A} \times 100$$

A= Mean hourly pay of male employees
B= Mean hourly pay of female employees

Median:

$$\frac{C - D}{C} \times 100$$

C= Mean hourly pay of male employees
D= Mean hourly pay of female employees

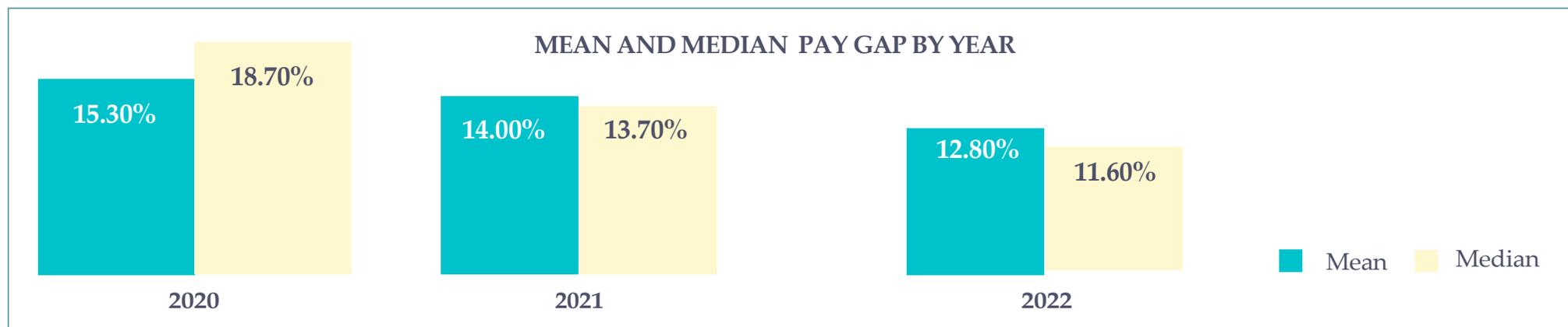
WORKFORCE PAY DATA WITHIN QUARTILES

The gender pay gap regulations also require us to publish the proportion of men and women within four quartile pay bands, which are created by dividing the total number of employees into four equal parts from the lowest to the highest hourly pay. We have done the same for the ethnicity and disability pay gap in this report.

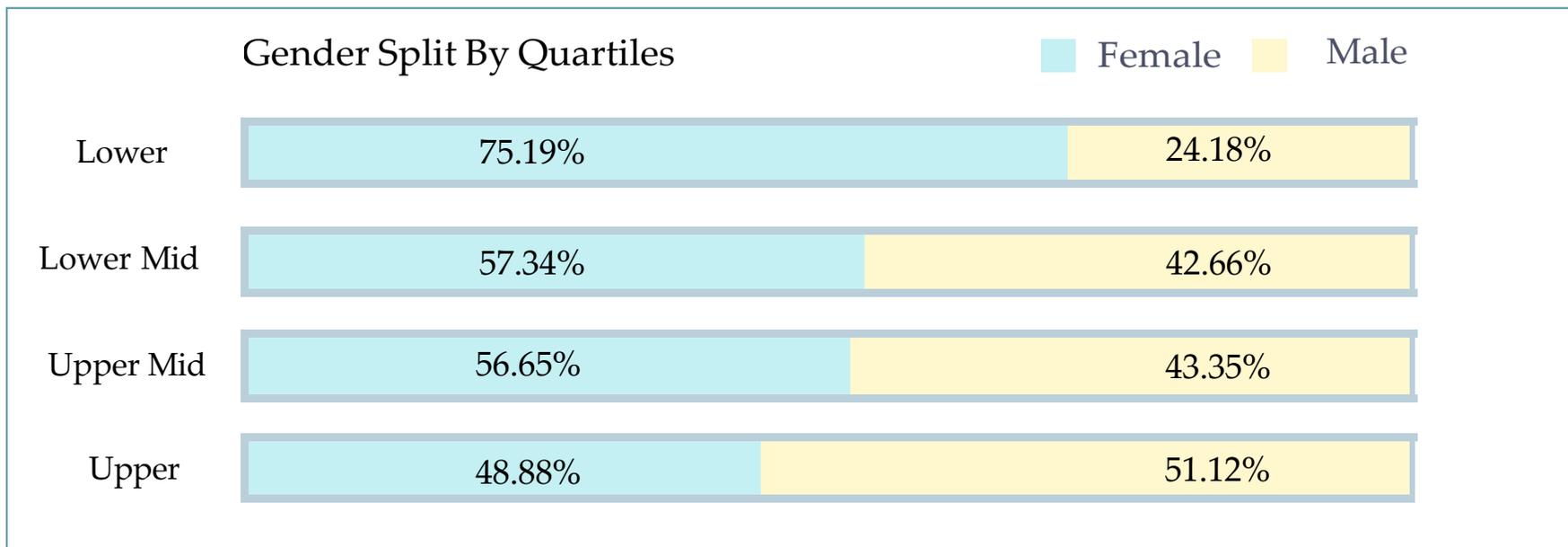
Out of the total staff at the University, 59% were female which is the same as last year. However, the data has changed due to staff leaving and new staff being recruited at different hourly pay to the previous year.

