



University  
of Exeter

2023

# Gender Pay Gap Report

[www.exeter.ac.uk/inclusion](http://www.exeter.ac.uk/inclusion)

All data in this report is based on a snapshot date of 31 March 2023.



Published March 2024

Note: The gender pay gap is an equality measure that shows the difference in average earnings between women and men in the organisation. This is distinct from equal pay. The University continues to be committed to paying equally for work of equal value.

# KEY FINDINGS

The data from March 2023 showed that...

When **excluding** ad-hoc / claims workers, our gaps were:

**14.1%** 2023 Mean Gender Pay Gap  
Our mean gender pay gap has decreased by 0.5% compared to March 2022

**8.3%** 2023 Median Gender Pay Gap  
Our median gender pay gap has decreased by 1.7% compared to March 2022

**56.7%** of this workforce is female  
This has increased by 1.1% compared to March 2022

The statutory figures **including** ad-hoc / claims workers were:

**15.3%** 2023 Mean Gender Pay Gap  
Our mean gender pay gap has decreased by 1.3% compared to March 2022

**19.1%** 2023 Median Gender Pay Gap  
Our median gender pay gap has increased by 0.5% compared to March 2022

**58.2%** of our total workforce is female  
This has increased by 0.6% compared to March 2022

Including workers employed on an ad-hoc or claims basis, the University of Exeter has 7,398 staff, of which 58.2% are female and 41.8% are male.

In March 2023, the ad-hoc/claims worker population represented 16.1% of our total workforce. While the majority of this population is female, it is not static and numbers fluctuate on a monthly basis. Student Ambassadors account for a significant proportion of ad-hoc/claims worker roles.

- Our statutory mean gender pay gap has decreased by 5.5% compared to 2019.
- Our statutory median gender pay gap is 0.5% higher than in 2019.
- When workers engaged on an ad-hoc/claims basis are excluded from these figures, the mean and median pay gaps are 14.1% and 8.3% respectively. Based on these figures, both the mean and median gender pay gaps have steadily narrowed since reporting began in 2017.



Not all Higher Education Institutions (HEIs) provide data on ad-hoc or claims workers with their statutory reporting figures, however, we provide data including and excluding this population to illustrate the impact it has on our pay gap and identify areas for action.

# CLOSING THE GAP

We are committed to closing our gender pay gap and have agreed inclusion success measures with University Council, the University's Governing Body, to reduce the underlying mean gender pay gap (excluding ad-hoc/claims workers) to 5% by 2030. Reducing our gender pay gap is also a key priority in our Silver Athena Swan gender equality action plan 2024-2028, which our Gender Equality Group monitors. Analysis of the average pay of men and women in each grade confirms that the University continues to pay equal pay for work of equal value.

Over-representation of women in lower salary grades and under-representation in higher salary grades is the main driver of our pay gap. Claims workers comprised 16.1% of our staff population in March 2023. The majority of these workers are women (65.5%). Claims workers include student employment, predominantly in catering, events and Student Ambassador roles. We employ all our staff directly to deliver services and have no commercial outsourcing.

## **Our actions over the last year include:**

- Analysis of feedback received via Our Culture Conversation employee surveys to inform and improve communications about our pay gaps, as well as improve our understanding of employee experience by gender.
- Continued investment in the WHEN 100 Black Women Professors Now programme.
- Equality Impact Analyses of new and ongoing improvements to our academic promotions and pay progression frameworks.
- Appointment to a new People and Insights Manager role in the Culture and Inclusion team to help us make improvements to our data utilisation, enhancing reporting accuracy and disaggregation.
- Further enhancements to our flexible working and family-friendly policies.
- Continued support for research engagements from our community to help us identify and implement best practices.

## **Going forward, we will:**

- Disaggregate our pay gap data by gender and age to identify any further actions we can take at specific career stages, and focus on gender and ethnicity equality in our biennial Salary Review.
- Create a new Pay Gaps Advisory Group to build capacity for evidence-based action plan delivery.
- Implement and deliver our Athena Swan gender equality action plan 2024-28.
- Ensure gender is a key consideration within our race equality and recruitment project work.
- Continue our success in increasing the representation of women in the professoriate.
- Examine our data on progression and movement of staff through Pay Grades to identify any barriers or actions.

