Gender Pay Gap Report 2024

Executive summary

As well as providing key gender pay gap data, this report provides an update on the actions already underway that will help accelerate a reduction in the University's gender pay gap. The report covers the following areas:

• Gender pay gap
• Proportion of men and women in each quartile band
• Proportion of staff receiving a bonus
• Bonus pay gap

As at March 2024, the University's median gender gap pay was 16.2%, an increase of 2.9% on 2023. The mean gender gap pay figure has increased by 0.7% to 12.7% over the same period. The gender pay gap at the University is due, in the main, to a vertical gap reflecting the fact that there is still a higher percentage of women in the University's manual workforce and lower administration grades.

We are committed to reducing the University's gender pay gap and are actively addressing the under-representation of men in lower paid roles and focused on delivering further improvements in gender equality year on year. The University is a proud member of the Athena Swan Charter, the gender equality standard for academia, and has bronze award status. The priorities contained in the University's Athena Swan Action Plan are designed to advance gender equality at the University encompassing representation, progression, and success for all.

Juliet Amos
**Executive Director (Human Resources)**

Teesside University Pay quartiles

The charts below shows the proportion of men and women in each pay quartile on 31st March 2024. We are committed to equal pay and our figures indicate that within each quartile there are no significant gender pay gaps. However, the results do demonstrate the imbalance of men and women across organisational levels (occupational segregation). Occupational segregation is the distribution of men and women across different pay grades.

Pay quartile one

Average Pay: £12.42 per hour
Mean Pay Gap: 0.6% in favour of men
Median Pay Gap: 0% (No gap)
Numbers: 488 women, 158 men

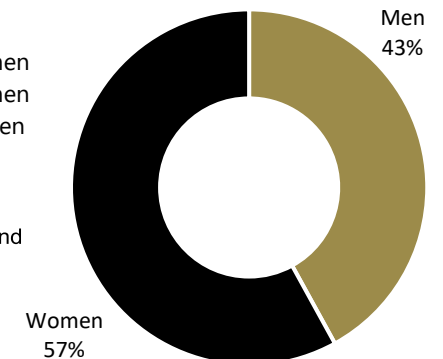Roles: This quartile includes roles such as administrative assistants, student workers, cleaners, graduate roles and food & beverage colleagues.

Men 24%
Women 76%
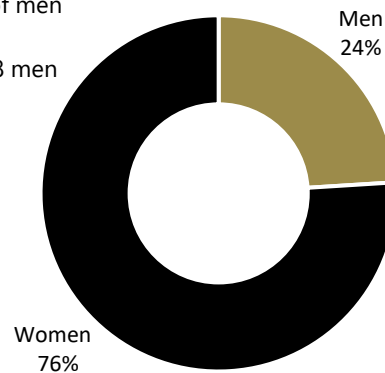
Pay quartile two

Average Pay: £16.62 per hour
Mean Pay Gap: 0.2% in favour of men
Median Pay Gap: 1.3% in favour of men
Numbers: 370 women, 277 men

Roles: This quartile includes roles such as administrative roles, technicians, research associates & KTP roles, security officers and apprenticeship quality coaches.

Men 43%
Women 57%

Pay quartile three

Average Pay: £21.82 per hour
Mean Pay Gap: 0.05% in favour of women
Median Pay Gap: 0% (No gap)
Numbers: 336 women, 310 men

Roles: This quartile includes roles such as lecturers, senior technical roles, research fellows and project managers.

Men 48%
Women 52%
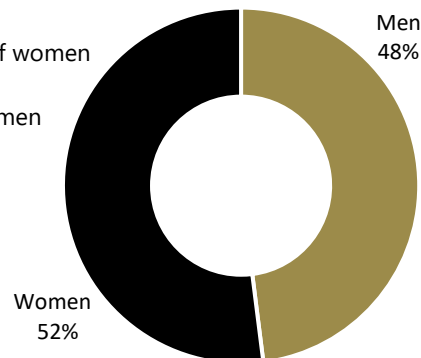
Pay quartile four

Average Pay: £33.15 per hour
Mean Pay Gap: 2.5% in favour of men
Median Pay Gap: 0% (No gap)
Numbers: 319 women, 328 men

Roles: This quartile includes roles such as senior teaching roles, professors, senior academic and senior management roles.

