

Norwich University of the Arts

Gender Pay Gap 2021

We are committed to becoming an inclusive community that offers equality of opportunity and enables our staff and students to flourish and succeed regardless of their background and personal circumstances.

Our commitment to equity, diversity and inclusion needs to be embedded in everything that we do. We endeavour to celebrate the diversity of our backgrounds, cultures and actions, promoting art and design as a catalyst of social change. Managing our gender pay gap is part of this process.

What is the gender pay gap?

The gender pay gap is a measure of the difference between male and female average earnings across an organisation. The gap itself is the percentage difference (mean and median) between average hourly earnings for males and females.

The figure is affected by the distribution of staff across the grades. A high gender pay gap tends to have a staff population that sees lower grades predominantly occupied by females and higher grades by males.

The gender pay gap is not an indication of how much more male employees are earning than females doing the same work or similar jobs or work of equal value. This concept is called equal pay.

Factors influencing our gender pay gap

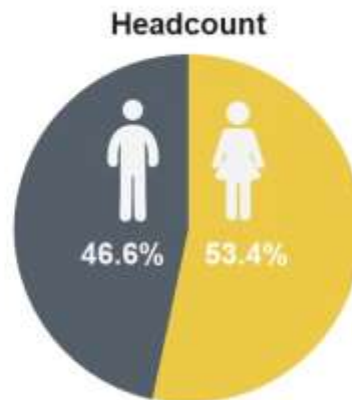
- High percentage of females in the largely administrative grade 5.
- Higher proportion of males in grades 7 and 8, with the majority of females located in the lower part of grade 7 and males mainly located towards the top.
- Higher proportion of male staff in the upper quartile, with more male staff employed in traditionally male-dominated curriculum areas such as Games, Film and Moving Image and Visual Effects.
- Offsetting the impact of these trends, grade 2 is wholly male and most of the senior management team are female, including the roles of Acting Vice-Chancellor and Pro-Vice Chancellor (Academic). This has contributed to a reduction in the mean gender pay gap figure.

Our data as at 31st March 2021

Headcount

Figure 1 shows the headcount covered by the gender pay gap analysis for employees in place at the snapshot date of 31st March 2021. Staff on unpaid leave or in receipt of reduced pay due to sick or other leave are excluded.

Figure 1



Our gender pay data

Mean gender pay gap (arithmetical average).

Female mean hourly pay is 1.4% lower than male, lower than the 5.9% figure last year. This compares with 14.5% for the HE sector and 13.1% for the economy as a whole for 2020, noting that the comparisons are not like-for-like due to the lag in compiling the comparative data.

Median gender pay gap (numerical mid-point).

Female median hourly pay is 8.8% lower than male which is the same as last year. This compares with 13% across the sector and 10.2% for the economy as a whole for 2020.

Bonus gender pay gap

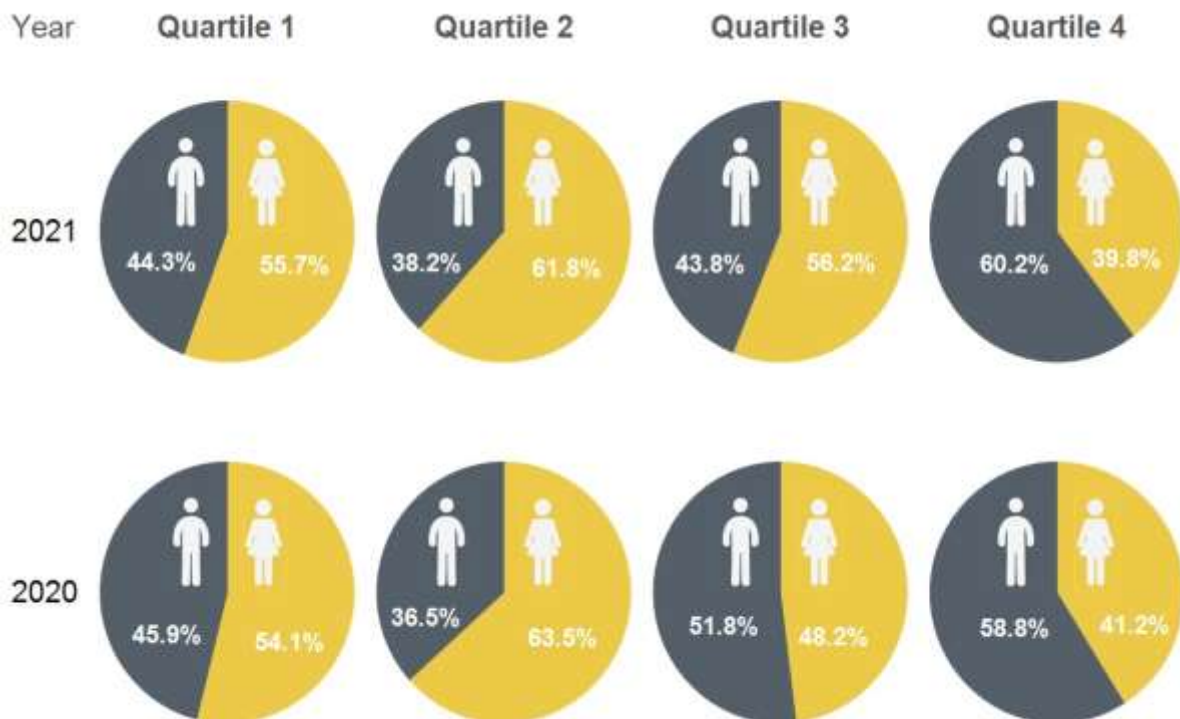
There were no bonuses paid during the reporting period.

Quartile Reporting

Figure 2 shows the percentage of males and females in each pay quartile at the snapshot date of 31 March in 2021, with 2020 figures provided for comparison. Quartile 1 represents the lowest salaries and quartile 4 the highest.

Figure 2

Percentage of males and females in each pay quartile: 2021 and 2020



There was a small increase in the percentage of females in the lowest quartile and a small decrease in females in quartiles 2 and 4 as compared with the previous year. The most significant shift was in quartile 3 where females increased by 8%, reflecting an increase in female recruitment to this cohort and a shift in male academic staff to the upper quartile.

Addressing the gender pay gap

What we are already doing

We know that it will take time for the impact of our initiatives to address the median gender gap. The following action was taken in the year ending March 2021:

- Vacancies were advertised on a range of diversity websites to expand the pool of applicants, resulting in increased female applicant pools for lecturing staff.
- The majority of flexible working requests approved were for female staff.
- NUA supported the Aurora leadership programme for female employees, although the second cohort had their programme deferred due to covid.

Moving forward, we will

- Review our recruitment processes with the aim of further increasing the diversity of our applicant pools and, in turn, appointments.
- Use the annual appraisal and development review to support staff who wish to develop their careers at NUA.
- Review our academic promotions process with particular reference to how we might support a higher proportion of female academic staff to progress to Senior Lecturer.
- Review our hybrid working arrangements.
- Join the Women in Higher Education Network (WHEN) and encourage participation amongst the female workforce and their allies.