\*Colleagues who do not identify as male or female are not within the scope of the statutory reporting duty covered in this report, as directed by the Government. For more information about our equality work and support for non-binary and trans staff, please visit:

<https://www.exeter.ac.uk/departments/inclusion/support/lgbtqplus/>

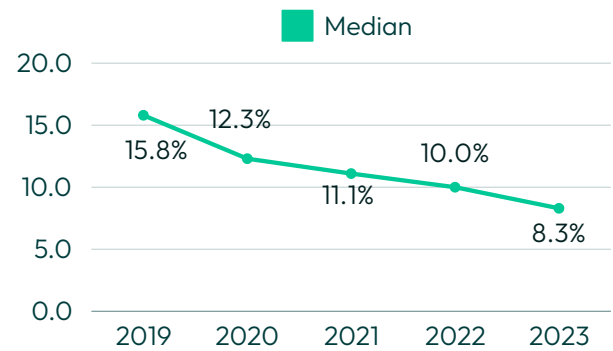
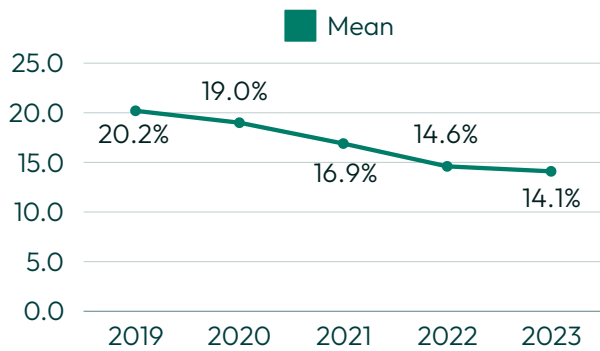
If you have any questions or feedback about the contents of this report, please contact the Equality, Diversity and Inclusion team:

[edi@exeter.ac.uk](mailto:edi@exeter.ac.uk)

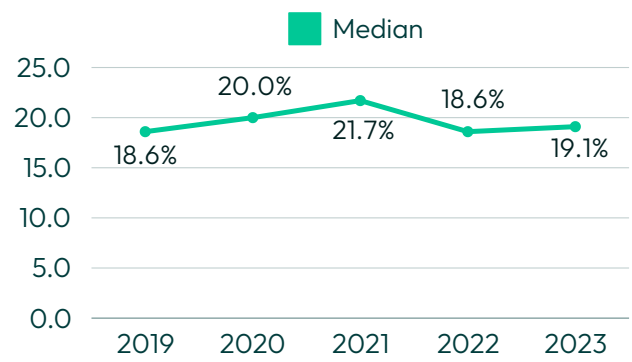
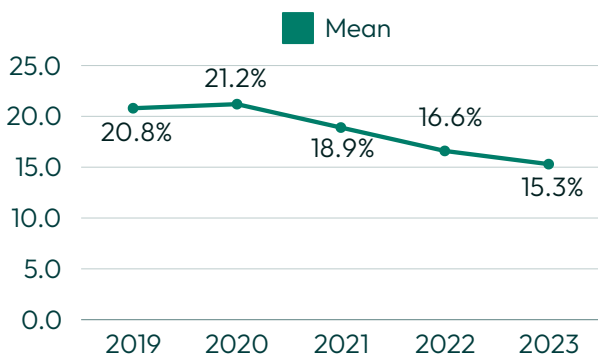
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# OUR DATA

