



University
of Exeter

2022

Gender Pay Gap Report

www.exeter.ac.uk/inclusion

Published March 2023

All data in this report is based on a snapshot date of 31 March 2022.



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

Statutory figures **including** ad-hoc / claims workers:

16.6% 2022 Mean Gender Pay Gap
Our mean gender pay gap has decreased by 2.3% compared to March 2021

18.6% 2022 Median Gender Pay Gap
Our median gender pay gap has decreased by 3.7% compared to March 2021

57.6% of our total workforce is female
This has increased by 1.0% compared to March 2021

Figures **excluding** ad-hoc / claims workers:

14.6% 2022 Mean Gender Pay Gap
Our mean gender pay gap has decreased by 2.3% compared to March 2021

10.0% 2022 Median Gender Pay Gap
Our median gender pay gap has decreased by 1.1% compared to March 2021

55.6% of this workforce is female
This has increased by 1.1% compared to March 2021

Including workers employed on an ad-hoc or claims basis, the University of Exeter has 7,361 staff, of which 58% are female and 42% are male.

In March 2022, the ad-hoc/claims worker population represented 15.7% 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. Using an annualised figure, in 2022 the ad-hoc/claims worker population comprised 14.2% of our workforce.

- Our statutory mean gender pay gap has decreased by 3.0% compared to 2018.
- Our statutory median gender pay gap increased by 2.6% between 2018 and 2021 and has now seen a welcome narrowing to 18.6%.
- When workers engaged on an ad-hoc/claims basis are excluded from these figures, the mean and median pay gaps are 14.6% and 10.0% 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) include ad-hoc or claims workers in 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 to inclusion success measures with Council to reduce our 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 developing Silver Athena Swan 2024 gender equality action plan, which is monitored by the Gender Equality Group. 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.

Our actions to date include:

- Recent pay outcomes, which have favoured grades where women are over-represented. Since our adoption of the Living Wage, lowest salaries have increased by 41.9% and national increases have been applied to lower grades first.
- Review of recruitment literature and processes to unpick points of bias and build in positive action to diversify our staff body. This was also extended to the Student Ambassador scheme.
- Parity and equity considerations when assessing academic promotion and pay progression.
- Data warehouse improvements to enhance reporting accuracy and disaggregation.
- Support for research engagements from our community to help us identify and implement best practice.
- Improved pay gap reporting, including regular reporting of pay gaps to faculties and divisions, in addition to month-by-month pay gap monitoring and analysis.
- Investment in the 100 Black Women Professors Now programme.
- Temporary increase to (family) Emergency Leave during 2020-22 now replaced with a permanent increase to 5 days.

Going forwards, we will:

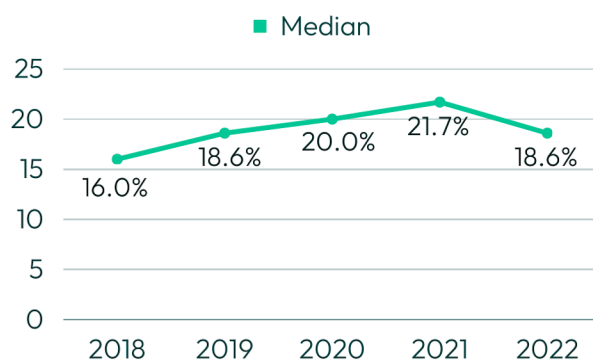
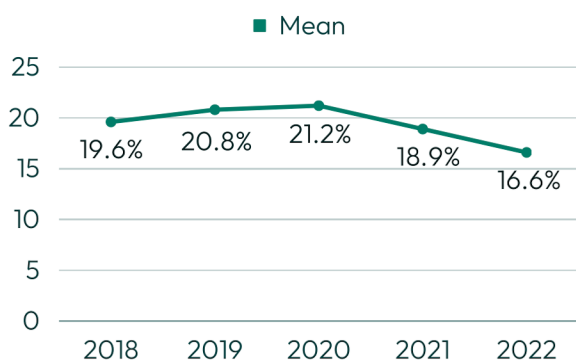
- Continue to evaluate the impact of recent parity and equity policies for both Academic and Professional Services staff on progression.
- Implement the Culture Index for a stronger understanding of employee experience by gender.
- Identify opportunities to scale up initiatives that have demonstrated positive impact at department and faculty level and research best practice in the sector.
- Support all departments to apply for Athena Swan accreditation.
- Review recruitment criteria and process to ensure 'diversity by design'.
- Increase representation of women in the professoriate from 33% in 2022 to 45% by 2030.
- Undertake closer analysis of the gender bonus gap to identify further actions.
- Investigate 'time spent in grade' to aid challenges around grade clustering.

