

LEEDS TRINITY

UNIVERSITY

GENDER PAY

GAP REPORT

2021



MESSAGE FROM THE VICE-CHANCELLOR



In recent years, Leeds Trinity University has gained a strong reputation for its work on social justice and equity. As part of this, we are proud to have a strong sense of community, driven by shared values and mutual respect. We actively promote the principles of dignity, care, integrity, respect and inclusivity to provide an environment where our people feel welcome and supported.

This includes our continued commitment to ensure that men and women at our institution are fairly recognised and rewarded for their contribution. The analysis of our gender pay gap figures, consideration of the complexities within this, and reflection on the action we are taking to close the gap are all a crucial part of putting these principles into practice.

Almost 60% of our workforce at Leeds Trinity is female. You will see from our data, which reflects the period of 1 April 2020 to 31 March 2021, that our mean gender pay gap is 13.3%. This is 1.7% lower than the higher education sector average.

Over the period of this report, the University saw strong organisational growth, which gave us the opportunity to both promote and appoint externally to a number of senior posts. As part of this, a number of women were appointed into senior leadership roles across the institution – including Directors of Professional Services, Professorial roles and senior academic leadership positions. This has helped to raise the visibility of female leaders at Leeds Trinity and to create a culture where women feel that their career progression and advancement is valued and supported.

Alongside this, the University has provided mentoring, sponsorship, and wider development opportunities across the institution, with the support of an active Women's Network. Together, this is making a positive difference and the progress made so far is encouraging.

We are focused on closing the University's pay gap, and we remain committed to championing diversity at every level.

I hope that this report provides an insight into our approach to social justice, equity and inclusion at Leeds Trinity.

Professor Charles Egbu
Vice-Chancellor, Leeds Trinity University

A handwritten signature in black ink that reads "Emmal Charles Egbu". The signature is written in a cursive style.

OVERVIEW

All UK organisations are required to publish their gender pay gap data on an annual basis and the data reported here shows the University's position as at 31 March 2021.

The **gender pay gap** is the average difference in earnings between all men and all women in an organisation, expressed as a percentage of men's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all men with all women across the University.

This is distinct from **equal pay**, which measures differences between men and women who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees of the opposite sex and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to sex.



INTRODUCTION

The concepts of Equality, Diversity and Inclusion (EDI) are at the heart of Leeds Trinity's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We strive to advance and promote equality of opportunity across all aspects of University life and our EDI committee works proactively to ensure that we consult and involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Gender equality is a key focus of the committee's work and the University has an active Women's Network who have been involved in considering our pay gap data and making recommendations regarding how the University can help to narrow the gap between the average earnings of men and women at the University.

Over 60% of our workforce is female and 40% of our Board is made up of female governors. Despite this, as with the majority of organisations across the UK in both the public and private sectors, we have a gender pay gap which we are committed to reduce in the coming years.

Our 2021 data is reported in the context of strong organisational growth, where we saw an increase of 11% in our staffing headcount. This growth gave us the opportunity to both promote and appoint externally to a number of senior posts and saw considerable success in terms of female appointments to roles.

The other prevailing factor in our 2021 report is the appointment of a male Vice-Chancellor, where the previous incumbent was female. This change could have had a very significant impact on the Gender Pay Gap figures and the modest increase in our mean pay gap of 1.1% indicates that the appointment of female staff to a number of senior roles, and men to entry-level roles, has offset this impact considerably.

Our 2021 report should be read with this background in mind.

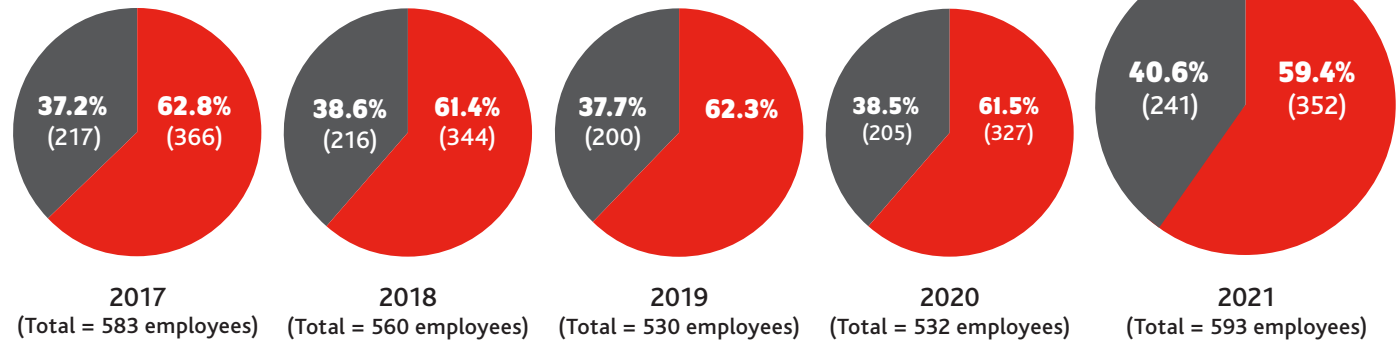
GENDER PAY GAP

REPORTING DATA 2021



PERCENTAGE OF MALE AND FEMALE STAFF

■ Male ■ Female



The University has seen a growth in its staffing population of 11% since the last report and has also seen an increase in the proportion of male staff employed of 2.1%, bringing the overall proportion of male staff to over 40% for the first time in five years.

