



# Gender Pay Gap 2022



**UNIVERSITY OF  
GREENWICH**  
London | Kent

# Foreword

I am pleased to present our Gender Pay Gap report 2022. The data presented (collected 31 March 2022) highlights the progress we have made in relation to gender, including our hourly rates of pay and the upper/upper middle/ lower middle and lower quartiles of our 2,610 full pay relevant employees. This is an essential component of the University Strategy 'This is our Time' 2021-2030, which has an ambition to have no mean gender pay gap by 2030.

As an integral part of our strategic mission, the university has established three sub-strategies and three enabling strategies. Our People Enabling Strategy, which has equality and inclusion at its core, will provide an effective framework for our Equality, Diversity, and Inclusion (EDI) workstreams, including the Gender Pay Gap, going forward to 2030.

EDI is at the heart of everything we do at Greenwich, with Inclusivity and Culture as one of our four strategic priorities. We are striving to achieve and deliver sector-leading EDI initiatives and activities to further reduce our gender pay gap, underpinned by our values of being Inclusive, Collaborative, and Impactful.

The Governing Body, Vice-Chancellor's Group and EDI Board, which includes our Staff Networks/Community Chairs, are committed to making our university culture a fairer and more inclusive place for staff, students and our wider community. By celebrating and championing diversity we aim to achieve equitability of pay and reward for everyone at the University of Greenwich.

While there has been a decrease in our Gender pay gap figures this year, which is encouraging, we must continue our proactive journey to implement targeted initiatives, which will directly impact on the university's mission to be the best modern university in the UK by 2030.

**Professor Jane Harrington**

Vice-Chancellor



# Introduction

The University of Greenwich 'This is our Time' Strategy 2021- 2030, has an ambition to achieve no mean gender pay gap by 2030. Our commitment to equality, diversity and inclusion enables a culture, which promotes an inclusive and supportive environment for all individuals to reach their full potential. We continue to endeavour to ensure all members of our community feel valued and have their contribution fully recognised and remunerated on an equal basis.

As a public sector employer of 250 or more employees, the university is required to publish statutory calculations, highlighting the pay gap between our male and female employees on 30 March annually. Gender Pay Gap legislation requires universities to outline six results (four in the main report and two in the appendix). The gender pay gap is calculated using the approach required by the Government's reporting regulations using the stipulated pay period, which covers the snapshot date. Through the support of our third-party consultancy (Gap Square) we upload payroll data from our Horizon system to calculate the average difference in earnings between the average pay of baseline group male versus non-baseline group female.

The university pay scales are determined through an annual national higher education bargaining process, and we provide transparent information on our pay scales, which are benchmarked with other similar institutes. This supports the university to be clear about pay being based on the role fairly within the sector. Pay gaps emerge where there is not pay parity for roles, and these are influenced by factors such as short-term market drivers and long-term structural inequalities such as opportunities for career progression.

The university results will be published on the government and the University of Greenwich website to achieve compliance.



# Gender

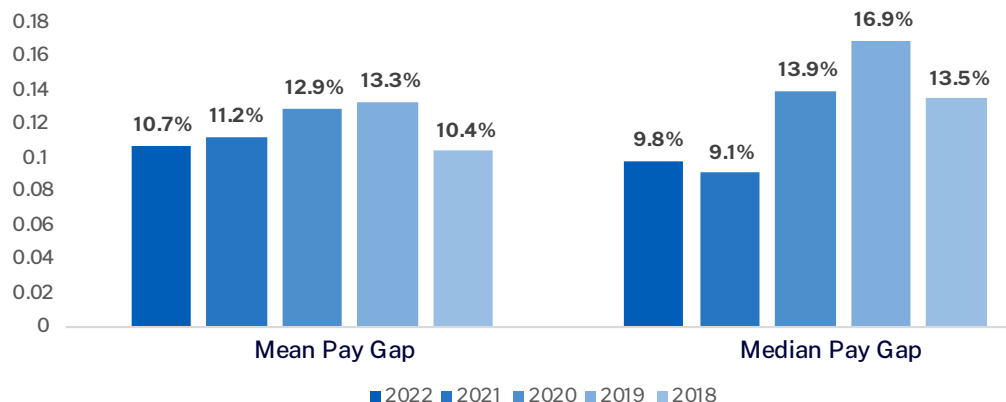
## Mean and Median Gender Pay Gap

On the snapshot date, 31 March 2022, our staff profile includes 2,610 staff as full pay relevant employees holding a contract of employment with the University of Greenwich (this figure includes all hourly paid and Jobshop staff).

