

UNIVERSITY OF HUDDERSFIELD

GENDER PAY GAP REPORT 2021

CONTEXTUAL INFORMATION

The overall gender pay gap continues to reduce, in part due to the measures the institution has put in place to identify, understand and address the underlying causes that exist. The University continues to focus on developing individuals to fulfil their potential through opportunities created.

The University of Huddersfield is committed to addressing workplace barriers to equality and providing all employees with equal opportunity. We are a diverse workforce and our overall goal is to create a fair and inclusive environment in the University.

The causes of any gender pay gap remain complex, with certain issues peculiar to a specific industry or occupation and this is no different for Universities. Our grading system is underpinned by Hay Group, an analytical job evaluation scheme which measures equal work and provides equal pay within grades

Along with most other Universities, Huddersfield has different proportions of female and male employees in different parts of the workforce and the distribution of the number of female and male employees is the most challenging to address.

The gender pay gap variance is not considered statistically significant in all but one of our grades.

In our more junior grades there is a higher proportion of female employees and, partially due to us being an accredited Living Wage employer, there is no gender pay gap within our cleaning, catering and administrative roles which make up most of these grades.

Our policies are also addressing the senior staff category which at less than 1% of the workforce shows a higher pay gap despite our practice of using sector median salaries when considering appointments and progressions.

Overall the gender pay gap variances are not statistically significant within the grades which overall implies broad fairness across the categories and groups of staff.

CLOSING THE GAP -What we are doing



Continual institutional commitment to Athena Swan and working towards the silver award.



Continue to develop our existing internal and external mentoring and coaching arrangements through partnership working with other Universities.



Continue to actively support and encourage women to apply for promotional opportunities through publicising successful candidates, promoting positive role models to encourage women to apply for senior roles.



Develop a talent management strategy to attract and appoint staff. Offering career development programmes for employees to develop skills and prepare individuals for progression and promotion opportunities, working towards all managers becoming a chartered manager



Ensuring the University's conferment process continues to be transparent and accessible.



Ensure our rewards and benefits package is appropriate to our workforce.



Continue to monitor and develop support for personal development and our culture through our staff survey and put in place targeted area action plans.



Ensuring the University follows a defined code of conduct for the recruitment and development of researchers, which set out industry standard principles for enhancing working conditions



Maintain and develop The Workplace Wellbeing Charter.



Developed an award-winning Chartered Manager programme across the University.

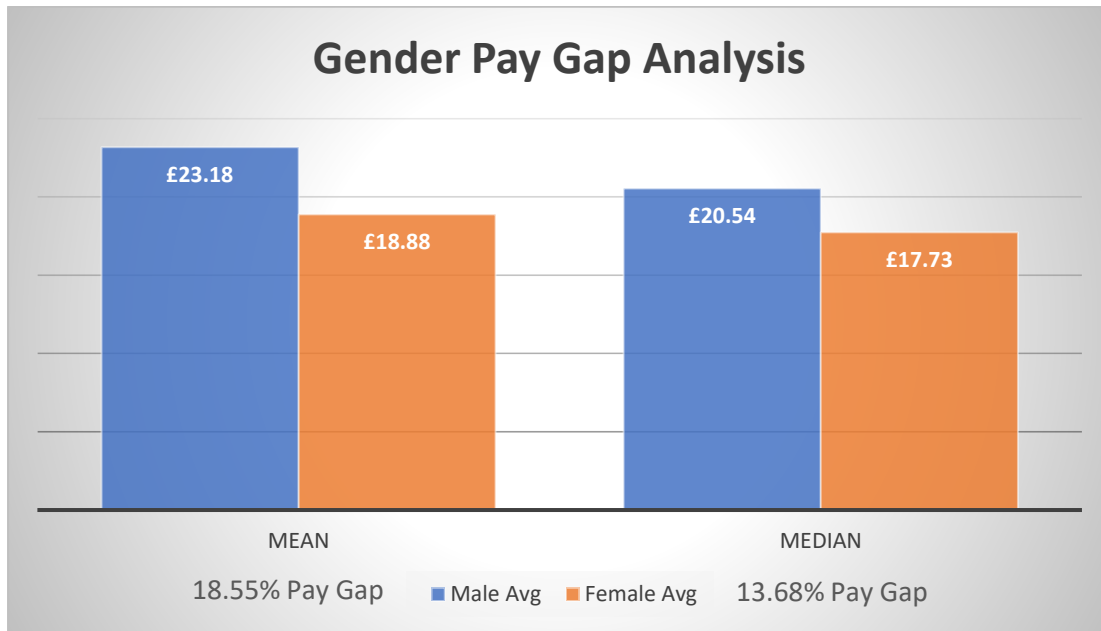


Commitment to taking practical actions to promote change, and to improve outcomes for the B.A.M.E workforce and retention.