LEEDS TRINITY UNIVERSITY PAY GAP AS AT 31 MARCH 2021



The mean pay gap has increased from 12.2% to 13.3% over the last twelve months, whereas the median gap has decreased from 16.9% in 2020 to 11.8% in 2021. The latter indicates a more even split of males and females in higher and lower graded posts than in previous years. The main reason for the 1.1% increase in the pay gap is the appointment of a male Vice-Chancellor, whereas there was previously a female incumbent in the role. However, the University has taken a number of positive steps in the appointment of Executive and Director-level female appointments in the last 12 months.

BENCHMARK – HE SECTOR (UCEA 2019* published figures)



(*Data not published for 2020 due to removal of legal requirement to report Gender Pay Gap as a result of the pandemic.)

This information shows that on average, men earn 13.3% more across the University than women, up from 12.2% in 2020, whilst our median pay gap stands at 11.8%, down from 16.9% in 2020.

Our mean pay gap is 1.7% lower than the UCEA benchmark and 0.8% lower than the median.



BONUS PAY GAP

In the year leading up to March 2021, all staff (excepting the University's Executive team) received a bonus of £500 irrespective of working pattern, in recognition of the additional contributions of staff during the pandemic period. Two additional contractual bonuses were paid. Therefore, the mean bonus gap was 1.0% and the median was 0%.

MEAN	MEDIAN
1.0%	0%

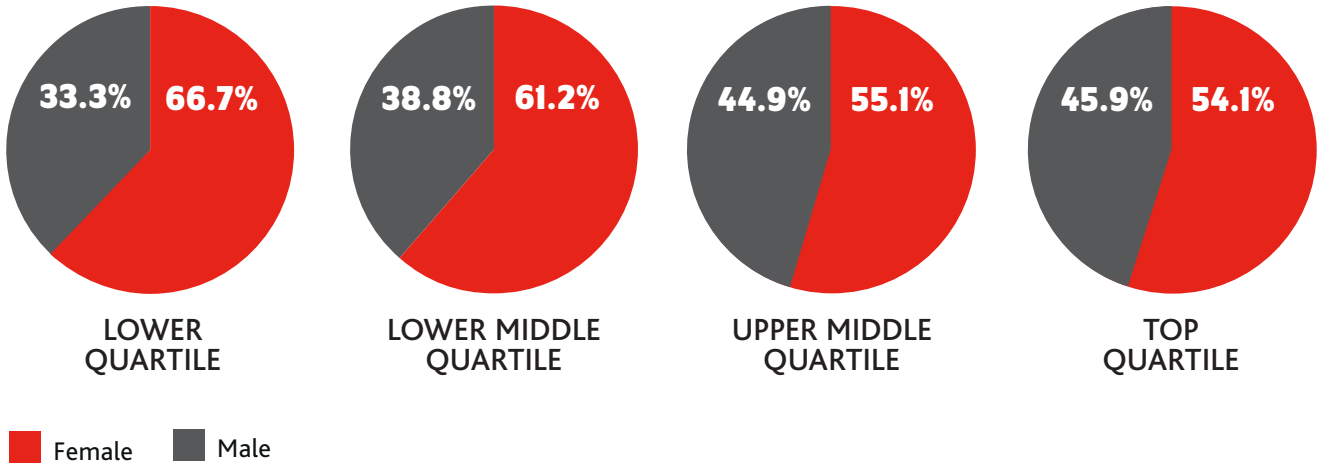
In 2020, the mean bonus gap was 40.7% and the median bonus gap was 45.5%. This means that the bonus pay gaps have been all but eradicated in the last year.

During the course of 2020/21, the University removed its Discretionary Rewards scheme and it has not yet been replaced. This will be reviewed as part of the 2022-26 HR Strategy.



PAY QUARTILES

The charts below show the proportion of men and women across the four average hourly rate quartiles for 2021. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%. As there were 593 people in scope then each quartile consists of 148 (593/4).



The above charts show that the proportion of women in the top quartile has increased from 51.1% to 54.1% over the last 12 months and that the proportion of males in the lower quartile has increased from 27.8% to 33.3%.

Despite a change of Vice-Chancellor, the University has more than 50% of females earning in the top quartile, indicating more recruitment to women in senior roles over the last 12 months.

This has contributed to the significant reduction in the median pay gap of 5%.



CURRENT POSITION

Leeds Trinity University has gained a strong reputation for its work in Diversity and Inclusion and this includes our continued efforts to ensure that men and women at our institution are fairly recognised and rewarded for their contribution.

Over the period April 2020 to March 2021, the University appointed a number of women into senior leadership roles, such as Directors of Professional Services Directorates, Professorial roles or senior academic leadership roles. This has helped to raise the visibility of female leaders at Leeds Trinity and to create a culture where women feel that their career progression and advancement is valued and supported.

Over the last two years, the University has sponsored seven women through Advance HE's Aurora programme and will have four more participants in 2022. This group of Aureoreans have visibly improved their profile and influence across the University and will support others through mentoring and staff development.

The Women's Network has seen significantly increased membership and participation and is sponsored at Executive level by the University's Chief Operating Officer. The Network was instrumental in the last year in the roll out of a menopause policy, with training and guidance now available to staff and line managers.

The University also supports cross-institutional Action Learning Sets for women and has put forward both participants and a facilitator for this year's programme.

All of the above has contributed to a reduction in the Median pay gap and to higher numbers of women in the upper pay quartile. The appointment of a new Vice-Chancellor would have widened the pay gap more considerably had the above actions not been taken.

We recognise that there is much work still to do to achieve equity and parity for men and women in our workforce and we are committed to continuously driving improvement and change to achieve this over the coming years.

Professor Charles Egbu
Vice-Chancellor, Leeds Trinity University

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