

University of Northampton Enterprises Limited

Gender Pay Report 2018

This report shows the Gender Pay Gap for staff employed under the University of Northampton Enterprises Limited (UNEL) company. UNEL is a wholly owned subsidiary of the University of Northampton. Staff employed in this organisation work in the following areas:

- 1st Degree Facilities – including housekeeping, grounds, maintenance staff, catering
- Unitemps Recruitment Agency – both consultant staff running the agency and those enrolled and paid as staff members of Unitemps
- Enterprises

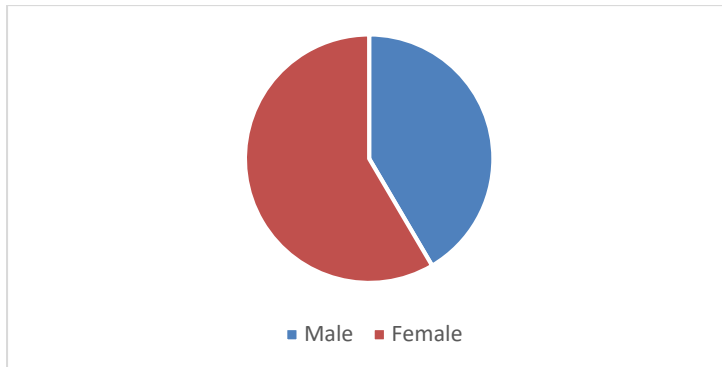
Glossary

Equal pay	Where people are paid the same for work of equal value - i.e. all staff on the same grade of the University single pay spine.
Full-pay relevant	To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2018. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.
Gender pay gap	The average difference between hourly pay for the two genders across the University workforce.
Mean value (average)	The sum divided by the count.
Median value	The value in the middle of the list of numbers.

Gender Pay Gap

At the time this data was collected UNEL had 431 “full pay relevant” (FPR) members of staff.

The workforce at this time was made up of 179 males and 252 females.



(a) The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

14%

Male: £11.38

Female: £9.79

The data set includes one male member of staff employed through Unitemps leading a major project which attracts a higher market rate salary. Without this one individual the pay gap would be 9.8%.

(b) The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

10%

Male: £9.72

Female: £8.75

The few top male earners don't impact the median.

(c) The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

18.2%

Male mean bonus pay: £278.70

Female mean bonus pay: £227.87

UNEL 1st Degree staff received a £300 bonus, which was pro-rated for in year starters and part time workers. A higher proportion of female staff work part-time, so the average female bonus was lower.

(d) The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

18.9%

Male median bonus pay: £300

Female median bonus pay: £243.24

More than half of the male employees worked full time, making the median bonus £300.

(e) The proportions of male and female relevant employees who were paid bonus pay

Proportion of male employees who received bonus pay: 32.1%

Proportion of female employees who received bonus pay: 30.4%

Male employees who received bonus pay: 69

Female employees who received bonus pay: 103

There are a greater number of females employed in Unitemps than males. As no Unitemps staff are eligible for bonus this impacts on the proportion of female staff in UNEL who received a bonus.

(f) The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

We have ranked these FPR employees from highest to lowest paid then divided this into four equal parts called quartiles.

Upper quartile

Male: 51.9%

Female: 48.1%

Upper middle quartile

Male: 55.6%

Female: 44.4%

Lower middle quartile

Male: 29.6%

Female: 70.4%

Lower quartile

Male: 29.9%

Female: 70.1%

Equal Pay for work of Equal Value

UNEL completes Job Evaluation for all posts within the organisation which determines the grade of the post. Each grade attracts a salary, anyone on the same grade will be paid the same salary or hourly rate. This ensures that we pay equal pay for work of equal value.

Working to close the gap

We are now working on an action plan which will be published alongside this report.

I confirm the accuracy of the figures reported above.



Deborah Mattock
Director of HR

A handwritten signature in black ink that reads 'D Mattock'.

Date 4th April 2019