

Gender Pay Gap Q&A

What is the difference between a gender pay gap and an equal pay gap?

A gender pay gap measures the differences between the average pay of all male and all female employees, irrespective of their job role or seniority.

Equal pay concerns pay differences between specific groups of male and female employees performing like work, equivalent work or work of equal value.

What is the Gender pay gap at the University?

Our gender pay gap reports are publicly available on the Government gender pay gap service, accessible here: <https://gender-pay-gap.service.gov.uk/employer/4n4dGZjF>

Where can I find the University's equal pay reviews?

Our equal pay reviews are publicly available on our own website, here: <https://www.southampton.ac.uk/hr/services/equal-pay/index.page>

Why are there two reports and how are they different?

The University of Southampton is committed to pay and working conditions free from discrimination through our Equal Pay Policy, the Universities and Colleges Employers Association (UCEA) framework agreement and equal pay legislation.

Statutory reporting of the gender pay gap came into effect in 2017. This requires all employers with 250 or more employees to publish data each year showing the pay gap between their male and female employees.

We conduct equal pay reviews annually to see if there are pay differences between specific groups of male and female employees performing like work, equivalent work or work of equal value. Through these equal pay reviews we can examine the pay of our workforce in much more detail than gender pay gap reporting allows. Our equal pay reviews are accompanied by action plans that seek to address areas of gender pay gap concern identified by both reporting methodologies.

What are you doing to close the gender pay gap?

We recognise that we are not where we would wish to be regarding the gender pay gap and have been working to close this gap through a number of initiatives.

The University has been working systematically for a number of years to improve career development opportunities for women, and therefore enhance the mobility of women up the pay structure. This work was recognised by an Athena SWAN Silver award in 2016, making the University one of only ten universities at that time to have achieved this prestigious award in gender equality.

We have been successful in improving the progression rates of women to senior roles – as of 2018, women make up 27.1 per cent of our most senior grade (Level 7), compared with 17.7 per cent in 2007, and half of our Executive Board members are now female.

Other examples of work to address the imbalance include:

- mandatory online equality and diversity training for all staff, so they are aware of their responsibilities under the Equality Act 2010 and the University's efforts to enhance equality of opportunity for all
- continued support of our women's employee networks, leadership circles for women and an institutional mentoring programme to increase the visibility of women role models and provide independent tailored support to aspirational women in their careers
- annual availability of the *Springboard Development Programme for Women* to academic women, and professional and support roles in some years as well

It is important to note, however, that the gender pay gap results from cultural and structural situations within the organisation, and in wider society, that will not necessarily be solved in a short space of time. We are committed to making changes to our working practices to ensure equality for all and will continue to progress this work to ensure the gap closes as soon as possible.

The report shows more men are being paid bonuses? Why?

For the purposes of statutory Gender Pay Gap reporting, the term bonus includes high value payments such as Clinical Excellence Awards and consultancy payments, which are more often paid to men, due to more men holding positions eligible for such awards - for example senior clinical positions.

Staff Achievement Awards are allocated more evenly between men and women, although there remains a tendency for men to receive higher value awards than women. There is, however, substantial year-on-year variation in this picture, given the discretionary nature of Staff Achievement Awards. The scheme will be subject to increased scrutiny going forward.

What involvement have the Unions had in these reports?

The University works with its recognised trades unions when conducting equal pay reviews, which includes sharing and discussing gender pay gap data. Joint meetings are held to interrogate the data, discuss findings and consider action points arising from these reviews.

Input is also sought through out Equality, Diversity and Inclusion staff networks.