

NORWICH UNIVERSITY OF THE ARTS

GENDER PAY GAP REPORT 2020

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

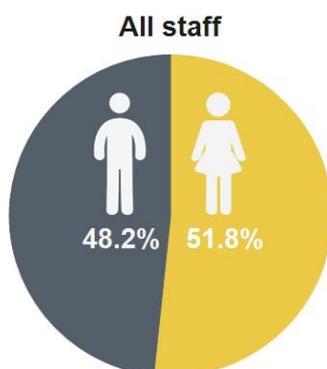
As an education provider, the University has general and specific legal requirements to promote equality and is committed to enabling individuals to benefit from higher education, irrespective of the characteristics which may define their identity. We are committed to focusing not just on equality of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

This fourth Gender Pay Gap report, Gender Pay Gap Report 2020, reflects data for employees in place at a snapshot date of 31st March 2020. Comparisons are made in this report to the 2017, 2018 and 2019 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.

Proportion of staff by gender



The 2020 NUA staff data included in this report highlights that combining the academic and professional services staff we have 51.8% female and 48.2% male staff, a marginal increase of 1.3% in female reported in the 2019, compared to a 50:50 split in both 2017 and 2018.

There has been an increase in the total number of staff in post on the snapshot date from 308 in 2017, 322 in 2018, 329 in 2019 and 340 in 2020.

Outcomes and Analysis

Table 1 contains the outcome of the Gender Pay Gap analysis of staff employed at NUA on the snapshot date of 31st March 2020. The figures are based on an hourly rate of ordinary pay. Figures for the previous reporting years are included for comparison.

Since 2017 the Mean Gender Pay Gap has reduced by 3.18% (from 9.07% to 5.89%) and the Median Gender Pay Gap has reduced by 2.63% (from 11.39% to 8.76%).

Table 1

Year	Mean gender pay gap (arithmetical average)	Median gender pay gap (numerical mid-point)	Mean and median gender bonus pay gap
2020	5.89% lower for women	8.76% lower for women	There were no bonuses paid in the reporting period
2019	5.62% lower for women	8.74% lower for women	
2018	6.23% lower for women	8.73% lower for women	
2017	9.07% lower for women	11.39% lower for woman	

Chart 1 and Chart 2 show a comparison of the gender pay gap for Norwich University of the Arts for compared with the Higher Education (HE) sector and whole economy for 2020¹. The figures show a lower gender pay gap at NUA compared to the HE sector and whole economy.

Chart 1 shows the mean Gender Pay Gap for NUA at the snapshot date of 31st March 2020, compared to the HE Sector average and whole economy average for the same reporting period.

Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision to suspend enforcement of the gender pay gap deadlines for the reporting year (2019/20). The decision means there was no expectation on employers to report their data and only 55% of the whole economy employers reported their gender pay gap in 2019/20, compared with the previous year.

For the whole economy the mean Gender Pay Gap was 13.6% in the reporting period 2019/20, a reduction of 3.6% compared to the previous year when the figure was 17.2%.

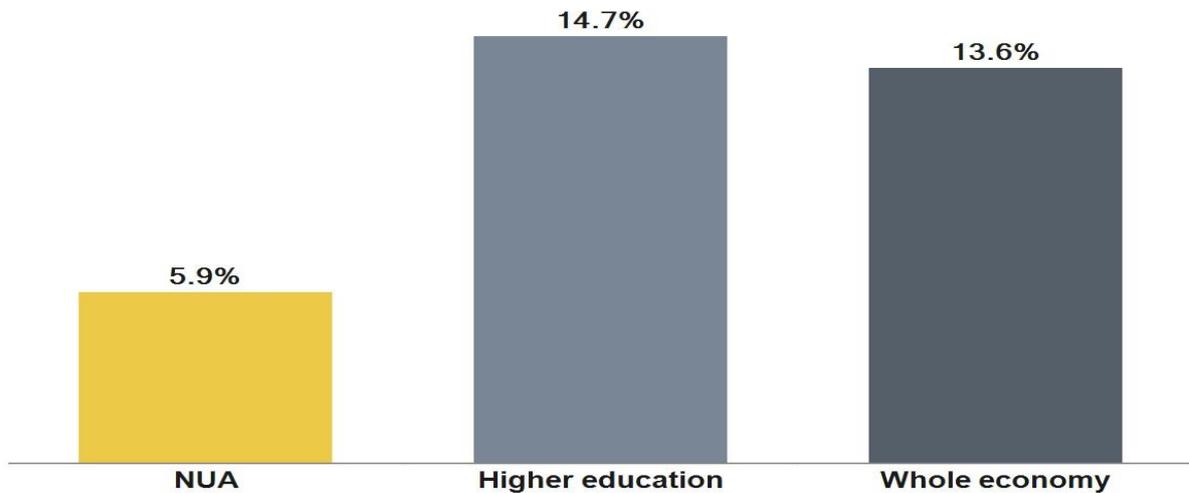
For the HE Sector, 89.7% of employers reported their Gender Pay Gap for the reporting period 2019/20.