*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/>

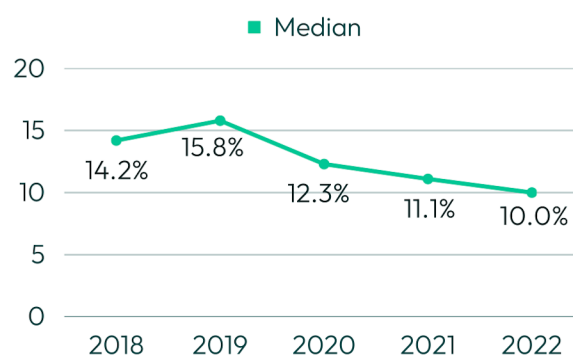
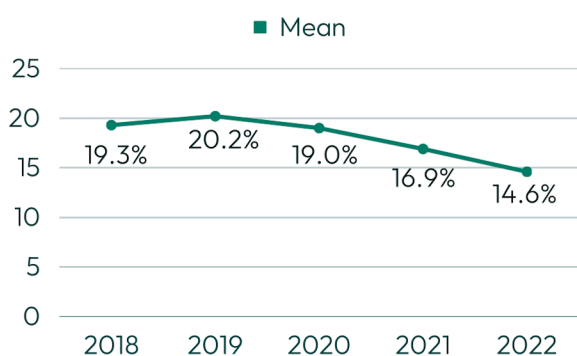
If you have any questions or feedback about the contents of this report, please contact the Equality, Diversity and Inclusion team: edi@exeter.ac.uk