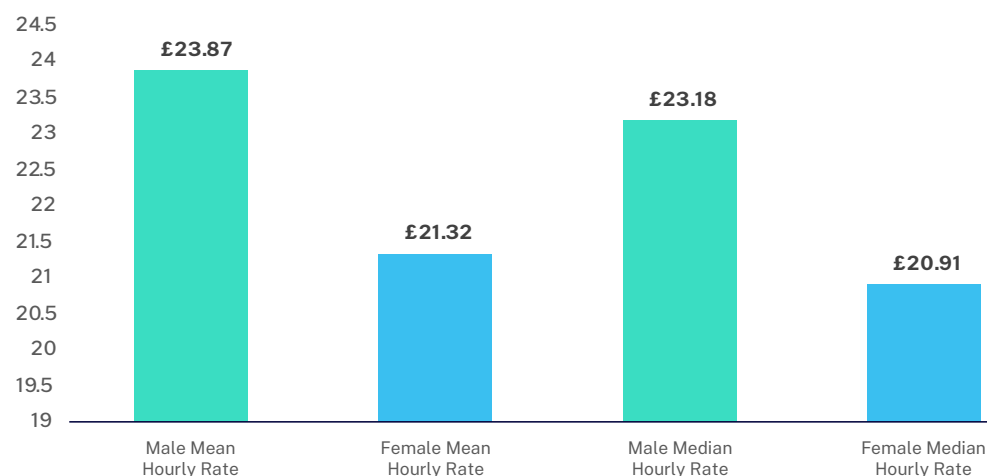
Our workforce comprises 44% male and 56% female. Since reporting last year, our mean gender pay gap has reduced by 0.5%, from 11.2% to 10.7%, when comparing the average hourly rate of men and women.

However, our median gender pay gap has increased slightly, by 0.7%, and now sits at 9.8%. This equates to a mean hourly difference of £2.55, and a median hourly difference of £2.28 as demonstrated below.