The Sector mean Gender Pay Gap was 14.7% in the 2019/20 reporting year a similar figure to the previous year at 14.8%. It should be caveated that the figures are not based on the same sample of institutions.

¹ Source: UCEA April 2020

Chart 1

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



(55% of the whole economy employers reported in 2019/20, compared with 2018/19)

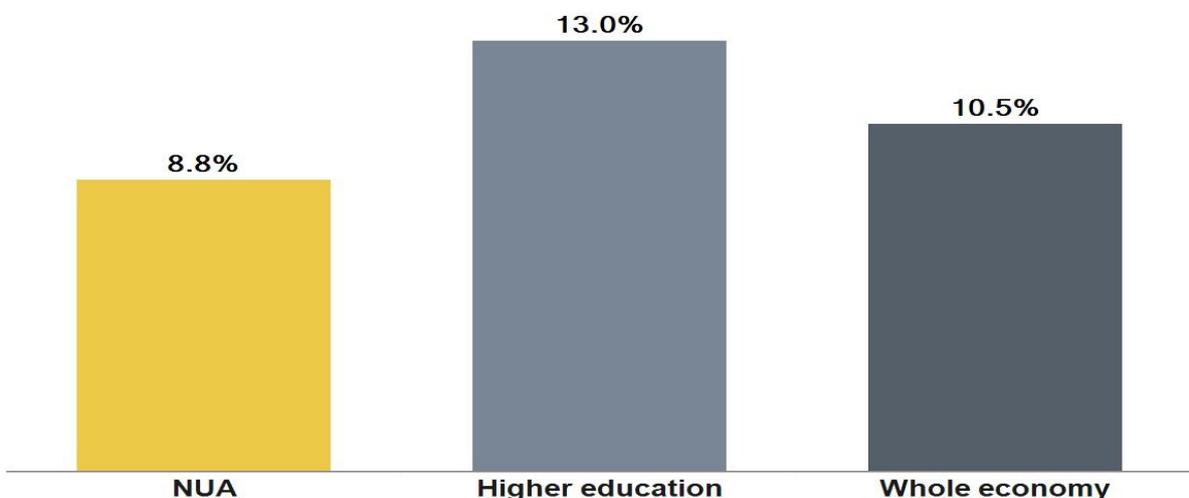
Chart 2 shows the median Gender Pay Gap for NUA at the snapshot date of 31st March 2020, compared to the HE Sector average and whole economy average for the same reporting period.

For the whole economy the median Gender Pay Gap was 10.5% in the reporting period 2019/20, a significant reduction of 6.8% compared to the previous year when the figure was 17.3%.

The median Gender Pay Gap in the sector has fallen slightly to 13% compared to the previous year of 13.7%.

Chart 2

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



(55% of the whole economy employers reported in 2019/20, compared with 2018/19)

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
2020	54.12%	45.88%	63.53%	36.47%	48.24%	51.76%	41.18%	58.82%
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 and 3 compared to 2019 of 2.9% and 5.56% respectively.

There was a decrease in the proportion of female staff in Quartiles 2 and 4 of 1.1% and 2.19% respectively.

2020 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 2020 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 (lecturers, senior lecturers and course leaders), with

more male staff employed in traditionally male-dominated curriculum areas such as Games, Film and Moving Image and Visual Effects.

- Included in the upper quartile is the senior management team (10 staff) which remained at 60% female staff at the snapshot date. This is unchanged since the first Gender Pay Gap report in 2017.
- 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 2020

- In the 12 months prior to the snapshot date of 31 March 2020, 64 staff were appointed, 57.8% female and 42.2% male.
- Two new course leaders were appointed during the period, one female and one male.
- Seven Lecturers were appointed during the period, 5 female and 2 male.
- All new starters in the 12 month period prior to the snapshot date were appointed at the lowest point of the relevant grade in line with the Starting Salary Guidelines and best practice as this can potentially be an area where pay can differ by gender.
- Three female staff have attended the Aurora programme and the Dean of Faculty Design and Architecture, in her capacity as an Aurora Champion, has held a number of meetings to support staff with their development.
- This year NUA supported 2 staff members on this leadership programme which is designed to; develop leadership behaviours, skills and knowledge; identify and overcome barriers and obstacles; and grow confidence and a leadership identity
- 8 staff were promoted in the 12 months period up to 31 March 2020, 5 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. Eight roles were graded or reviewed during the 12 month period.
- 98.4% of staff have completed the unconscious bias e-learning training
- During the reporting period, all vacancies were advertised on a range of diversity websites to expand the pool of applicants

Action Plan 2021

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.
- The University will identify opportunities for positive action statements in recruitment campaigns where gender is imbalanced.
- 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 Aurora and Springboard 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.
- Through the annual Appraisal and Development Review, NUA will identify those staff wish to advance to a more senior role and identify appropriate learning and development interventions to enable them to progress within their career.