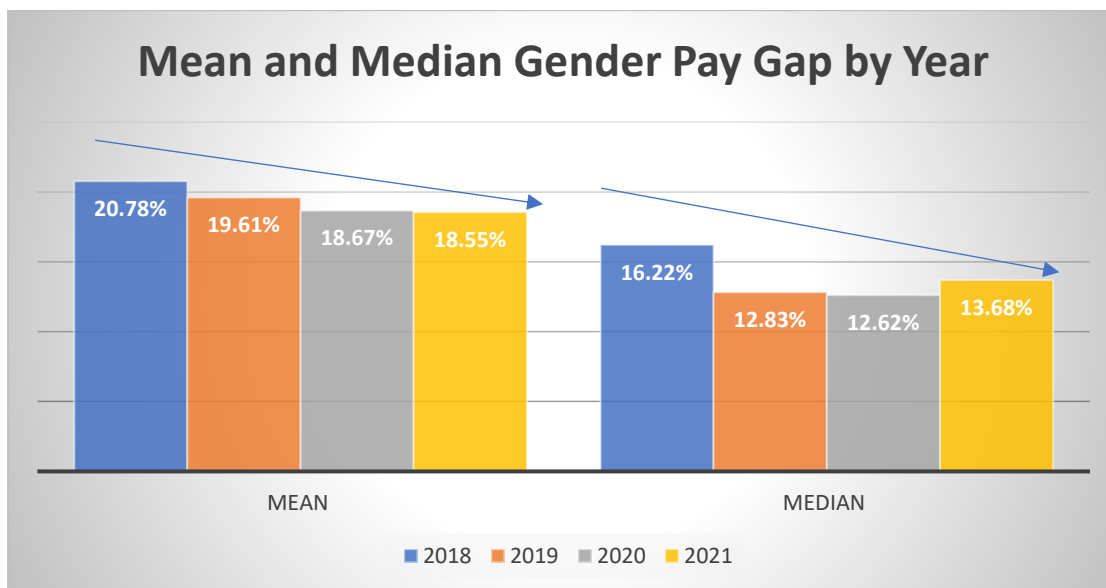


Commitment to the Race Equality Charter. aiming to improve the representation, progression and success of minority ethnic staff within HE.

