



Leeds Trinity
University

Gender Pay Gap Report

2023



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.

62.2% of our workforce at Leeds Trinity is female. You will see from our data, which reflects the period of 1 April 2022 to 31 March 2023, that our mean gender pay gap is 11.9% and our median gender pay gap is 8.3%. The pay gap has decreased since 2022 and is 2.9% and 4.0% lower than the respective higher education sector average, which is encouraging, but we recognise there is a lot more to do.

Over the period of this report, the Office for Institutional Equity has continued to work closely with all our Staff Equity 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, and we remain committed to making further progress.

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



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 2023.

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 (OIE), 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.

The OIE has been preparing documentation to support the process of instigating institutional support to pursue the Athena Swan Charter Mark. The Charter Mark works to support the institution to improve its practices and redress structural inequalities which impede progression and create a glass ceiling on the basis of gender.

The University's Equality, Diversity and Inclusion (EDI) committee works proactively to ensure that staff and student bodies are involved in discussing the development and implementation of all strategies, policies and practices related to equity and fairness.

Gender equity is a key focus of both the Office for Institutional Equity and the EDI committee's work. As part of this, the University has an active Women's Network. This year the Women's Network has begun collaborations with the University of Leeds to ensure that women across the universities can work together to support the campaign for gender equity. We have also held a series of lectures and talks purposefully curated to raise the profile of women leading in the region to demonstrate the institution's commitment to equity for women.

Our People and Culture team has been working on equity and fairness within the talent acquisition process and has developed a question bank which embeds questions which help demonstrate whether candidates are thinking through the lens of equity in their practice.

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 2023 data is reported in the context of strong organisational growth, where we saw a further increase in our staffing head count at the University - an increase of 22.2% since March 2022, with the percentage of female employees increasing by 1.2% over the period March 2022 - March 2023. Whilst our pay gap has decreased, we have more to do. 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.

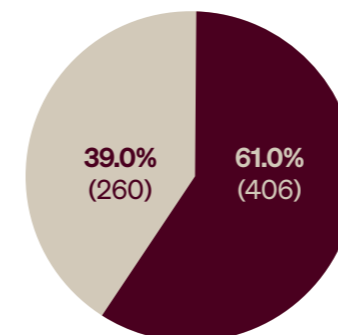
Dr Tamsin Bowers-Brown
Director of the Office for Institutional Equity

Gender pay gap reporting data 2023

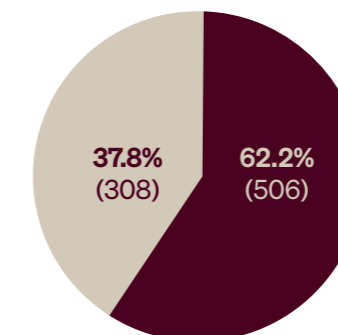
Percentage of male and female staff

Female ■ Male ■

The University continues to see a growth in its staffing population, with an increase of 22.2% since March 2022. The percentage of female employees has increased by 1.2%.

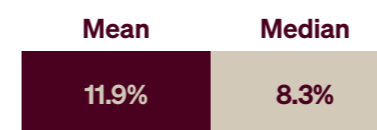


2022
(Total = 666 employees)

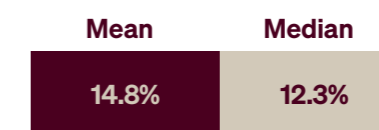


2023
(Total = 814 employees)

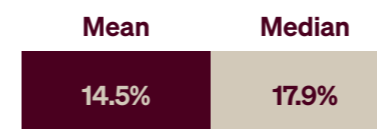
Leeds Trinity University
Pay Gap as of
31 March 2023



Benchmark - HE sector
(UCEA 2023 published figures based on the Intersectional pay gap report)



This compares to the following as of 31 March 2022:



Our mean pay gap is 2.9% and median pay gap 4.0% lower than the UCEA benchmark.

Our pay gap has decreased since 2022 which is encouraging. 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.

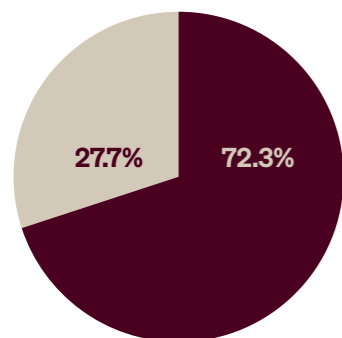
Bonus pay gap

In the year leading up to March 2023, all staff (excepting the University's Executive team) received a bonus of £500 irrespective of working pattern, as a thank you payment. This means there is no bonus pay gap.

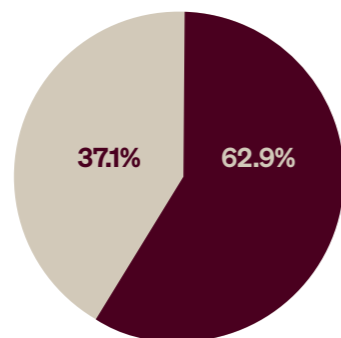
Pay quartiles

The charts below show the proportion of men and women across the four average hourly rate quartiles as at 31 March 2023. 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%.

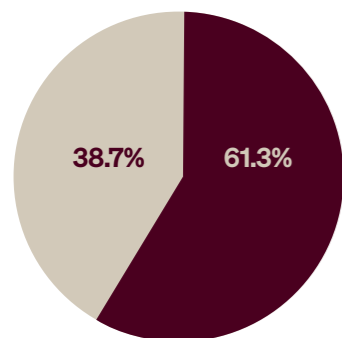
Female ■ Male ■



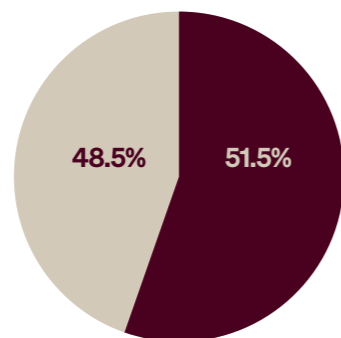
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Top Quartile

The charts show that the proportion of women in the top quartile has decreased from 53.0% to 51.5% over the last 12 months but the proportion of women in the upper middle quartile has increased from 59.9% to 61.3%. However, the proportion of males in the lower quartile has slightly increased from 27.1% to 27.7%.

Current position

Leeds Trinity University has gained a strong reputation for its work in Equity, Social Justice and Inclusion, and having two senior females in the roles of Executive Director of People and Culture and 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 Equity Networks, including the Women's Network, sponsoring, and personally supporting International Women's Day events shortly after the establishment of the OIE, and each year thereafter. The Women's Network has been key in driving forward policies which support women (predominantly) in the working environment - for example the Menopause Policy and the Domestic Abuse Policy.

Over the course of 2022/23 a number of staff development initiatives have been put in place to support colleagues – these include our continuation of 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 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, and a lower proportion of women in the Lower Quartile compared to 2021/22. We are glad to see our mean and median pay gaps have decreased, but acknowledge there is still work to be done.

Actions underway 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:

- A listening plan that regularly seeks feedback from colleagues and learns from 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.
- 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.

Sonya Clarkson
Executive Director of People and Culture



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