

Pay Gap Reports

31 March 2024

Human Resources:

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Gender pay gap

Our staff profile by gender

The University of Hertfordshire remains committed to transforming lives. We are currently developing our new 2025-30 Strategic Plan. The new plan will continue to define our vision to drive change and empower our community through our values and actions. Our commitments to our staff are central to our strategic plans.

The results in the latest reports reflect changes that have taken place across the University. Over the last year there have been significant changes to University staff structure to reflect the changing expectations of our students' educational needs and associated priorities. Staff numbers have grown in line with student demand. Recent recruitment challenges to meet growing demand in a competitive marketplace for talented staff means continually reviewing staff pay and reward.

Breakdown by quartile band

Quartile band	Women	Men	Total
Lower	623 (69%)	277 (31%)	900
Lower middle	544 (60%)	356 (40%)	900
Upper middle	498 (55%)	402 (45%)	900
Upper	469 (52%)	431 (48%)	900
Grand total	2134 (59%)	1466 (41%)	3600

Overall, the full paid relevant number of staff as at 31 March 2024 compared to 12 months previously has increased from 3,502 (31 March 2023) to 3,600. Significant changes include the proportion of women in the Lower pay quartile band has grown 3% whilst the proportion of women in the upper pay quartile band has reduced by 3% these reflect where changes have occurred to the structure.

Our gender pay data

The difference between men and women staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	11.02%	13.25%
Bonus pay paid	-6.71%	0.00%

The impact from our profile changes can be evidenced by the increase of our pay gap results

- The mean hourly rate of pay gap has increased from 7.59% (2023) to 11.02%
- The median hourly rate of pay gap has increased from 8.32% to 13.25%
- The mean gap of 11.02% indicates that for every £1 paid to men, women's pay is 88.98p
- Our very first report for 31 March 2017 set out hourly rate pay gaps that were 13.20% mean and 19.08% median
- 31 March 2017 bonus pay gaps were 35.00% mean and 0.00% median

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Whilst gaps have narrowed and continue to fluctuate over the years, there has been an underlying reduction since 2017. This means that our actions to remove gaps must continue to be essential priorities for our Schools and professional departments.

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Women	£22.57	£20.48
Men	£25.36	£23.61

The pay gap reports involve large datasets, resulting in multiple micro changes impacting the overall results. One example included analysis that identified a number of women previously in visiting lecturer roles took opportunities to change their contracts into fully permanent staff roles with the associated benefits such as consistent hours, consistent pay, sick pay. Due to the enhanced hourly rates visiting lecturers are paid for full duties this meant their hourly rate had reduced compared to the previous year.

Proportion of men and women paid a bonus

Gender	2023/24	2022/23	2021/22
Women	60.0%	65.8%	75.5%
Men	59.2%	65.6%	76.3%

Bonus proportions: 59.2% men compared to 60.0% women, a variance of 0.8%. A number of staff satisfying specific qualifying criteria received an end of year bonus payment. The difference in proportions indicates more staff without qualifying service were employed at the time the payments were made owing to our increased number of new appointments.

Further analysis

Pay gap results are published annually for the whole University. These results compare rates of pay per hour between different groups, while equal pay compares pay for work of similar/equal value.

To help put in place the most suitable actions, pay differences are also reviewed by pay grade. Pay differences by grade often exist due to pay increments that reward length of service.

To demonstrate pay gaps across grades, the table below reports our gaps by grade and staff category (Academic/Professional). The most senior management grades above AM are excluded but their pay is included in our results and other reporting.

Extract of mean pay gaps examined by grade, category and gender

Academic grades	Women (number)	Men (number)	Gap
AM	79	80	2.79%
UH09	142	130	0.45%
UH08	330	266	2.24%
UH07	317	320	-1.93%
UH06	43	19	-22.30%
UH05	6	1	-3.73%
UH04	9	11	-13.10%
ADHO	5	8	16.62%

