

Lancaster
University



2023

Gender Pay
Gap Report

For more information, please contact the EDI team on edi@lancaster.ac.uk

VICE-CHANCELLOR'S FOREWORD



At Lancaster University we are fully committed to reducing inequalities in our pay and reward systems.

This report details the gender pay gap data from March 2023, as well as the actions taken and progress made in addressing gender pay gap issues over the past year. I am pleased to report that our work to ensure greater equality in payments across all of our reward processes has resulted in improvements in the institutional Gender Pay Gap data.

This year, our median and mean gender pay gaps have reduced further compared to last year. Over the last five years, our mean and median hourly rate of pay has reduced by 5 and 8.5 percentage points respectively in favour of women. We are committed to reducing these pay gaps and ensuring more equal numbers of women and men across all grades.

Since last year we have seen increases in the proportion of female staff in all quartiles with the largest increases in the lower and upper quartiles and we are committed to closing this gap even further.

The University is committed to increasing the proportion of women in academic roles, as well as the number of female professors and have established a Recruitment and Selection Review Project to address disparities within our workforce.

I am very proud that all Departments and Faculties within the University continue to hold their own individual Athena Swan awards and our institutional, faculty and departmental action plans continue to contribute to the reduction in our Gender Pay Gap.

Professor Andy Schofield
Vice Chancellor

INTRODUCTION

This report provides information on the gender pay gap at Lancaster University, using the census date of 31 March 2023, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since first reporting on our gender pay gap data, we have been working to reduce the pay gap. We are pleased that this year's report continues to show a narrowing of the gender pay gap on several measures.

However we are aware there is much progress to be made, and this report sets out the actions the University will be taking to continue to reduce our gender pay gap.

ABOUT US

Lancaster University is a top 15 university in the three major UK league tables. Lancaster is 122nd out of more than 1,500 universities in the QS World University Rankings 2024. Lancaster is ranked 122nd in the Times Higher Education World University Rankings 2023, making Lancaster 15th out of the 101 UK universities included in the table and the highest non-Russell Group institution in England.

As of 31 March 2023, Lancaster University employed 3650 members of staff, 1626 (44.5%) male and 2024 (55.5%) female, across four academic Faculties and Professional Services Divisions. We are an important community employer, and our staff includes cleaning, catering and pre-school centre staff, many of whom are female. We hold a Bronze Institutional Athena Swan Award, and all departments hold either an individual or Faculty Award at Bronze level, with Physics, the Lancaster Environment Centre, and the Faculty of Health and Medicine holding Silver Athena Swan Awards.

We are a Disability Confident Employer at level 2 of the Disability Confident Scheme, and hold a silver award from the Stonewall Workplace Equality Index, for our commitment and effort towards being an LGBTQ+ friendly employer.

"As of 31 March 2023, we employ 3650 members of staff, 55.5% of whom are female."

EQUAL PAY AND THE GENDER PAY GAP

The gender pay gap is the difference between the average hourly pay of male staff and the average hourly pay of female staff.

01

WHAT IS THE GENDER PAY GAP?

This is shown as **mean** average (calculated by adding the remuneration of all male and all female employees and dividing it by the number of employees) and **median** (the middle value when all female and all male staff hourly pay is listed from lowest to highest value).

02

WHAT IS THE GENDER BONUS GAP?

The bonus gap is the difference between the value of the average female staff member's bonus and the average male staff member's bonus awarded between 1st April 2022 and 31st March 2023. This is shown as the mean average and the median.

03

WHAT IS EQUAL PAY?

Equal pay and the gender pay gap are two distinct measures. Equal pay means women and men are paid the same rate for like work, as set out in the Equality Act 2010. The University uses a job evaluation scheme to systematically measure the relative value of jobs and ensure equal pay for equal work.

04

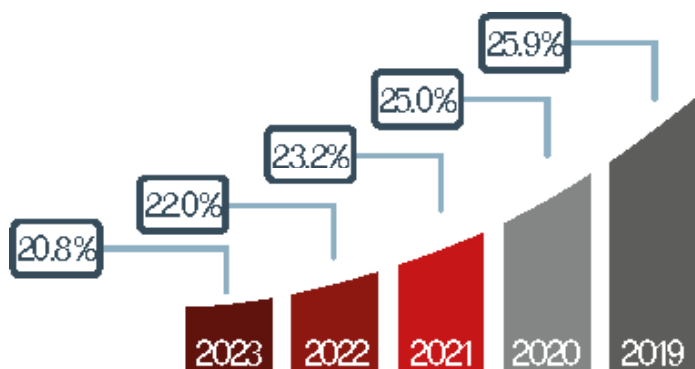
HOW DOES THE DATA DEFINE MALE AND FEMALE?

Gender pay data and equal pay data is based on sex, not gender identity. This report uses the terms men/women and male/female to denote staff of either sex.