OUR DATA

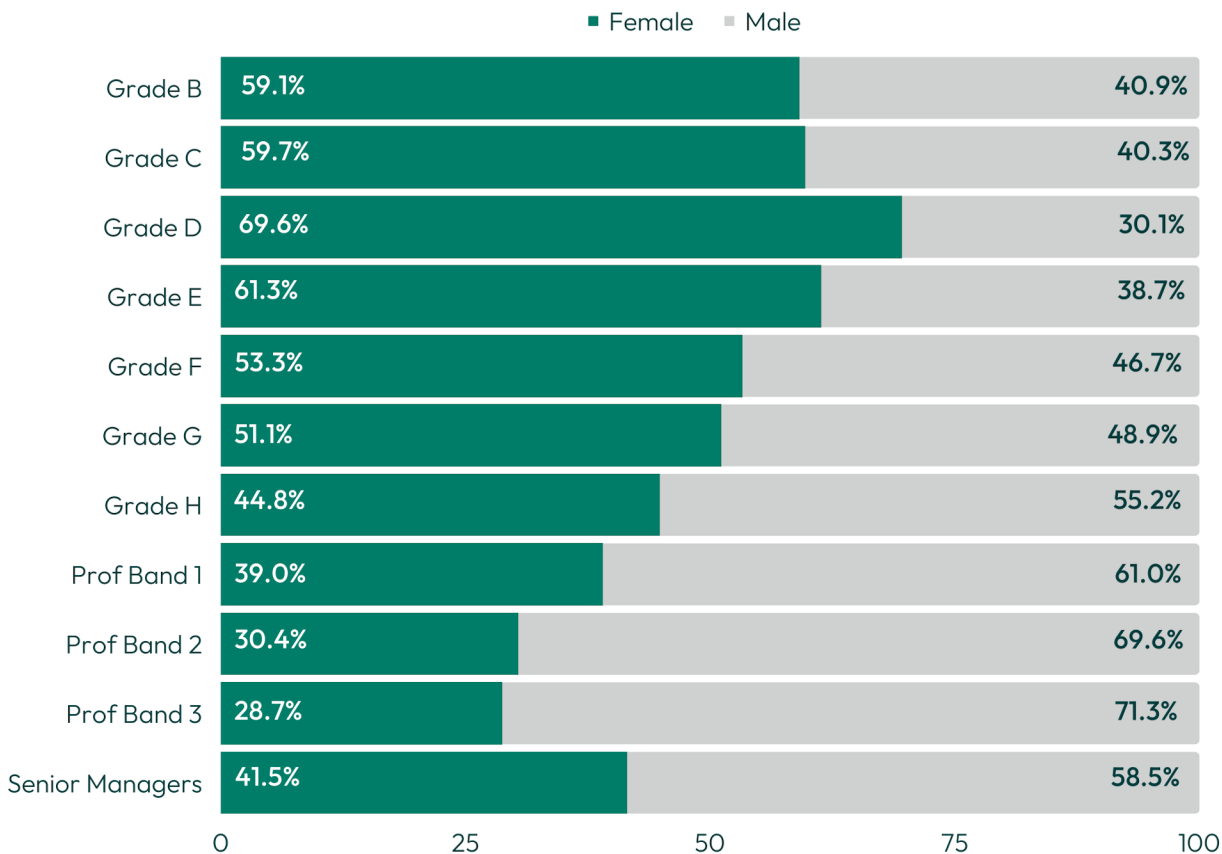
Statutory mean and median gender pay gap figures for all staff



