

Keele

UNIVERSITY



Gender, Ethnicity and Disability Pay Gap Reports - 2022

Introduction

This report presents infographics to explain and examine Keele University's gender, ethnicity and disability pay gap data on the census date of 31 March 2022.

We are not satisfied with the level of the gender pay gap and have undertaken thorough data analysis to understand the reasons it exists and we are committed to taking action to close it.

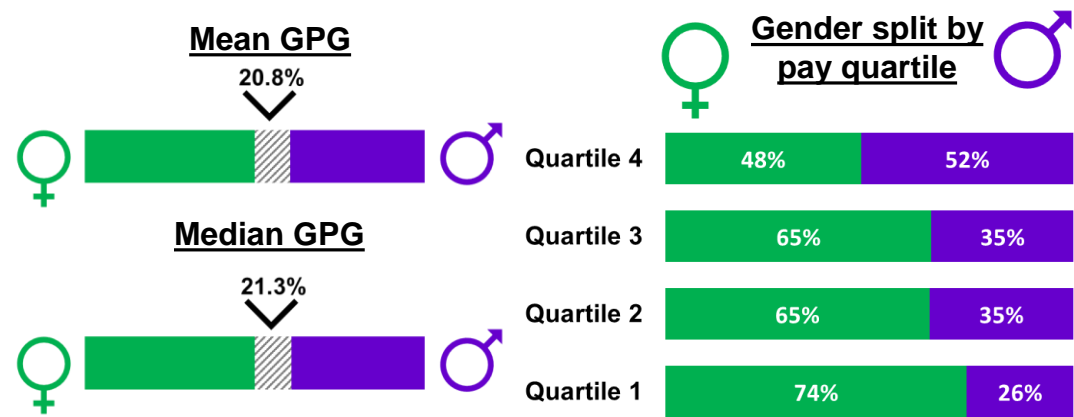
Our ethnicity pay gap is in favour of black, Asian and minority ethnic staff, and has shown a decreasing trend for the last 3 years.

For the first year we report on our disability pay gap.

We are pleased that our workplace is attractive to, and supportive of women through our range of family friendly policies and benefits, and the flexibility offered through our approach to agile working. While the composition of our workforce reflects broader societal trends that disproportionately impact on women, we chose not to be complacent and use this to justify our gap. We recognise we have a responsibility to address workplace barriers to gender equality, we can influence change and have an action plan in place.

Our senior leaders are determined to make positive and impact action an priority.

Keele University Gender Pay Gap (GPG) 2022



Mean GPG – difference between the average hourly earnings of men and women.
Median GPG – the difference between the midpoints in the range of hourly earnings.

In 2022 we report a 1.0% **decrease** in our mean GPG and a 0.3% **increase** in our median GPG (FIG2). Key factors which contribute to our GPG are:

1. A predominantly female substantive workforce (FIG1), with high proportions of women occupying lower paid administrative and operational roles (FIG3).
2. Proportionally fewer women in senior grades (FIG4)
3. The large numbers of female casual staff on low pay rates (FIG3)

FIG2. Keele University GPG over time

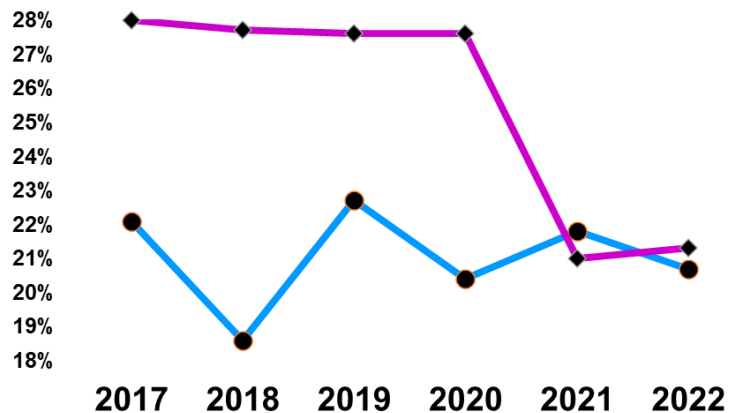


FIG1. Keele University vs HE sector (2020-21 HESA staff Return)