March 2022	Male	Female	Female pay as % of Male pay	GAP 2022	GAP 2021
Staff%	(41%)	(59%)			
Mean	£21.41	£18.66	87.15%	12.85%	14.01%
Median	£19.52	£17.25	88.39%	11.61%%	13.7%

The mean (average) pay, for every pound a male staff member earns, a female staff member gets eighty-seven pence. For last year this was eighty-six pence.



There has been a decrease in the mean and median pay gaps of 1.16% and 2.09% respectively from 2021. There has been a decrease in the mean pay gap of 2.5% over the three-year period. With a 7.1% increase in the median pay gap over the same period. This shows that we are going in the right direction but not as fast as we should be to reach our target of a zero-percentage gap.



The Gender pay gap is due to a disproportional representation of men and women across lower paid job roles (otherwise known as “horizontal segregation”).

As highlighted within the pay quartile charts above, there was a higher proportion of female staff in the lower pay quartiles compared to the overall percentage of female staff at the University. Conversely, there were disproportionately lower proportions in the upper quartiles. This may be due to the considerable number of female staff employed as cleaners, caterers, and admin staff than male staff. Some universities that outsource these roles will have lower mean and median pay gaps.

WHAT ARE WE DOING TO CLOSE THE GENDER PAY GAP?

We have a University gender equality action (Athena Swan) plan accountability of which sits with the gender equality action plan delivery group. This group reports to the EDI working group, which reports to the University EDI committee. Some actions within the action plan will directly have an impact on reducing the pay gaps such as recruitment and promotions and indirectly, by for example EDI and staff development training/programs as well as increasing the sense of belonging (retention).

EXAMPLES INCLUDE

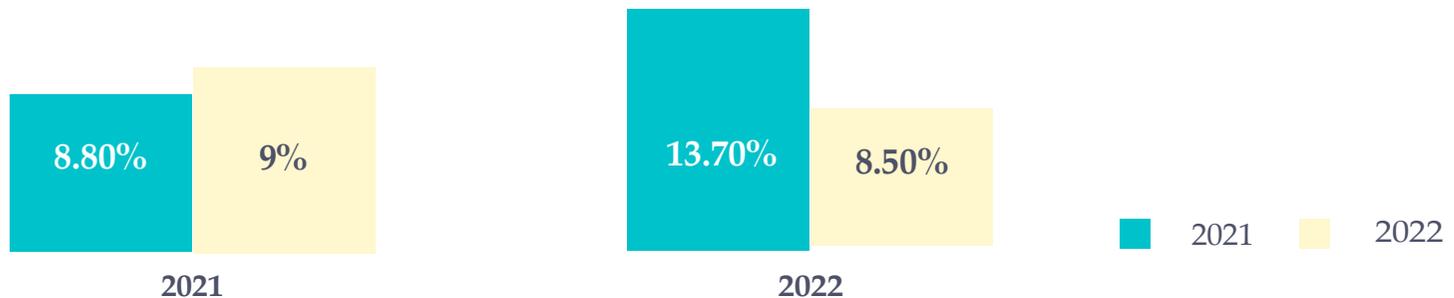
- Ensuring that we have a gender balance on all our recruitment panels.
- Workshop on our Conferment process for female staff. Support for the University Women's staff network.
- A research staff development program is in place including pathways to promotions for our postgraduate students as well as early researchers. This is being monitored by the researcher development sub-committee (Research Concordat).
- Women of Wolves - Feedback from those attending the Aurora program tells us that the women appreciated the networking opportunity with other women and that this network, inspires and empowers them to confidently join the talent pipeline. Discussion with the 2022 cohort has also taught us that the generic leadership programs do not address the challenges specifically faced by women in leadership.
- The WoW program aims to dovetail with the Aurora program and other in-house leadership programs to allow women to explore their leadership approach while also benefitting from the other programs in the future; taking a strengths-based perspective, looking at the positives of female power and encouraging authentic leadership styles that serve both you and the University.