### Five Year Mean and Median Pay Gap



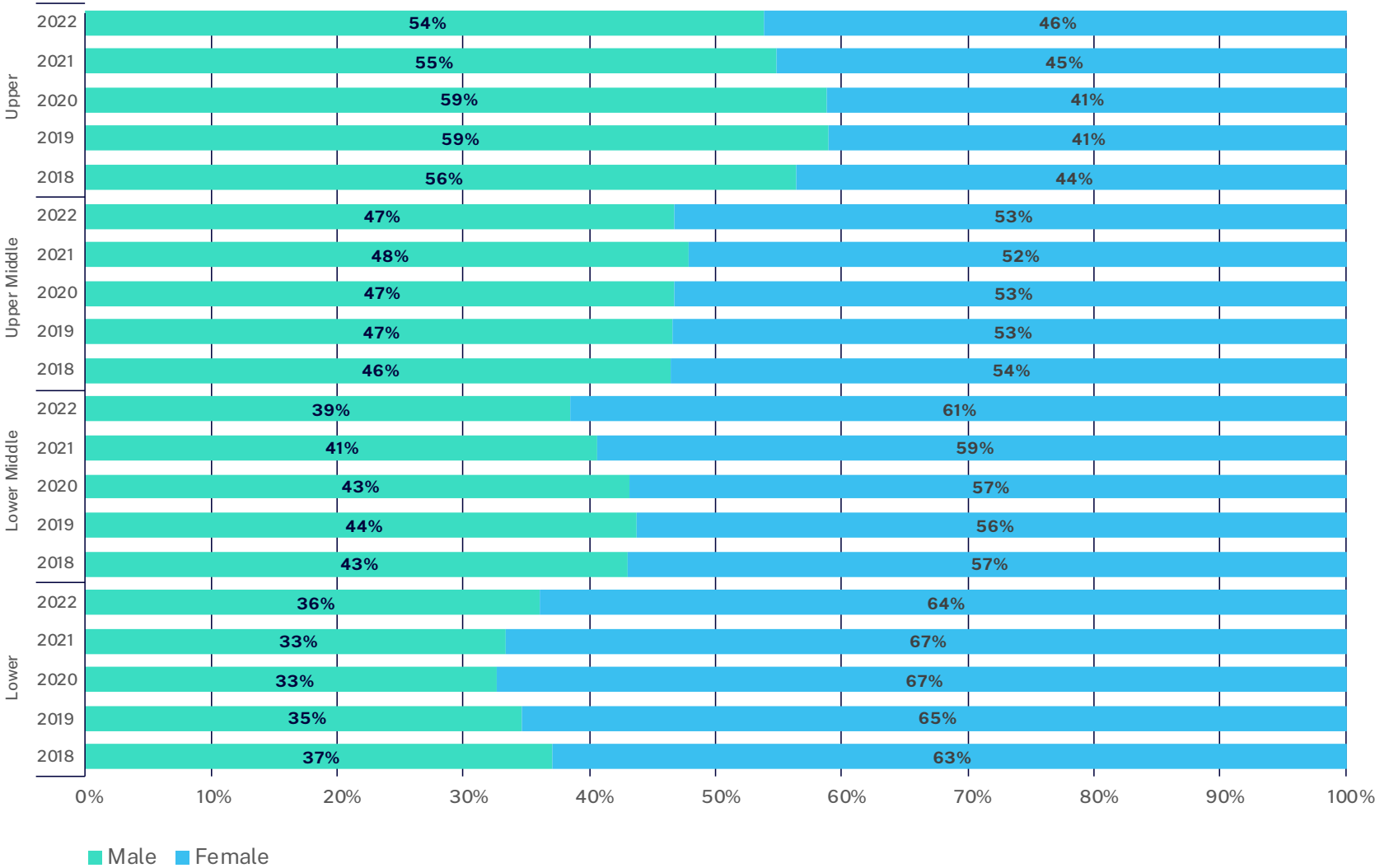
### 2022 Mean and Median Hourly Rates (£)



# Five-year Workforce Data by Quartile

Our overall staff population is divided into segments from lowest to highest hourly pay and shows the percentage of men and women in each quartile. We have an improving picture but there are still more women in the lower quartile, and more men in the upper quartile.

## Five Year Workforce Data by Quartiles



## Commentary

- 56% of our workforce is female but they are not evenly distributed across the quartiles
- 64% of staff in the lower quartile are female compared to 46% in the upper quartile
- We can see that there has been a small decrease in the proportion on women in our lowest paid quartile (67% to 64%), alongside an increase in the proportion of women in the higher salary ranges (52% to 53%) in the upper middle quartile and (45% to 46%) in the upper quartile). The upper quartile is the greatest contributor to the gender pay gap at 15.7 percentage points.
- When our student staff (JobShop), are excluded from the calculation the universities mean and median pay gaps reduce to 9.9% and 8.7% respectively.
- Our Gender Pay Gap is wider for Professional Services compared with that of academic staff. Among, substantive academic staff, the mean gender pay gap is 4.9% and the median is 1.6%. Among, Professional Services staff, the mean is 11.3% and the median is 14.2%.





# Conclusion

In conjunction with the allied work of the University sub and enabling strategies, we will strive to become the best modern University in the UK by 2030. We intend to scope, monitor, foster meaningful gender pay gap targets and provide strategies and interventions for subsequent years with the support of a specialist third party consultancy.

The University is focused on becoming a modern, flexible employer by evolving a new culture of working principles and guidelines, to enable all employees to fulfil their performance and career potential.

