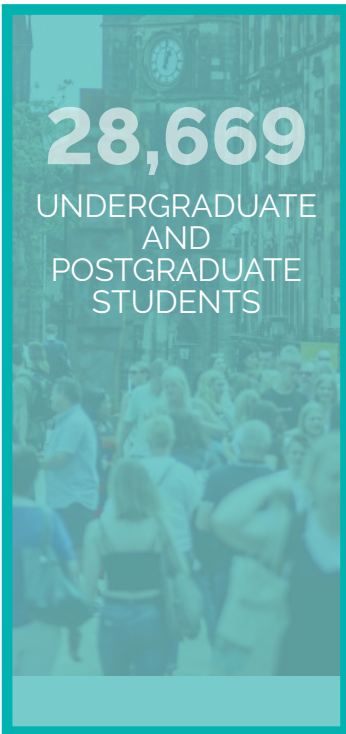


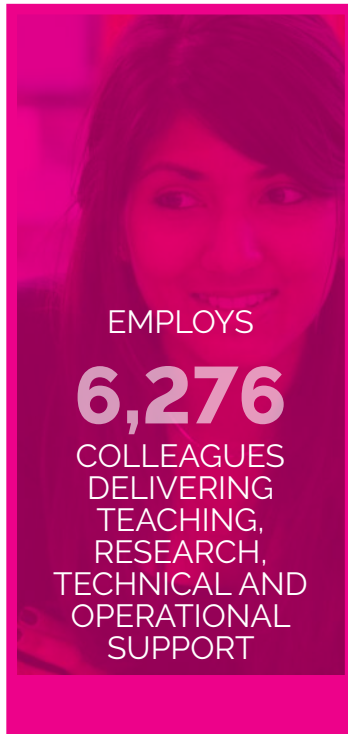
Gender Pay Gap

Report 2019

Newcastle University Key Facts



28,669
UNDERGRADUATE
AND
POSTGRADUATE
STUDENTS



EMPLOYS
6,276
COLLEAGUES
DELIVERING
TEACHING,
RESEARCH,
TECHNICAL AND
OPERATIONAL
SUPPORT



HAS A TOTAL
INCOME OF
£571
million

We are in our third year of Gender Pay Gap reporting. The gender pay gap is taken from a snapshot of data at 31st March 2019 (which covers the period 1st April 2018 to 31st March 2019) and excludes our campuses in Malaysia and Singapore. The government introduced annual gender pay gap reporting for all organisations with more than 250 people in April 2017. Our Gender Pay Gap has improved year on year.

Our Vision and Strategy highlights Equality Diversity and Inclusion as one of the three core values that underpin our work at the University, alongside Social Justice and Academic Freedom. These are central to everything we do and deliver across the organisation.

Our commitment to EDI goes beyond gender as we increasingly approach the agenda through an intersectional lens. We are a Stonewall Global Diversity Champion and a member of the Business Disability Forum. We have joined the Race Equality Charter and are committed to becoming a University of Sanctuary, actively supporting asylum seekers and refugees. Our Athena SWAN awards have increased with a silver award for the Faculty of Medical Sciences, one of only five Faculty awards nationally, and 10 Bronze awards across academic units in the Faculty of Humanities and Social Sciences and Faculty of Science, Agriculture and Engineering.

Whilst we acknowledge that significant achievements have been made there is still a great deal more to be done to embed gender equality across the whole University. We are working at evolving our culture and behaviours to ensure we are a truly values-led University. We have agreed three immediate priority areas of:

- Bringing greater focus and action on the ways we can accelerate closing the gender pay gap;

- Developing more academic women in leadership; by focussing on selecting the right leaders, creating the desired leadership culture and improving resources for development
- Engendering greater inclusivity through our recruitment practices

Our focus is to ensure we pay men and women equally for doing the same role with the same level of experience and contribution. However, as with many organisations, we have more men in our most senior roles both academic and professional and more women in our front line operational support roles.

Since our second Gender Pay Report we established a Pay Equality Task and Finish Group to make recommendations on pay equality, recruitment, promotion and career development. As a result of the work of this group, positive action has been taken to address band differentials between male and female professors. This has led to a reduction in the mean gender pay gap for professors from 4.5% in 2017 to 1.3% in 2019. We have introduced the Real Living Wage across the organisation which has had the greatest impact on our female colleagues in our directly employed operational support roles.

The newly formed Reward Forum, will continue to progress this work and ensure ongoing commitment to taking action to reduce our gender pay gap. During the next academic year this work will include implementing the recommendations of the academic promotions review group which will positively impact female colleagues as well as investigating the need to improve and redesign our reward mechanisms for both Professional Services and Research colleagues.

