

## **Gender Pay Gap Q&A**

### **What is the difference between a gender pay gap and an equal pay gap?**

A gender pay gap measures the differences between the average pay of all male and all female employees, irrespective of their job role or seniority. Equal pay concerns pay differences between specific groups of male and female employees performing like work, equivalent work or work of equal value.

### **What is the Gender pay gap at the University?**

A gender pay gap measures the differences between the average pay of all male and all female employees, irrespective of their job role or seniority.

The mean gender pay gap for the University of Southampton is 20.2 per cent\* meaning, on average, women are paid 20.2 per cent less than men.

The figures show that there are gender differences in occupations throughout the University. For example, 65.9 per cent of the workforce at Levels 1 to 3 are women, compared with 46.8 per cent of the workforce at Level 4 and above.

The proportion of men and women at each level are shown in the table below:

<b>Pay Level</b>	<b>Male</b>	<b>Female</b>
Level 1a	30.9%	69.1%
Level 1b	52.7%	47.3%
Level 2a	34.2%	65.8%
Level 2b	26.3%	73.7%
Level 3	38.7%	61.3%
Level 4	45.8%	54.2%
Level 5	50.2%	49.8%
Level 6	63.1%	36.9%
Level 7	73.5%	26.5%

*\* The median gender pay gap for the University of Southampton is 17.4 per cent.*

### **What is the Equal Pay gap?**

Equal pay concerns pay differences between specific groups of male and female employees performing like work, equivalent work or work of equal value.

The 2017 Equal Pay Review has demonstrated that there are no significant equal pay gaps by gender for employees at the same grade at the University of Southampton. Therefore, the University can demonstrate that it provides equal pay for work of equal value with respect to gender.

## **Why are there two reports and how are they different?**

The University of Southampton is committed to pay and working conditions free from discrimination through our Equal Pay Policy, the Universities and Colleges Employers Association (UCEA) framework agreement and equal pay legislation. As such, we conduct an equal pay review biennially. Such reviews have been undertaken for a number of years, with the last review in 2015.

Statutory reporting of the gender pay gap came into effect in 2017. This requires all employers with 250 or more employees to publish data each year showing the pay gap between their male and female employees.

The University's 2017 Equal Pay Review is published alongside the University's 2017 statutory gender pay gap data. Our Equal Pay Review will be followed by an action plan to address the areas of gender pay gap concern identified by both reporting methodologies.

## **What are you doing to close the gender pay gap?**

We recognise that we are not where we would wish to be in regard to the gender pay gap and have been working to close this gap through a number of initiatives.

The University has been working systematically for a number of years to improve career development opportunities for women, and therefore enhance the mobility of women up the pay structure. This work was recognised by an Athena SWAN Silver award in 2016, making the University one of only ten universities at that time to have achieved this prestigious award in gender equality.

We have also been successful in improving the progression rates of women to senior roles - the University has more than doubled its number of female professors in the last decade, increasing representation from 17.7 per cent in 2007 to 26.5 per cent in 2017. Female representation has also increased at Level 4, Level 5 and Level 6 over the same period. However, more needs to be done to improve career pathways for women, especially in Professional Services.

Other examples of work to address the imbalance include:

- mandatory online equality and diversity training for all staff, so they are aware of their responsibilities under the Equality Act 2010 and the University's efforts to enhance equality of opportunity for all
- continued support of our women's employee networks, leadership circles for women and an institutional mentoring programme to increase the visibility of women role models and provide independent tailored support to aspirational women in their careers
- annual availability of the *Springboard Development Programme for Women* to academic women, and professional and support roles in some years as well

It is important to note, however, that the gender pay gap results from cultural and structural situations within the organisation, and in wider society, that will not necessarily be solved in a short space of time. We are committed to making changes to our working practices to ensure equality for all and will continue to progress this work to ensure the gap closes as soon as possible.

### **The report shows more men are being paid bonuses? Why?**

The bonus gender gap is +54.1 per cent in favour of men. The proportion of male employees in the University of Southampton receiving a bonus is 7.5 per cent and the proportion of female employees receiving a bonus is 4.6 per cent.

For the purposes of statutory Gender Pay Gap reporting the term bonus includes high value payments, such as Clinical Excellence Awards and Consultancy payments, which are more often paid to men, due to more men holding positions eligible for such awards, for example senior clinical positions.

Staff Achievement Awards are allocated more evenly between men and women, although there remains a tendency for men to receive higher value awards than women. There is, however, substantial year-on-year variation in this picture, given the discretionary nature of Staff Achievement Awards. The scheme will be subject to increased scrutiny going forward.

### **What involvement have the Unions had in these reports?**

The University has been working with the trades unions to conduct its 2017 Equal Pay Review, which included sharing and discussing gender pay gap data. Three joint meetings were held in November, December and February to interrogate the data, discuss findings and consider action points arising from the review.