

# NORWICH UNIVERSITY OF THE ARTS

## GENDER PAY GAP REPORT 2019

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 30<sup>th</sup> March each year. The first report was published in March 2018 for snapshot data as at 31<sup>st</sup> March 2017 and the second report for data as at 31<sup>st</sup> March 2018 was published in March 2019.

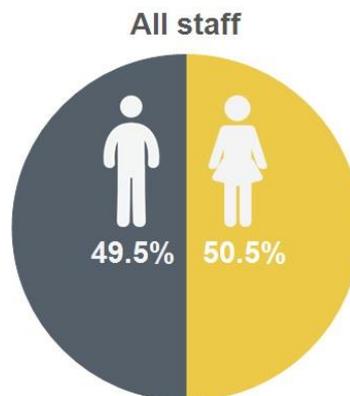
This third report, Gender Pay Gap Report 2019, reflects data for employees in place at a snapshot date of 31<sup>st</sup> March 2019. Comparisons are made in this report to the 2017 and 2018 data.

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 2019 NUA staff data included in this report highlights that combining the academic and professional services staff we have 50.5% Female and 49.5% Male staff, a marginal increase of 0.5% in female reported in the 2017 and 2018.

There was an increase in the number of staff in post on the snapshot date from 308 in 2017, 322 in 2018 and to 329 in 2019.

### 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 31<sup>st</sup> March 2019. The figures are based on an hourly rate of ordinary pay.

**Table 1**

| Year | Mean gender pay gap<br>(arithmetical average) | Median gender pay gap<br>(numerical mid-point) | Mean and Median<br>gender bonus pay gap            |
|------|---|--|--|
| 2019 | 5.62% lower for women                         | 8.74% lower for women                          | There were no bonuses paid in the reporting period |
| 2018 | 6.23% lower for women                         | 8.73% lower for women                          |  |
| 2017 | 9.07% lower for women                         | 11.39% lower for woman                         |  |

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   |
| 2019 | 51.22%     | 48.78% | 64.63%     | 35.37% | 42.68%     | 57.32% | 43.37%     | 56.63% |
| 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% |

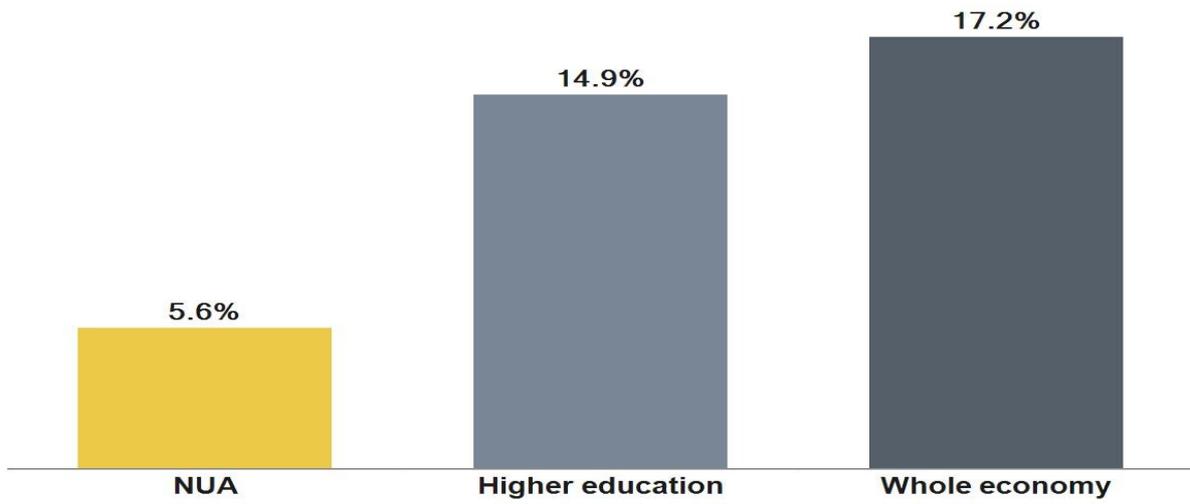
The data shows an increase of female staff in Quartiles 1, 2 and 4 compared to 2018 of 1.22%, 2.9% and 4.62% respectively. There was a decrease in the proportion of female staff in Quartile 3 of 7.32%.

