

LEEDS TRINITY

UNIVERSITY

GENDER PAY

GAP REPORT

2019



MESSAGE FROM THE VICE-CHANCELLOR



As one of the 29% of female Vice-Chancellors in the UK, it is a privilege and pleasure to lead Leeds Trinity University, and to have seen it grow, develop and flourish from its roots as a teacher training college, to a highly successful University and employer of choice in the region.

One of the many opportunities that universities have, within the UK and globally, is to advance and promote all aspects of diversity and inclusion. We have the honour of educating students from all backgrounds and walks of life and it is our obligation to ensure that we represent that diversity within our workforce as well as our student body, providing role models at all levels across the Institution.

We actively promote the principles of dignity, respect, social justice, equality and inclusion to support the social and economic health and wellbeing of every person in our University community; and reporting on our gender pay gap gives us another opportunity to promote these principles in practice. It enables us to reflect and articulate on how we can work towards improving the pay gap in future years and for future generations of women.

I welcome the national publication of gender pay gap figures for organisations across the UK, and believe it is an important step towards much greater transparency which will help us understand the complexities behind the figures and act to close the gap.

You will see from our data that over 60% of our workforce is female and that there are a higher proportion of women in the upper pay quartile. Despite this, our mean gender pay gap sits at 13% due to the much higher number of women in the lower pay quartiles. Although our pay gap is 6% lower than the higher education sector average, we have set our sights to strive to reduce our gap in the coming years and look forward to embracing the opportunities that this will present. I hope that you will find this report useful and if you have any questions, comments or feedback, please get in touch.

A handwritten signature in black ink that reads "Margaret A House".

Professor Margaret A House OBE
Vice-Chancellor, Leeds Trinity University

OVERVIEW

All UK organisations are required to publish their gender pay gap data on an annual basis and the data reported here shows the University's position as at 31st March 2019.

The **gender pay gap** is the average difference in earnings between all men and all women in an organisation, expressed as a percentage of men's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all men with all women across the University.

This is distinct from **equal pay**, which measures differences between men and women who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. a male and a female employee working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to gender.



INTRODUCTION

The concepts of Equality, Diversity and Inclusion (EDI) are at the heart of Leeds Trinity's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We strive to advance and promote equality of opportunity across all aspects of University life and our EDI committee works proactively to ensure that we consult and involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Gender equality is a key focus of the EDI committee's work and the University has an active Women's Network who have been involved in considering our pay gap data and making recommendations regarding how the University can help to narrow the gap between the average earnings of men and women at the University.

Sixty percent of our workforce is female and we have a female Vice-Chancellor. Despite this, as with the majority of organisations across the UK in both the public and private sectors, we have a gender pay gap. We are committed to reducing this in the coming years.

Our pay gap can be attributed to a higher proportion of female staff employed in part-time, lower-graded roles and although we have slightly more women than men in the top quartile, overall this still results in an average pay gap of 13% between male and female employees.

John Hawksworth
HR Director, Leeds Trinity University

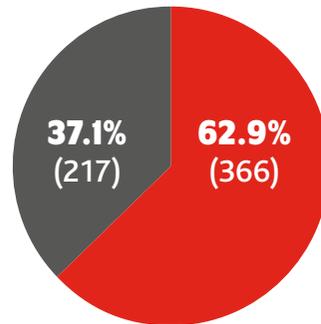


GENDER PAY GAP

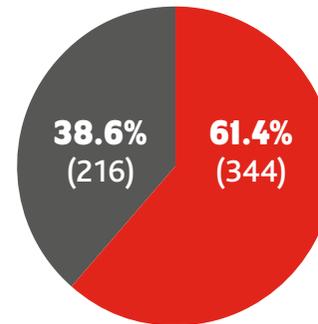
REPORTING DATA 2019

PERCENTAGES OF MALE AND FEMALE EMPLOYEES

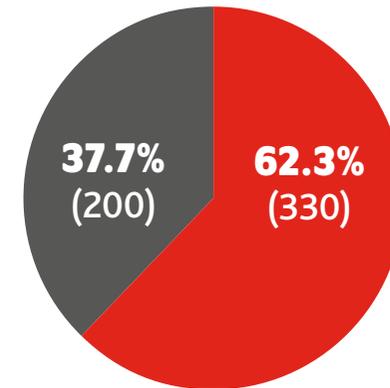
The percentage of male and female staff employed by the University over the last 3 years has remained relatively stable, with no significant fluctuations.



2017
(Total = 583 employees)



2018
(Total = 560 employees)



2019
(Total = 530 employees)

■ Male
■ Female

LEEDS TRINITY UNIVERSITY PAY GAP



On average, men earn 13.3% more across the University than women, whilst our median pay gap stands at 21.0%.

BENCHMARK – HE SECTOR

(University and Colleges Employers Association, 2019)



Compared to benchmark, our mean pay gap is 6.4% lower than others in the HE sector, whereas the median is 3.9% higher.



