

DMU and the Pay Gap (gender and race)

“De Montfort University (DMU) has one of the most diverse staff and student populations of any HE institution in the UK – we are hugely proud of this, and equality for all is one of the cross-cutting themes of our Empowering University strategy. Our mission is to discover gateways of opportunity that empower students, staff and our community to create a fairer society, and empowering people is one of the four key pillars of our strategy. Championing diversity is at the heart of this – having a nurturing community which is inclusive, dynamic and draws on our diversity to challenge the status quo and to drive change. For us, aiming to have no pay or awarding gaps is a critical success factor for achieving this, and reflects our firm commitment to ensuring equitable opportunities and improving outcomes for all our staff and students.

“This summary, which outlines the current gender pay gap (GPG) at DMU, is a testament to our continued efforts to reduce the GPG. We are determined to continue to take proactive measures to further narrow this gap in future years, placing equality, diversity and inclusion at the front and centre of everything we do.

“A couple of years ago we also took the decision to publish our race pay gap (RPG). We have again published this information, given that transparency is key as we continue to take steps to decolonise DMU and to become an anti-racist university. This year’s data shows our lowest RPG since we began reporting it, and it is rewarding to see our efforts starting to have an impact. However, as with the GPG, we know that we need to continue to take action to address the gap further.”

Professor Katie Normington, Vice-Chancellor, De Montfort University

About the pay gaps

The gender pay gap (GPG): The GPG shows the difference in pay between all men and women in a workforce expressed as a percentage of men's earnings. It can sometimes be confused with the law on 'equal pay'. An equal pay analysis looks at whether men and women doing equal work are paid the same i.e. it is a direct comparison between the contractual terms (including pay) of two people of different sexes doing equal work. A pay gap review, however, looks at the pay of men and women at *all* levels of the workforce as a whole, and considers the difference between the average (the mean and median) pay gap of each group. The mean pay is the average of the salaries of all employees by gender calculated as full-time equivalent salaries, while the median is the midpoint of pay on a scale from highest to lowest.

DMU has more than 250 employees and is therefore required to report its GPG in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("the Regulations"). This statement has been produced with reference to the Regulations and associated guidance. However, we are proud to share our figures, which have consistently been lower than the average for the sector, and to publicly state our intention to continue to further reduce and ultimately eliminate our pay gap.

The race pay gap (RPG): The RPG shows the difference in pay between white employees and Black, Asian and minority ethnic (BAME) employees in the DMU workforce.

There is currently no mandatory reporting duty in respect of the race/ethnicity pay gap; however, in the interests of openness and transparency, DMU has chosen to monitor and report its RPG as a voluntary initiative.

We are proud to be an employer with a particularly diverse workforce, representing a wide range of ethnicities, nationalities, backgrounds and cultures, reflecting the diversity of the city in which we are based. While a more nuanced analysis might reveal more qualitative data on the nature of how the RPG affects different ethnic groups, for reasons of simplicity and consistency the university has applied the same aggregated groupings methodology (i.e. between white and BAME staff) as prescribed by the mandatory GPG reporting duty for its reported figures. As part of our Decolonising DMU work, we are considering how the gaps impact different groups of people in a more nuanced and disaggregated manner.

We recognise that reducing our GPG and RPG will take time. However, we are confident that our commitment to change, as demonstrated in a range of measures that we are taking, will help us continue to achieve increased balance in these critical areas across all levels of our organisation.

Our pay gaps in 2021

The GPG

For the pay period containing the 'snapshot' date of 31 March 2021, DMU has a mean GPG of **9.9%** and a median GPG of **8.4%**. There has been a continual downward trend since we began reporting in 2018, when the mean gap was 15% and the median gap was 23% (using 2017 data). We have improved on last year's reported mean GPG figure of 10.8%. In addition, we compare very favourably with the rest of the HE sector – UCEA's pay gap benchmarking tool¹ shows that the mean pay gap for other HE institutions in England is 14.5% (based on 2020/21 data available at January 2022). However, it is recognised we cannot be complacent, and we will continue to develop and deliver work that has an impact towards addressing any pay gap.

Despite the reduced mean GPG, the median GPG (representing the midpoint of pay on a scale from highest to lowest) has risen, and this has been driven by the median pay for men increasing in 2021 whereas the median for women stayed the same. Nonetheless, again we compare favourably with the median for the rest of the sector in England, which is 13%.

Typically, women are less well represented than men in higher pay grade roles and are overrepresented in the lower pay grade roles of the organisation. We believe that this is the underlying factor driving our GPG which shows the top quartile of earners comprises 53.2% men and 46.8% women, whereas the lower quartile of earners comprises 33.7% men and 66.3% women.

