

NORWICH UNIVERSITY OF THE ARTS

GENDER PAY GAP REPORT 2018

At NUA we are committed to closing the gender pay gap and in our ongoing practice we aspire to achieve gender equality in pay.

Albert McMenemy
Chair of Council

Background

As an education provider, the University has general and specific legal requirements to promote equality and is committed to enabling individuals to benefit from higher education, irrespective of the characteristics which may define their identity. We are committed to focusing not just on equality of opportunity but also on equality of outcomes.

Gender Pay Gap legislation, introduced in April 2017, requires employers with 250 or more employees to publish their gender pay gap data by 30th March each year. The first report was published in March 2018 for snapshot data as at 31st March 2017.

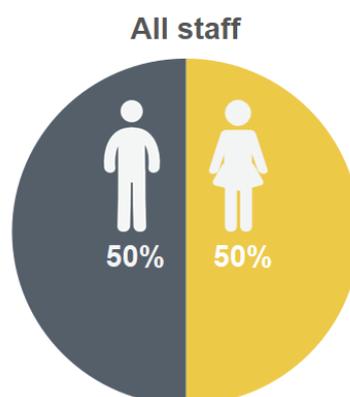
This second report, Gender Pay Gap Report 2018, reflects data for employees in place at a snapshot date of 31st March 2018. Comparisons are made in this report to the 2017 data.

The gender pay gap is the difference between the average pay (both the mean and median) of men and women expressed as a percentage. This is different to equal pay which considers the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The 2018 NUA staff data included in this report highlights that combining the academic and professional services staff we have 50% Female and 50% Male staff. The percentage of female and male employees is the same as in 2017.

There was an increase in the number of staff in post on the snapshot date from 308 in 2017 to 322 in 2018.

Proportion of staff by gender



Outcomes and Analysis

Table 1 contains the outcome of the Gender Pay Gap analysis of staff employed on the snapshot date of 31st March 2018. The figures are based on an hourly rate of ordinary pay.

Table 1

Year	Mean gender pay gap (arithmetical average)	Median gender pay gap (numerical mid-point)	Mean and Median gender bonus pay gap
2018	6.23% lower for women	8.73% lower for women	There were no bonuses paid in the reporting period
2017	9.07% lower for women	11.39% lower for woman	There were no bonuses paid in the reporting period

Table 2 shows the percentage of men and women who are in each quartile. Quartile 1 represents the lowest salaries and Quartile 4 represents the highest salaries.

The quartiles have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.

Table 2

	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Female	Male	Female	Male	Female	Male	Female	Male
2018	50.00%	50.00%	61.73%	38.27%	50.00%	50.00%	38.75%	61.25%
2017	56.58%	43.42%	62.34%	37.66%	40.26%	59.74%	38.96%	61.04%

The data shows that there has been a balancing of gender across Quartiles 1 and 3 with an increase in male staff of 6.58% in Quartile 1 and an increase in female staff of 9.74% in Quartile 3). There was a small decrease in female staff in Quartiles 2 and 4 of 0.61% and 0.21% respectively.

Chart 1 and Chart 2 shows a comparison of the gender pay gap for Norwich University of the Arts for 2018 compared with the Higher Education (HE) sector and whole economy for 2017 (sources: HE figures – UCEA; whole economy figures – House of Commons Briefing Paper Number 7068, 8 November 2018)

The figures show a lower gender pay gap at NUA compared to the HE sector and whole economy.