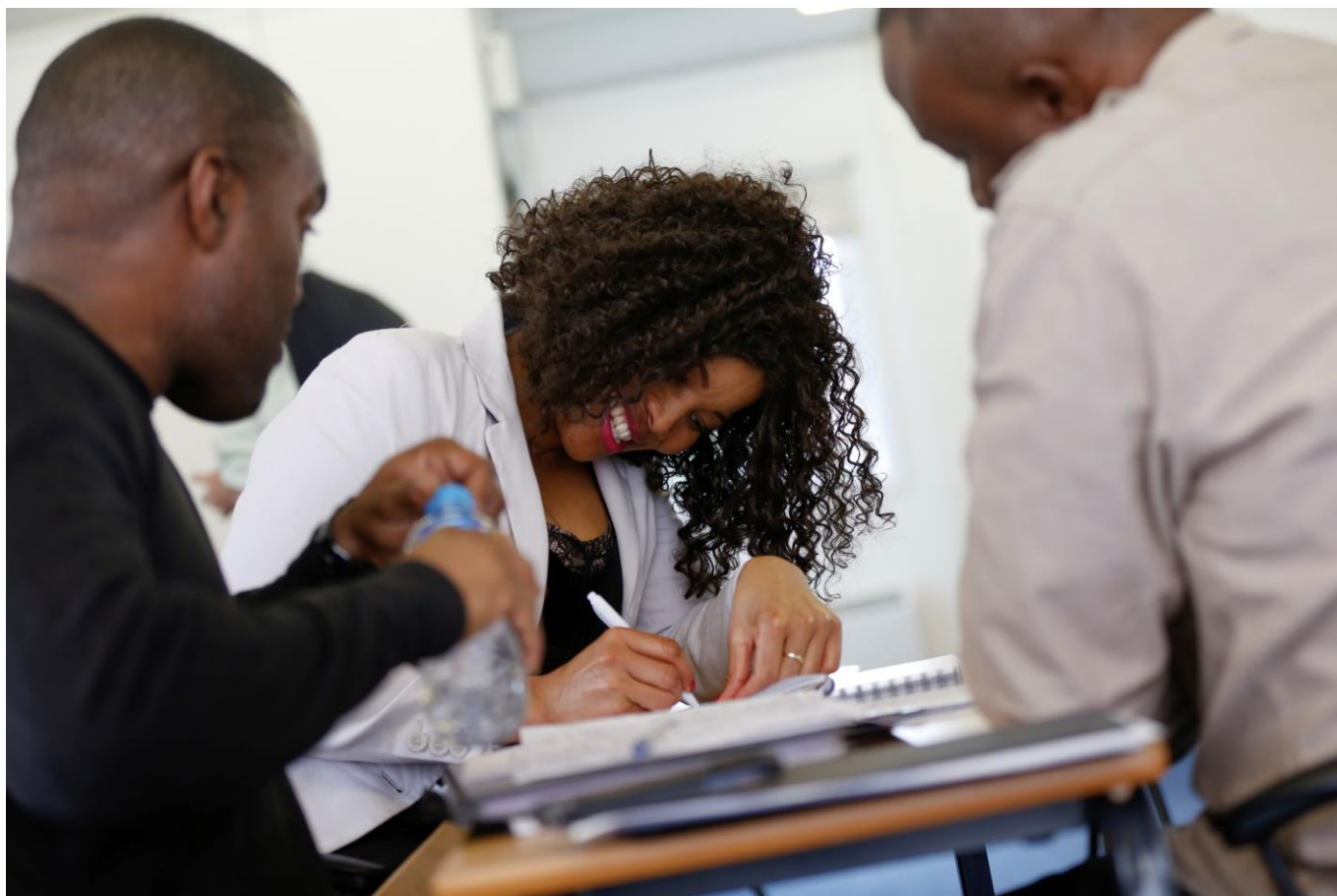
Note: Table excludes senior management pay grades above AM.

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Professional grades	Women (number)	Men (number)	Gap
AM	26	26	0.00%
UH09	31	31	1.67%
UH08	96	82	1.40%
UH07	139	74	-0.80%
UH06	199	124	0.98%
UH05	319	102	-0.28%
UH04	121	58	-0.02%
UH03	62	44	0.85%
UH02	49	16	-2.66%
NMW	149	69	0.99%
ADHO	1	3	-195.78%

Note: Table excludes senior management pay grades above AM.

Small cohort sizes can significantly impact the mean hourly rates of pay used to calculate pay gaps. Any gaps larger than +/-5% are examined further to determine reason and undertake action where justified.



Ethnicity pay gap

The ethnicity pay gap report compares pay for Black, Asian and Minority Ethnic staff with white staff. The results are based on the same March 2024 dataset, used for multiple comparator groups which ultimately informs actions to be taken. Whilst gender pay gap reporting is a statutory requirement, we have voluntarily reported on ethnicity for the last six years using the results to help inform future actions.

Our staff profile by ethnicity

Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Not provided	Total
Lower	515 (57%)	320 (36%)	65 (7%)	900
Lower middle	599 (67%)	268 (30%)	33 (4%)	900
Upper middle	628 (70%)	253 (28%)	19 (2%)	900
Upper	678 (75%)	187 (21%)	35 (4%)	900
Grand total	2420 (67%)	1028 (29%)	152 (4%)	3600

(NB. Rounding percentages do not always exactly add up to 100% - Lower middle)

Our recruitment strategies continue to support the growth of our Black, Asian and Minority Ethnic community from 27% (2023) to 29%. Despite the 2% proportional increase within the Upper middle quartile band this is outweighed by the 2% increase in Lower and 5% increase in the Lower middle quartile. The impact of these profile changes is reflected in the increased pay gap results.

