

LEEDS TRINITY

UNIVERSITY

GENDER PAY

GAP REPORT

2022



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.

This includes our continued commitment to ensure that gender equity is recognised. The analysis of our gender pay gap figures, consideration of the complexities within this, and reflection on the action we are taking to close the gap are all a crucial part of putting these principles into practice.

61% of our workforce at Leeds Trinity is female. You will see from our data, which reflects the period of 1 April 2021 to 31 March 2022, that our mean gender pay gap is 14.5%. This is 1.0% lower than the higher education sector average, but the pay gap has increased since 2021, which is not where we wish to be.

Over the period of this report, we have established the Office for Institutional Equity, which has worked closely with all our Staff Equality Networks, including the Women's Network, to examine all policies and practices through the lens of equity and social justice. A number of staff development initiatives have also been put in place to support colleagues, including programmes for Aspiring Leaders, and coaching and mentoring – but we recognise there is a lot more to do.

Our People and Culture strategy will be delivered through to 2026 and actions are underway to make a positive difference and support the recruitment, retention, development and engagement of women at Leeds Trinity University. Further information on this is included in this report.

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

Professor Charles Egbu
Vice-Chancellor, Leeds Trinity University

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

OVERVIEW

All UK organisations are required to publish their gender pay gap data on an annual basis and the data reported here shows the University's position as at 31 March 2022.

The **gender pay gap** is the average difference in earnings between all men and all women in an organisation, expressed as a percentage of men's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all men with all women across the University.

This is distinct from **equal pay**, which measures differences between men and women who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees of the opposite sex 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 sex.



INTRODUCTION FROM THE OFFICE FOR INSTITUTIONAL EQUITY

The principles of dignity, respect, social justice, equity and inclusion are at the heart of Leeds Trinity'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 as Director of the Office for Institutional Equity, I have a responsibility to review policy and practice to ensure that both colleagues and students are not disadvantaged by the University as a result of their protected characteristics, and that we work in a proactive way to celebrate difference and embed social justice. In addition, our Equality, Diversity and Inclusion (EDI) committee works proactively to ensure that we involve staff and student bodies in the development and implementation of all strategies, policies and practices so that they are considered through the lens of equity and fairness.

Gender equity is a key focus of both the Office of Institutional Equity and the EDI committee's work. As part of this, the University has an active Women's Network which has been involved in considering our pay gap data and making recommendations regarding how the University can help to narrow the gap between the average earnings of men and women at the University.

61% of our workforce is female and 30% of our Board is made up of female governors. Despite this, as with the majority of organisations across the UK in both the public and private sectors, we have a gender pay gap which we are committed to eliminating in the coming years.

Our 2022 data is reported in the context of strong organisational growth, where we saw an increase of 12% in our staffing headcount, and the development of a number of new programmes and actions to support women at the University. However, our pay gap has increased and we recognise the progress that needs to be made. The Office for Institutional Equity is committed to working collaboratively with colleagues to listen and review the impact of this work. Overall, we want to ensure that equity permeates every area of practice for the benefit of our colleagues, our students and our community, making a positive difference.

Dr Tamsin Bowers-Brown
Director of the Office for Institutional Equity

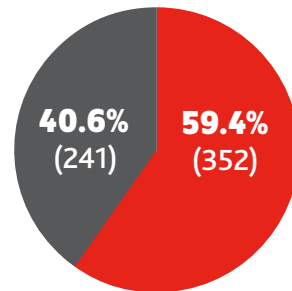
GENDER PAY GAP

REPORTING DATA 2022

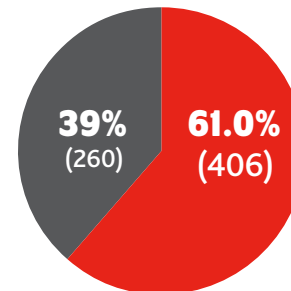


PERCENTAGE OF MALE AND FEMALE STAFF OVERALL

■ Male ■ Female



2021
(Total = 593 employees)



2022
(Total = 666 employees)

The University continues to see a growth in its staffing population, with an increase of 12.3% since March 2021. The percentage of female employees has increased by 1.6%.

LEEDS TRINITY UNIVERSITY PAY GAP AS AT 31 MARCH 2022



This compares to the following as of 31 March 2021:



Our pay gap has increased since 2021, which is not where we wish to be. Our figures show that there is good representation of female colleagues in the top, upper middle and lower middle pay quartiles, but a larger proportion of women in the lower quartile compared to men. This is an area of focus for the University, with detail on actions underway in the 'Current Position' section of this report.

BENCHMARK – HE SECTOR (UCEA 2021 published figures)



Our mean pay gap is 1.0% lower than the UCEA benchmark, however it is 5.6% higher than the median.