Pay quartiles

In accordance with the Regulations, we have also divided the total population of the workforce into quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands. The percentages of males and females within each quartile are as follows:



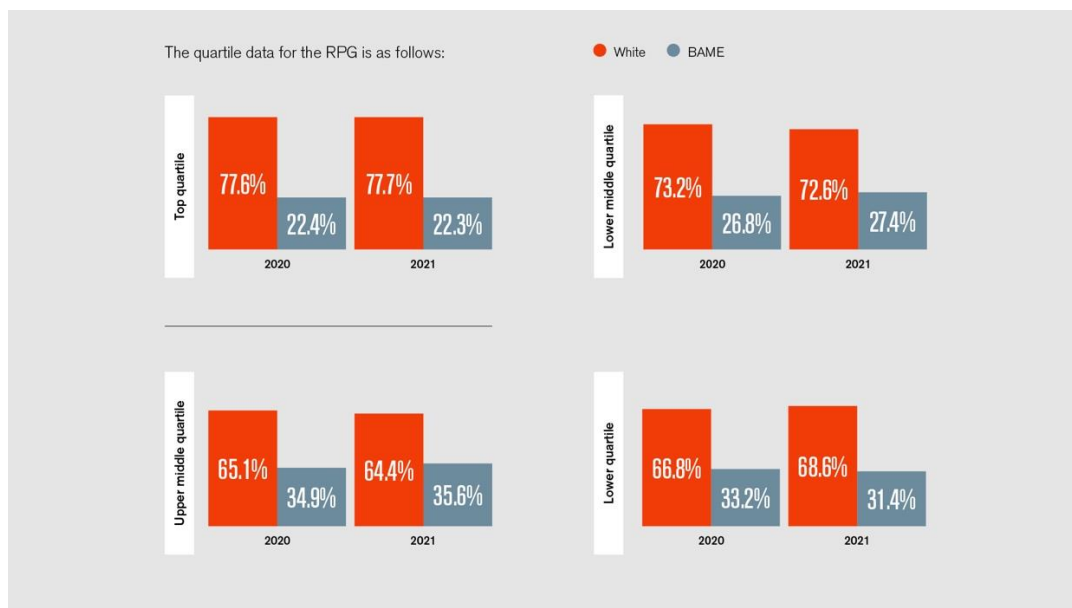
The RPG

¹ Source: UCEA's gender pay gap benchmarking tool which uses data from the government statutory gender pay gap portal for reporting year 2021/22, and contains gender pay gap figures for 2020/21, downloaded on 10 January 2022.

For the pay period containing the ‘snapshot’ date of 31 March 2021, DMU has a mean RPG of **5.2%** and a median RPG of **0.0%**. This shows a decrease from last year’s reported mean RPG figure of 7.1%, and a continued median RPG of 0%. The mean pay gap is the lowest since we started reporting the RPG in 2018, showing that our efforts to advance race equality are impacting on closing the pay gap too.

The above figures are subject to caveat as DMU does not yet have a 100% disclosure rate in terms of race and ethnicity, although this is improving over time and is now at more than 90%. Therefore, the figures are based on available data. DMU takes ongoing measures to encourage higher rates of disclosure of race and ethnicity among its workforce.

The quartile data for the RPG is as follows:



The bonus pay gap

This is similar to the GPG and RPG but looks specifically at the amounts paid on average by way of bonus pay (if any bonus pay has been paid) during the 12-month period.

A negative figure indicates a pay gap in favour of women as per the Office for National Statistics (ONS) methodology.

What is DMU’s bonus pay gap?

In 2020 DMU had a mean gender bonus gap of 4.3% and a median gender bonus gap of -3.1%, much lower than the sector average mean gender bonus gap of 19.6%. 3.6% of male employees received a bonus, while 2.2% of female employees received a bonus. We had fewer women employed in senior roles and therefore have fewer women than men who are eligible to receive a bonus.

Bonuses at DMU are generally only available to staff on grades above the single pay spine, as discretionary payments linked to individual performance, and in 2021 there is no bonus pay gap to report as the decision was taken not to pay bonuses on top of annual salary.

DMU's commitment to equality

Our new EDI strategy

DMU launched its new equality, diversity and inclusion (EDI) strategy on International Women's Day. 'Equality for All' sets out a fresh approach to enable the university to value and celebrate the diversity of its staff and students and to foster a culture of inclusion. 'Enabling equity and fairness for all' is one of the strategy's main themes, and as part of this we will be looking to ensure that women and staff of colour are more equitably represented in manager and senior level roles. The strategy implementation plan sets out a strategic objective to significantly reduce the gender and race pay gaps. A task force will look to develop and renew our actions to address the pay gap. This will include targeted staff development for those staff demographics under-represented at senior levels, reviewing and changing our promotions processes and pathways and ensuring our appraisal process works equitably for all staff. This work will tie into that which we are committed to through the Athena SWAN and Race Equality Charters.