This is the pay gap between global majority staff and white staff.

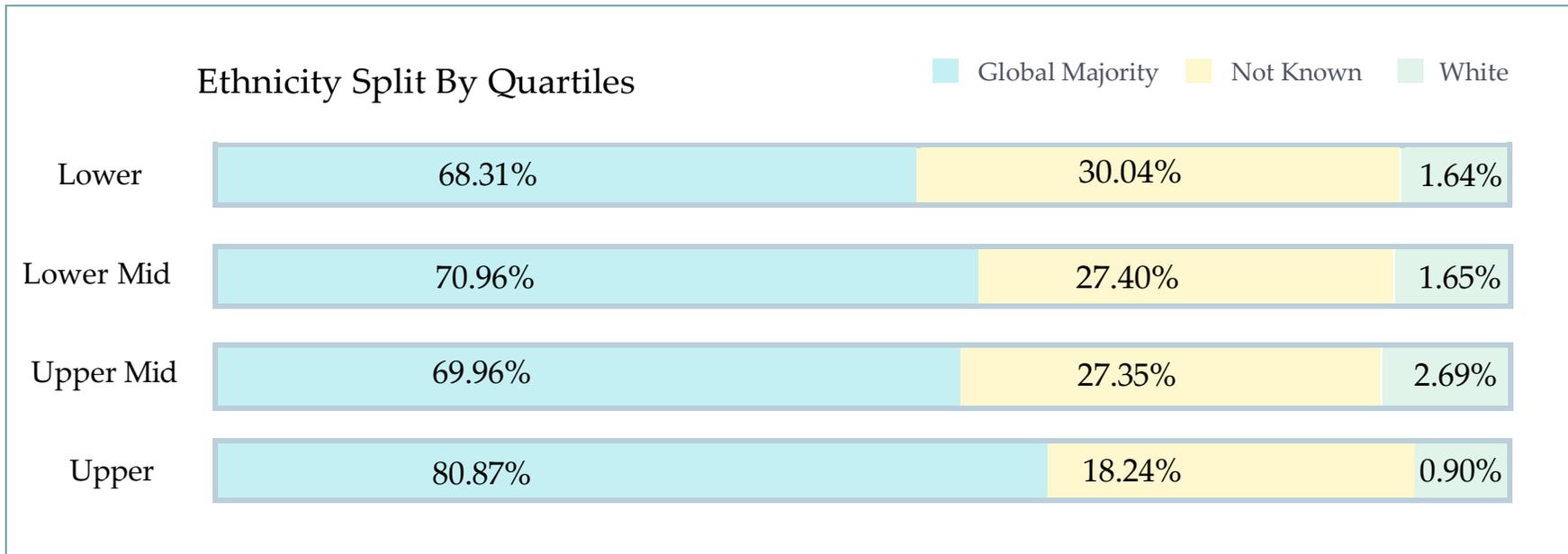
	Global Majority	Not Known	White	Total	GM Pay as % of White pay	GAP
Count %	689 (25.76%)	46 (1.72%)	1940 (72.52%)	2675		
Mean	£18.41	£21.16	£20.23		91%	9.01%
Median	£17.25	£18.85	£18.86		91.50%	8.50%

Out of the total staff at the University 25.8% were from a global majority, an increase of 1.8% from last year. The mean (average) pay, for every pound a white staff member earns, a global majority staff member gets ninety-one pence. This is the same as last year. However, when we look at the median hourly pay gap, this has increased from £16.03 last year to £17.25 (1.22 compared to an increase of 0.3 for white staff), whereas the mean has only increased by 0.7 (0.8 for white staff).

MEAN AND MEDIAN PAY GAP BY YEAR



The mean pay gap has stayed the same at around 9%, whereas the median pay gap has decreased by 5.2% from the previous year.



The table above clarifies that when benchmarked against the 25.8% of GM staff at the University, there is an over-representation at all the quartiles except the upper quartile where we have an under-representation. However there has been an increase of 3% in the upper middle quartile compared to last year. This may have led to the decrease in the median pay gap from 2021.

