

Gender, Ethnicity and Disability Pay Gap Reports - 2023

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 2023.

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.

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 action plans in place.

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

In this period, we report a reduction in our mean gender pay gap, which is attributable to our commitment to meeting the real living wage and higher pay increases to the roles which are more likely to be occupied by women. Conversely, we see an increase in the median measure, which is due to an increase in the number of casual and administrative roles included in this period.

Both median and mean measures of our ethnicity pay gap have been relatively stable over the last 3 years. The median gap is in favour of black, Asian and minority ethnic staff, and the mean measure is slightly in favour of the white group. The current measures fall within an acceptable tolerance level, and we will continue to monitor pay gap data as we work to further diversify the ethnicity profile of our workforce.

This is the second year that we report on our disability pay gap. We see marginal changes in the mean and median measures and will consider how we can gather more accurate information on disability type to help inform our priorities for support and action.

Keele University Gender Pay Gap (GPG) 2023



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 2023 we report a 3.2% **decrease** in the mean GPG and a 3.6% **increase** in the median GPG (FIG2). Key factors which contribute to our GPG are:

1. A predominantly female substantive workforce (FIG1), with higher 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

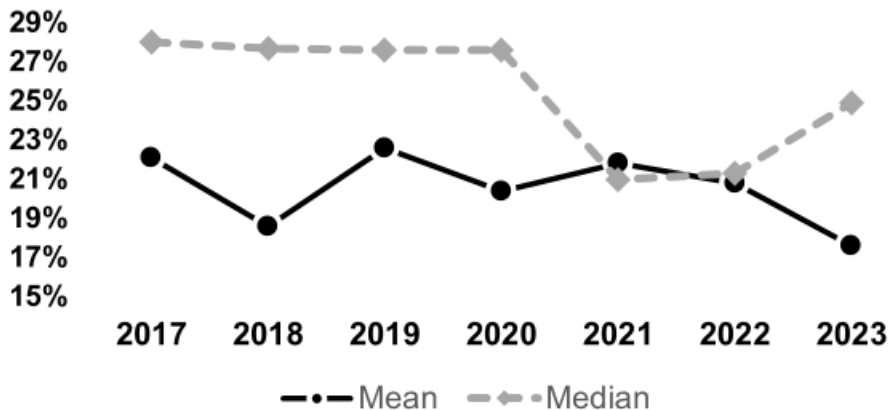


FIG1. Keele University vs HE sector (2022-23 HESA Staff Return)