Men 51%
Women 49%
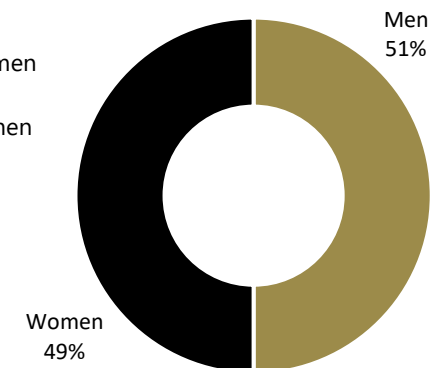
Understanding the data

Mean data: The mean data are calculated by adding up all of the numbers in the list and dividing the sum by the number in the list.

Median data: The median data are calculated by putting all the numbers in a list in size-order; the middle number in the list is the median.

Gender Pay Gap vs Equal Pay Gap: The gender pay gap is based on the median/mean pay across the whole university and is not based on what we pay men and women who do the same job.

Data collection: The data in this report is a snapshot on one pay period within a year, our staff employed on 31st March 2024.

Quartiles: Pay quartiles represent our staff population divided into four equal groups based on their hourly pay rate. The four quartiles range from quartile one (lowest paid) to quartile four (highest paid) in the university and the gender split within these roles.

Gender Pay Gap: The **mean hourly rate** of pay for women on 31st March 2024 was 12.7% lower than for men. The **median hourly rate** of pay for women on 31st March 2024 was 16.2% lower than for men. The gender pay gap is vertical rather than horizontal, meaning that more women are concentrated in the lower paid job roles. There is, traditionally, a higher concentration of female staff in these lower paid roles, specifically in cleaning and catering. Teesside University employs its own manual staff, in many other higher education institutions these roles are contracted out and therefore this group of staff do not appear in staff data.

UCEA Higher Education Pay Gap Report 2023 based on 139 HEIs reported that the average gender pay gap is 12.3% at the mean and 10.8% at the median. The university figure for mean is slightly above the UCEA figure by 0.4%, the median is above the UCEA figure by 5.4%

Gender bonus gap
Only the University's Senior Management Team are eligible to be considered for a performance payment and awards are only made for exceptional performance. The payments awarded are non-consolidated and based ona percentage of the individual's salary. The proportion of males receiving a bonus is 0.43% and for females is 0.39%. The **mean bonus gap** is 23.5% in favour of men. The **median bonus gap** is 5.6% in favour of men.

UCEA reported that the average gender mean bonus gap is 16.4% in favour of men and the median bonus gap is 0%.

What we are doing to close our gender pay gap - Athena SWAN Actions

The University is a proud member of the Athena Swan Charter, the gender equality standard for academia, and has bronze award status. Our Athena Swan Action Plan has five key priority areas, outlined below.

Women in University decision-making: Our goal is to increase the proportion of women in decision-making positions across the University. We will:
- Trial new ways of increasing the proportion of women involved in the leadership of University boards and committees.
- Increase proportion of honorary degrees awarded to women.

Progression and promotion opportunities: Our goal is to increase the number and proportion of women applying for and being awarded promotion. We will:
- Enhance inclusive recruitment practices to increase diversity at senior levels.
- Explore professional development and mentoring of professional, technical and operational (PTO) staff.

Supporting family life: Our goal is to further embed and enhance our supporting family life policies and guidance. We will:
- Raise awareness of family friendly policies and understanding their impact.

Inclusive research culture: Our goal is to engage more women in research by ensuring that support is available for all staff who aspire to build their research portfolio. We will:
- Increase the proportion of women with significant responsibility for research (SRfR).

Demonstrating improvements: Our goal is to be able to demonstrate measurable success in improving gender equality and addressing intersectional issues. We will:
- Hold an Athena Swan Townhall in March 2025.
- Support Schools with their bronze award applications and implementation.

We remain committed to reducing our gender pay gap and delivery on the above actions, together with our work to increase the level of male representation in our manual and lower grade administrative roles, will help us achieve this aim.