There are more global majority staff employed within professional support services (54%) than in academia (46%). As the average salary is lower in professional support services this could be another factor in the ethnicity pay gap. One of the actions within our race equality charter action plan is to increase the percentage of global majority staff within the upper quartiles.

DISSAGREGATION BY ETHNIC GROUPS

The global majority community is not homogenous and anecdotal evidence shows there are disparities within this community. Hence, we decided to disaggregate the data further. The benchmark used is the white ethnic group.

	Asian	Black	Mixed	Not Known	Other	White
Count Percentages	308 (14.2%)	189 (7.1%)	80 (3.0%)	46 (1.7%)	40 (1.5%)	1940 (72.5%)
Mean	£17.68	£18.85	£19.25	£21.16	£21.55	£20.23
Mean Gap	12.6%	6.8%	4.8%	-4.6%	-6.5%	
Median	£16.27	£18.30	£18.30	£18.85	£20.58	£18.86
Median Gap	13.7%	3.0%	3.0%	0.05%	-9.1%	

When we disaggregate the data, we can see that Asian staff have a larger mean and median pay gap compared to the other ethnic groups.

Ethnic Group						
Quartile	Asian	Black	Mixed	Other Ethnicity	White	Not Known
Upper	9.12%	5.53%	1.79%	1.79%	80.87%	0.90%
Upper Mid	13.30%	7.92%	3.74%	2.39%	69.96%	2.69%
Lower Mid	14.97%	7.49%	3.59%	1.35%	70.96%	1.65%
Lower	19.43%	7.32%	2.84%	0.45%	68.31%	1.64%

As can be seen from the table above we have an under-representation of Asian and black staff in the upper quartile (compared to the overall percentages of these groups at the university) and over representation of Asian staff in the lower middle quartile. The majority of Asian staff are employed within professional support services. The gap between professional support services and academia is the largest for Asian staff at 23%, for black and white staff it is at 5%. This could be another factor in the Asian ethnic group having a larger pay gap than others.

WHAT ARE WE DOING TO CLOSE THE ETHNICITY PAY GAP?

We have a University race equality (REC) action plan that is monitored by and accountability is with the race equality action plan delivery group. This group reports to the EDI working group, which reports to the University EDI committee. Some actions within the action plan will directly have an impact on reducing the pay gaps in terms of recruitment and promotions and indirectly by for example EDI training and increasing the sense of belonging (retention).

EXAMPLES INCLUDE:

- Ensuring there is a global majority staff member on all recruitment panels, specifically for senior roles (grade UW 8 and above). Successful reverse mentoring pilot program for global majority staff and students with the VC, Deputy VC, Deans of faculties and other senior staff volunteering as mentees. This has been evaluated and will be rolled out next academic year for global majority and disabled staff and students in the next phase.
- The on-line EDI and unconscious bias training programs have been updated in line with current thinking around EDI innovations and initiatives.
- Using positive action as a lever of change, there has been an increase in the number of global majority female staff being successful in their Aurora women's development program applications.
- Guidance has been developed for managers on using positive action, especially in training, staff development and recruitment (using tie-break provision in the Equality Act 2010)
- A workshop was held in partnership with the global majority staff network on the conferment (academic promotions) application process to encourage more applications from GM staff.

◆ INTERSECTIONALITY PAY GAP -GENDER & ETHNICITY

The total percentages of staff based on gender and ethnicity are as below. It shows that we have more Global Majority (GM) female at 14.8% staff than GM male staff at 11%.

	FEMALE		MALE	
	Count	Percentage	Count	Percentage
Global Majority	396	14.8%	293	11.0%
White	1174	43.8%	766	28.7%
Unknown	22	0.8%	24	0.9%

The benchmark used is white male staff.

Average of Hourly pay GPG	Female	Male		Female	Male
White	£19.15	£21.87	White	£18.30	£20.22
Mean Gap	12.4%	0.0%	Median Gap	9.51%	0%
Global Majority	£17.13	£20.13	Global Majority	£15.34	£18.86
Mean Gap	21.7%	8.0%	Median Gap	24.41%	6.75%
Not Known	£19.79	£22.41	Not Known	£16.30	£18.86
Mean Gap	19.5%	-2.5%	Median Gap	19.14%	6.75%

The table above shows that global majority females have the highest mean pay gap at 21.7%, when compared to white female staff at 12.4%. The mean gap for global majority male staff at 8.0% is lower than that for white female staff at 12.4%. This shows that irrespective of ethnicity female staff are more disadvantaged than male staff in terms of hourly pay rates.