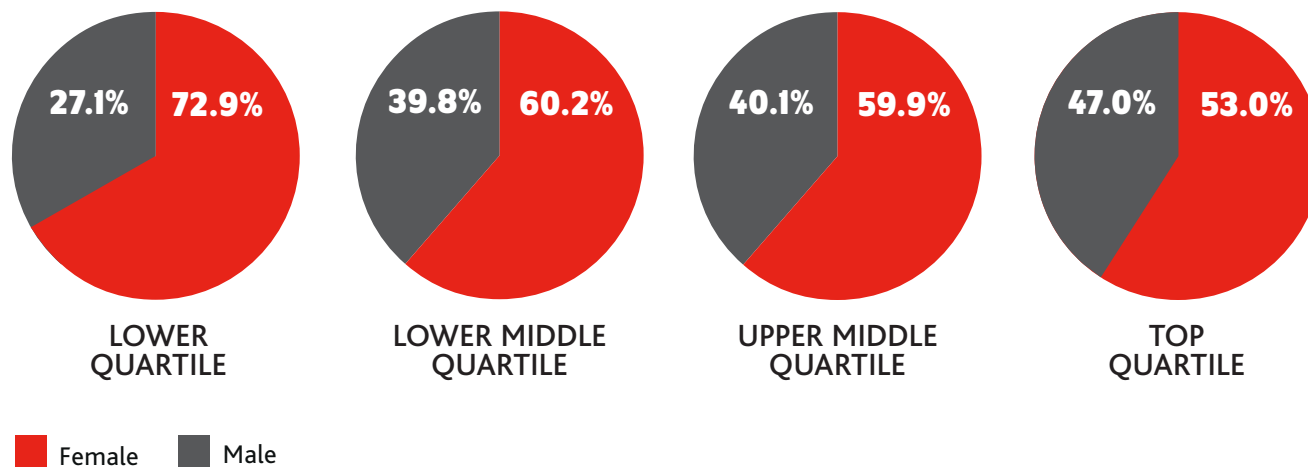


BONUS PAY GAP

No bonuses were paid between 1 April 2021 and 31 March 2022 therefore there is no bonus pay gap. It should be noted on 31 March 2021 the mean bonus pay gap was 1.0% with a 0% bonus median pay gap.

PAY QUARTILES

The charts below show the proportion of men and women across the four average hourly rate quartiles as at 31 March 2022. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%.



The above charts show that the proportion of women in the top quartile has decreased from 54.1% to 53.0% over the last 12 months but the proportion of women in the upper middle quartile has increased from 55.1% to 59.9%. However, the proportion of males in the lower quartile has decreased from 33.3% to 27.1% which goes in part to explaining the increase in the median pay gap of 6.1%.



CURRENT POSITION

Leeds Trinity University has gained a strong reputation for its work in Diversity and Inclusion, and having a female Director of the Office for Institutional Equity reporting directly to the Vice-Chancellor underscores our commitment in this regard. The Office for Institutional Equity (OIE) has worked closely with all our Staff Equality Networks, including the Women's Network, sponsoring and personally supporting International Women's Day events shortly after the establishment of the OIE.

Over the course of 2021/22 a number of staff development initiatives have been put in place to support colleagues – these include a programme for Aspiring Leaders, an in-house coaching and mentoring scheme (which includes the facility to be coached on return from maternity or shared parental leave) and the launch of a Cross-Institutional Diversity Mentoring scheme with four other partner universities.

We have continued to support Aurora with four places available per year and send attendees and facilitators to a cross-Institutional Action Learning Set for Women which takes place annually.

Our figures show that there is good representation of female colleagues in the Top, Upper and Lower Middle Quartiles, but a much larger proportion of women in the Lower Quartile compared to men. We are also aware that both our mean and median pay gaps have increased, and this is not where we wish to be.

We have an ambitious People and Culture strategy to be delivered through to 2026 and a new Director of People and Culture joining the University in June 2023. Our strategy is

already being mobilised and actions are underway; those that relate to and will have a positive impact on the recruitment, retention, development and engagement of women at Leeds Trinity University are as follows:

- Undertake a full colleague engagement survey which will enable us to analyse responses by gender and review the experiences of women working at the University.
- Review our hybrid working practices and ensure these continue to support health and wellbeing and cater for the needs of women in our workplace.
- Review our health and wellbeing offer to colleagues, in a way which will enable us to differentiate the needs of different stakeholders more effectively.
- Roll out Phase 1 of a Career Development Framework for Professional Services staff, which will support the career progression of those in lower graded roles, in which there are a larger proportion of women.
- Source and deliver a more comprehensive range of EDI training, including refreshed training on Gender Equality in the workplace.

We hope that the above actions will ultimately bring about the improvements we would like to see in the University's Gender Pay Gap figures, and we recognise that this is a long term and continuous commitment, of which we are fully supportive.

Zoe Donnachie
Acting Director of Human Resources

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