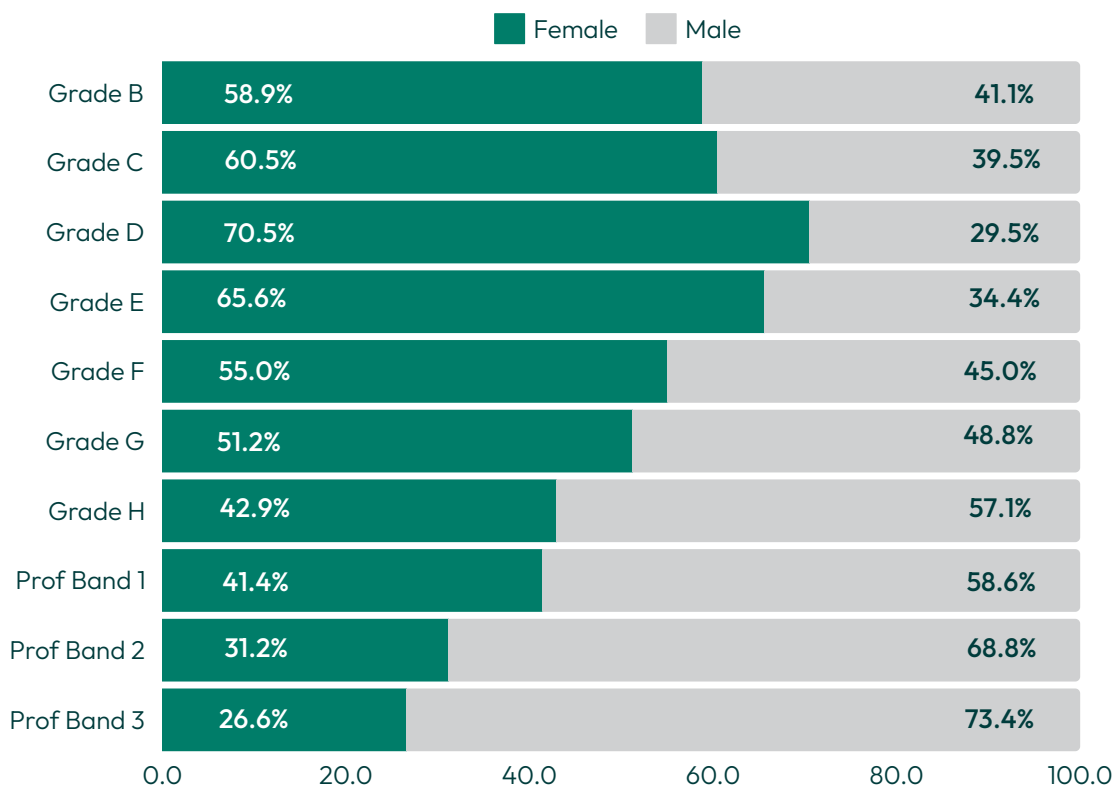
## Mean and median Gender Pay Gap figures excluding ad-hoc/claims workers



## Statutory mean and median Gender Pay Gap figures for all staff



## Percentages of male and female staff by Grade, March 2023

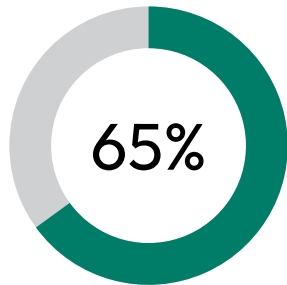


## Male and female staff distribution by quartile, March 2023

When dividing our staff population across four pay quartiles, women are significantly overrepresented in the lower pay quartiles and underrepresented in the Upper Quartile. This information includes ad-hoc/claims workers.

### Lower Quartile

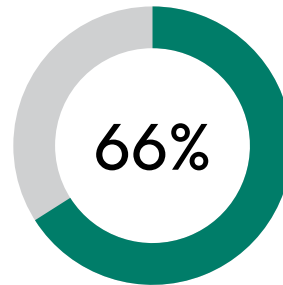
% Female



Mean Pay Gap:  
-0.6%

### Lower Middle Quartile

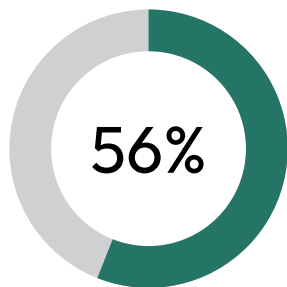
% Female



Mean Pay Gap:  
0.8%

### Upper Middle Quartile

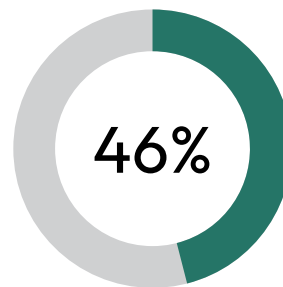
% Female



Mean Pay Gap:  
0.1%

### Upper Quartile

% Female



Mean Pay Gap:  
7.3%

## Gender Pay Gap by Job Family, March 2023

Job Family	% Female
Education & Research (E&R)	40.1%
Education & Scholarship (E&S)	62.6%
Research (R)	52.4%
Professional Services	63.6%