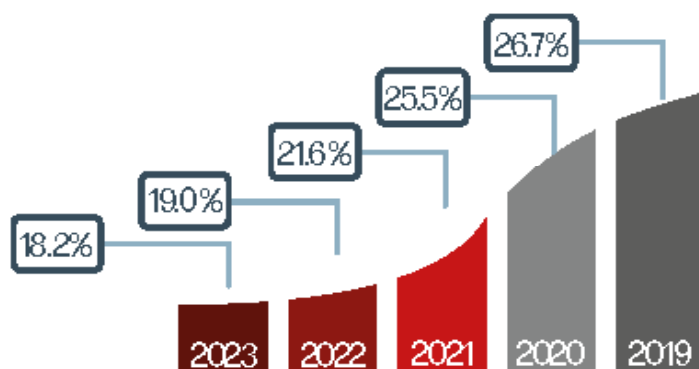
GENDER PAY AND BONUS PAY

HOURLY RATE OF PAY BY GENDER

In 2023 the mean hourly rate of pay was 20.8% lower for women than men, continuing the downward trend that has seen the GPG at Lancaster fall 5 percentage points over the last five years.



In 2023 the median hourly rate of pay was 18.2% lower for women than men, once again we see a continuing downward trend when looking at the last five years, falling 8.5 percentage points.



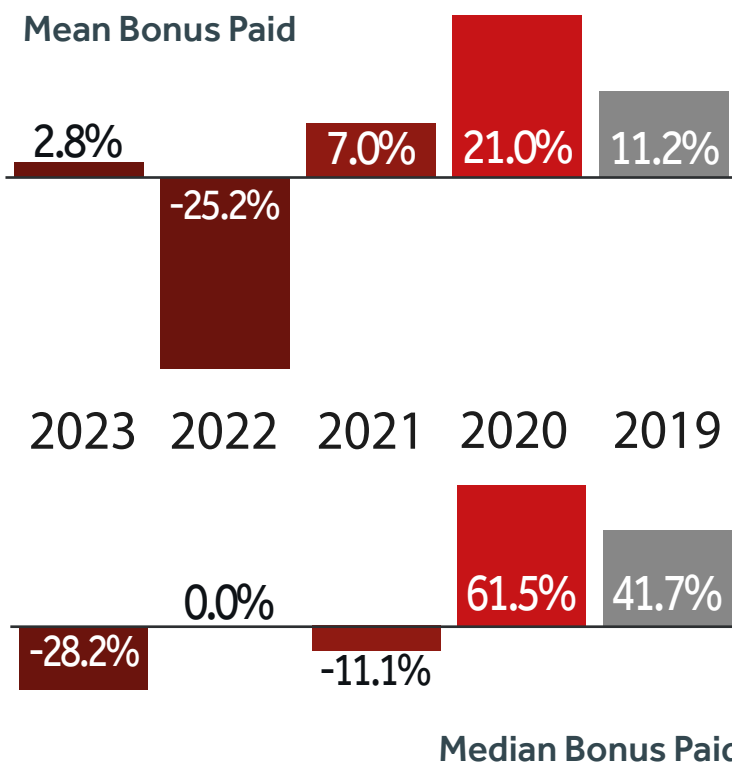
BONUS PAYMENTS BY GENDER

5.3% of women (108 out of 2024) and 3.4% of men (56 out of 1626) received bonus payments.

The mean bonus paid was slightly higher for men, resulting in a mean bonus pay gap of 2.8%.

The median bonus payment increased in favour of women in 2023, making the median bonus pay gap -28.2%.

With the relatively low numbers of bonuses awarded overall, small variances in the bonuses awarded can have big swings in the BPG, particularly when looking at the median.



PAY QUARTILES

Our staff population is divided into four pay quartiles, from lowest to highest hourly pay. There are significantly more women in the lower pay quartile and more men in the upper pay quartile. Since last year we have seen increases in the proportion of female staff in all quartiles with the largest increases in the lower and upper quartiles.

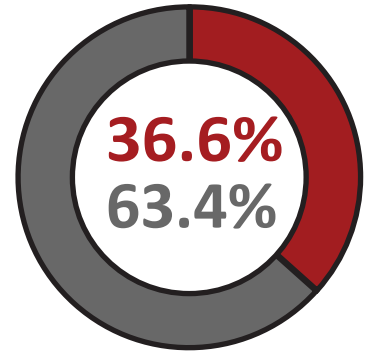
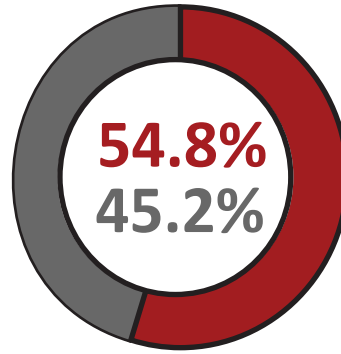
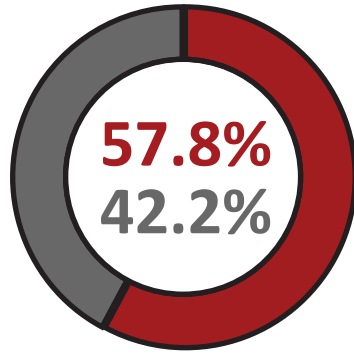
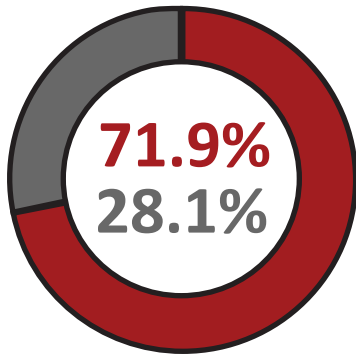
This difference in the spread of female and male staff - and the impact it has on average pay - underpins the gender pay gap.