Mean and median gender pay gap figures excluding ad-hoc/claims workers

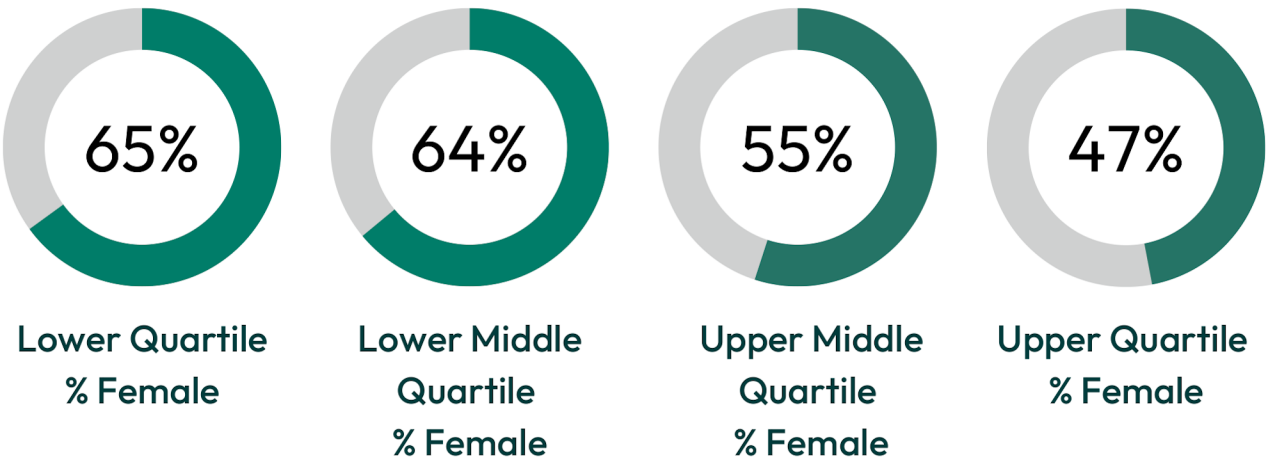


Percentages of male and female staff by grade

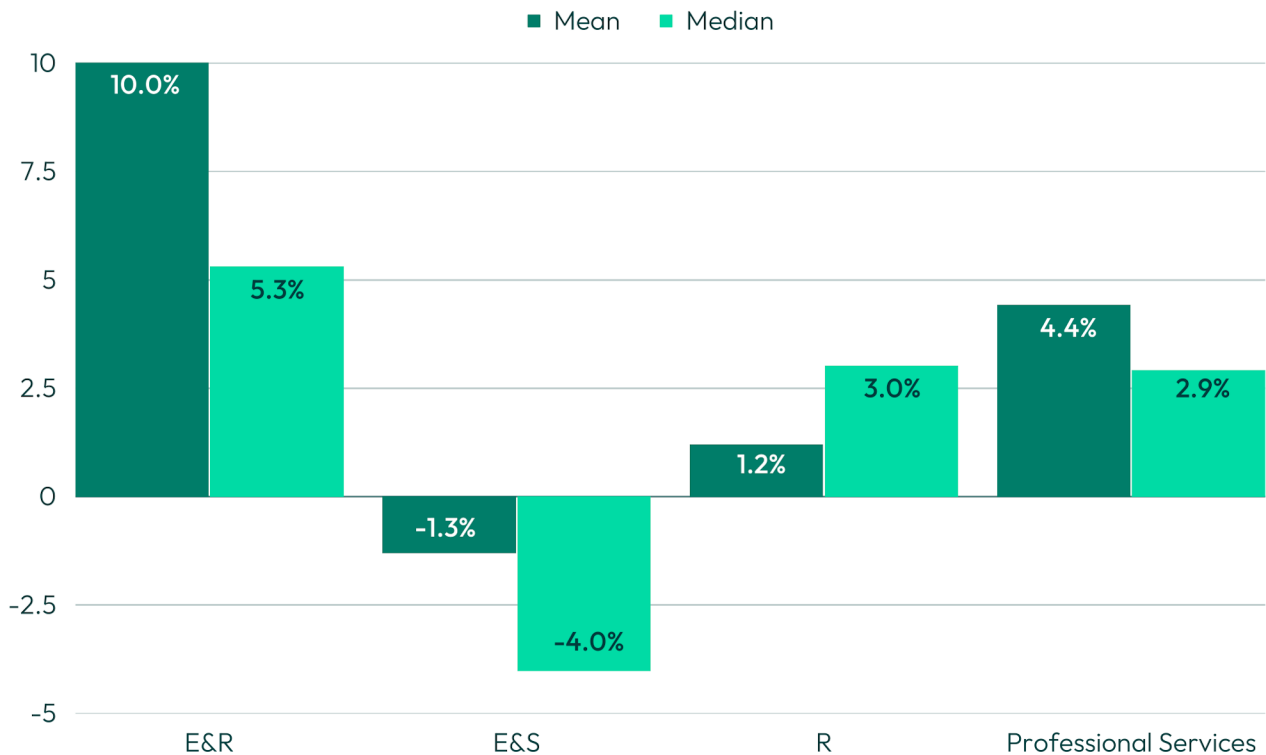


Male and female staff distribution by quartile

When dividing our staff population across four equal pay quartiles, women are significantly overrepresented in the in the lower pay quartiles and underrepresented in the Upper Quartile, however the proportion of women in the Upper Quartile has increased by 3% compared to March 2021.

