Gender Pay Gap Report
2017

BE THE DIFFERENCE
Introduction

The University of Stirling is an international university with a global reputation for high quality teaching and research. We are an agent for change, connecting people, innovating and transforming the lives of our students, staff and the global communities we serve.

Our reputation for excellence has been gained through the quality of our research, the impact it has had on society, and the skills and competencies of our staff and graduates. The University considers gender equality as intrinsic to everything we do, and critical to recruiting, retaining and nurturing the greatest talent in staff and students. The University of Stirling places gender equality in relation to retention, continuation and success of staff at the heart of its Equality Outcomes and Strategic Plan to 2021.

From April 2017, all large UK organisations employing 250 people or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures)
- Gender bonus gap (mean and median figures)
- Proportion of male and female staff in each quartile of the organisation’s pay structure
- Proportion of male and female staff receiving bonuses

**Data**

**Snapshot date 5 April 2017**

Dataset based on headcount and hourly pay

**Mean gender pay gap**

15.51%

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Lower rates of hourly of pay</th>
<th>Higher rates of hourly of pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>68.8%</td>
<td>31.2%</td>
</tr>
<tr>
<td>Q2</td>
<td>65.2%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Q3</td>
<td>59.5%</td>
<td>40.5%</td>
</tr>
<tr>
<td>Q4</td>
<td>48.4%</td>
<td>51.6%</td>
</tr>
</tbody>
</table>

**Median gender pay gap**

19.27%

**How we calculate the mean difference**

\[
\text{Mean male average pay} = \frac{\text{Total hourly pay} \div \text{number of male employees}}{\text{Mean female average pay}} = \frac{\text{Total hourly pay} \div \text{number of female employees}}{\text{Mean hourly pay gap}}
\]

**How we calculate the median difference**

\[
\text{Median hourly pay gap} = \frac{\text{The difference} = \text{The median is the middle value in the range of hourly pay}}{\text{Mean hourly pay gap}}
\]

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

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>419</td>
<td>190</td>
</tr>
<tr>
<td>Q2</td>
<td>397</td>
<td>212</td>
</tr>
<tr>
<td>Q3</td>
<td>363</td>
<td>247</td>
</tr>
<tr>
<td>Q4</td>
<td>295</td>
<td>314</td>
</tr>
</tbody>
</table>

The University has no contractual bonus arrangements.
Gender Pay Gap vs Equal Pay

What is the Gender Pay Gap?
The gender pay gap measures the difference between the average pay of all men and women in an organisation. Often, the gender pay gap is confused with unequal pay, though this is a different measurement.

The new Gender Pay Gap regulations stipulate a specific method of calculation to determine the mean / median Gender Pay Gap, which does not allow for direct comparison with the figures published in our previous Equality Outcomes reports. However, we can evidence a clear trend towards reducing the gender pay gap:

Overall proportion of employees

60.5% of employees in the University are female

What is the difference between Gender Pay Gap and Equal Pay?

Equal pay relates to pay difference between men and women who carry out the same job, similar jobs or work of an equal value.

The Gender Pay Gap relates to the differences in the average pay between men and women, in different jobs, across an organisation.

Mean Gender Pay Gap

Making the Difference

Stirling is a place where everyone is treated with respect and where ability – not background – is valued. We are open with one another and support people with specific needs; we acknowledge difference, and respect the right of students and staff to hold differing views.

We don’t settle for second best. We remunerate and reward our staff based on performance, contribution and impact. We strive for excellence in all we do, and work actively to support students and staff to perform at the very highest level. By doing so, our teaching and research makes a real and demonstrable impact on the economy, environment and society in Scotland and beyond.

The University published its Gender Action Plan on 14 July 2017, in line with guidance from the Scottish Funding Council.

The Action Plan sets out the institution’s commitment to equality and diversity and a range of actions being undertaken to support the gender equality objectives.

stir.ac.uk/1jr Gender Action Plan

We were awarded the Athena SWAN Bronze award in September 2017.
Reducing the Gender Pay Gap

The data illustrates that the University has a mean gender pay gap of 15.5%. This is lower than the national average of 17.3% (ONS Great Britain Mean Gender Pay Gap) and is largely due to a bigger proportion of females in lower pay grades, which reflects societal norms relating to occupational segregation. We have taken, and continue to take, significant steps to reduce our gender pay gap, as follows:

Our academic promotions process ensures transparency in decision making. Recent improvements have included the development of a dedicated webpage with interactive flow charts that set out possible career pathways. To increase engagement with female staff, a female only development session “planning your career” together with a number of testimonials from recently promoted staff are included.

A number of female specific career development opportunities are offered, including Aurora, Stepping Stones and Taking Control of your Career (enrolment rates have almost doubled in this programme between 2013 and 2017). These programmes provide development opportunities for females at various stages of their careers.

The University is committed to gathering and responding to feedback through its staff survey, to identify areas for improvement and to inform people related processes and practices. This enables us to attract and retain high-calibre staff, develop a culture of engagement, optimise work effectiveness and foster a fulfilling work environment.

Launched in 2012, the University’s mentoring scheme is designed to support the personal and career development of all staff, particularly women, and groups under-represented at senior management level. Types of support include assistance with research grant applications, networking skills and applications for promotion.

A far higher proportion of our female staff work in part time roles (69% of our part time staff are female), and the majority of these roles fall within Quartile One.

We remain committed to the Athena Swan Award which recognises and promotes good practice in gender equality. The University has signed up to the expanded Athena SWAN Charter which includes Arts, Humanities, Social Sciences, Business and Law, as well as STEM (Science, Technology, Engineering and Maths) subjects. All of our academic units are fully engaged with Athena SWAN.

Equality Champions are dedicated staff from across the University who make an active contribution to the implementation of both the University’s Equality Outcomes Action Plan and the Athena SWAN Action Plan. A champion’s role is to drive forward the Equality and Diversity agenda, and to inform the development of the equality related activities across the University.

We have a programme of leadership, management and development events which offer all staff the opportunity to improve their skills and knowledge in work related areas. This programme continues to grow and includes many female specific events targeted at developing the leadership potential of our female staff e.g. International Women’s Day.

Unconscious bias training is offered to all staff across the University, and is specifically targeted at staff eligible to serve on appointment panels, and other committees and decision making bodies. It provides guidance on topics primarily affecting women, and aims to remove unconscious bias in any decision making process.

Effective gender reporting and monitoring is in place to support the range of equality initiatives.
To find out more

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