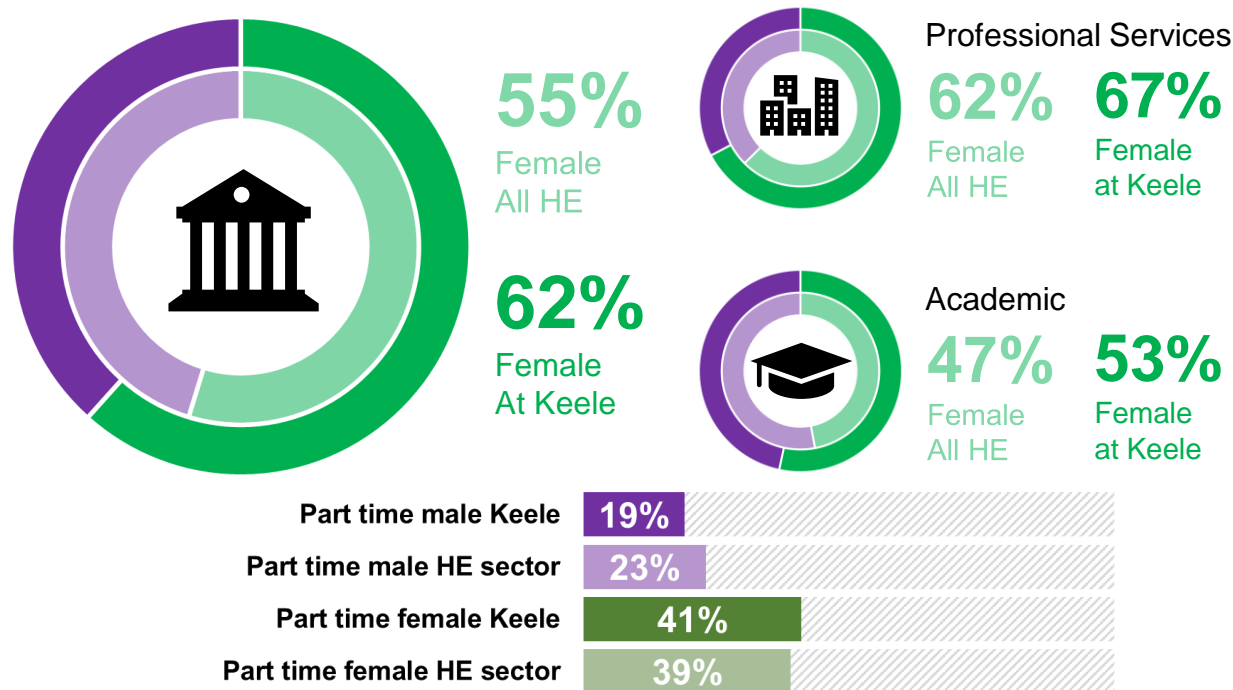


FIG3. Horizontal segregation at Keele by staff group

Horizontal segregation is the tendency for women and men to be concentrated in different occupations:

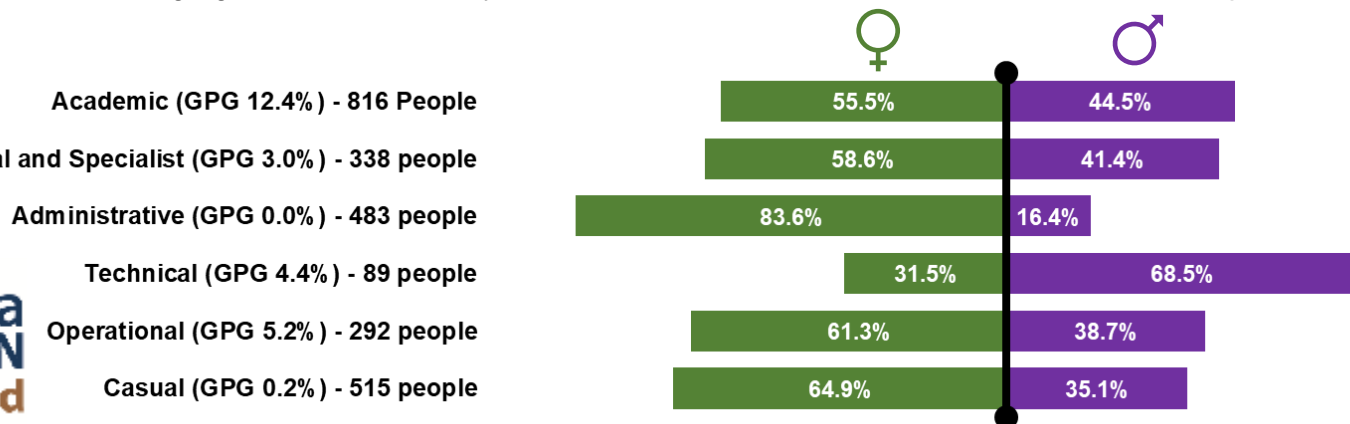
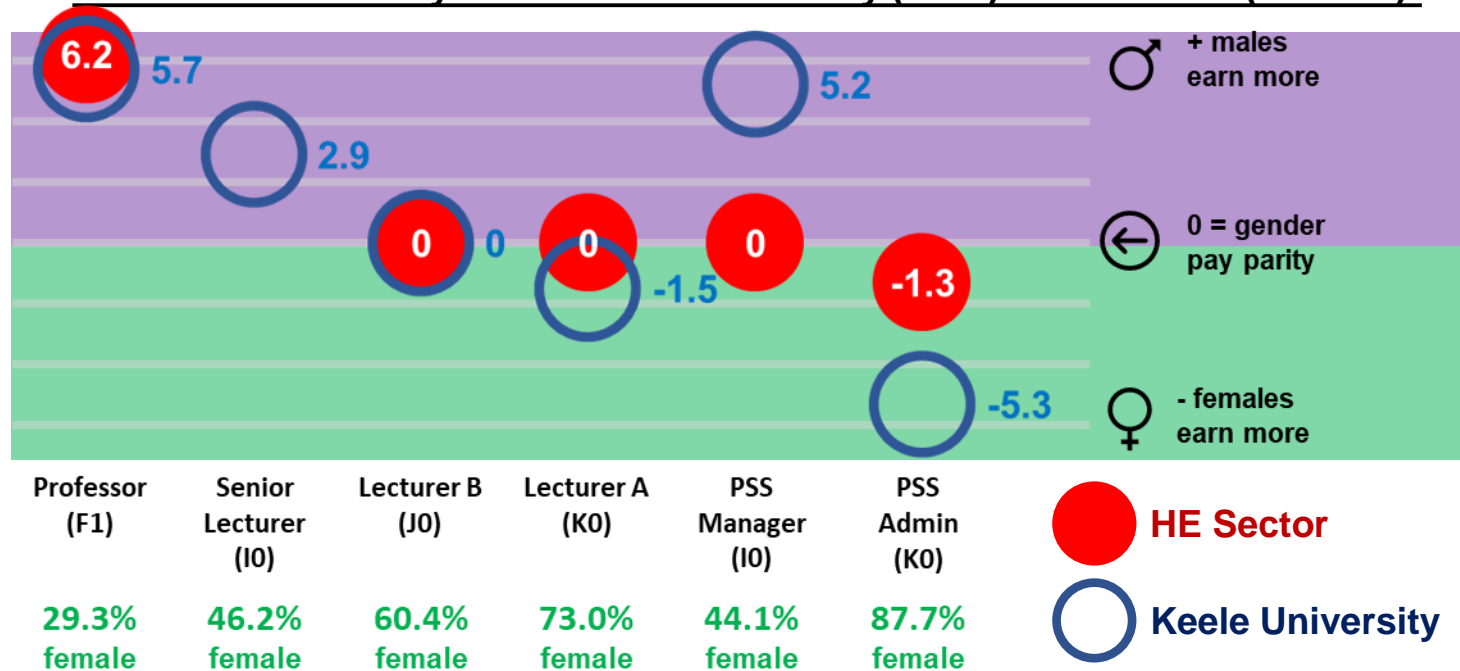
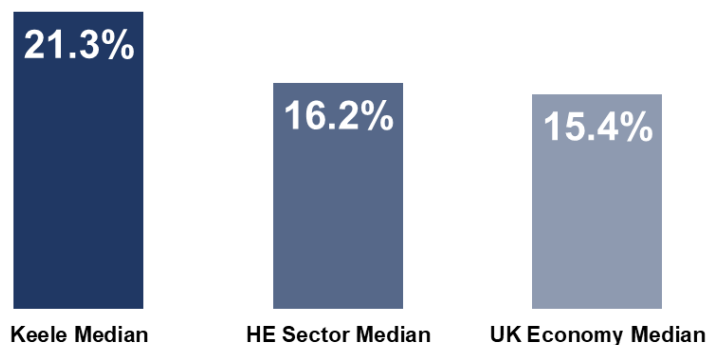


