

Gender Pay Gap Report 2018



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1. Introduction

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- 1.1. Newcastle University is committed to developing a fully inclusive global University community which seeks and supports talented staff and students from all sectors of our global society equally. We are a progressive University, where the principles of equality of access, diversity and inclusion are embedded across all of our activities, both within and outside the University community. We are proud of our strong reputation for academic and research excellence and for student experience.
- 1.2. In 2017, this reputation was further evidenced when Newcastle became one of only eight Russell Group universities to achieve the gold award in the Teaching Excellence Framework. In a highly competitive worldwide higher education environment, maintaining this status and reputation becomes a bigger challenge each year. By promoting equality and inclusion for our staff and taking proactive steps towards eliminating discrimination and discriminatory behaviour, we stand a much better chance of meeting these challenges.
- 1.3. For our staff, ensuring all staff have equal access to the same opportunities regardless of their individual characteristics and differences is, perhaps, the most important core value of a modern University. Equality is the means by which we benefit from our diversity, turning it into a driver of innovation and learning and creating an environment where every individual can flourish and realise their potential.
- 1.4. We have made considerable progress in recent years in addressing the equality, diversity and inclusion agenda. We are proud of our institutional Athena SWAN Silver Award for good practice on gender equality and the 19 departmental Awards that we also hold. We are also pleased that we are making steady progress in some key areas. For example, we have increased our female professors from 22.5% in 2013 to 27.4% in 2017. We are also pleased that our last Equal Pay Review confirmed that our pay systems deliver equal pay for work of equal value.
- 1.5. Nevertheless, as can be seen from the data presented in this report, there is still a significant gender pay gap at Newcastle University. Whilst we could point to mitigating factors such as long-term structural issues across the higher education sector and the way in which we employ some of our operational staff, we recognise there is an urgency to address and narrow this pay gap. By being transparent and examining the factors that influence the pay gap, we plan to put in place actions that will tackle the obstacles to genuine pay equality.

2. Key Pay Gap Data

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Current Gender Split for all staff working at Newcastle University

The table below highlights the key gender pay gap data and is based on data from 1 March 2016 to 31 March 2017. It looks at basic pay, including regular allowances and premia, but excludes overtime payments.

Table 1: Gender pay gap 2016-17

Staff Group	Mean Pay Gap	Mean Salary £		Median Pay Gap
		Female	Male	
Non-Clinical Academic	12.5%	40,673	46,484	12.0%
Support (Non-Academic)	7.6%	26,263	28,417	5.6%
Clinical	24.1%	63,858	84,175	32.1%
Overall	20.4%	32,188	40,423	19.5%

Bonus Pay Gap

The figures below are based on variable, performance-related payments made during the year to 31 March 2017. They include substantial Clinical Excellence Awards (CEAs) paid to some of our clinical academic staff.

3.9% of all men received a bonus and 2.6% of all women.

Table 2: Bonus pay gap by gender

	Female	Male	Mean Female Bonus £	Mean Male Bonus £	Gap	Median Female Bonus £	Median Male Bonus £	Gap
Excluding CEAs	66	52	1,534	2,236	31.4%	1,000	1,000	0%
CEA	18	51	28,577	27,911	-2.4%	33,772	35,832	5.7%
Overall	84	103	7,329	14,949	49.0%	1,500	5,000	30%

Table 3: Gender Quartiles (Highest to lowest salary)

This table shows a breakdown of how staff are paid at the University. It splits our pay into 4 quartiles, from the top 25% (UQ) to the lowest 25% (LQ) and shows the proportions of males and females paid in these ranges.–

Gender Quartiles	Female (%)	Male (%)
1 st Quartile (UQ) £46,924 upwards	37%	63%
2 nd Quartile £32,004 to £46,924	55%	45%
3 rd Quartile £ 23,879 to £32,004	60%	40%
4 th Quartile (LQ) Up to £23,879	67%	33%

3 Action to Address the Gender Pay Gap

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3.1. At Newcastle University, we recognise that there are many and varied causes of our gender pay gap. While these have contributed to the problem over many years, we are keen to take action to significantly reduce the gap over the next few years. We want to focus on sustainable action over a range of policies and procedures within all staff grades which will combine to make a positive difference:

- In July 2017, our Vice Chancellor and President established a Pay Equality Task and Finish Group to investigate the issues linked to pay equality in our University and to recommend actions to the University Executive Board. Although the remit of the group is to review pay equality at all staff grades, the initial focus has been on professorial pay. As a result of this work, a revised approach is being taken in the next pay review round in 2018 to enable faster progression of individuals through our professorial pay bands.
- A major review of our Academic Promotions Process will take place in 2018, providing an excellent opportunity to address any inappropriate barriers to progression.
- Over recent years we have tackled the issue of fair pay at our lower pay grades, including a local ‘top-up’ deal for some of our lowest paid roles, which are mainly done by women on part-time contracts.
- Last year we introduced a new Returners Programme, aimed at providing extra support for those returning to work after a long period of absence, such as Maternity or Carer’s Leave. In 2017, we also revised and relaunched our suite of family-friendly and flexible working policies.
- Supporting and developing women is also a key part of our strategy at Newcastle. We do this through a range of programmes including the Leadership Foundation’s flagship Aurora programme and our Senior Support Staff Development Programme (see photo below of the 2016/7 cohort).



- Developing University decision makers to be more aware of the impact of unconscious bias has also been a priority and further training and development is to be developed as part of our new Equality, Diversity & Inclusion strategic plan, due for launch in April 2018.

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