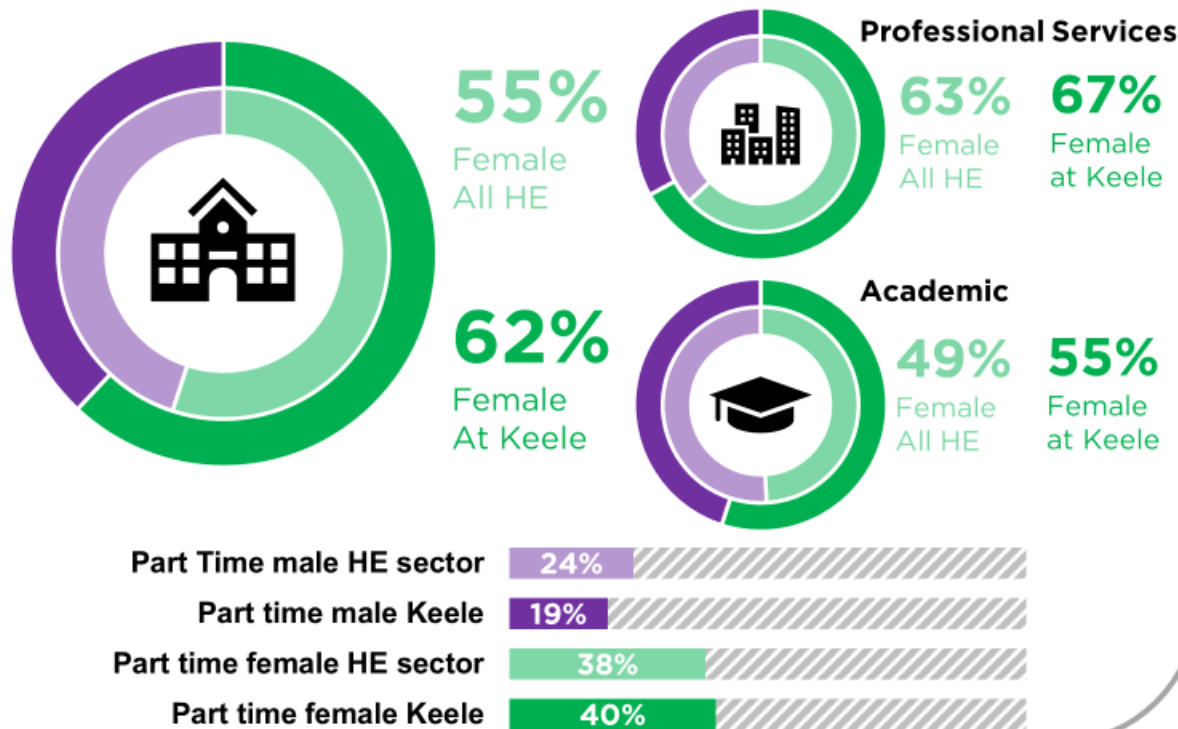


FIG3. Horizontal segregation at Keele by staff group

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

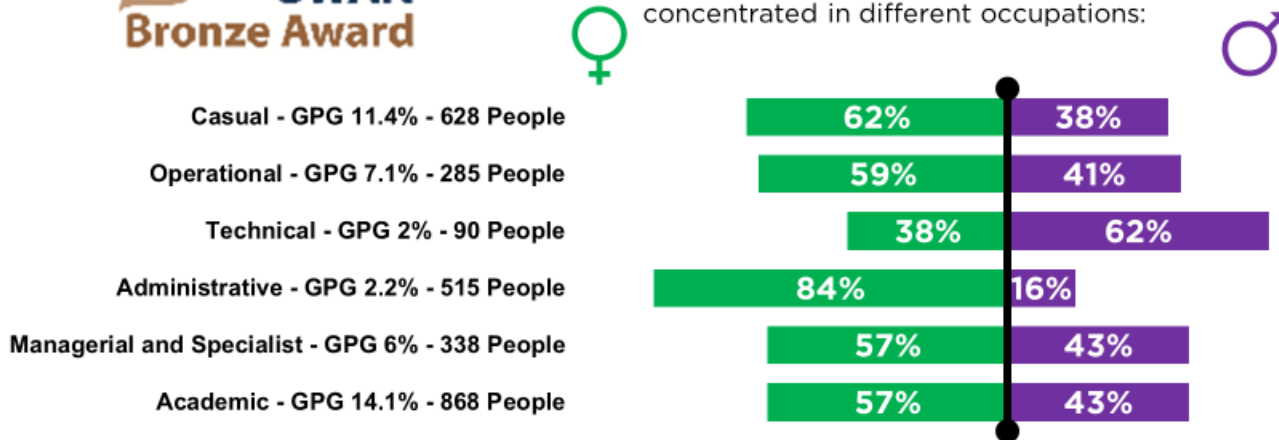


Fig 4 - Median GPG by Grade Keele University 2023 vs HE Sector

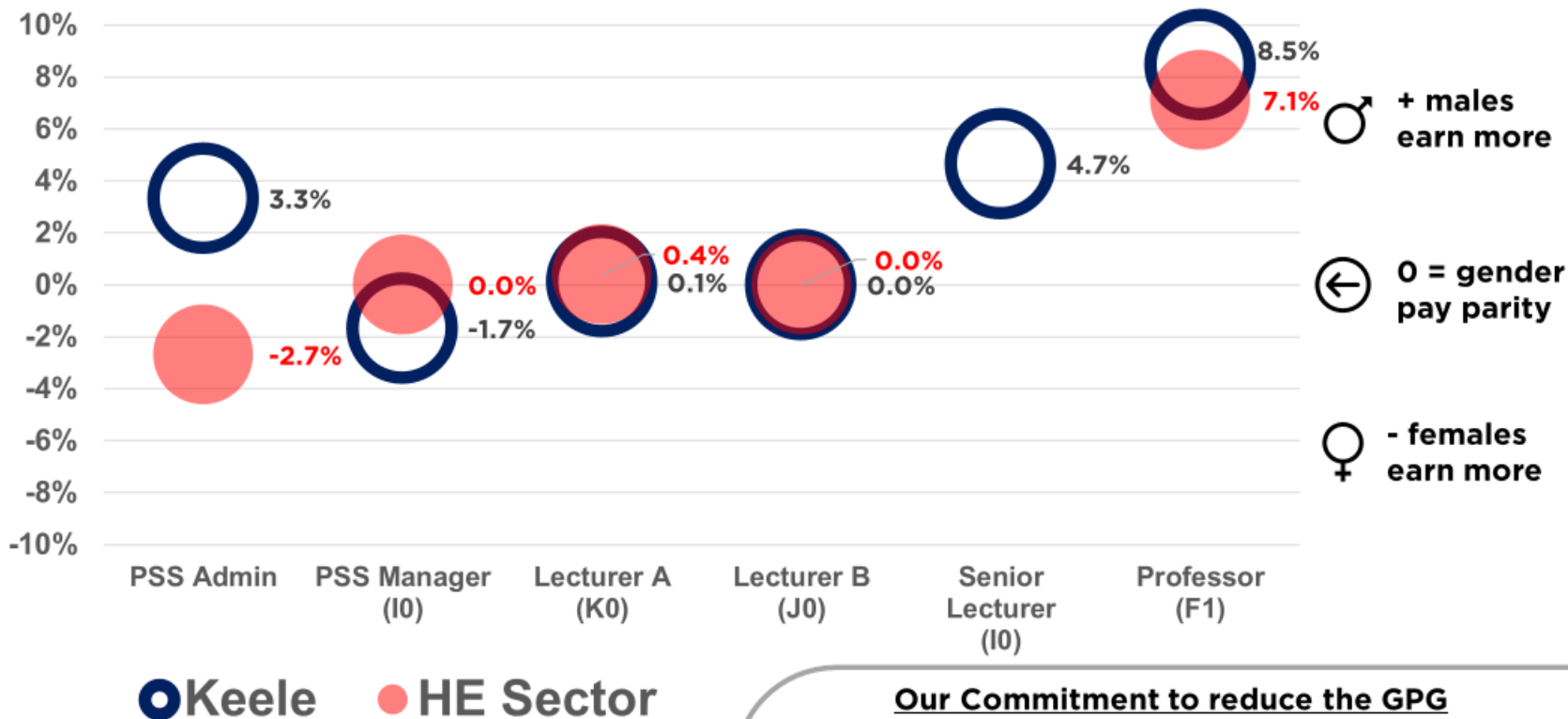
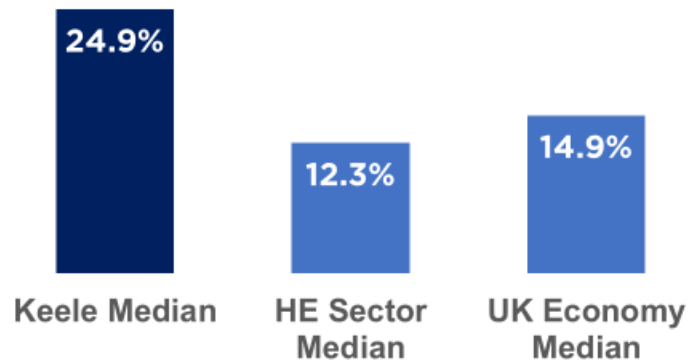


FIG5. GPG: comparison to sectors



Our Commitment to reduce the GPG

During 2023 we introduced Faculty and Professional Services tailored actions and priorities. These plans are overseen by the relevant Executive Group and our leaders have committed to delivery and evaluation of actions. The first institutional progress review will be undertaken upon production of our 2024 GPG data, at this point the majority of plans will have been in place for a year.

Our priorities focus on; attracting diverse new appointments, promotion support and advice targeted at women, rigour within senior pay processes and work to explore the impact of gendered activities and subtle forms of sexism