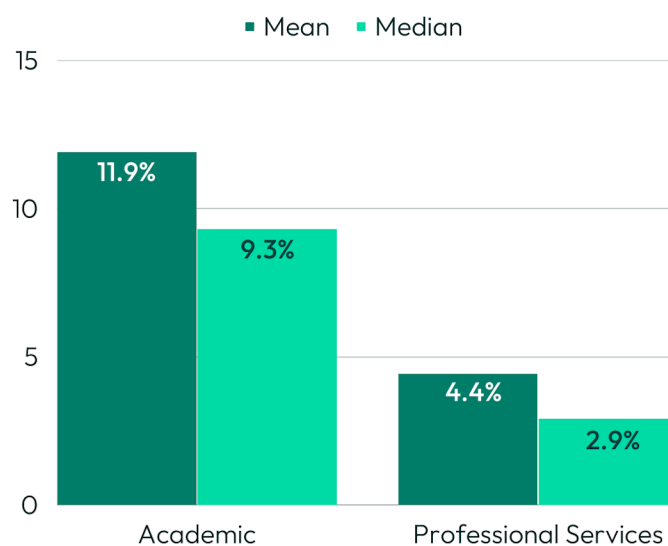


Gender pay gap by job family 2022

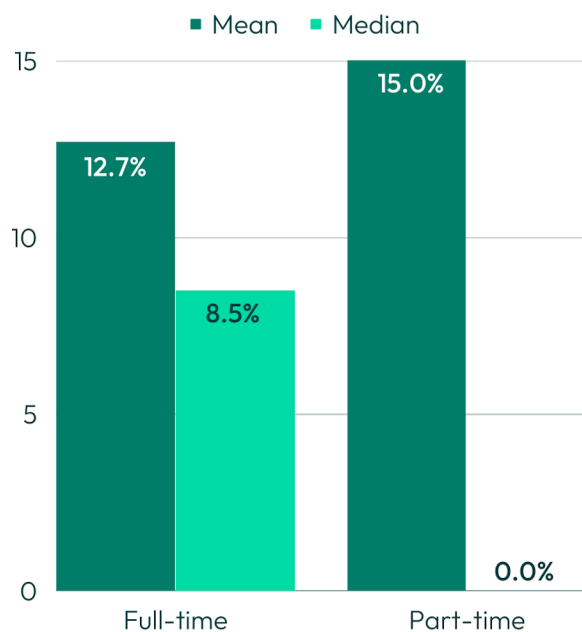


Gender pay gap by job family group 2022

Job Family	% Female
Education & Research (E&R)	39.5%
Education & Scholarship (E&S)	58.6%
Research (R)	50.1%
Professional Services	63.3%