FIG4. Median GPG by Grade: Keele University (2022) vs HE sector (2020-21)*



*Hourly rates calculated on basic pay

FIG5. GPG: comparison to sectors



Our Commitment to reduce the GPG:

Our leadership teams have endorsed the following priorities to directly address the factors that contribute to the GPG:

- Implementation of Faculty and Professional Services **tailored actions** and priorities.
- Build on work to **attract** men to administrative/operational roles to address occupational segregation.
- Enhanced **promotion** support and advice targeted at women to increase representation in higher grades.
- Continued rigour within **senior pay** structures and processes, with awards based on benchmarking and performance
- New work to explore the impact of **gendered activities** and subtle forms of sexism on female career progression.

FIG6. Bonus GPG

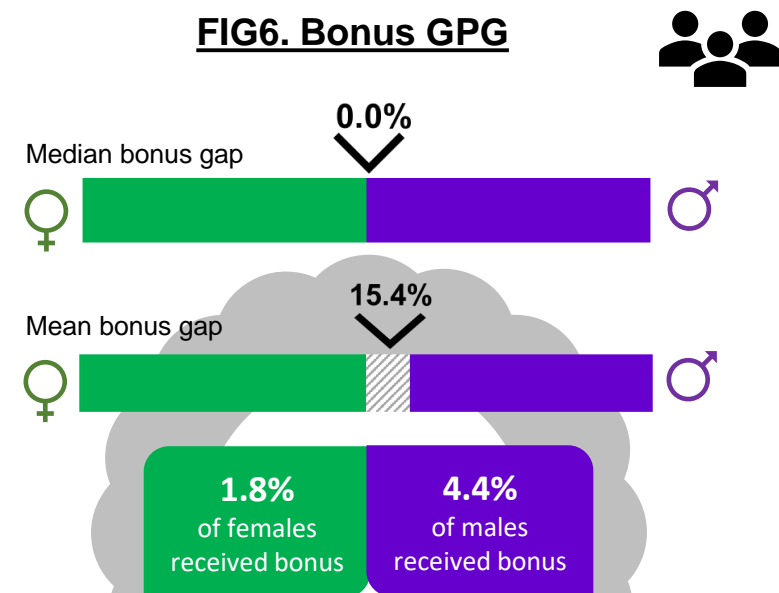
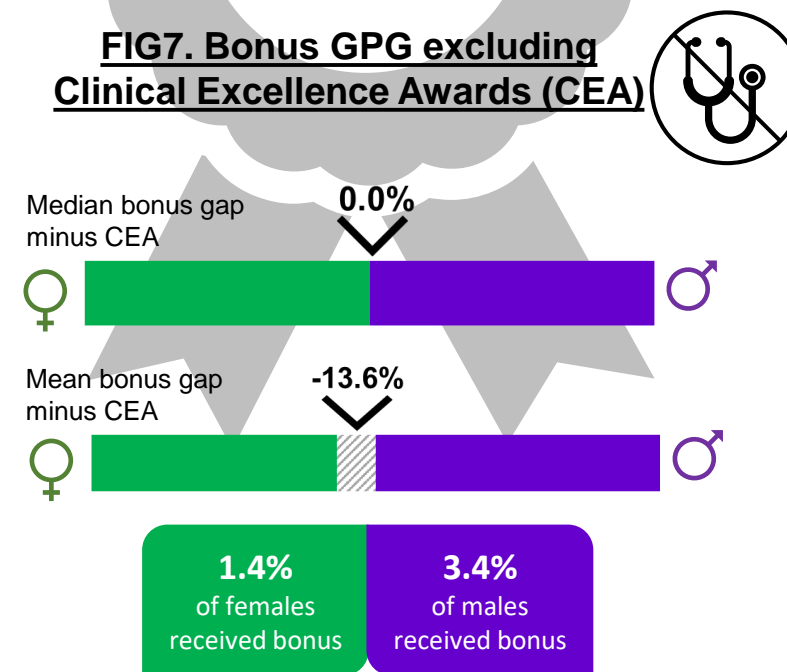
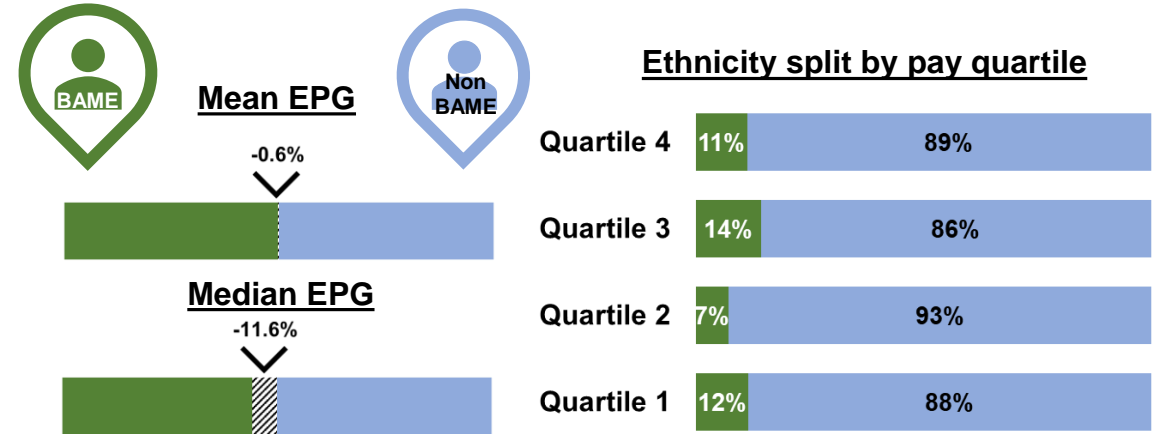


FIG7. Bonus GPG excluding Clinical Excellence Awards (CEA)



Keele University Ethnicity Pay Gap (EPG) 2022



- In 2022 we report a 0.8% **decrease** in our mean EPG and a 5.5% **decrease** in our median EPG (FIG2) and both measures remain in favour of the BAME staff group.
- The limited **benchmarking** data available through UCEA indicates that Keele is in a favourable position in comparison to the sector (FIG3).
- Our key priority is to significantly increase BAME representation across all groups. We have agreed **representation targets**, against which we are making strong progress (FIG4)
- We recognise that changes to the staffing profile will lead to shifts in our EPG.

