Gender Pay Gap Report 2023

Executive summary

The University reports on the gender pay gap and uses this information to develop targeted plans of action. Under national reporting requirements since 2016, we have been required to report on our:

• Gender pay gap
• Proportion of men and women in each quartile band
• Proportion of staff receiving a bonus
• Bonus pay gap

It is encouraging that our initiatives over past years are beginning to yield dividends; we are seeing a reduction in both the mean and median gender pay gaps. The median gender gap pay has improved from 16.2% in 2022 to 13.3% in 2023. The mean gender gap pay figure has also improved from 15.3% in 2022 to 12% in 2023. The university is below the median sector average at 13.7% for 21/22.

Looking ahead, we will continue to strive to further reduce the gender pay gap. We will actively address the over-representation of women in lower paid roles and are focused on delivering further improvements year on year. We are also proud to continue driving progress against our new Athena Swan action plan.

Juliet Amos
Executive Director (Human Resources)

Understanding the data

Mean data: The mean data are calculated by adding up all of the numbers in the list and dividing the sum by the number in the list.

Median data: The median data are calculated by putting all the numbers in a list in size-order; the middle number in the list is the median.

Gender Pay Gap vs Equal Pay Gap: The gender pay gap is based on the median/mean pay across the whole university and is not based on what we pay men and women who do the same job.

Data collection: The data in this report is a snapshot on one pay period within a year, our staff employed on 31st March 2023.

Quartiles: Pay quartiles represent our staff population divided into four equal groups based on their hourly pay rate. The four quartiles range from quartile one (lowest paid) to quartile four (highest paid) in the university and the gender split within these roles.

Gender Pay Gap: The **mean hourly rate** of pay for women on 31st March 2023 was 12% lower than for men. The **median hourly rate** of pay for women on 31st March 2023 was 13.3% lower than for men. The gender pay gap is vertical rather than horizontal, meaning that more women are concentrated in the lower paid job roles. There is, traditionally, a higher concentration of female staff in these lower paid roles, specifically in cleaning and catering. Teesside University employs its own manual staff, in many other higher education institutions these roles are contracted out and therefore this group of staff do not appear in staff data.

UCEA Higher Education Pay Gap Report 2021-22 based on 110 HEIs reported that the average gender pay gap is 12.3% at the median and 14.8% at the mean. The university figure for median is slightly above the UCEA figure by 1% however the university figure for the mean hourly pay gap is 2.8% lower.

Gender bonus gap
The university does not offer a contractual bonus scheme, recognition for outstanding contribution is discretionary and includes a cash payment. The proportion of males receiving a bonus is 0.44% and for females is 0.32%. The **mean bonus gap** is 11.6% in favour of men. The **median bonus gap** is 5.1% in favour of men.

UCEA reported that the average gender mean bonus gap is 21.4% in favour of men and the median bonus gap is 7.6% in favour of men. The university figures for both the mean and median are considerably lower. The mean being lower by 9.8% and the median being lower by 2.5%.
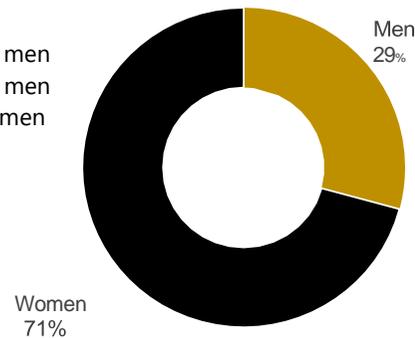
Pay quartiles

The charts below shows the proportion of men and women in each pay quartile on 31st March 2023. We are committed to equal pay and our figures indicate that within each quartile there are no significant gender pay gaps. However, the results do demonstrate the imbalance of men and women across organisational levels (occupational segregation). Occupational segregation is the distribution of men and women across different pay grades.

Pay quartile one

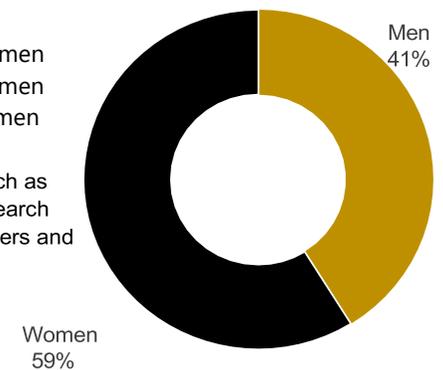| Average Pay: | £11.83 per hour |
Mean Pay Gap:	1.4% in favour of men
Medium Pay Gap:	2.3% in favour of men
Numbers:	439 women, 181 men

Roles: This quartile includes roles such as administrative roles, technicians, research associates & KTP roles, security officers and apprenticeship quality coaches.

