

GENDER

PAY GAP

REPORT

2023

Norwich University of the Arts

Gender Pay Gap 2023

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 endeavour to 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. 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 bonus gap is the measure of the difference between male and female average total bonus payments in the year ending 31st March.

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 2022, which provides context for our 2023 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 support 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.

- More females left the two higher pay quartiles than were appointed into roles in these quartiles in both 2021-22 and 2022-23.
- 70% of all female new starters in 2022-23 were appointed into roles in the two lower pay quartiles, compared with 55% of all male new starters.

Our data as at 31st March 2023

Headcount

Figure 1 shows our headcount covered by the gender pay gap analysis of colleagues at the snapshot date of 31st March 2023. Colleagues on unpaid leave or in receipt of reduced pay due to sick or other leave are excluded.¹

Colleague Headcount

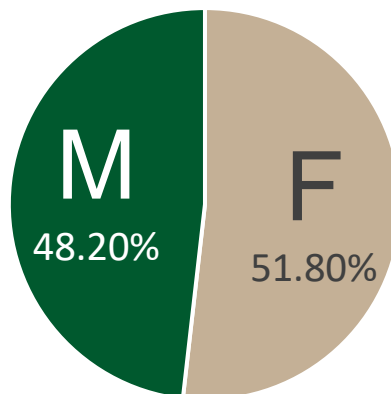


Figure 1: Colleague Headcount

The comparative headcount data as at 31st March 2022 was 47.8% male and 52.2% female respectively.

Percentage of male and female colleagues in each hourly pay quartile

Figure 2 shows the percentage of males and females in each pay quartile at the snapshot date of 31st March 2023. Comparative data is provided for 31st March 2022. Quartile 1 represents the lowest salaries and quartile 4 the highest salaries.

Pay Quartile	Year	Male	Female
Quartile 1	2022	40.4%	59.6%
	2023	38.5%	61.5%

¹ Colleagues identifying as non-binary are excluded. Transgender colleagues are included using their declared gender identity logged within our HR database.

Pay Quartile	Year	Male	Female
Quartile 2	2022	44.9%	55.1%
	2023	43.3%	56.7%
Quartile 3	2022	51.5%	48.5%
	2023	53.6%	46.4%
Quartile 4	2022	54.5%	45.5%
	2023	57.1%	42.9%

Figure 2: Percentage of male and female colleagues in each pay quartile at 31st March 2022 & 2023

Our gender pay data

Mean gender pay gap (arithmetical average)

Female mean hourly pay is 8.5% lower than male mean hourly pay. The gap has increased from 5.3% in 2022.

Median gender pay gap (numerical mid-point)

Female median hourly pay is 8.3% less than male median hourly pay. The gap has reduced from 8.6% last year. This compares with 14.3% for the whole economy in 2023² and 13.7% for the HE sector³, noting that the sector figures are not like-for-like due to the lag in compiling the comparative data.

Mean and median gender pay gap by quartile

Quartiles	Mean	Median
1	-2.29%	0%
2	1.57%	2.68%
3	-2.14%	0
4	1.11%	-0.15%

Figure 3: Mean and median gender pay gap by quartile

Quartile 1: This quartile has the highest proportion of female colleagues across the four quartiles, 66.6% of whom are paid at the higher end of this quartile compared with 52% of males.

Quartile 2: 92% of males are at the higher end of this quartile compared with 73% of females.

Quartile 3: 45% of females are paid at the higher end of this quartile compared with 30% of males.

Quartile 4: This quartile comprises 57% male and 43% female colleagues, of whom 41% of males sit at the higher end of this quartile as compared with 33% of females.

² [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)- estimated from April 2022 up to and included 19th April 2023](https://www.ons.gov.uk/gender-pay-gap)

³ <https://www.ucea.ac.uk/library/infographics/gender-pay/2021-2022>

Our bonus gender pay gap

A non-consolidated bonus payment of £500 was paid to all colleagues employed at 31st December 2022, except for the University's Senior Management Team who each received a £50 voucher. The payment was pro-rated for part time staff, including hourly paid lecturers.

Percentage of male and female colleagues who received bonus pay

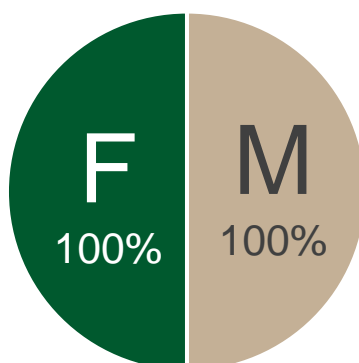


Figure 4: Percentage of male and female colleagues who received bonus pay

The percentage of male and female colleagues who received bonus pay is calculated as a proportion of 'relevant' colleagues at 31st December 2022, which was the qualifying date for the bonus. 'Relevant' colleagues are those who were employed at 31st December 2022 and includes those on unpaid leave or in receipt of reduced pay due to sick or other leave.

Mean bonus gender pay gap (arithmetical average).

Female mean bonus pay is 5.00% lower than male mean bonus pay, a decrease of 1.52% on 2021-22.

Median bonus gender pay gap (numerical mid-point).

Female median bonus pay is 16.55% lower than male median bonus pay, as compared with no median bonus pay gap in 2021-22.

Factors contributing to these differentials include the bonus being pro-rated for part time staff and being extended to hourly paid lecturers who were not covered by the 2021-22 bonus arrangement. 54% of all females who received the bonus worked part time and received a pro-rated bonus as compared to 45.6% of all males.

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 we have put in place in 2023

- The Hybrid Working Policy was developed following a thorough consultation with colleagues and is centred on our strategic ambitions for a vibrant and engaging community and student experience on campus. Colleague feedback highlighted the benefits of remote working and of being on campus; it also indicated where hybrid working could be more flexible and work better. This informed the final policy which was implemented in early 2024.
- We are supporting six female lecturers on the Aurora Leadership Programme. 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 re-commenced the Lecturer to Senior Lecturer progression scheme with developmental support being provided to colleagues aspiring towards progression.

What we are working on now

- We have a new EDI strategy in development which will be implemented in 2024-25.
- We are improving our processes for collecting leavers data surrounding reasons for resignation, so that we can identify trends and seek to address in particular the reasons why more females are leaving than are joining the University in the two higher quartiles.
- We will be reviewing our family friendly policies during 2024 in line with both legislative changes and in response to our Hybrid Working colleague survey results with the aim of supporting our colleagues to flexibly balance their professional and personal lives.