

GENDER

PAY GAP

REPORT

2024

Norwich University of the Arts

Gender Pay Gap 2024

We are committed to becoming an inclusive community that offers equality of opportunity and enables our staff and students to flourish and succeed, regardless of their background and personal circumstances.

Our commitment to equality, diversity and inclusion is embedded in everything that we do. We celebrate the diversity of our backgrounds, cultures, and actions, promoting art and design as a catalyst of social change. Managing our gender pay gap is part of this process.

What is the gender pay gap?

The gender pay gap is a measure of the difference between male and female average earnings across an organisation at the snapshot date of 31st March each year. The gap is the percentage difference (mean and median) between the average hourly earnings for males and females.

The figure is affected by the distribution of colleagues across the grades. A high gender pay gap tends to see the lower grades predominantly occupied by females and the higher grades by males.

The gender pay gap is not an indication of how much more male colleagues are earning than females who are doing the same work, or similar jobs, or work of equal value. This concept is called equal pay.

Our workforce

As a specialist, creative university, our workforce is smaller than that of our mainstream counterparts. Relatively small movements in our colleague headcount can affect our gender pay gap more than might be the case in a larger organisation. In this report we provide comparative data for 2023, which provides context for our 2024 gender pay gap data.

Factors influencing our gender pay gap

- There is a higher proportion of female colleagues in the two lower pay quartiles which mainly cover operational, technical and administrative roles.
- There is a higher proportion of male colleagues in the two upper pay quartiles including those working in traditionally male-dominated curriculum areas such as Games, Film and Moving Image, Graphics and Visual Effects.
- The proportion of males in our Senior Management Team has increased over the past two years, becoming higher than females in 2024. A similar trend is reflected in our wider senior role population which was broadly balanced in 2022 with the proportion of males

increasing to just over two thirds by 2024. Given our size, these shifts reflect relatively small changes in the gender composition of our workforce.

- Overall, the majority of new starters appointed to salaries that fall within quartile 4 were male (60%) and the majority of those leaving the quartile were female (66%).
- More females (51%) than males joined the University in the year to 31st March 2024. There was also a higher proportion of female leavers (57%) during the same period which has reduced the overall female workforce and the overall average length of service for our female colleagues.

Our data as at 31st March 2024

Headcount

Figure 1 shows our headcount covered by the gender pay gap analysis at the snapshot date of 31st March 2024. Colleagues on unpaid leave or in receipt of reduced pay due to sick or other leave are excluded.¹

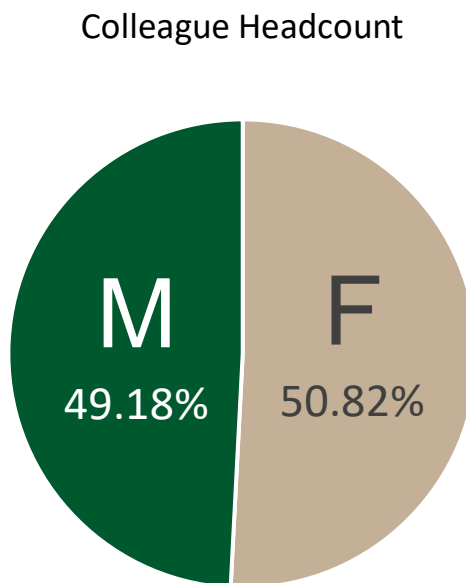


Figure 1: Colleague Headcount

The comparative headcount data for 2023 was 48.2% male and 51.8% female.

¹Colleagues identifying as non-binary are excluded. Transgender colleagues are included using their declared gender identity logged within our HR database at the census date. An average hourly rate has been calculated for colleagues with two roles so that they are reported as one individual.

Percentage of male and female colleagues in each pay quartile

Figure 2 shows the percentage of males and females in each pay quartile at the snapshot date of 31st March 2024. Comparative data is provided for 2023. Quartile 1 represents the lowest and quartile 4 the highest salaries.

Pay Quartile	Year	Male	Female
Quartile 1	2024	41.35%	58.65%
	2023	38.5%	61.5%
Quartile 2	2024	45.1%	54.9%
	2023	43.3%	56.7%
Quartile 3	2024	54.29%	45.71%
	2023	53.6%	46.4%
Quartile 4	2024	62.38	37.62%
	2023	57.1%	42.9%

Figure 2: Percentage of male and female colleagues in each pay quartile at 31st March 2023 & 2024

Our gender pay data

Mean gender pay gap (arithmetical average)

Female mean hourly pay is 10.72% lower than male mean hourly pay. The gap has increased from 8.54% in 2023. It compares with 12% for the HE sector (England and Wales) in 2023², noting that the sector figures are not like-for-like due to the lag in compiling the comparative data.