LOWER:

LOWER MIDDLE:

UPPER MIDDLE:

UPPER:



Key: ● Female ● Male

UNIVERSITY STAFF POPULATION



ANALYSIS

Since the statutory reporting of the gender pay gap began in 2017, our mean pay gap has continually reduced, moving from 27.7% in 2017, to 20.8% in 2023, a reduction of 6.9 percentage points. Our median gender pay gap has also decreased from 26.5% in 2017 to 18.2% in 2023, a decrease of 8.3 percentage points. We have a slightly positive mean bonus pay gap in favour of men, and a negative gap in favour of women in our median bonus pay.

In terms of our quartile data, whilst all quartiles have all increased the proportion of women in them since 2023, due to the increase in number of female staff at LU we continue to have a greater proportion of women in lower paid roles (71.9% female in the lower quartile), and conversely, more men employed in higher paid roles (63.4% male in the upper quartile). Increasing the number of women in higher paid roles and reducing the number of women in lower paid roles would have significant impact on the gender pay gap. In addition, the 2023 pay award included higher uplifts for the lowest paid employees, which has continued to help regress the gender pay balance within the lower quartile group.

GENDER PAY GAP ACTION

The University is fully committed to reducing Gender Pay Gap. Our Athena Swan Action plan focusses in particular on gender equality, and it is also a key element in other institutional EDI action plans. As set out in the University Equality Objectives 2022-26, all our EDI work in relation to our workforce is aimed at striving for diversity and inclusion, promoting and celebrating diversity and demonstrating more inclusive leadership, accountability and fairness at all levels of management.

ACHIEVEMENTS TO DATE



We are fully committed to decreasing our gender pay gap and have a series of actions within our Athena Swan Institutional action plan to achieve this. These actions focus on a broad range of areas including recruitment, professional services staff progression, EDI culture, and family friendly support.



All of our departments or faculties continue to hold individual Athena Swan awards, with tailored local actions to ensure impact across the institution. Some departments are now upgrading from Bronze to Silver illustrating the progress being made in gender equality.



We have developed our family friendly offer by increasing paid maternity and adoption leave to 22 weeks and paternity/partner leave to 2 weeks. The qualifying period for both has also been reduced to 6 months at expected week of childbirth.



A new [family friendly webpage](#) illustrates the facilities and resources available to colleagues with parenting or caring responsibilities and is aimed at both supporting existing staff and encouraging the recruitment of new female staff.



The values are more routinely influencing activity across our institution and form the basis of transformational change programmes associated with our People & Culture Plan such as the recruitment and selection project.



The academic promotions criteria provides greater flexibility in catering for a more diverse academic workforce, recognising equally contributions to research, teaching, and engagement. These reflect the three pillars of the University strategy. These enable promotions cases to be put forward as teaching-led, research-led, engagement-led, or as balanced, promotion cases.



We have institutional KPIs for gender equality and broader EDI characteristics. 45% of our academic staff and 30% of our professors are now female, and this number has been increasing steadily over the last few years.

GENDER PAY GAP ACTION PLAN

FUTURE WORK

Further detailed analysis is being undertaken to identify and address the root causes of the Gender Pay Gap.

We continue to deliver our Institutional Athena Swan action plan focussing on our EDI culture, academic career pipeline, Professional Services staff progression and family friendly support.

After review and consultation with our four Faculties, we will be introducing new guidance for research staff progression in 2023.

Our Technicians Commitment Steering Group are progressing the implementation of career pathways using a nationally recognised framework to support and develop our technical staff.

The University will continue to provide a tapestry of opportunities to support Professional Services staff to build confidence and skills to better manage their careers and progression. The career management microsite will be further developed to include some case studies and we will facilitate a dedicated career management event in 2023.

Our ongoing recruitment and selection review is moving into implementation and will deliver the series of recommendations including improvements from an EDI lens. This is an intersectional project which, in part, aims to deliver increased female academic recruitment.

We will continue to work towards our gender equality KPIs and monitor progress towards these through our University Executive Board.

The Race Equality Charter Institutional Self-Assessment Team staff working group is looking at a range of processes across the University including academic promotions, with a view to developing further action in this area to support staff from black and ethnic minority groups. This includes a look at promotions practices in departments and faculties to identify barriers to the progression of academic staff from black and ethnic minority groups.

The University's Equality Objectives 2022-2026 will continue to provide strategic direction for progressing the EDI agenda within the institution. Over the next three years, work will focus on the development and delivery of associated action plans supported by effective reporting mechanisms.

The professorial review process will change from self-nomination (which saw the review of only a proportion of the professoriate) to the universal review of all professors. This will ensure that all professors are reviewed for their performance in the same time frames.



GENDER PAY GAP 2023