Activities to help address the pay gaps

The university is currently developing its new **Athena Swan** and **Race Equality Charter** applications. As part of this it is critically reflecting on the progress of the actions previously committed to, and reviewing which we should continue or change. Where it is right to do so, we will commit to new actions. The new action plans will cover all elements of the staff journey that influence the pay gap. Our actions have, and will continue to support the recruitment, retention and progression of talented women and staff of colour.

These actions will stand alongside our other inclusive practices. We continue to offer a range of **work/life balance** (WLB) and **flexible working** options for our staff to help them better manage their work and non-work commitments. These include a visible commitment from the most senior levels of the organisation, policies to support those with caring responsibilities and action to enable flexible working and deliver on our commitment that staff should be empowered to gain an appropriate WLB. Following the Covid-19 pandemic, hybrid working is now being embedded on a permanent basis, allowing greater flexibility for many colleagues in terms of how, where and when they work.

A newly formed working group looking at **promotion criteria and career pathways** will address the importance of ensuring that success criteria and processes for promotion are clear, inclusive and equitable, and that colleagues understand and are supported through the career pathways available at DMU.

A **critical friends' group** for staff of colour has been formed to feed into and critically evaluate actions being proposed and taken in relation to addressing race equality, and a women's group will also be formed to do the same in respect of gender equality. Both groups will provide a crucial lived experience voice that will heavily influence the prioritising and progression of actions that we take to reduce our pay gaps.

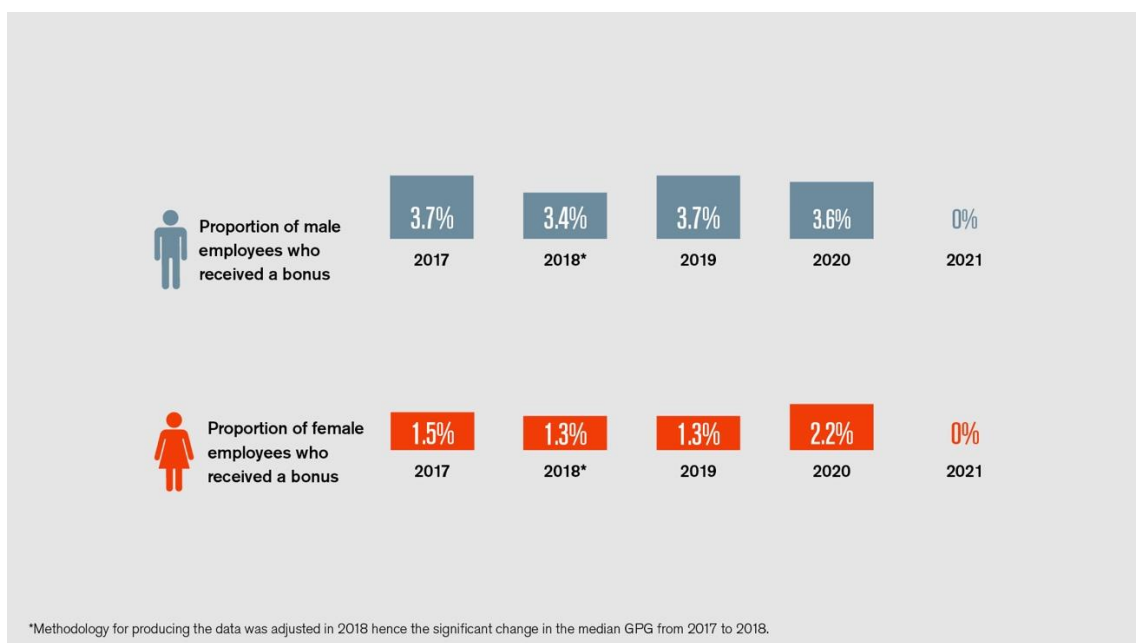
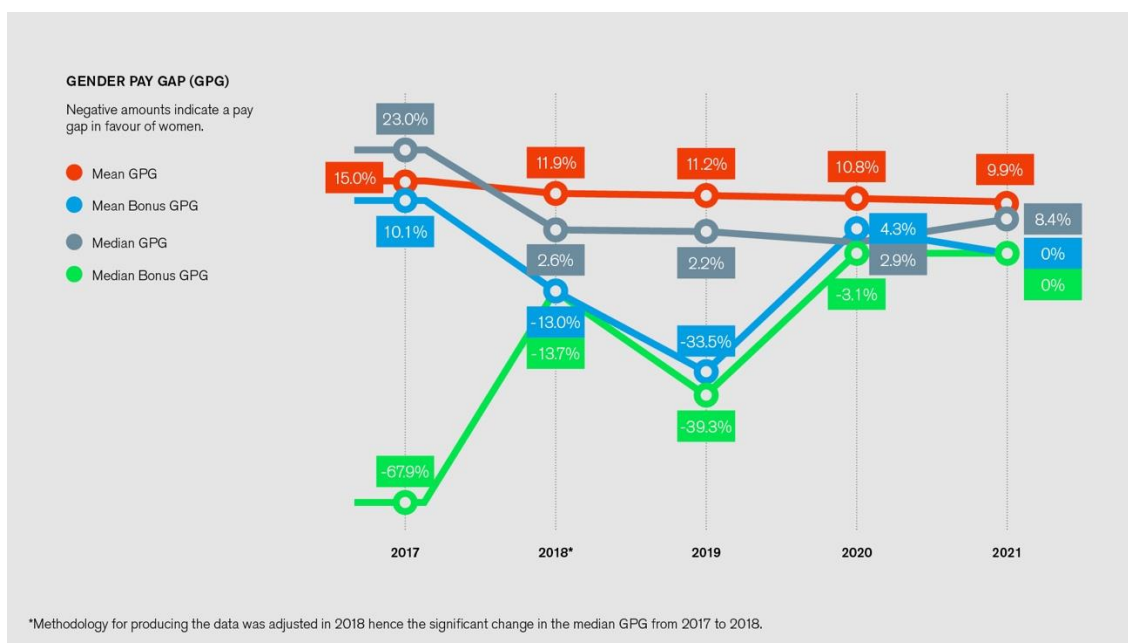
We recognise that reducing our GPG will take time. However, we are confident that our commitment to change, as demonstrated in these and other measures, will help us continue to achieve increased gender balance across all levels of our organisation.