Median gender pay gap (numerical mid-point)

Female median hourly pay is 6.63% less than male median hourly pay. The gap has reduced from 8.3% last year. This compares with 13.1% for the whole economy in 2024³ and 10.4% for the HE sector (England and Wales) in 2023².

Mean and median gender pay gap by quartile

Pay Quartile	Year	Mean	Median
Quartile 1	2024	-6.86%	-9.07%
	2023	-2.29%	0%
Quartile 2	2024	0.58	0 %
	C	1.57%	2.68%
Quartile 3	2024	-1.67%	-0.97%
	2023	-2.14%	0%
Quartile 4	2024	6.72%	4.86%
	2023	1.11%	-0.15%

Figure 3: Mean and median gender pay gap by quartile for 2024 and 2023

A negative pay gap means the average hourly rate of pay is higher for females than males.

² HE statutory pay gap as at 31 March 2023 – Universities and Colleges Employers Association 2024

³ Gender pay gap in the UK: 2024 - Office for National Statistics – 5 November 2024

Quartile 1: This quartile has the highest proportion of female colleagues across the four quartiles, 64% of whom are paid at the upper half of the quartile compared with 30% of males.

Quartile 2: 52% of males are at the upper half of the quartile compared with 48% of females.

Quartile 3: 54% of females are paid at the upper half of the quartile compared with 47% of males.

Quartile 4: This quartile comprises 62% male and 38% female colleagues. 52% of males sit in the upper half of the quartile as compared with 47% of females.

Addressing the gender pay gap

We know that it will take time for the impact of our initiatives to address the gender pay gap.

What have we done in the past year?

- Our revised Hybrid Working policy is now live, supporting increased flexibility for staff to balance work and home commitments.
- We are now a Real Living Wage employer, committed to paying a fair wage to our lowest paid colleagues.
- We have revised our grading structure for our lower grades to reinstate wage differentials following the uplift in the Real Living Wage. This has increased the rate of pay for colleagues in Grades 2, 3 and at the bottom of grade 4.
- We are currently supporting our second cohort of six female colleagues on the Aurora Leadership Programme, since rejoining the programme following a pause during the pandemic. This initiative brings together leadership experts, higher education providers and research institutes to take positive action to address the under-representation of women in leadership positions in the sector. We have also increased our Aurora Leadership Programme female mentors from 2 to 6 over the past year to support our current and future Aurora cohorts.
- We launched our employee assistance programme, Telus, in February 2024 to further support the health and wellbeing of our colleagues, including their physical, mental and financial health. The programme includes access to a range of support information on topics such as the menopause, family and relationships as well as tools and guidance on finances and budgeting.

What we are working on now

- We continue to emphasise the importance of generating gender-balanced and diverse shortlists to the search consultants who support us with our recruitment to senior roles. We also offer generous relocation packages for designated roles. However, we recognise that the timing may not be right for some potential candidates to take on a new role or to relocate and this can constrain the diversity of our shortlists. We will continue to explore ways in which we might address this.

- We are developing a new People Strategy which encompasses learning and development, with the aim of upskilling and developing our existing colleagues. This will be helpful to those who wish to progress into more senior roles. It involves engagement with programmes such as the Aurora Leadership Programme and establishing a community of trained and developed mentors.
- We have revised our annual development review process to highlight learning and development needs across the University. Focusing on this area will support colleagues to continually upskill and prepare for future progression.
- We have reduced our colleague turnover significantly, however we recognise that opportunities for career progression are inevitably constrained by our size and shape. This means that some colleagues will seek opportunities elsewhere to further their careers. Our People Plan will seek to improve colleague retention, whilst recognising these structural constraints. At present, female colleagues in senior roles have a lower average length of service (5.5 years) than their male counterparts (7.1 years).⁴
- We are continuing to improve our processes for collecting data surrounding the reasons for leaving, which will inform the way in which we continue to improve colleague retention.

⁴ Based on the mean length of service for female and male colleagues employed on individual (spot salaried) contracts of employment. This includes continuous service in roles that are not classed as senior.