GENDER AND ETHNICITY SPLIT BY QUARTILES:



QUARTILE	GLOBAL MAJORITY				WHITE			
	FEMALE		MALE		FEMALE		MALE	
	NO: OF STAFF	%	NO: OF STAFF	%	NO: OF STAFF	%	NO: OF STAFF	%
UPPER	53	7.92%	69	10.31%	271	40.51%	270	40.36%
UPPER MID	86	12.86%	97	14.50%	286	42.75%	182	27.20%
LOWER MID	106	15.87%	77	11.53%	275	41.17%	199	29.79%
LOWER	151	22.57%	50	7.47%	342	51.12%	115	17.19%
GRAND TOTAL	396	14.80%	293	10.95%	1174	43.89%	766	28.64%

As can be seen from the table above global majority female staff are underrepresented in the upper quartile and overrepresented disproportionately in the lower quartile.

INTERSECTIONALITY PAY GAP GENDER & ETHNICITY

Data disaggregated for different ethnic groups and gender is as below. The benchmark used is the white ethnic Male staff.

ETHNIC GROUP	% STAFF	FEMALE		MALE		
		MEAN GAP	MEDIAN GAP	% STAFF	MEAN GAP	MEDIAN GAP
ASIAN OR ASIAN BRITISH	9%	27.60%	30.50%	5.2%	4.73%	6.75%
BLACK	3.4%	14.71%	12.13%	3.7%	13.05%	6.75%
MIXED OR MULTIPLE ETHNIC GROUPS	1.9%	10.73%	6.80%	1.2%	14.09%	20.71%
NOT KNOWN	0.8%	9.50%	6.75%	0.9%	-2.43%	-11.26%
OTHER ETHNIC GROUPS	0.6%	6.15%	19.41%	0.9%	-1.67%	6.75%
WHITE	43.8%	12.43%	9.51%	28.6%	REFERENCE	REFERENCE

From the table above we can see that Asian female staff have the largest mean and median gaps at 27.6% and 30.5% respectively, compared to 12.43% and 9.51% for white female staff.

However, the mean gap at 13.05% for black male staff is larger than that for Asian male staff which is 4.73%.

Analysis of the data shows that white male staff that represent only 28.7% of the total staff, are on average paid the highest hourly rates of pay at the University.

This is the pay gap between staff with no disabilities and those that have declared having a disability.

	NO	UNKNOWN	YES
COUNT	2312 (86.43%)	189 (7.07%)	174 (6.50%)
MEAN	£19.97	£21.10	£19.78
GAP	0.0%	-7.3%	-0.5%
MEDIAN	£18.54	£18.86	£18.86
GAP	0.0%	-1.7%	-1.7%

This is the first time that we have conducted a Disability pay gap, hence no benchmarking. As can be seen from the table above the mean and median pay gaps are negative, which means that the hourly average pay for staff with disabilities is higher than those who have declared no disabilities.

	NO - DISABILITY	UNKNOWN	YES DISABILITY
	% OF THIS QUARTILE	% OF THIS QUARTILE	% OF THIS QUARTILE
UPPER	88.79%	5.08%	6.13%
UPPER MID	80.27%	12.26%	7.47%
LOWER MID	87.57%	6.74%	5.69%
LOWER	89.09%	4.19%	6.73%

As can be seen from the table and graph above, we have proportionately more staff with disabilities (benchmarking against total staff with disabilities at the University) in the upper middle quartile.

◆ INTERSECTIONALITY: GENDER AND DISABILITY

This is the pay gap between male staff with no disabilities and female staff with no disabilities and those that have declared having a disability both female and male.

	FEMALE					MALE				
	COUNT	MEAN	MEAN GAP	MEDIAN	MEDIAN GAP	COUNT	MEAN	MEAN GAP	MEDIAN	MEDIAN GAP
NO	1377 (51.5%)	£18.50	13.51%	£16.27	£16.27	935 (35.0%)	£21.39	REFERENCE	£19.52	REFERENCE
UNKNOWN	105 (3.9%)	£20.30	5.08%	£19.52	£19.52	84 (3.1%)	£22.10	-3.35%	£18.86	3.40%
YES	110 (4.15)	£19.13	10.53%	£18.57	£18.57	64 (2.4%)	£20.89	2.34%	£19.19	1.70%
GRAND TOTAL		£18.66					£21.41			

The table above indicates that female staff with disabilities have a lower mean and median pay gap compared to female staff with no disabilities. However female staff with disabilities have a higher mean and median pay gap than male staff with disabilities. This highlights that when we look at intersectionality it is female staff in terms of ethnicity and disability that have the higher pay gaps than male staff.