**Vice-Chancellor and President
Professor Chris Day**



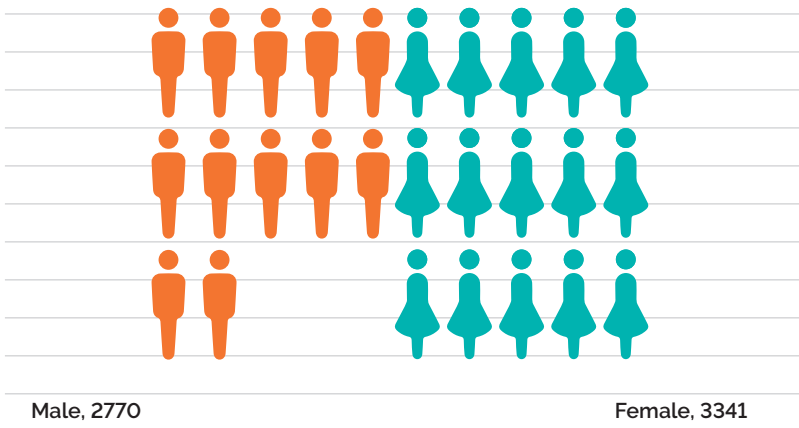
WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average hourly pay for men and women working for an organisation.

It is not the same as equal pay which is about a man and woman receiving equal pay for the same or similar job or work of equal value.

OUR COLLEAGUES

The proportion of women employed by Newcastle University is 54.7% in comparison to 45.3% male.



Total headcount doesn't include colleagues in Malaysia and Singapore. Therefore the headcount total is different from 6276 as quoted on page 2.

 **MEAN GENDER PAY GAP**

The mean gender pay gap is the percentage difference in the average hourly pay for women compared to men.



 **MEDIAN PAY GAP**

The median represents the middle point of a population. If you separately lined up all the women in our organisation and all the men, the median pay gap is the difference between the hourly pay rates for the middle woman compared to the middle man.



Below we set out our gender pay gap as at 31 March 2019, with our 2018 figures in brackets for comparison. This shows ongoing progress in the right direction. Our mean pay gap has decreased from 20.4% in 2017 to 18.5% in 2019 and our median has reduced from 21% to 17%.

We have also included information on how we compare to other Russell Group Universities and UK employers generally.

Gender Pay Gap	Newcastle University 2019	HE Russell Group 2018	UK* 2018
Mean Pay Gap	18.5% (20% PY)	19.6%	16.2%
Median Pay Gap	17.0% (18.1% PY)	14.9%	17.9%

*Based on estimates from the National Office of Statistics.

 **PAY QUANTILES**

Quartiles represent the pay rates of our colleagues from the lowest to the highest hourly rate, split into four equal sized groups, with the percentage of men and women shown in each quartile. The information below shows that we have more women than men in the lower quartile and that this trend reverses as we move to the upper quartile.

Since last year there has been a 2% increase in the percentage of women in the 1st quartile which reflects recruitment and promotion of women into senior roles within the University.

Gender Pay Quartiles

4th Quartile (up to £24,764)	34% Men	66% Women	No change
3rd Quartile (£24,764- £33,198)	40% Men	60% Women	No change
2nd Quartile (£33,198 - £45,030)	46% Men	54% Women	6% increase men 6% decrease women
1st Quartile (£45,030 upwards)	61% Men	39% Women	2% increase women

 **BONUS PAY GAP**

This year we have included the awards made through our Spotlight Recognition Scheme in our calculations. Research we undertook revealed that other comparable institutions within the sector were including such payments in their overall figures. As a result for those bonuses that the University awards to colleagues the median bonus pay gap is -46%. This reflects the higher number of women receiving spotlight awards.

Bonus awarded by the University

Mean (the average) 42%



Median (the middle value) -46%

Bonus overall including Clinical Excellence Awards (CEA) made by the NHS to our clinical colleagues

It is important to note that the awards are determined and funded by the NHS but we are required to include them in our bonus pay gap calculations as clinical academics are University employees.

Bonus Pay Gap overall 2019	Women	Men	Mean Bonus Pay Gap	Median Bonus Pay Gap
Excluding CEA	342	146	42%	-46%
CEA	14	48	11%	58%
Overall	356	194	79%	47%

11% of women received a bonus and 7% of men.

As part of our gender pay gap reporting we have considered our current disability and ethnicity pay gaps. We understand that people do not always want to disclose their protected characteristic. Therefore, this will impact the accuracy of the data available. We will continue to encourage people to provide this important information, so that the quality of our data and appropriate actions are improved going forward.

The data summarised below relates to our non-clinical Academic and Professional Services (PS) colleagues, broken down by ethnicity where we have this information. It shows that 15% of our non-clinical academic colleagues are BAME and that they are paid 14.5% less than their White colleagues. BAME PS colleagues make up 4% of our overall PS population and they are paid 5.4% less than their White colleagues.