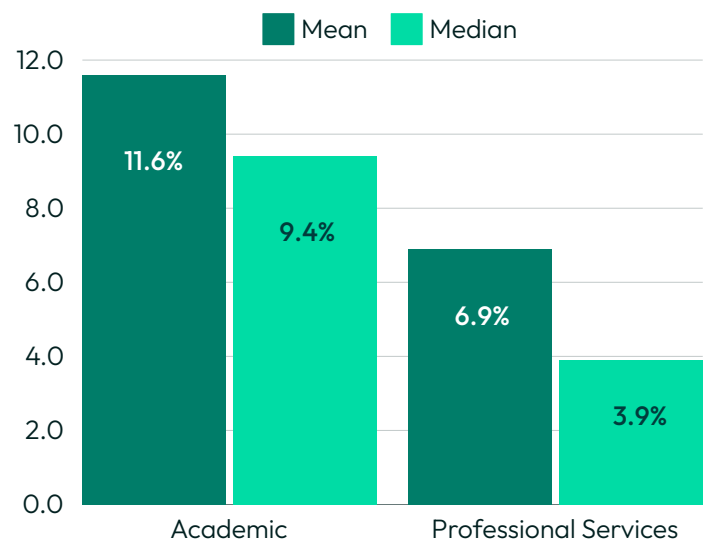
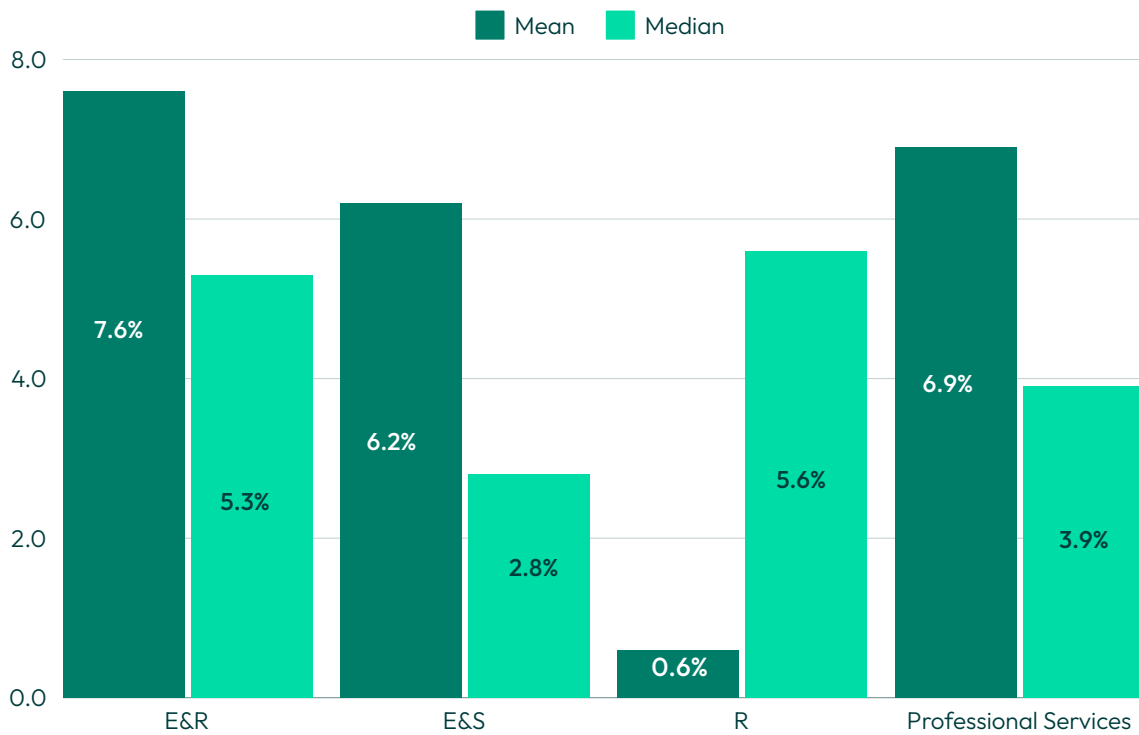


Table 1. Proportion of staff in each job family who are female.

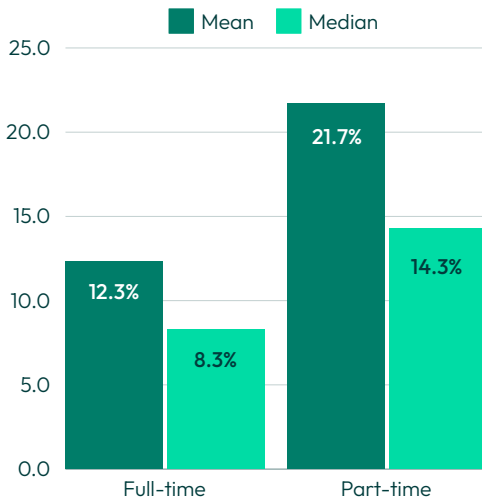


### Gender Pay Gaps within Grades 2023

The gender pay gap is different from equal pay which compares the pay of men and women carrying out jobs at the same grade in the organisation they work for (ie jobs which have been evaluated as work of equal value). This table shows that there are no significant differences between the average pay of men and women in each of the grades B to H and Professor Bands 1, 2 and 3.