WHAT ARE WE DOING TO CLOSE THE DISABILITY PAY GAP?

We have a University disability equality action plan that is monitored by and accountability is with the disability equality action plan delivery group. This group reports to the EDI working group, which reports to the University EDI committee. Some actions within the action plan will directly have an impact on reducing the pay gaps for female staff with disabilities in terms of recruitment and promotions and indirectly by for example EDI training and increasing the sense of belonging (retention).

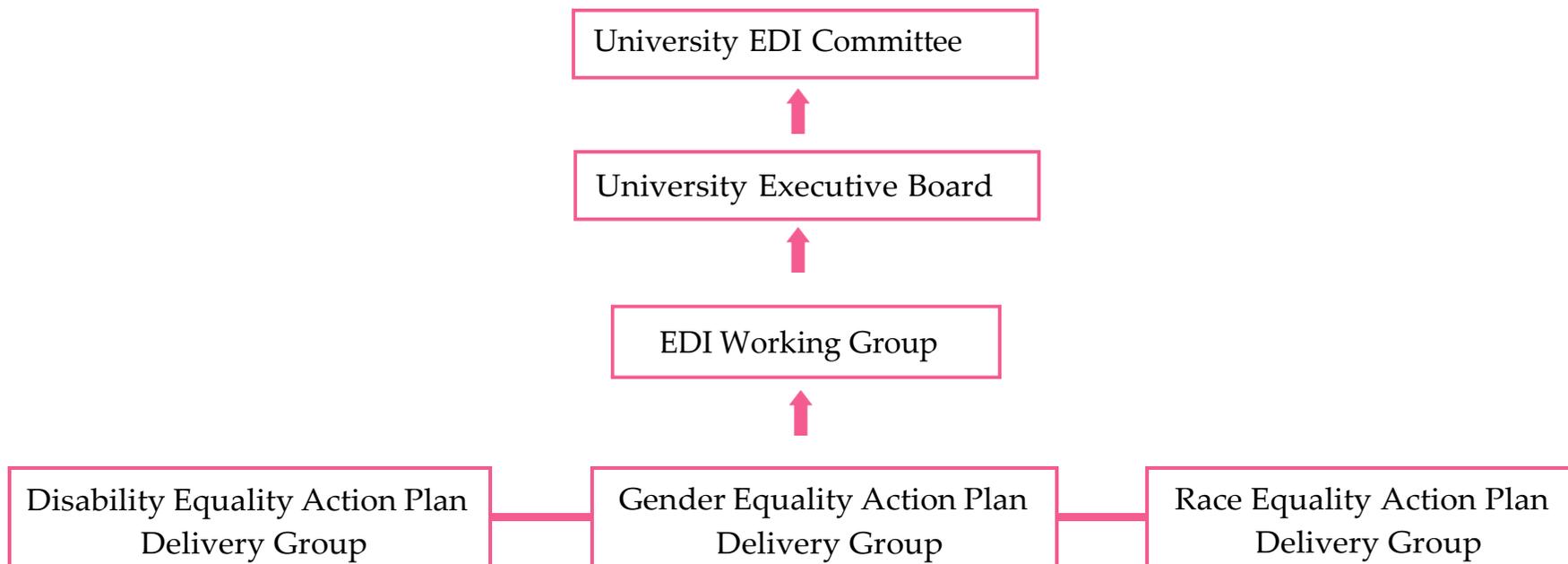
Actions to address closing pay gaps.

The University workforce planning guidance makes it clear that our strategy for workforce development is aimed at unlocking exceptional performance throughout the University by investing in our staff and attracting the best talent and creating an inclusive culture.

Deans and Directors will have responsibility of ensuring that Equality, Diversity and Inclusion actions and targets are incorporated into workforce action plans for their respective areas of work. With support from HR, these actions will specifically address the issues of closing the pay gaps, the disproportionality of global majority applicants through the recruitment process and the underrepresentation of female and global majority staff in senior positions.

EDI GOVERNANCE

Governance, that is accountable for monitoring and delivery of the various equality, diversity and inclusion action plans is as per the diagram below:





THE UNIVERSITY OF OPPORTUNITY