

LEEDS TRINITY

UNIVERSITY

GENDER PAY

GAP REPORT

2020



MESSAGE FROM THE VICE-CHANCELLOR



When I joined Leeds Trinity University last year, I was immediately struck by the institution's community approach, which provides an open and welcoming environment for all. A highly successful University and employer of choice in the region, Leeds Trinity is guided by its values of care, collaboration, integrity, excellence and inclusivity – which means that everyone is valued, respected and encouraged to contribute, and everyone has the same rights, status and opportunities.

Although the government announced a postponement of the requirement for gender pay gap reporting until later this year, due to the unprecedented impact of the

Coronavirus pandemic on organisations, we believe it is important to still publish this data at this time, to be transparent and review the steps taken so far.

As a University, 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 community. The analysis of our gender pay gap figures, consideration of the complexities and reflection on the action we are taking to close the gap, is a crucial part of putting these principles into practice.

Over 60% of our workforce at Leeds Trinity is female. You will see from our data, which reflects the period of 1 April 2019 to 31 March 2020, that our mean gender pay gap is 12.2%. This is 2.8% lower than the higher education sector average.

We are working to build and nurture a University community that attracts talented people from all walks of life, regardless of heritage, lifestyle, socio-economic background or personal characteristics; a community which is representative of the diversity across the Leeds city region and where all our people feel valued and included. Our gender equality plan is focused on closing the University's pay gap, and we remain committed to championing diversity at every level.

I hope that this report provides an insight into our approach to equality, diversity and inclusion at Leeds Trinity. As always, if you have any questions or comments, please do get in touch.

A handwritten signature in black ink that reads "Emmal Charles Egbu". The signature is written in a cursive style.

Professor Charles Egbu

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 31 March 2020.

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. two employees of the opposite sex and 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 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 close the gap between the average earnings of men and women at the University.

Over 60% of our workforce is female and 38% of our Board is made up of female governors. Despite this, as with the majority of organisations across the UK in both the public and private sectors, we have a gender pay gap which we are committed to close 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 12% between male and female employees.



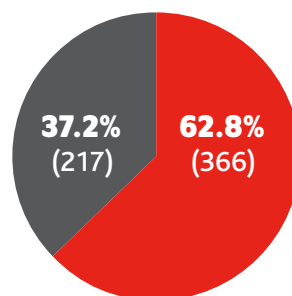
GENDER PAY GAP

REPORTING DATA 2020

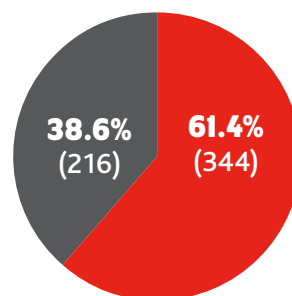


PERCENTAGE OF MALE AND FEMALE STAFF

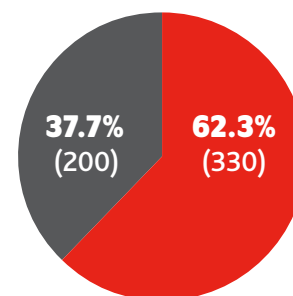
■ Male ■ Female



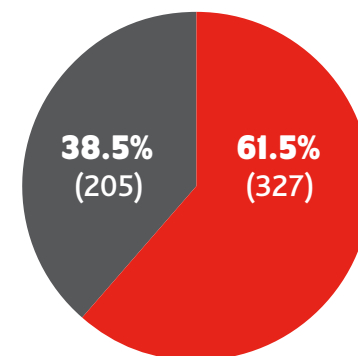
2017
(Total = 583 employees)



2018
(Total = 560 employees)



2019
(Total = 530 employees)



2020
(Total = 532 employees)

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

LEEDS TRINITY UNIVERSITY PAY GAP AS AT 31 MARCH 2020



On average, men earn 12.2% more across the University than women, down from 13.3% in 2019, whilst our median pay gap stands at 16.9%, down from 21.0% in 2019.

BENCHMARK – HE SECTOR (UCEA 2019 published figures)



Our mean pay gap has reduced by 1.1% from 2019 and is 2.8% lower than the HE benchmark. Our median pay gap has reduced by 4.1% since 2019. This can be attributed in part to an increase in the proportion of female Visiting Lecturers paid in March from 50% in 2019 to 57.1% in 2020. The average hourly rate for male staff has increased at a lower rate than for female staff.