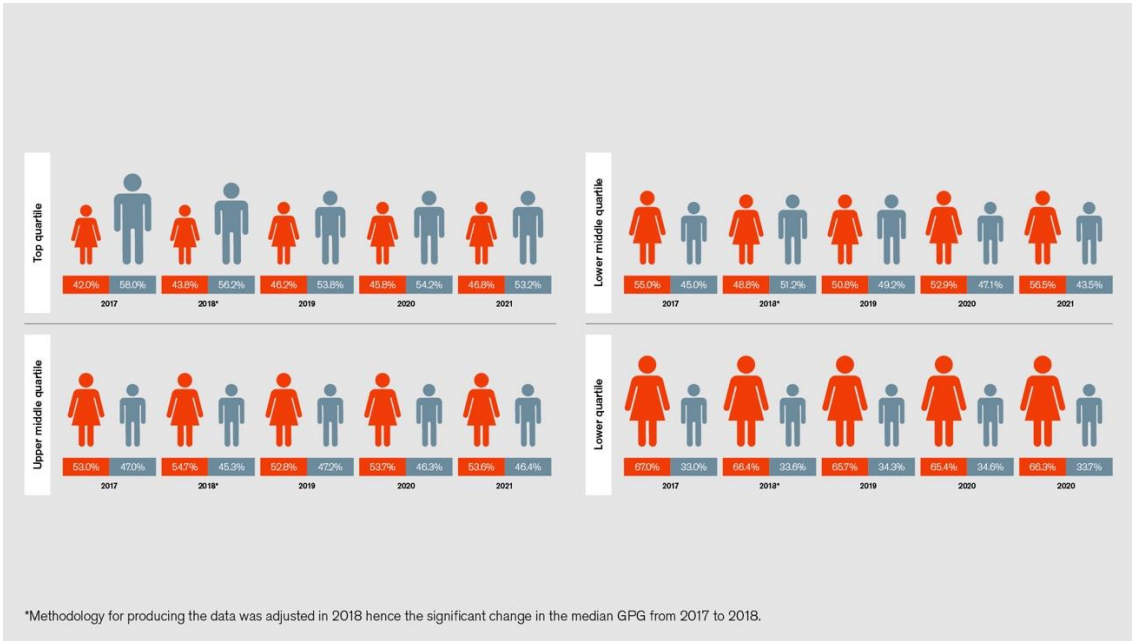
Pay Gap Data trends: 2017 – 2021

The pay gap data is based on snapshot pay data in the March before the publication date i.e. 2020 data is based on a snapshot of data taken in March 2020, and this was published in 2021.

Gender pay gap (GPG)

Negative amounts indicate a pay gap in favour of women.





Race pay gap (RPG)

The pay gap data is based on snapshot pay data in the March before the publication date i.e. 2020 data is based on a snapshot of data taken in March 2020, and this was published in 2021.

Negative amounts indicate a pay gap in favour of BAME employees.