Grade	Mean Gender Pay Gap	Median Gender Pay Gap
Grade B	4.6%	0.0%
Grade C	-0.1%	0.0%
Grade D	-0.4%	0.0%
Grade E	-0.3%	0.0%
Grade F	0.7%	0.0%
Grade G	0.8%	0.0%
Grade H	-0.5%	0.0%
Prof Band 1	-0.8%	0.0%
Prof Band 2	3.7%	2.9%
Prof Band 3	-3.3%	-3.0%

## Gender Pay Gap by Employment Basis 2023



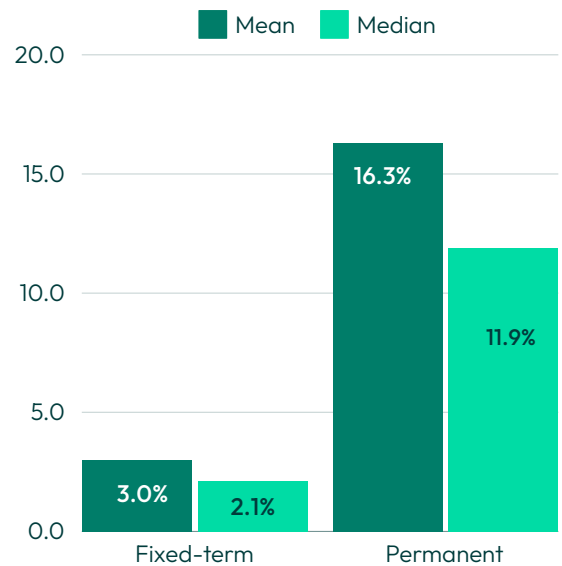
Employment Basis	% Female
Full-time	49.6%
Part-time	76.3%

Table 2. Proportion of full and part time staff who are female.

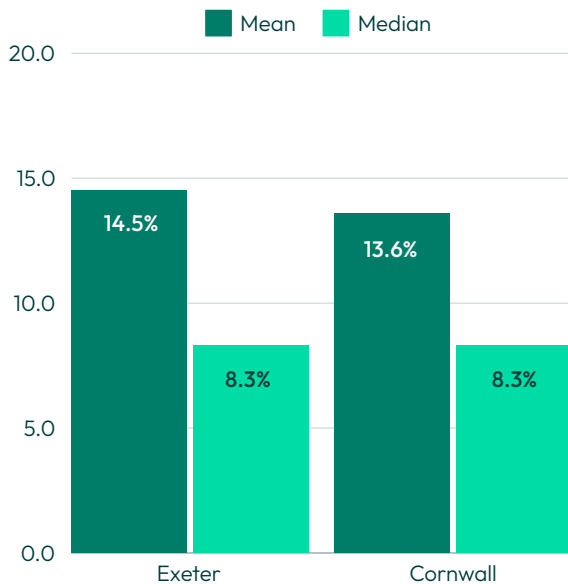
## Gender Pay Gap by Contract Type 2023

Contract Type	% Female
Fixed-term	61.8%
Permanent	55.5%

Table 3. Proportion of fixed-term and permanent staff who are female.