Chart 1

**Mean gender pay gap comparison
NUA, higher education, and whole economy**

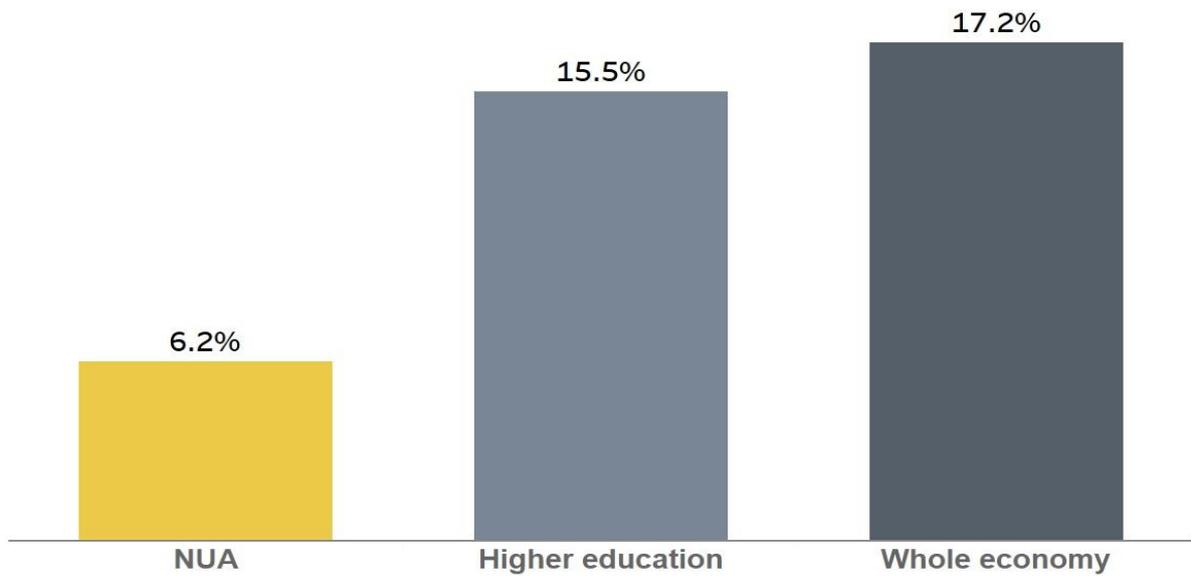
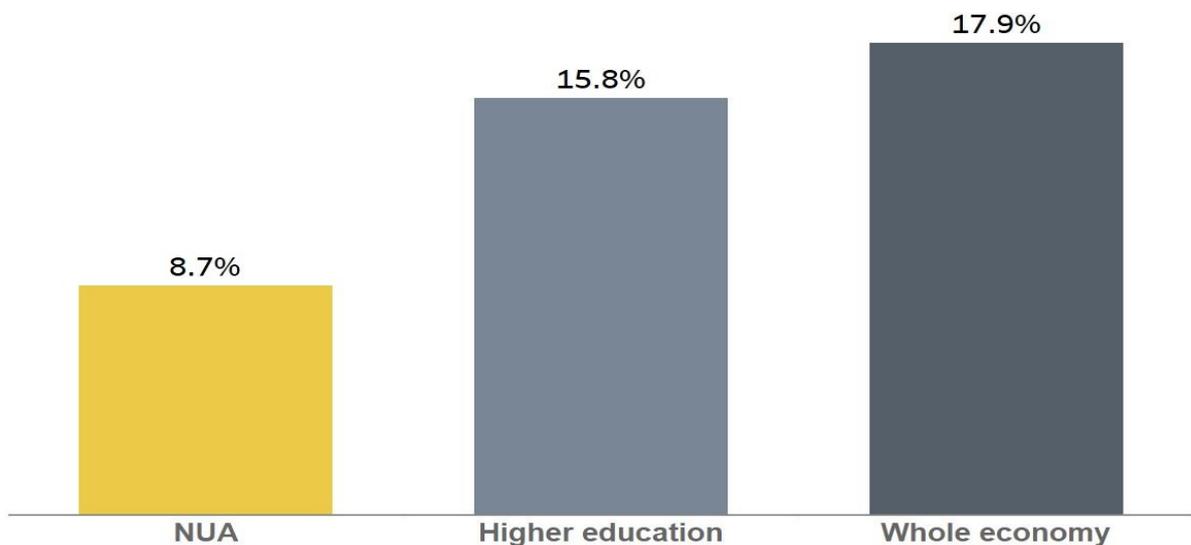


Chart 2

**Median gender pay gap comparison
NUA, higher education, and whole economy**



2018 Data in Context

- The University is steered by the Starting Salary Guidelines which aim to support the University's commitment to the principle of equal pay for work of equal value.
- Our analysis includes both academic and professional services staff. For the purposes of consistency, casual employees e.g. student ambassadors / models who were not employed on regular hours were excluded from the data.
- Staff who had a period of unpaid leave in March 2018 have also been excluded.
- Length of service and incremental progression has impacted upon data.
- Unlike many others in the sector, NUA has chosen to keep many of its campus services in-house.
- There is a higher proportion of male staff in the upper quartile, which is made up of predominantly academic staff, with more male staff employed in traditionally male-dominated curriculum areas.
- Included in the upper quartile is the senior management team which remains at 60% female staff, the same as in 2017.

Monitoring of Action Plan 2018

- In the 12 months prior to the snapshot date of 31 March 2018, 69 staff were appointed, 55% female and 45% male.
- Starting salaries have been reviewed and 18% of female and 13% of male new employees were enhanced within the grade to reflect significant prior experience.
- A female Course Leader attended a managers' training programme in 2017/18.
- 11 staff were promoted in the 12 months period up to 31 March 2018, 8 were female and 3 male
- The University operates the Higher Education Role Analysis (HERA) job evaluation scheme which enables it to value and position work of equal value within the appropriate salary grade. 8 roles were reviewed during the 12 month period.

Action Plan 2019

NUA is committed to fair pay irrespective of gender and will continue to monitor gender pay closely. To achieve this, the actions we outlined in our previous Gender Pay Gap report continue to be our key priorities and in addition further actions have been agreed:

- NUA ensures that it remunerates staff fairly for the same role, like work and work of equal value regardless of their role within the institution, in compliance with the Equality Act 2010.
- NUA will take steps to ensure that our recruitment and selection processes are without bias. This includes using gender neutral language in our job descriptions and placing our advertisements in a diverse range of communication channels.

- NUA has mandatory unconscious bias training for all staff, including a requirement for completion by all managers involved in decision making within recruitment and reward processes by 31st December 2019.
- NUA has conducted equal pay reviews and will continue to monitor starting salaries to ensure fairness and consistency.
- NUA will strive to encourage development for female staff in areas that are male-dominated. This includes the provision of women's empowerment programmes such as Springboard and Aurora.
- The University will continue to monitor career progression of staff to ensure that opportunities for progress are equal.