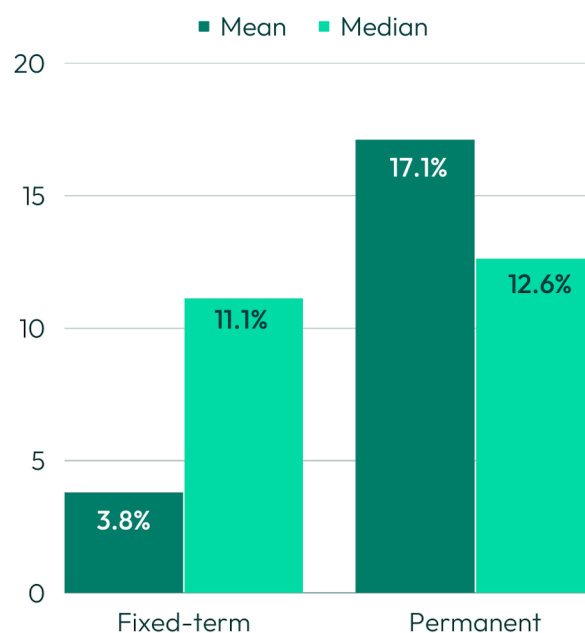
Gender pay gap by employment basis 2022



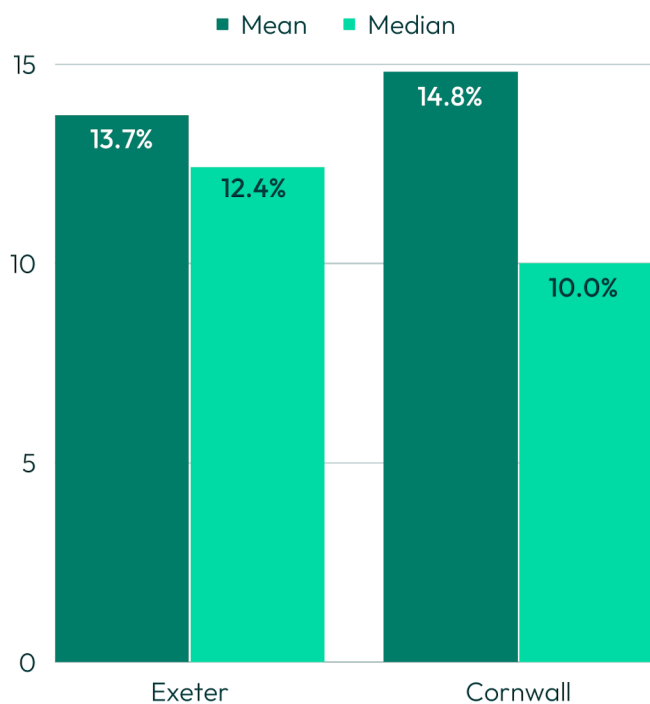
Employment Basis	% Female
Full-time	48.4%
Part-time	71.4%

Gender pay gap by contract type 2022

Contract Type	% Female
Fixed-term	57.7%
Permanent	54.8%



Gender pay gap by campus location 2022



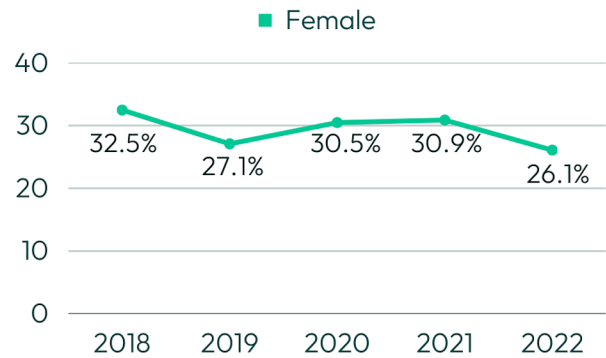
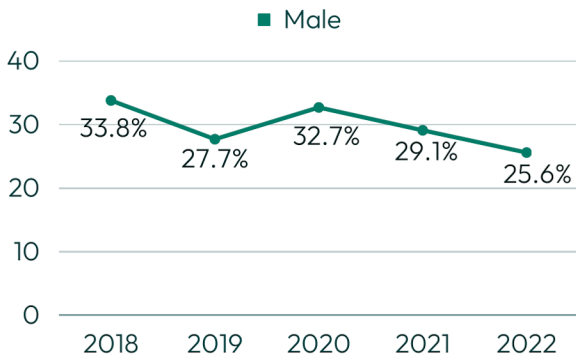
Campus Location	% Female
Exeter	56.0%
Cornwall	53.5%

Gender pay gap by ethnicity 2022

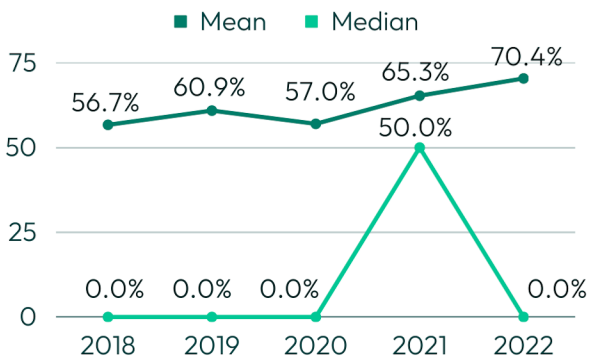
Ethnicity	% Female
White	58.7%
Black and Minority Ethnic*	56.0%



Proportion of males and females receiving a bonus 2022



Mean and median gender bonus gap 2017 - 2022



Investigation of our bonus pay gap highlights that the unusual spike in the median bonus pay gap is caused by the temporary suspension of our 'Above and Beyond' reward scheme which has historically enabled equity.

Further, the bonus pay gap is disproportionately influenced by Clinical Excellence Awards (CEAs). When CEAs are excluded, the bonus gap falls to 45%.