

LEEDS TRINITY

UNIVERSITY

ETHNICITY PAY

GAP REPORT

2021



MESSAGE FROM THE VICE-CHANCELLOR



In recent years, Leeds Trinity University has gained a strong reputation for its work on social justice and equity. As part of this, we are proud to have a strong sense of community, driven by shared values and mutual respect. We actively promote the principles of dignity, care, integrity, respect and inclusivity to provide an environment where our people feel welcome and supported.

Last year, the University published its first Ethnicity Pay Gap Report, in addition to a Gender Pay Gap Report. This is important to continue as part of our work to be transparent and focus on the action needed to close the pay gap, in line with our commitment to improve the representation, progression and success of Black, Asian, and minority ethnic members of our community.

You will see from our data, which presents a snapshot at 31 March 2021 and reflects members of staff who declare their ethnicity, that our mean ethnicity pay gap is 2.9%. This is 18% lower than last year. This data is very encouraging and reflects the work we have done in this area so far; however we are not complacent and recognise that there is always more to do.

Over the period of this report, I was pleased to join the University as Vice-Chancellor and I am proud to be one of the first Black Vice-Chancellors in the UK. As you will see from the analysis, this has contributed to the overall movement in the pay gap figures, but it is also encouraging to recognise the progress being made more widely across Leeds Trinity.

As an institution, we are committed to embedding race equality. In 2020, Leeds Trinity became the first University in Yorkshire to receive the Race Equality Charter (REC) Bronze award after embarking on a programme to promote inclusion. We were also proud to win the Diversity and Inclusion category at the 2021 Whatuni Student Choice Awards and be shortlisted for Outstanding Contribution to Equality, Diversity and Inclusion at the Times Higher Education (THE) Awards 2021. This work continues and we hold ourselves accountable for the action we still need to take.

We are focused on closing the University's pay gap, and we remain committed to championing diversity at every level.

I hope that this report provides an insight into our approach to social justice, equity and inclusion at Leeds Trinity.

Professor Charles Egbu
Vice-Chancellor, Leeds Trinity University

A handwritten signature in black ink that reads "Charles Egbu". The signature is written in a cursive style with a horizontal line underneath the name.

OVERVIEW

Although there is no legal requirement to publish our ethnicity pay gap data, we believe it is important to be transparent about it and the actions we are taking to reduce it. The data reported here shows the University's position as at 31 March 2021.

The **ethnicity pay gap** is the average difference in earnings between Black, Asian, and minority ethnic (BAME) staff and white staff in an organisation, expressed as a percentage of white staff's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all BAME staff with all white staff across the University.

This is distinct from **equal pay**, which measures differences between BAME staff and white staff who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees from different ethnic groups and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to ethnicity.



INTRODUCTION

The concepts of Equity and Social Justice are at the heart of Leeds Trinity University's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We strive to advance and promote equity across all aspects of University life and our Equality Diversity and Inclusion (EDI) committee works proactively to ensure that we consult and involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Equality generally, and race equality specifically, form an integral part of our University Strategy for 2021-26. Following our achievement of the Bronze Race Equality Charter (REC) award, we are continuing to develop this work through our REC Partnership over the coming years.

As will be seen from this report, our efforts so far in this area have been encouraging, and the actions that have been taken to recruit, retain and develop Black, Asian and minority ethnic (BAME¹) colleagues have resulted in a significantly reduced ethnicity pay gap compared to 2020.

¹Limitations associated with the use of the acronym BAME are acknowledged but are used within this document as a means of reporting on statistical data which does not refer to one particular ethnic grouping.



ETHNICITY PAY GAP

LEEDS TRINITY UNIVERSITY ETHNICITY PAY GAP AS AT 31 MARCH 2021

MEAN **MEDIAN**

2.9%

1.9%

The mean Ethnicity Pay Gap has reduced from 20.6% in 2020 to 2.9% in 2021, whilst the median Pay Gap has reduced over the same period from 29.1% to 1.9%.

This represents a significant improvement of nearly 18% in the mean and of 27% in the median figures.

In November 2020, as explained in the introduction, we appointed a new Vice-Chancellor. This has had a significant impact on the figures; however even without this appointment, the Ethnicity Pay Gap would have reduced to 10%, halving the 2020 figures.