Our ethnicity pay data

The difference between Black, Asian and Minority Ethnic and white staff average rates of pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	12.40%	10.67%
Bonus pay paid	15.87%	0.00%

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- The mean hourly rate of pay gap has increased from 10.77% (2023) to 12.40%
- The median hourly rate of pay gap has increased from 8.26% to 10.67%
- The 12.40% mean gap means that for every £1 paid to white staff, then Black, Asian and Minority Ethnic 's pay is 87.6p
- Our first report for 31 March 2019 set out hourly rate pay gaps that were 15.12% mean and 11.49% median
- 31 March 2019 bonus pay gaps were 37.72% mean and 0.00% median

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Black, Asian and Minority Ethnic	£21.67	£20.48
White	£24.73	£22.93

Proportion of Black, Asian and Minority Ethnic and white staff paid a bonus

Ethnicity	2023/24	2022/23	2021/22
Black, Asian and Minority Ethnic	49.1%	53.8%	64.2%
White	66.2%	72.5%	81.5%

- Bonus proportions: 66.2% white compared to 49.1% Black, Asian & Minority Ethnic, a variance of 17.1%.

These results reflect changes to structure and recruitment activity in line with the results for other protected characteristics.

Further analysis

Table below shows an overview the results by grade from this year's ethnicity pay gap dataset based on the substantive UH pay grade:

Extract of mean pay gaps examined by grade, category and ethnicity

Academic grades	Black/Asian/Minority Ethnic (number)	White (number)	Gap
AM	22	133	3.27%
UH09	68	198	1.07%
UH08	175	409	0.93%
UH07	218	389	17.00%
UH06	25	35	0.13%
UH05	2	5	0.36%
UH04	7	12	-4.15%
ADHO	2	11	12.57%

Note: Table excludes senior management pay grades above AM.

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Professional grades	Black/Asian/Minority Ethnic (number)	White (number)	Gap
AM	10	34	-3.06%
UH09	7	51	-1.02%
UH08	35	138	-0.69%
UH07	44	154	1.37%
UH06	75	241	0.43%
UH05	99	299	1.39%
UH04	47	125	1.29%
UH03	34	66	2.59%
UH02	22	31	10.03%
NMW	128	72	1.73%
ADHO	3	1	66.19%

Note: Table excludes senior management pay grades above AM.

Small cohort sizes can significantly impact the mean hourly rates of pay used to calculate pay gaps. Proportions for Black, Asian and Minority Ethnic staff have grown. New staff typically start at the bottom of the incremental pay scale for the grade.



Disability pay gap

As a Disability Confident Employer, we are proud to value all our staff. By reporting pay by declared disability the University can measure our commitment to ensuring staff with declared disabilities are receiving an equal staff experience. Like gender and ethnicity, we have targets in place to increase staff with these protected characteristics at more senior levels.

Our staff profile by disability

Breakdown by quartile band

Quartile band	Declared disability	Declared no disability	Not provided	Total
Lower	90 (10%)	753 (84%)	57 (6%)	900
Lower middle	103 (11%)	763 (85%)	34 (4%)	900
Upper middle	80 (9%)	795 (88%)	25 (3%)	900
Upper	72 (8%)	797 (89%)	31 (3%)	900
Grand total	345 (10%)	3108 (86%)	147 (4%)	3600

As a Hertfordshire employer, our proportion of staff with self-declared disabilities has increased slightly from 9% (2023) to 10%. Staff profile changes shows a 2% increase in Lower middle quartile from 9% (2023) to 11% plus a 1% increase within the Upper quartile from 7% (2023) to 8%. This is encouraging in our second year of reporting these data.

University introduced a Key Performance Indicator to increase senior staff grades with a declared disability from 6.7% (January 2023) to 8%. As of April 2024, the University has achieved 7.5%.

Our disability pay data

The difference between average rates of pay for staff with declared disability and those with declared no disability

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	5.26%	13.13%
Bonus pay paid	2.87%	0.00%

- The mean hourly rate of pay gap has decreased from 9.07% (2023) to 5.26%
- The median hourly rate of pay gap has increased from 10.86% to 13.13%
- The 5.26% mean gap means that for every £1 paid to staff who declared no disability, then staff with a declared disability pay is 94.74p

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Declared disability	£22.67	£19.79
Declared no disability	£23.92	£22.78

Proportion of declared disability and declared no disability staff paid a bonus

Disability	2023/24	2022/23
Declared disability	62.7%	65%
Declared no disability	60.1%	67%

Bonus proportions: 60.1% declared no disability compared to 62.7% declared disability, a variance of 2.6%.