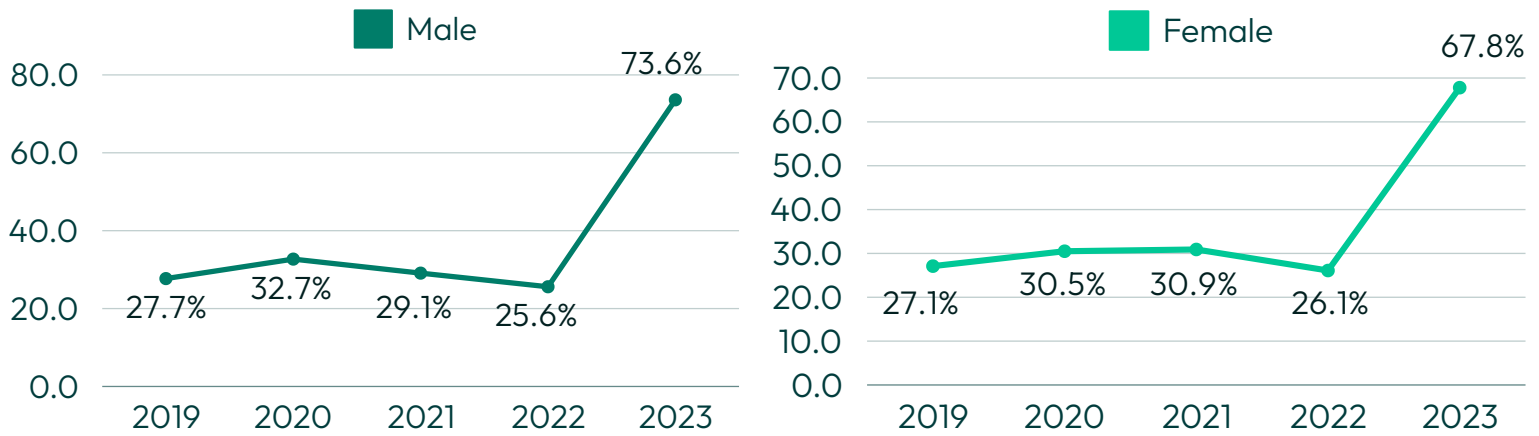
## Gender Pay Gap by Campus Location 2023



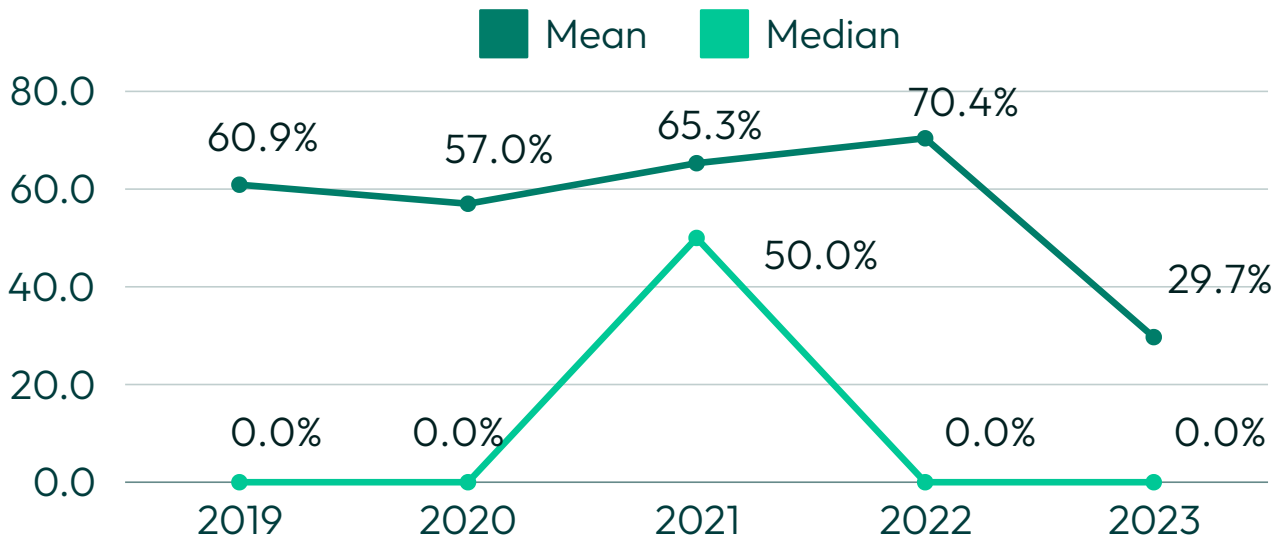
Campus Location	% Female
Exeter	57.1%
Cornwall	54.0%

Table 4. Proportion of Staff who are female by Campus.

## Proportion of males and females receiving a bonus 2023



## Mean and median Gender Bonus Gap 2023



Investigation of our bonus pay gap highlights that the unusual spike in the median bonus pay gap in 2021 was caused by the temporary suspension of our 'Above and Beyond' reward scheme, which has historically enabled equity. This was suspended in 2020/21 in response to the financial challenges of the Covid-19 pandemic.

The drop in the mean pay gap for 2023 reflects a one-off bonus issued to most staff following the pandemic in July 2022.