The Mean and Median gender pay gap – based on hourly rate of ordinary pay

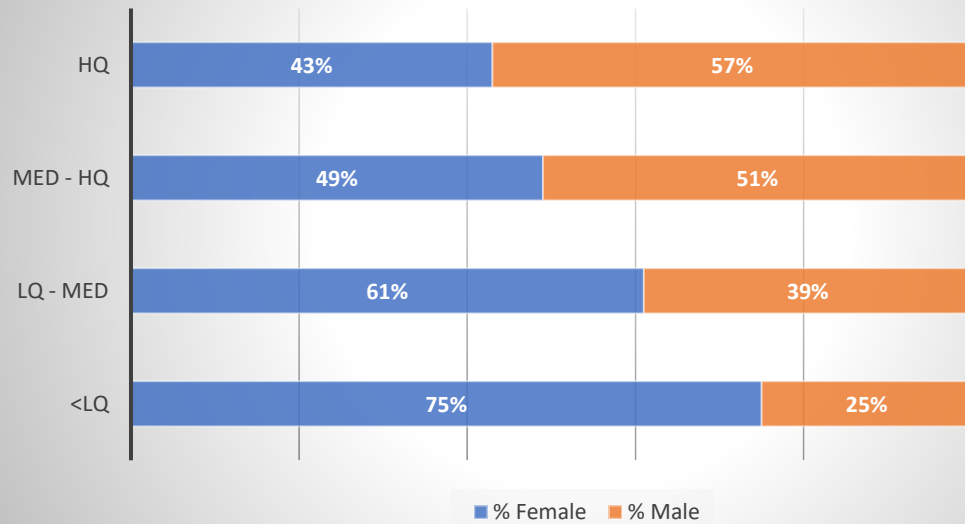


Analysis Year on Year



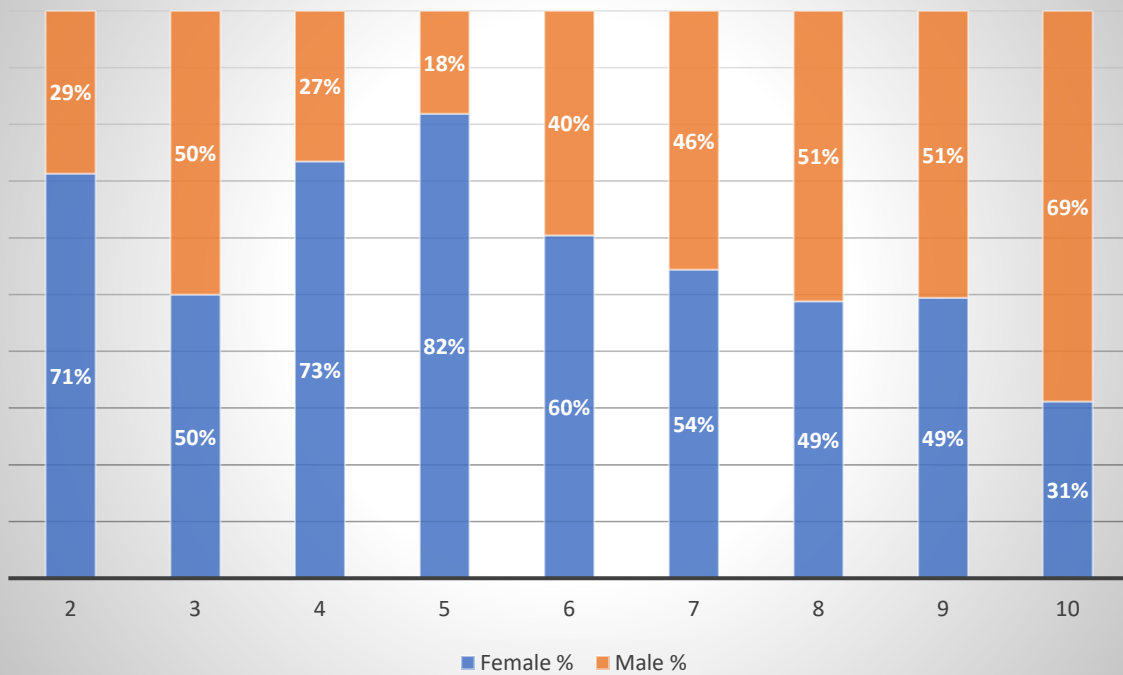
The Proportion of males and females in each mean hourly rate quartile pay band