Although bonus proportions have reduced compared to previous year, reflecting current profile, staff with declared disability have a higher proportion receiving a bonus compared to staff who declared no disability. The variance may be in part due to changes in documentation and processes to encourage staff to provide self-declarations of personal characteristics.

Further analysis

Table below shows an overview the results by grade from this year's disability pay gap dataset based on the substantive UH pay grade:

Extract of mean pay gaps examined by grade, category and disability

Academic grades	Declared disability (number)	Declared no disability (number)	Gap
AM	11	143	-1.42%
UH09	18	246	2.80%
UH08	54	525	-0.63%
UH07	47	570	-7.89%
UH06	9	51	10.71%
UH05	1	6	1.64%
UH04		20	
ADHO	3	10	-3.45%

Note: Table excludes senior management pay grades above AM.

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Professional grades	Declared disability (number)	Declared no disability (number)	Gap
AM	6	38	3.81%
UH09	3	54	-3.26%
UH08	22	152	2.35%
UH07	25	175	2.30%
UH06	47	264	-0.74%
UH05	45	349	-1.02%
UH04	19	156	0.49%
UH03	12	86	1.08%
UH02	3	51	6.91%
NMW	20	187	-1.21%
ADHO		4	

Note: Table excludes senior management pay grades above AM.

Small cohort sizes can significantly impact the mean hourly rates of pay used to calculate pay gaps.

Professional staff have a slightly higher proportion of staff with a declared disability (196, 11.7% of professional staff in grades UH09 and below) than those on academic contracts (132, 8.5% of academic staff in grades UH09 and below).

Actions

Actions taken over the past 12 months to reduce gaps in pay include the following.

University strategies:

- Promote attendance on Advance Higher Education and other external development programmes that enhance leadership development provision and address systemic inequalities
- Positive action statements, anonymous shortlisting and mandatory panel diversity processes followed ensuring a fully inclusive and accessible recruitment process
- Career development workshops/events targeting attendance from underrepresented groups to enable staff to reach full potential
- Redesign work patterns that enable greater flexibility
- Demonstrating commitment to various charter marks and equality schemes like, Athena Swan, Race Equality Charter Mark, Disability Confident Employer and Technician Commitment
- Regularly review equal pay during contract renewals
- People and values targets:-
 - Increase senior academic women at grades AM1 and above by 10%
 - Increase Black, Asian and Minority Ethnic teaching staff to 25%
 - Increase senior Black, Asian and Minority Ethnic staff grades UH9 and above to 16%
 - Increase senior staff grades UH9 and above with a declared disability to 8%
- Elected staff to form a new Staff Council, designed to enhance staff engagement and promote a culture of collaboration and inclusivity

Schools and Strategic Business Units bespoke actions:

- Human Resources - Introduced a dedicated post to provide advice and lead on reward projects. Progression conversations take place during regular 1-1's discussing a variety of development opportunities including but not limited to, supporting case work, shadowing and mentoring provision organised through our HR EDIT.
- Dean of Students Office - Seek to redress underrepresentation of men with guaranteed shortlisting of all applications from men that meet all essential criteria.
- Estates – Collaborated with Human Resources Business Partner, to deliver bespoke workshops on the Job Evaluation process. Ran aspiring events such as International Women's Day, inviting key senior women guest speakers to discuss personal career stories. Re-organised the Facilities Management function, providing clearer progression routes. Creating development opportunities for lower grade staff to attend senior leadership meetings to inspire appetite for progression.
- Health & Social Work – Supporting leadership events and strategies for equity such as "Power and privilege in the workplace".
- Law & Education – Provision of a series of dedicated career path workshops "Finding your own path to ..." exploring job evaluation and Professorial applications. Adopting protocols with Line managers to ensure equitable inclusion of career progression targets across the appraisal process.

- Marketing and Communications – Website enhancements included new design pages such as <https://www.herts.ac.uk/clearing> are averaging 96% accessibility score. Remaining issues relate to third party scripts/cookie consent.
- Office of the Vice-Chancellor – Using external recruitment agencies and positive action, the Vice Chancellors Executive group members now includes both gender and ethnic diversity. Our Race Equity Staff Success Group endorsed the implementation of WHEN's '100 Black Women Professor Now' programme. The Deputy Secretary and Registrar mentored two female members of staff participating in the Senior Leaders Apprenticeship programme.
- Physics Engineering & Computer Science – All departmental and school wide vacancies are communicated with staff for expressions of interest.

“ These latest results have been reported much sooner than in previous years reflecting our commitments within our Schools and departments to take actions to reduce pay gaps. This year's results reflect changes in structures that impacted our overall profile, therefore we must ensure our actions reflect the same. I anticipate that actions will be taken at all pay levels to ensure gaps are narrowed across the board. I look forward to reviewing the outcomes of these actions.

Professor Quintin McKellar CBE
Vice Chancellor and Chief Executive

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