BONUS PAY GAP

**FEMALE
EMPLOYEES
RECEIVING
A BONUS**

3.5%

**MALE
EMPLOYEES
RECEIVING
A BONUS**

2.3%

**MEAN
BONUS GAP**

40.7%

**MEDIAN
BONUS GAP**

45.5%

BENCHMARK – HE SECTOR
(UCEA 2019 published figures)

**MEAN
BONUS GAP**

28.1%

**MEDIAN
BONUS GAP**

5.2%

The figures show 3.5% of female staff (down from 4.3% in 2019) received a bonus between 1 April 2019 to 31 March 2020 compared to 2.3% of male staff (down from 2.9% in 2019).

The bonus payments related to discretionary awards.

The mean bonus gap was 40.7% and median bonus pay gap 45.5%, which has increased substantially. Our mean and median pay gap is substantially higher than the benchmark.

This gap was exceptional due to a set of specific operational issues during 2020 and a review of discretionary awards will be undertaken during 2021.



PAY GAP BY QUARTILE

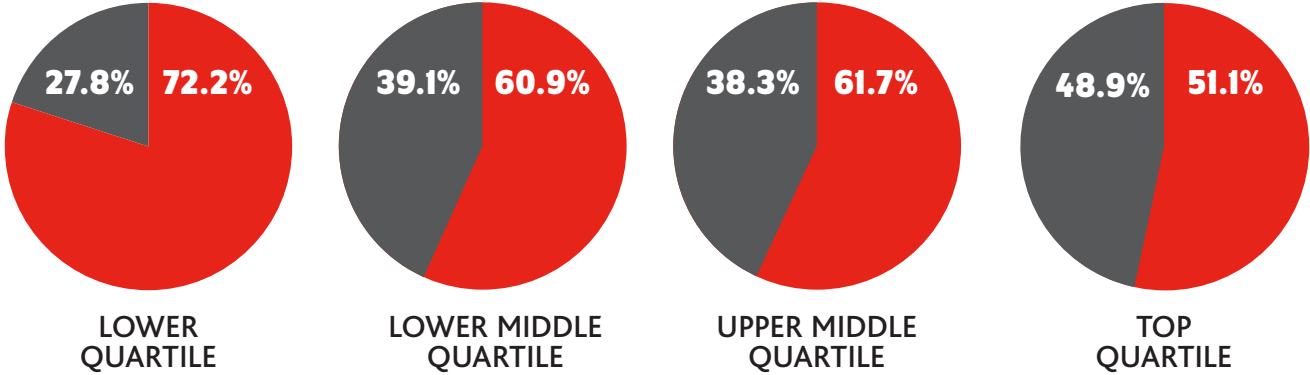
The charts below show the proportion of men and women across the four average hourly rate quartiles. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%. As there were 532 people in scope then each quartile consists of 133 (532/4).

This shows that there are significantly more women in all quartiles except the top quartile, where there are 51.1% of females, down from 53.8% in 2019. However, the upper middle quartile has seen the percentage of females increase from 58.6% to 61.7%. The lower middle quartile has seen an increase of males meaning 60.9% of those in this quartile are female, down from 64.4% in 2019. The lower quartile percentage split remains unchanged from 2019 with females making up 72.2%.

Of the 327 females employed by Leeds Trinity University, 150 (45.9%, slightly up from 45.2% in 2019) are in the top two quartiles, whereas of the 205 males, 116 (56.6%, down from 58% in 2019) are in the top two quartiles.

These slight variances have contributed to the slight reduction in the mean pay gap and 4.1% reduction in median pay gap.

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.

Over the last two years the University has undertaken an in-depth Equal Pay Audit, sponsored places on the Advance HE Aurora Programme and rolled out mandatory Unconscious Bias training for all.

The Women's Network has seen significantly increased membership and participation and is sponsored at Executive level by the University's Chief Operating Officer.

We have also reviewed progression, career development and promotion procedures for academic staff, resulting in an increased level of objectivity and transparency through the process.

GENDER EQUALITY PLAN

In support of our commitment to closing the University's pay gap, the University is committed to the following actions:

- ✓ Continue to undertake Equal Pay audits on a biennial basis
- ✓ A review of career development and progression for Professional Services staff
- ✓ Roll out Gender Equality training for all
- ✓ Raise awareness of the impact of the menopause through an agreed Policy Statement and associated training

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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