BONUS PAY GAP

MEAN **MEDIAN**

0.5%

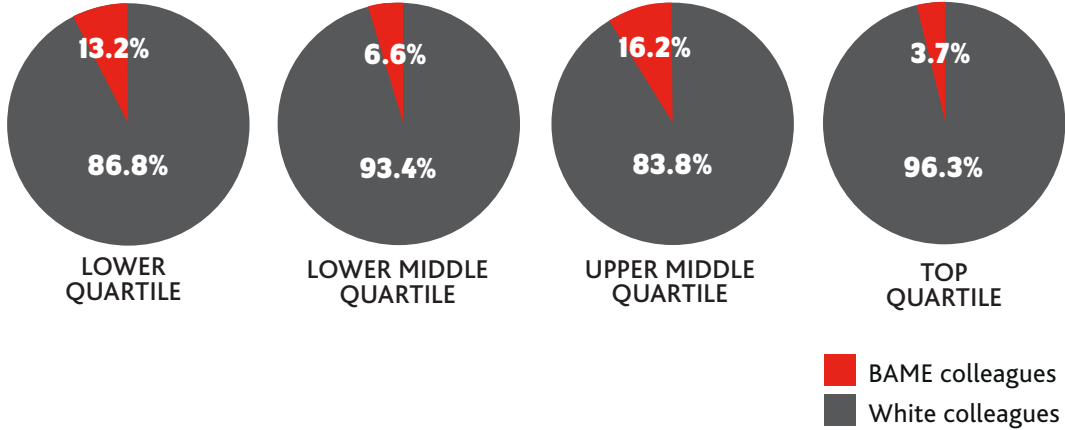
0%

The Mean Bonus Gap has reduced from 21.7% to 0.5%, whilst the Median Gap has shrunk from 14.3% in 2020 to 0% in 2021.

As outlined in the Gender Pay Gap report, all staff received a bonus payment during 2020/21, with the exception of the Executive Team, which accounts for the slight variation.



PAY DISTRIBUTIONS BY QUARTILES



Since last year, there have been the following changes in the distribution of BAME and white staff across the pay quartiles:

- The percentage of BAME staff in the Top Quartile has decreased from 4.1% to 3.7%
- The percentage of BAME staff in the Upper Middle Quartile has increased from 11.5% to 16.2%
- The percentage of BAME staff in the Lower Middle Quartile has increased to 6.6% from 5.7%
- The percentage of BAME staff in the Lower Quartile has decreased from 17.2% to 13.2%

Taken in totality, there has been an improvement in the representation of BAME staff in the Top and Upper Quartiles of 4.3% overall, and a decrease in the numbers of BAME staff in the Lower Middle and Lower Quartiles of 3.1%.



CURRENT POSITION

Since the last Ethnicity Pay Gap Report, the University was awarded the REC Bronze Award by Advance HE in November 2020. A number of actions had been put in place and many more were planned to support the increased and improved recruitment, retention and development of all Leeds Trinity staff and students.

It is encouraging that this work, which began a number of years before we were awarded REC Bronze, is beginning to show evidence of impact in relation to the Ethnicity Pay Gap. We have invested considerably in the recruitment and development of BAME colleagues at Leeds Trinity and seek to ensure that they have a strong sense of inclusion and belonging to our community; this has included:

- Establishment of a cross-institutional Diversity Mentoring Scheme with regional partner universities;
- Mandating Race Equality and Unconscious Bias training for all staff;
- Revised academic promotion and progression processes;
- Greater focus on diversity when advertising for roles; this has attracted more BAME colleagues into the University;
- An ongoing narrative relating to Race Equality through a series of cultural and community events, celebration of Black History Month, and marking Black Lives Matter.

The University is strongly committed to further developing our work in this area and to ensuring parity and equity for all staff. In support of this, our work on REC will continue to be a high priority.

Professor Charles Egbu

Vice-Chancellor, Leeds Trinity University

**LEEDS TRINITY
UNIVERSITY**

Brownberrie Lane
Horsforth
Leeds
LS18 5HD

Tel: +44 (0) 113 283 7100

leadstrinity.ac.uk