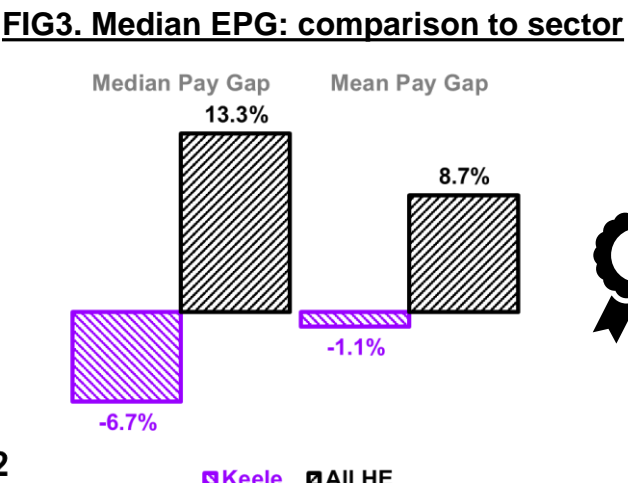
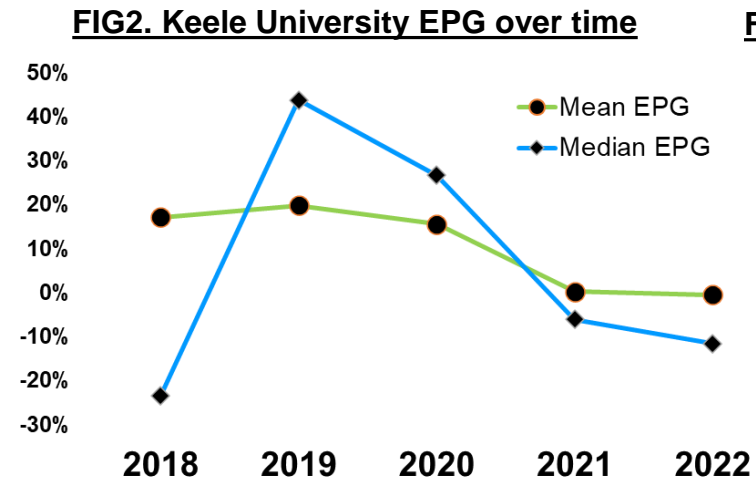


FIG1. Keele University vs HE sector (2020-21 HESA staff Return)