FIG6. Bonus GPG

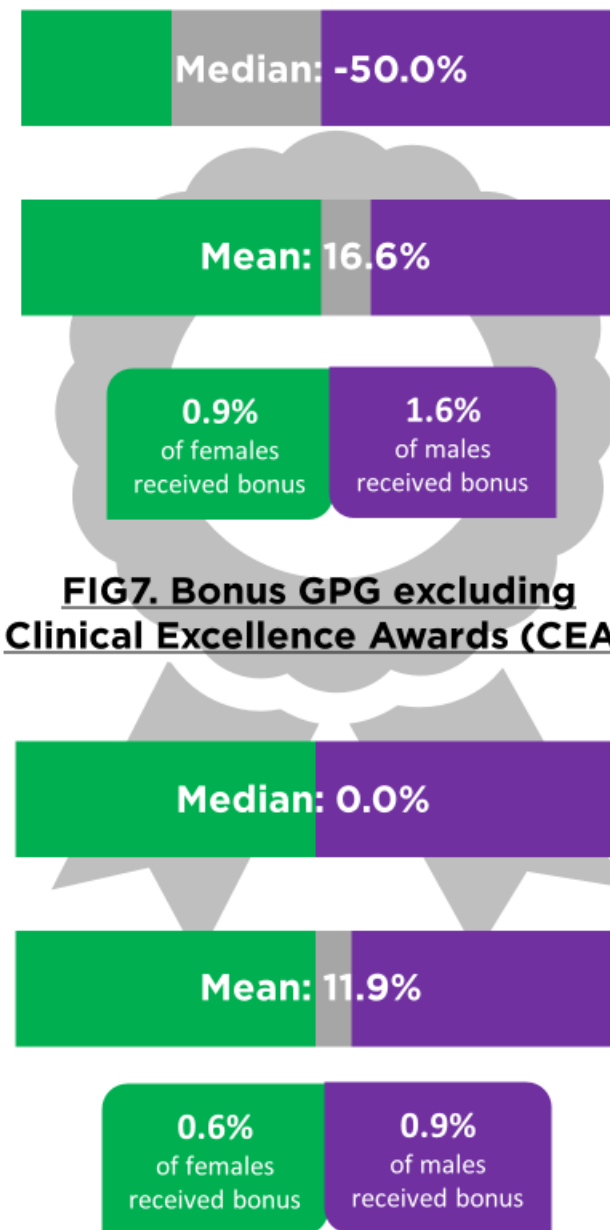
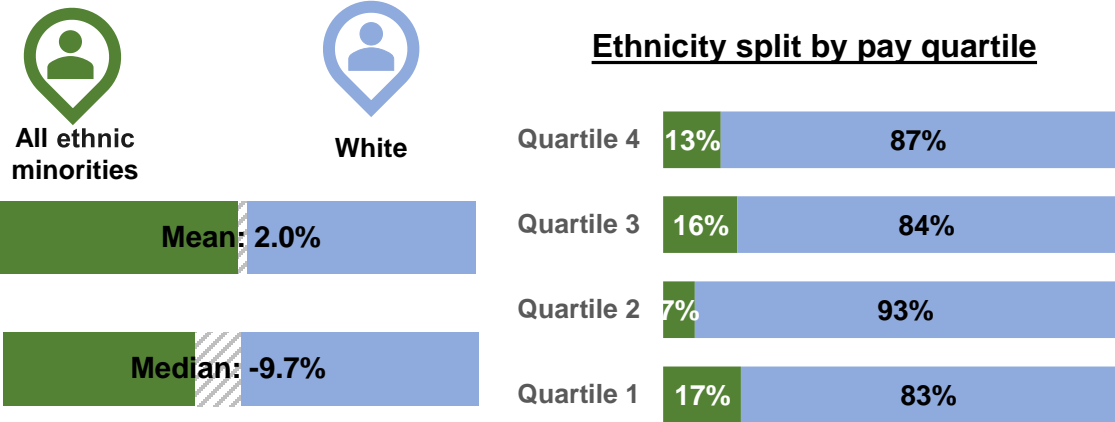


FIG7. Bonus GPG excluding Clinical Excellence Awards (CEA)

Keele University Ethnicity Pay Gap (EPG) 2023



- In 2023 we report a 2.6% **increase** in the mean EPG and a 1.9% **increase** in the median EPG (FIG2). The mean EPG is now slightly in favour of the white group and the median measure remains in favour of the all ethnic minorities group.
- The limited **benchmarking** data available through UCEA indicates that Keele remains in a favourable position in comparison to the sector (FIG3).
- Our key priority is to significantly increase ethnic minority representation across all staff 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 the EPG and will continue to monitor and assess any impact.

