



UNIVERSITY OF  
LINCOLN



# Gender Pay Gap Reporting 2018



# Introduction

## Committed to equality for all

The University of Lincoln is committed to equality for all and this includes our work to continually improve gender related barriers to equality. Creating an inclusive community for all with 'Dynamic, Engaged People' forms part of the University's strategic aim where individual differences are valued, and everyone is treated equitably and fairly.

As part of the 2017 amendment to the regulations that form the requirements of the Public Sector Duty under the Equality Act 2010, the University is required to report and publish data (extracted on 30 March annually) specific to the organisation's gender pay gap. This report forms our second publication in response to this duty.



# The University of Lincoln

## Annual Review and Monitoring

The University continues to work towards the gradual reduction of our gender pay gap having introduced initiatives in support of this commitment and monitored progress since 2009, which has seen an overall reduction by 3.05% from 20.84% to 17.79% at March 2018.

The University's gender pay gap is not an equal pay issue – our annual monitoring demonstrates that men and women are paid equally for doing the same job/role of equal value. The gap is the result of the workforce distribution. Whilst the overall gender split for Lincoln is 54% female: 46% male, the under representation of females at higher levels of the organisation and under representation of males at lower levels causes our 'vertical' gender pay gap.

The University has achieved some success over the reporting period; increasing male roles in the lower pay quartile (+1%) and female roles in the upper middle pay quartile (+1%). However, the overall gender pay gap (mean) has increased to 17.79%, an increase of 0.93% since the 2017 published results, attributable partly to an increasing workforce which largely continues to follow the distribution outlined above. Whilst disappointing, the University acknowledges that to address the gap and work towards its continual reduction will take both time and commitment to the ongoing action plan in the short, medium and longer term.



# Activities in Support of Closing the Pay Gap 2018

Throughout 2018 the University introduced further initiatives in support of closing the gender pay gap and will continue to endorse these ways of working including their ongoing evaluation, whilst introducing further activities throughout 2019.

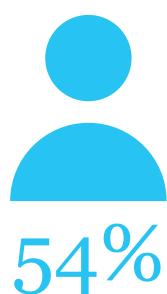
- ✓ Delivered, promoted and evaluated a number of development initiatives such as; equality training which covers gender equality, unconscious bias training-which became mandatory for all, Trans Awareness and Active Bystander training
- ✓ Continued annual career development workshops to support the academic promotions scheme including revision to promotion criteria and job descriptions to provide more clarity around applications and career pathways available
- ✓ ‘Family friendly’ review and implementation of a revised Paternity Leave Policy and associated benefits including a significant extension to paid paternity leave
- ✓ Introduced additional online courses for enhanced flexibility and accessibility including; ‘influencing, assertiveness and negotiation skills’, ‘interview skills’ and ‘personal resilience’
- ✓ Continued to support and promote the work and activities of the Eleanor Glanville Centre - an interdisciplinary Centre for Gender Equality at the University
- ✓ Signing of the Time to Change Employer Pledge. This is a university-wide commitment to changing the way we think and act about mental health. Time to Change is England’s biggest programme to challenge mental health stigma and discrimination and is led by the charities Mind and Rethink Mental Illness
- ✓ Introduced a new appraisal system to allow greater transparency and opportunities to manage talent and career progression
- ✓ Reviewed and published the University’s Board Remuneration Terms of Reference for greater clarity and transparency
- ✓ Reviewed the bi-annual organisational staff survey results and worked with departments to establish and implement action plans and associated development initiatives
- ✓ Piloted a careers evening for potential IT staff to provide a broader overview of IT careers including case studies and a range of speakers, focusing on behaviours and skills rather than role titles and traditional IT terminology
- ✓ Delivered a programme of workshops aimed at early, mid and late career groups, with a focus on pensions and broader financial and wellbeing issues, including the connection this has with career progression and planning for the future

# 2018 Gender Pay Gap Metrics

The snapshot data below was taken on 31st March 2018, as required by the regulations underpinning the Public Sector Duty.

## Workforce Representation

Female



Male



## Mean and Median Hourly Gender Pay Gap

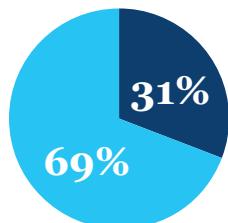
Mean

17.79%

Median

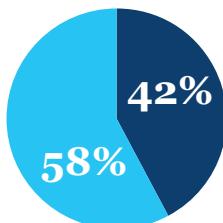
8.46%

## Proportion of Males and Females in each Hourly Rate Pay Quartile



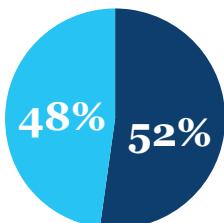
Lower

(0-25% of relevant employees)



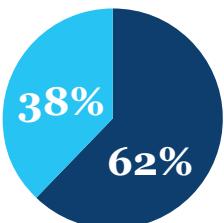
Lower middle

(25-50% of relevant employees)



Upper middle

(50-75% of relevant employees)



Upper

(75-100% of relevant employees)

## Proportion of Males and Females Receiving a Bonus Payment

Female



Male



## Mean and Median Bonus Gender Pay Gap

Mean

20.2%

in favour of females

Median

3.3%

in favour of females

# Activities 2019



- ➔ Continue to monitor the gap with combined equal pay and gender pay gap reporting, whilst also exploring other pay gaps including race, ethnicity, nationality, disability and full-time/part-time modes of employment.

with greater inclusivity of language and the development of associated guidance for recruiting managers.

- ➔ Review of Lincoln's family friendly policies, processes and benefits to support positive user experiences prior, during and post leave, for continued engagement with the organisation and to remain an employer of choice.

- ➔ Review of our internal and external facing platforms to ensure awareness of our activities with greater accessibility and transparency of information including; development options, family friendly provision, benefits, wellbeing activities, promotion opportunities and to role model case studies.

- ➔ Review of flexible working opportunities, including enhanced awareness of different ways of working.

- ➔ Review of social media reach across all media channels within recruitment to appeal to different audiences.

- ➔ A review of language used across all employer branding including job adverts

- ➔ Review of the Aurora Leadership programme for women, including an alumni of previous attendees to determine success stories and incorporate case studies into our communication plans.

- ➔ Increased mental health and wellbeing activities to trial new initiatives aimed at supporting modern ways of working and family life.

- ➔ Development of aligned job descriptions, career pathways and associated development opportunities.

- ➔ To introduce a flexible and accessible development opportunity for colleagues to study through combined work based learning and business education leading to a degree and professional recognition through the award of Chartered Manager status (CMgr MCMI).

- ➔ A review of Associate Lecturer career pathways and associated development opportunities.

The above outline a number of activities in progress for 2019, the University will also be continually reviewing and updating its overall action plan in support of closing the gender pay gap.



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