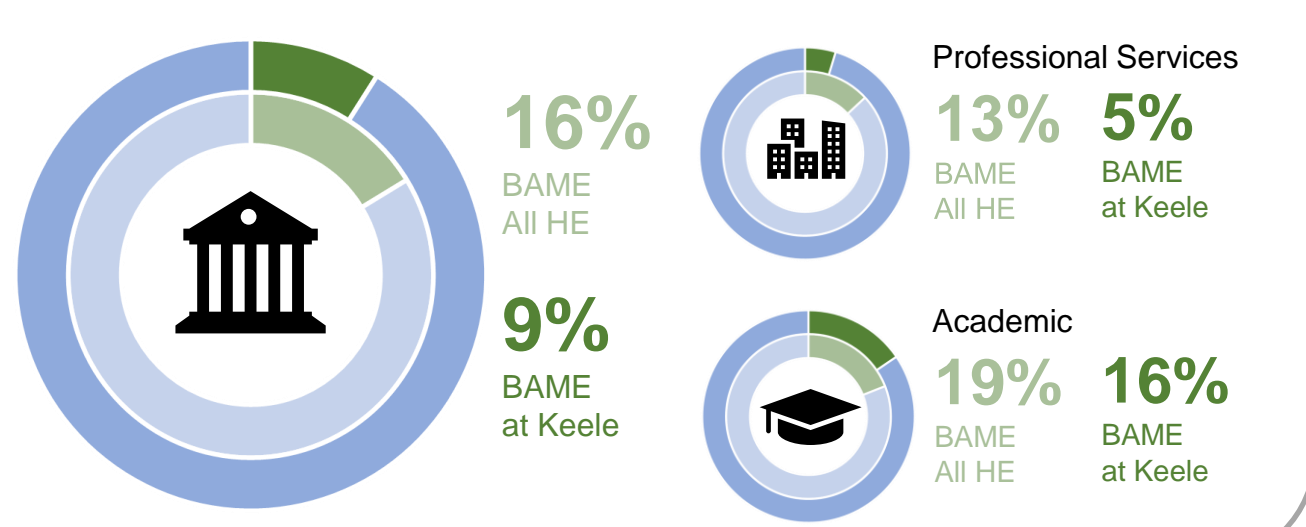


FIG4. Progress against REC representation targets

Race Equality Charter (REC) progress	2022 Target	20/21 data	Variance +/-
Academic	13.2%	14.9%	+1.7% ✓
Professorial	8.4%	10.4%	+2% ✓
Senior Lecturer	5.6%	8.0%	+2.4% ✓
Professional Services	3.5%	4.9%	+1.4% ✓

FIG5. Bonus EPG - all

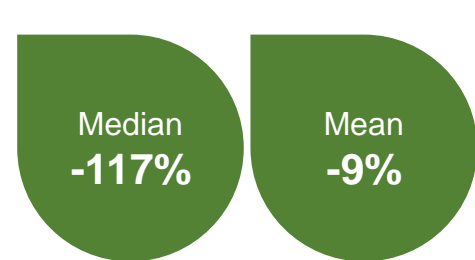
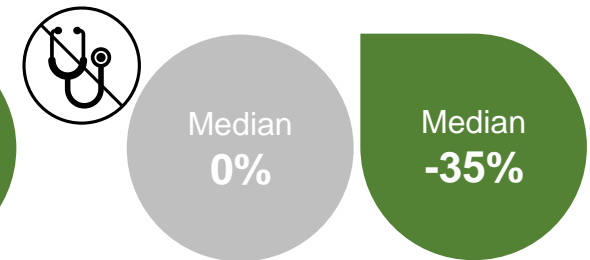


FIG6. Bonus EPG excluding CEA



Keele University Disability Pay Gap (DPG) 2022

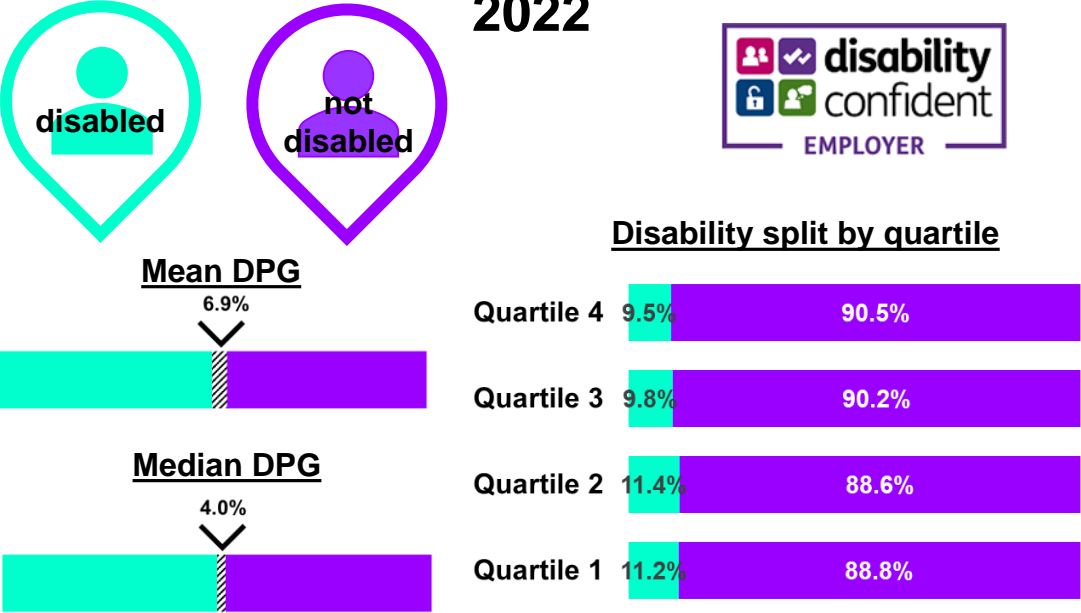


FIG1. Keele University vs HE sector (2020-21 HESA staff Return)

