The University of Huddersfield is committed to addressing workplace barriers to equality and providing all employees with equal opportunity. We are a diverse workforce and our overall goal is to create a fair and inclusive environment in the University.

The causes of any gender pay gap remain complex, with certain issues peculiar to a specific industry or occupation and this is no different for Universities. Our grading system is underpinned by Hay, an analytical job evaluation scheme which measures equal work and provides equal pay within grades.

Along with most other Universities, Huddersfield has different proportions of female and male employees in different parts of the workforce and the distribution of the number of female and male employees is the most challenging to address. In all but one of our grades the gender pay gap variance is not considered statistically significant and within this grade the gap has reduced by nearly 8%.

In our more junior grades there is a higher proportion of female employees and partially due to us being an accredited Living Wage employer there is no gender pay gap within our cleaning, catering and administrative roles which are a major part of these grades.

The University introduced a VSS scheme in December 2017 which resulted in 136 members of staff leaving – a large proportion of those leavers where higher paid males. Replacement posts were generally at lower graded roles, less likely to be male, and the majority of these new appointments were appointed at or near the bottom of the grade point, as per the University’s Starting Salary Policy. Whilst 6 of our pay gaps are statistically insignificant at +/- 0.6%, our overall pay gap has unavoidably widened as a result of a measure which in the longer term is more likely to increase opportunities for career progression for women.

Our policies are also addressing the senior staff category which at less than 1% of the workforce shows a higher pay gap despite our practice of using sector median salaries when considering appointments and progressions. However, we have still made significant progress as we have successfully reduced the pay gap in this category by a third. Overall the gender pay gap variances are not statistically significant within the grades which overall implies broad fairness across the categories and groups of staff.
CLOSING THE GAP - What we are doing

Continual institutional commitment to Athena Swan and working towards the silver award.

Strengthening and developing our existing mentoring arrangements both internally and externally through partnership working with other Universities.

Continue to actively support and encourage women to apply for promotional opportunities – publicising successful candidates, promoting positive role models to encourage women to apply for senior roles.

Reviewing our recruitment and selection policy and guidance and develop a talent management strategy to attract and appoint staff.

Offering career development programmes for employees to develop skills and prepare individuals for progression and promotion opportunities, working towards all managers becoming a chartered manager.

Ensuring the University’s conferment process continues to be transparent and accessible.

Develop and implement a recognition scheme rewarding excellent achievement.

Continue to monitor and develop support for personal development and our culture through our staff survey and put in place targeted area action plans.

Ensuring the University follows a defined code of conduct for the recruitment of researchers which set out some principles for enhancing working conditions.

Significantly progressed the Wellbeing Agenda in terms of the number and types of activities and initiatives we deliver across the University and also achieving The Workplace Wellbeing Charter.

Developed and introduced an award winning Chartered Manager programme across the University.
The Mean and Median gender pay gap – based on hourly rate of ordinary pay

<table>
<thead>
<tr>
<th>£17.78</th>
<th>£22.58</th>
<th>£16.10</th>
<th>£20.37</th>
<th>1073</th>
<th>865</th>
</tr>
</thead>
</table>

Mean Gender Pay Gap 21.26%
Median Pay Gap 20.96%
Total Employees 1938

The Proportion of males and females in each mean hourly rate quartile pay band

<table>
<thead>
<tr>
<th>352</th>
<th>133</th>
<th>304</th>
<th>180</th>
<th>266</th>
<th>218</th>
<th>151</th>
<th>334</th>
</tr>
</thead>
</table>

72.58% 27.42% 62.81% 37.19% 54.96% 45.04% 31.13% 68.87%
Q1 Q2 Q3 Q4

The University does not operate a bonus or commission scheme so there is no variance to report