## **The University is committed to:**

- a target of no mean gender pay gap by 2030 and closing other Pay Gaps (Ethnicity, Disability and LGBT+) within the same time frame as part of 'This Is Our Time' 2030 Strategy
- ongoing use of systematic role analysis review to support equal pay principles
- reviewing benefits and rewards as outlined within the People Enabling Strategy
- working in partnership with our trade union representatives to ensure equity in role evaluation and substantive FTE recruitment (where possible)
- continuing encouragement of applications to Aurora Leadership Programme and other allied leadership programmes such as Southeast Action Learning.

The University is proud to hold Inclusivity as a core value within the 'This Is Our Time' 2030 Strategy. We understand that identity is multifaceted and recognise the importance of intersectionality and therefore, will broadly review the issues impacting women.

## **Key EDI activities over the past year:**

- establishment of the People Enabling strategy, which outlines our priorities and provides an effective framework for our EDI workstreams going forward to 2030
- introduction of new EDI governance structures including the creation of a People Board to oversee and monitor work of the People Enabling Strategy alongside a revised EDI Board with a new co-chair Jane Roscoe (Deputy Vice-Chancellor) to support the existing chair Gail Brindley (Director of Human Resources)
- launch of a new Professional Services Career Framework to support staff with career planning through highlighting abilities, attributes and behaviours that underpin our professional services roles
- a Human Resources Policy Engagement Project, which includes consultation on our Resolution Framework, which will replace traditional Grievance and Bullying and Harassment policies
- sustain our commitment as a Menopause Friendly Employer, supports all who are affected by the menopausal symptoms. Through an empathetic and supportive approach, this maintains women in the workplace for longer, benefiting their potential career progression

## Actions:

- Sustain a programme of work to achieve accreditations of Athena Swan, Tech Talent Charter and Technicians' Commitment. Maintain the acquisition of Disability Confident Employer and Stonewall building on our Gold Award 2022 achievement.
- Utilise our analysis of how faculties and directorates are contributing significantly to our Gender Pay Gap and introduce localised action plans to address this with key stakeholders to formulate next steps
- Maintain a campaign to encourage staff to update their personal diversity data via employee self-service
- Completion of Human Resources recruitment process review to understand and tackle bias in decisions, attract and monitor applicants from underrepresented groups and to support gender balancing within an intersectional lens. Outcomes include embedding of blind shortlisting in Professional Services roles and inclusive practices within our academic promotions
- Continue to review the impacts of absence data, harmonisation payments and the living wage have on lower paid staff and as to how this shapes/ supports the reduction of the pay gap.
- External review on the sustainability of our staff networks/communities (BAME, Disability, LGBT+ and Women) has been completed, building on the proactive collaboration and consultation to maintain an important and integral role within the University, to achieve the ambitions of no mean gender pay gap by 2030.
- Working with the Women's Network and through this community the wider Women's Higher Education Network (WHEN) to understand their lived experience, actively support and encourage women to prepare for leadership and senior roles.





## Appendix:

Our bonus calculation includes our Long Service Award for employees who achieve 25 years' service and an additional exceptional one-off payment for all permanent staff was awarded within the November 2021 payroll.

This was in recognition of the work colleagues carried out throughout the pandemic and equated to 0.8% of the gross salary earned in the 20/21 financial year (excluding overtime and other payments). The payment applied to all Academic and Professional Services staff employed on a permanent and fixed term contract on 31 July 2021 who remained in post until at least 31 October 2021. The Vice-Chancellor, Deputy Vice-Chancellors, Chief Operating Officer and Chief Finance Officer were exempt from this payment.

The percentages of males and females that received bonus payments over the legislated reporting period ending on the snapshot date equates to 67% of males and 66% of females receiving a bonus.

### Mean and median:

Our mean bonus pay gap is 10.7% and our median bonus pay gap 15%. Our mean bonus pay gap falls in line with our mean gender pay gap as the one-off payment was not gender orientated. Additionally, due to a small percentage of staff receiving our Long Service Award no meaningful analysis can be drawn from the data.