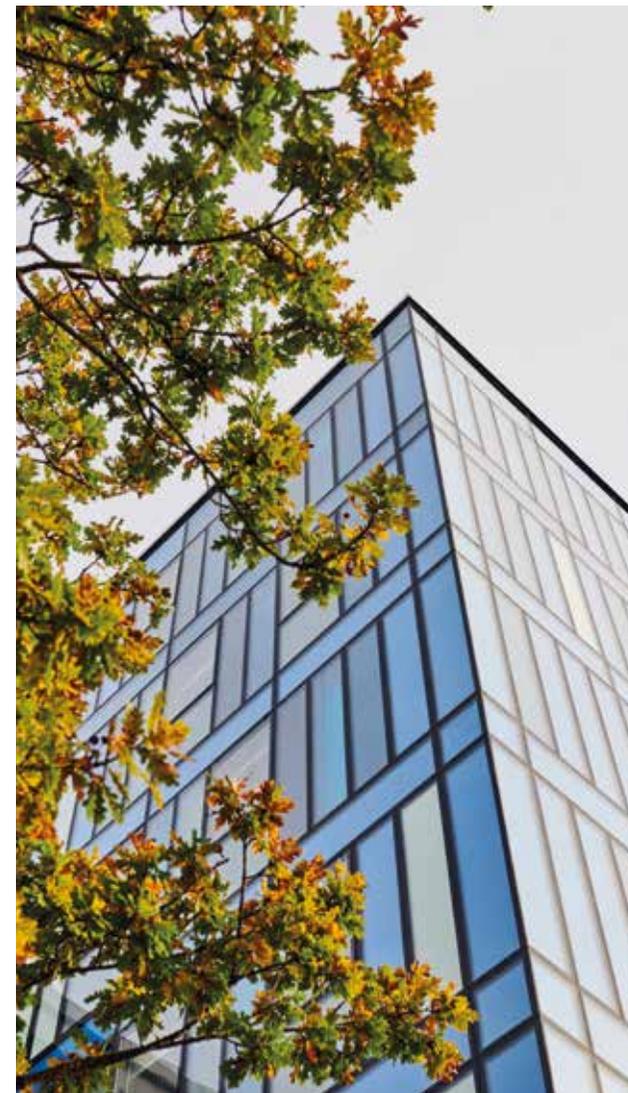
BONUS PAY GAP

Bonus payments at Leeds Trinity University all related to discretionary awards.

MEAN BONUS GAP	MEDIAN BONUS GAP
19.6%	0.0%

BONUS PAYMENTS

FEMALE EMPLOYEES RECEIVING A BONUS	MALE EMPLOYEES RECEIVING A BONUS
4.3%	2.9%





PAY GAP BY QUARTILE

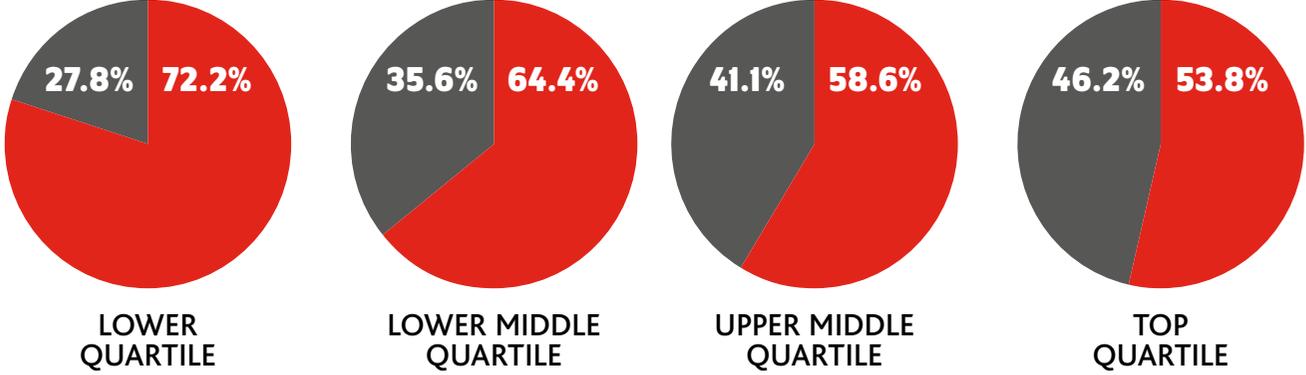
The proportion of men and women across the four average hourly rate quartiles are shown below. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%.

There are significantly more women in the Lower and Lower Middle Quartiles (72.2% and 64.4% respectively) but the number of men begins to increase in the Upper Middle and Top Quartiles (41.1% and 46.2% respectively).

Of the 330 females employed by Leeds Trinity University, 45.2% (149) are in the top two quartiles, whereas of the 200 males, 58% (116) are in the top two quartiles.



Proportion of male and female employees by hourly pay rate quartile



- Male
- Female



CURRENT POSITION

The University is considered to be a good, reputable employer with regard to its terms and conditions of employment and the range and quality of non-contractual benefits that are on offer.

The University supports flexible and part-time working, has generous maternity, adoption and paternity leave schemes, an on-site gym, nursery and canteen. Employees have access to a 24/7 Employee Assistance Programme, Cycle to Work, Childcare Vouchers and an online staff discount portal.

Our recruitment procedures have recently been reviewed to improve objectivity and rigour at all stages of selection and all chairs of interview panels have to undergo recruitment training which includes Unconscious Bias.

In addition, last year the University introduced strict guidelines for Chairs of Panels on starting salaries, in order to ensure consistency and parity across the organisation.

The University has also taken part in a cross-institutional development programme, which offers facilitated support to women wishing to move into more senior positions, through a series of Action Learning Sets. We are about to begin our third year of involvement with this programme and will have supported twelve women through the programme by the end of 2019/20.

GENDER EQUALITY PLAN

In support of our commitment to reducing the University's pay gap, the University launched its Gender Pay Gap action plan in September 2019. During the course of the University's strategic plan, we are pleased to announce that we will:

- Undertake an in-depth Equal Pay Audit
- Sponsor places on the Advance HE Aurora programme
- Request a gender-balanced shortlist whenever search and selection agencies are used.
- Set up positive action mentoring and coaching programmes for women
- Roll out Unconscious Bias training for all

We look forward to progressing towards this aim, which will be monitored through the EDI Committee and the Board of Governors.

If you have any questions, comments or feedback please get in touch. You can contact us at HR@leedstrinity.ac.uk.

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