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 2018<sup>1</sup>.

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

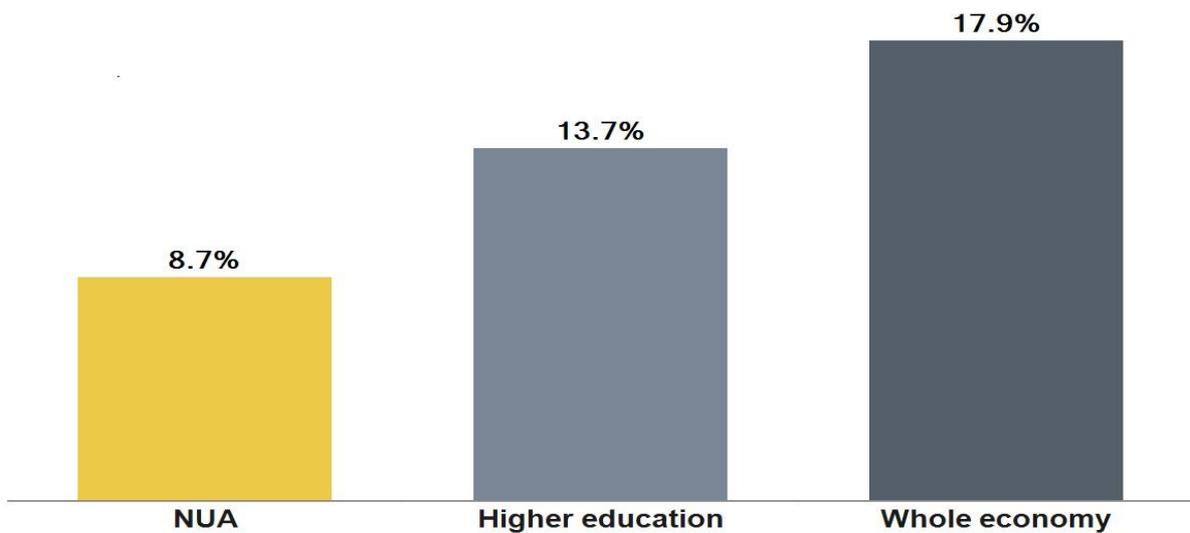
**Chart 1**

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



**Chart 2**

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



<sup>1</sup> Sources: Higher Education sector – UCEA; Whole economy figures – House of Commons Briefing Paper Number 7068, 8 November 2018)

## 2019 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 2019 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. This is the same as 2017 and 2018.
- There is little change in the current position with respect to the gender pay gap and we know that it will take time for the impact of any initiatives to address the cause of the gap. We will continue to monitor our policies and practices to ensure they are equitable to both genders.

## Monitoring of Action Plan for 2019

- In the 12 months prior to the snapshot date of 31 March 2019, 69 staff were appointed, 54% female and 46% male.
- Three new course leaders were appointed during the period, two female and one male.
- 29 managers attended a Transformation Leadership Development Programme. There was an even balance of male and female attendees.
- 13 staff were promoted in the 12 months period up to 31 March 2019, 8 were female and 5 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. Eight roles were graded or reviewed during the 12 month period.
- 92% of staff have completed the unconscious bias e-learning training

## Action Plan 2020

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 conducted equal pay reviews and will continue to monitor starting salaries to ensure fairness and consistency to both genders.
- NUA will strive to encourage development for female staff in areas that are male-dominated. This includes providing funded places on women's empowerment programmes such as Springboard and Aurora designed to prepare women to apply for senior positions within the University.
- The University will continue to monitor career progression of staff to ensure that opportunities for progress are equal.