FIG2. Keele University EPG over time

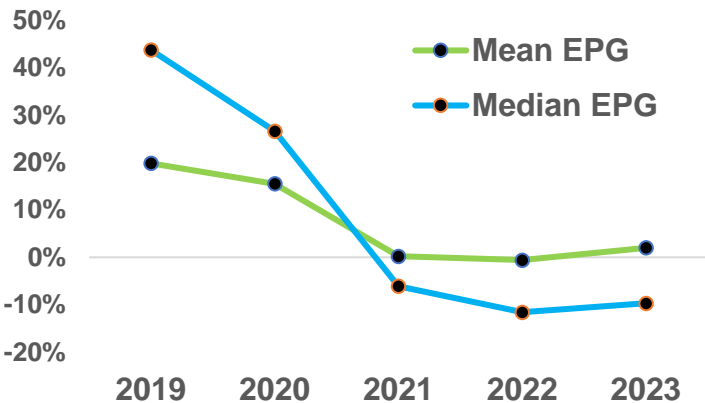


FIG3. Median EPG: comparison to sector

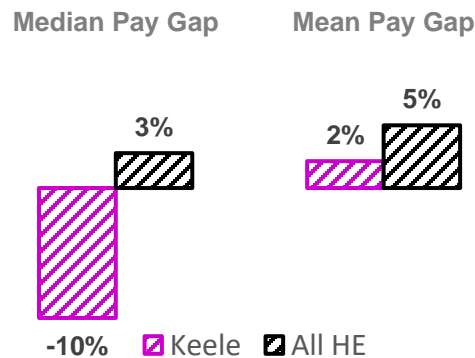


FIG1. Minority ethnic representation: Keele University vs HE sector (2022-23 HESA staff Return)

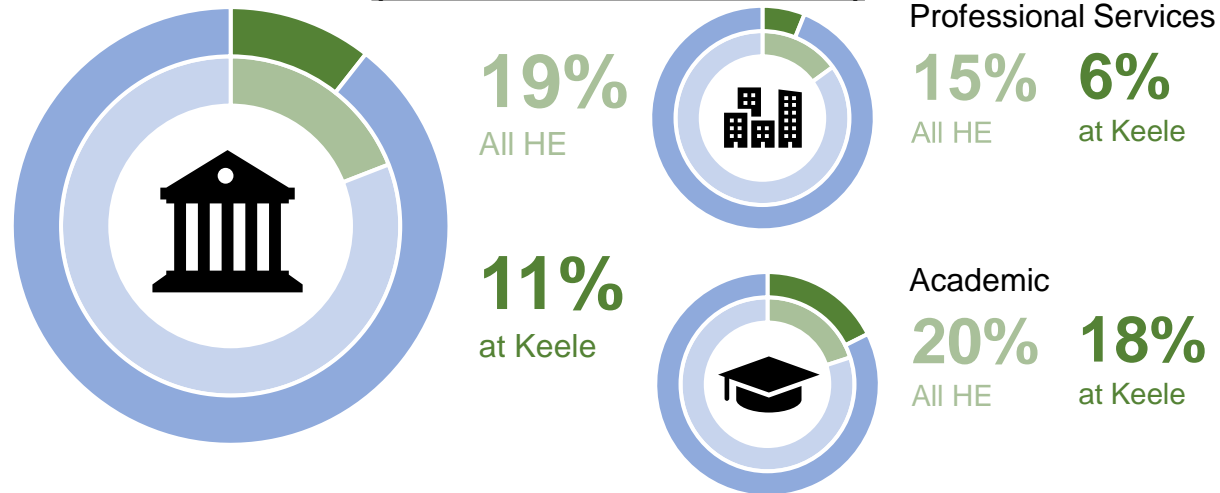


FIG4. Progress against REC representation targets



Race Equality Charter (REC) Progress	2025 Target	2022/23 data	Variance +/-
Academic	17.3%	17.7%	0.4%
Professorial	10.1%	12.8%	2.7%
Senior Lecturer	7.4%	10.8%	3.4%
Professional Services	4.5%	5.5%	1.0%

FIG5. Bonus EPG - all

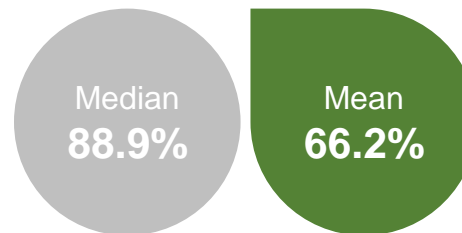
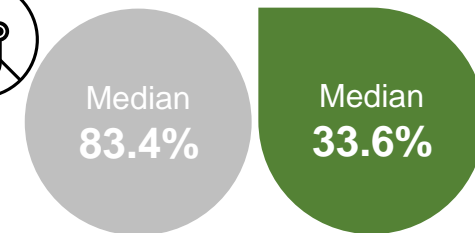