Quartile Positioning by Gender

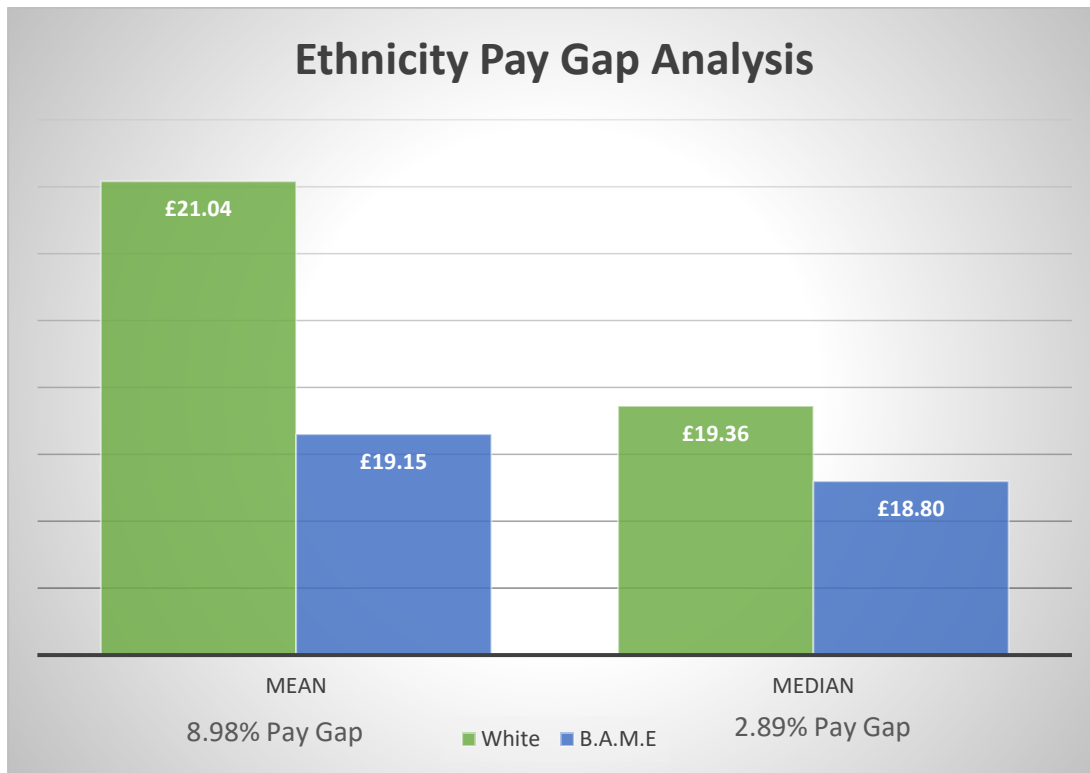


The four quartiles represent the gender distribution at the University of Huddersfield. They each contain 543 employees.

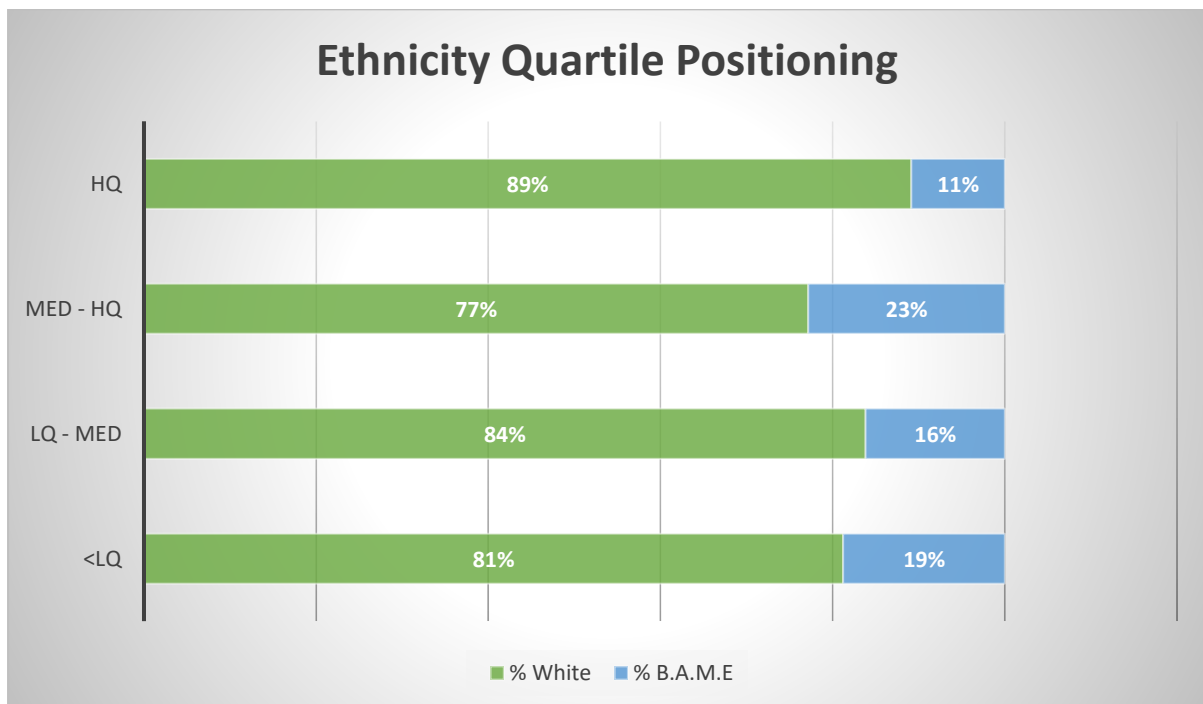
Proportion of Male and Female Staff by Grade



The Mean and Median Ethnicity pay gap – based on hourly rate of ordinary pay



The median gap has remained constant at 2.89% whilst the mean gap has reduced from 11.25% to 8.98%.



The four quartiles represent the ethnicity distribution at the University of Huddersfield. They each contain 543 employees.