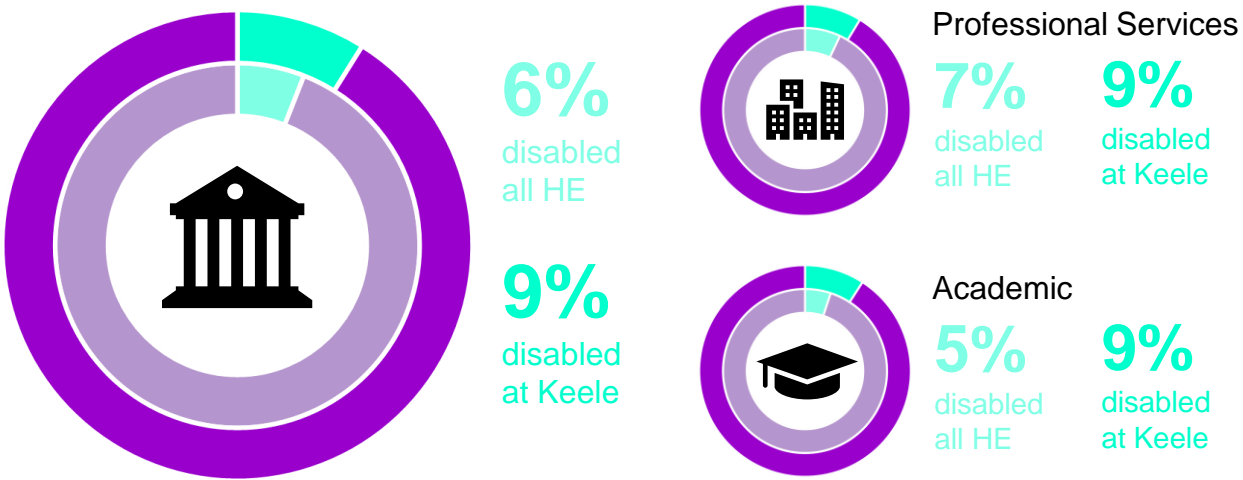


FIG2. Keele University staff disability types recorded 2021-22

other disability	22%
specific learning disability	21%
long standing illness/condition	19%
mental health condition	18%
two or more disabilities	7%
physical impairment or mobility issue	5%
deaf or hearing impairment	4%
social communication issue	3%
blindness or visual impairment	2%

- This is our **first** report of our DPG, therefore we are unable to provide any analysis on trend and there is limited benchmarking data available.
- Staff disability declaration at Keele has steadily increased over time and has been consistently **higher than the sector**.
- While our data suggests better disability inclusion than the sector, we have lower representation than national employment data suggests.
- We are a disability confident employer (reconfirmed in June 2022) and have recently launched a **Staff Disability and Accessibility Network**.

FIG3. Bonus DPG - all

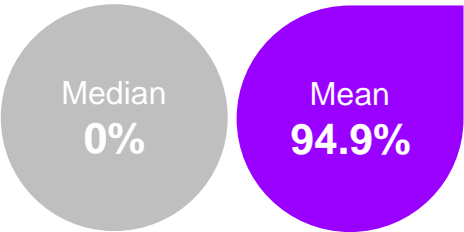
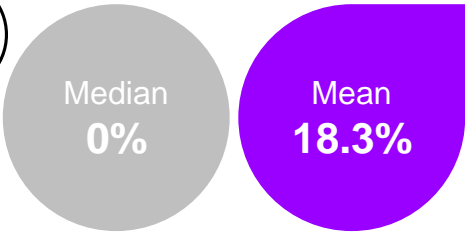


FIG4. Bonus DPG excluding CEA



Changes to HESA in 2023 will provide more options for staff to declare information related to disability type. We hope this will further help inform our priorities for support and action.