Ethnicity Pay Gap

Non-clinical Academic Colleagues	Total Colleagues	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
BAME	358	20.93	14.5%	19.55	11.1%
White	2083	24.47		21.99	
Not Known	109				
Total*	2550				

Professional Services Colleagues	Total Colleagues	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
BAME	141	13.91	5.4%	13.20	0.0%
White	3155	14.7		13.20	
Not Known	55				
Total	3351				

* Ethnicity Pay Gap Data does not include clinical academic colleagues in headcount figures

Disability Pay Gap

In terms of disability, the data outlined in the table below relates to our self-declared disabled colleagues who have voluntarily declared a disability. This shows that they are paid 14.7% less than other colleagues.

	Total Colleagues	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Disabled	215	16.65	14.7%	15.75	8.4%
Non-disabled	5896	19.51		17.20	

ACTIONS TAKEN TO DATE

Academic year 2018-2019

Our 'For Families' projects is helping to ensure the University becomes a sector leading family friendly institution. Designed to improve our provision for existing and potential new colleagues with caring responsibilities these include;

- opportunities to work more flexibly,
 - access to support such as our returners programme,
- working on the removal of service criteria for all of our family friendly policies,
 - additional financial benefit and the
 - development of links to external childcare support organisations.

These changes will position our parental leave and pay policies towards the most generous in the sector and thereby positively contribute to a further reduction in the gender pay gap.





Invested in career development for over 59% female colleagues across the University including: Research PI development programme, mentoring, NUAct (Newcastle University Academic Track is funded research fellowships in a range of academic areas), management development through PS Development and NU Professional workshops.



A major review of Academic promotions process has been undertaken to ensure it provides reward and recognition for all colleagues whose contribution and behaviours reflect the University's aim for excellence in teaching, research and innovation. The recommendations from the review will include positive actions to support our female academic colleagues.



We have committed to paying the Real Living Wage to all of our people, this will positively impact 680 colleagues, 56% of whom are female working within our student accommodation, estates and catering services.



Positive action taken to address band differentials between male and female professors. This has resulted in a reduction in the mean pay gap from 4.5% in 2017 to 1.3% in 2019.



Broadened our pay gap analysis to cover other protected characteristics such as ethnicity and disability. This will continue to inform our ongoing review of reward and recognition mechanisms.



A series of workshops with women leaders were delivered to elicit lessons learnt on how to encourage and support more women to achieve leadership positions. The key takeaways from the workshops are to take actions to select the right leaders, create the right culture, promote mentoring and provide the necessary resources for development.



The process for Professorial Pay Review was changed from nomination by Heads of School to a self-application basis to encourage more female applicants to apply. This resulted in 34% of female professors securing a pay award in comparison to 20% of male professors.



Examining recruitment practices to minimise the risk of importing gender pay differentials, which then persist for many years. By way of example, for all senior appointments, we provide chairs of panels with internal comparator data to ensure that salary offers made are equitable and fair.

“ The University is making a difference. Making people feel appreciated when they come to work. The Real Living Wage makes a great difference to people's families. Nice to know we are appreciated. ”
Julie Hounam, Catering Team

“ It is encouraging that we are moving in the right direction with regards to gender pay equality with 64% of those women who applied for promotion being successful. ”
Chris Day, Vice-Chancellor and President

PRIORITIES MOVING FORWARD

Academic Year 2019-2020

We appreciate that a great deal more needs to be done and the pace increased to help achieve our ambition of being a truly values-led organisation. We are committed to working with all our colleagues across the Faculties, Professional Services and within the Reward Forum through to Executive Board and by listening to views and taking appropriate action where needed most.



Implement improvements to current framework for pay progression to remove any barriers for talented and skilled colleagues employed at Grade F level across our Professional Services community.



Conduct a review of starting salary practice for all Professorial and senior managerial positions to ensure that we are not adding to gender pay differentials.



Investigate current mechanisms for researcher progression to ensure equitable access to pay progression.



Commence the development of a career framework model which ensures that all of our professional services colleagues are fully aware of opportunities available to them within the University.



Implement the recommendations of the Academic promotions review group including the streamlining of progression for academic colleagues on the teaching and scholarship career pathway. The group impacted by this change is predominantly female (62%) which will further support the reduction in our overall gender pay gap.



Develop a pay equality dashboard to enable more timely analysis and reporting. This will ensure targeted actions which will have the most positive impact reflecting our ongoing commitment to recruit and retain outstanding colleagues across all areas.



Extending the Returners Programme to include professional services colleagues to further support retention.



Develop fully inclusive and transparent recruitment processes, this will be achieved by advertising all leadership roles (including interim) to increase transparency and fairness. In addition, a review of our advertising to ensure gender neutral job descriptions and adverts, with unconscious bias training for recruiters and gender balanced interview panels.



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