FIG6. Bonus EPG excluding CEA



Keele University Disability Pay Gap (DPG) 2023



2023



Disability split by pay quartile

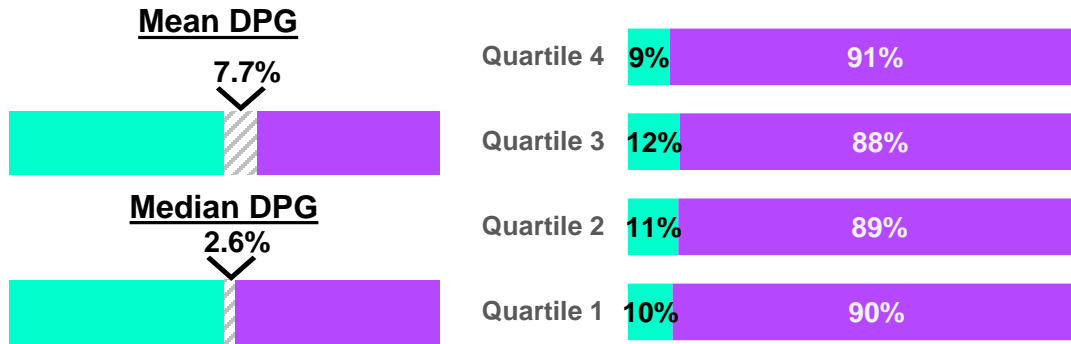
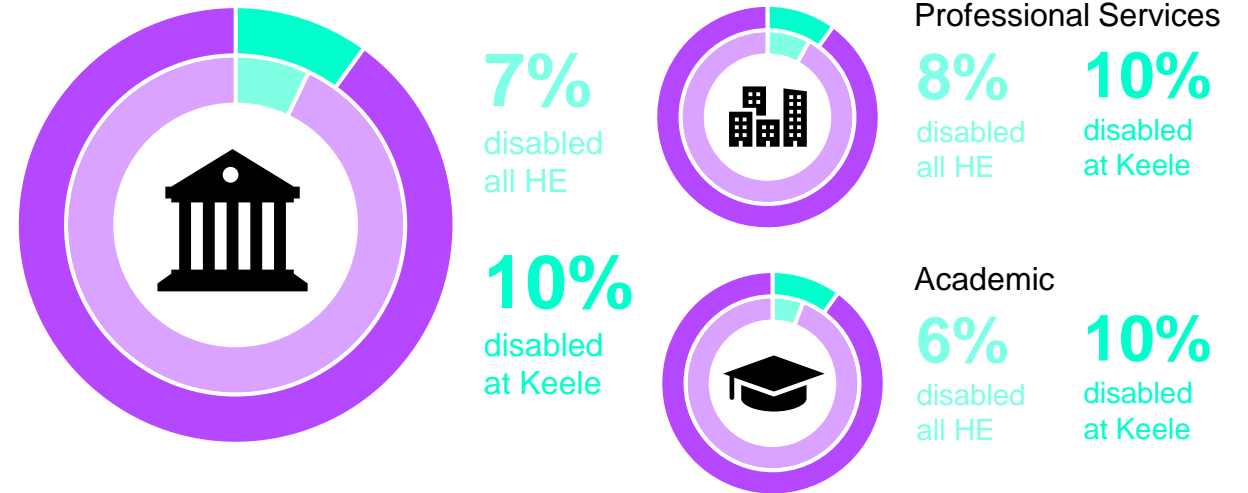


FIG2. Keele University staff disability types recorded 2022-23

Other disability	28%
specific learning disability	21%
long standing illness/condition	20%
mental health condition	16%
deaf or hearing impairment	5%
physical impairment or mobility issue	4%
social communication issue	3%
blindness or visual impairment	2%
development condition since childhood	>1%

FIG1. Keele University vs HE sector (2022-23 HESA staff Return)



- This is our second report of our DPG. In 2023 we report a 0.8% **increase** in the mean DPG and a 1.4% **decrease** in the median DPG. Both measures remain in favour of staff who have not declared a disability.
- We continue to see **higher disability declaration rates** when compared to the sector (FIG1)
- We are a **disability confident employer** and support a Staff Disability and Accessibility Network
- 28% of disability types are recorded as 'Other' and this has increased by 6% from the last period. There is little variation across the other disability types reported.

FIG3. Bonus DPG - all

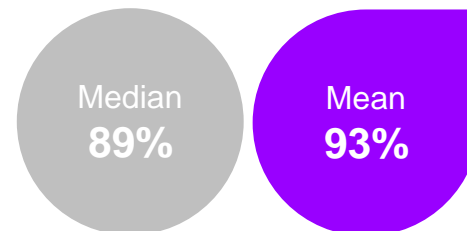


FIG4. Bonus DPG excluding CEA