Men 29%

Women 71%

Pay quartile two

Average Pay:	£16.17 per hour
Mean Pay Gap:	1.1% in favour of men
Medium Pay Gap:	2.9% in favour of men
Numbers:	365 women, 255 men

Roles: This quartile includes roles such as administrative roles, technicians, research associates & KTP roles, security officers and apprenticeship quality coaches.
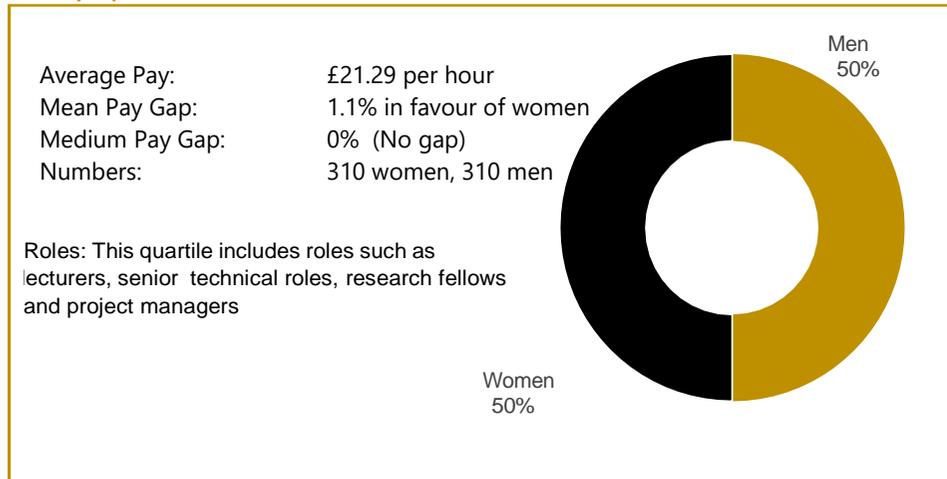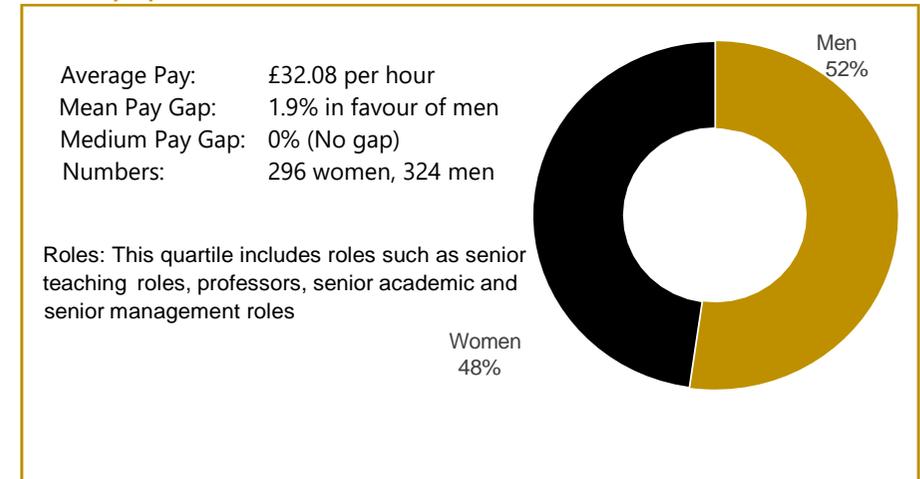
Men 41%

Women 59%

Pay quartile three

Average Pay: £21.29 per hour
Mean Pay Gap: 1.1% in favour of women
Medium Pay Gap: 0% (No gap)
Numbers: 310 women, 310 men

Roles: This quartile includes roles such as lecturers, senior technical roles, research fellows and project managers

Men 50%

Women 50%

Pay quartile four

Average Pay: £32.08 per hour
Mean Pay Gap: 1.9% in favour of men
Medium Pay Gap: 0% (No gap)
Numbers: 296 women, 324 men

Roles: This quartile includes roles such as senior teaching roles, professors, senior academic and senior management roles

Men 52%

Women 48%

What we will do to close our gender pay gap - Athena SWAN Actions

We remain committed to reducing the gender pay gap. The Athena Swan action plan has identified five key areas designed to address this, these are:

Women in University decision-making: Our goal is to increase the proportion of women in decision-making positions across the University. We aim to further increase the representation of women as chairs, deputy chairs, and members of boards and committees, and ensure that diversity and inclusivity (including intersectionality) are considered in nominations and appointments. Having more women in academic leadership positions may also reduce our gender pay gap.

Progression and promotion opportunities: Our goal is to increase the number and proportion of women applying for and being awarded promotion. Over time, we will increase the numbers of women being promoted to senior lecturer and associate professor, thereby increasing the pipeline of women eligible to be promoted to Professor.

Supporting family life: As an identified area of good practice, our goal is to further embed and enhance our supporting family life policies and guidance. We will raise awareness of the support that already exists, to enable staff and their managers to take a more personalised approach to support. We aim to provide sector leading family friendly benefits that support the recruitment, retention,

and career progression of all staff, and will contribute to an increased representation of women at senior levels. Actions under this priority will help break down the gender stereotypes that can contribute to gendered occupational segregation and barriers to career progression for women and caregivers of all genders.

Inclusive research culture: Our goal is to engage more women in research by ensuring that support is available for all staff who aspire to build their research portfolio. Better support for and inclusion of women, and all staff, in research will enhance the quality and quantity of research undertaken across the university, supporting the ambition to reinforce other areas of the university with a research-informed approach, furthering our research culture action plan, and underpinning our future REF submission.

Demonstrating improvements: Our goal is to be able to demonstrate measurable success in improving gender equality and addressing intersectional issues. We aim to have a substantially complete action plan by 2028 that supports our future silver Athena Swan application.