Lancaster University is committed to advancing equality and diversity, and these values are at the heart of our Strategy and People Plan. Since we began reporting our data in 2017, we are making positive progress and our gender pay gap is decreasing, however this decrease has been slower than we would like. The gender pay gap work is a measure of our wider Equality, Diversity and Inclusion (EDI) strategy, and we have multiple workstreams underway which impact on this area. We continue to review and analyse our data, to determine where action needs to be prioritised. This is enabling us to increase our understanding of the gender pay gap and other inequalities, and to develop and implement targeted activities to close these gaps. Progress takes time, but we are committed to promoting permanent positive change. In 2021, our mean bonus pay gap has reduced by 14 percentage points from 2020, and for the first time since publishing our data we have a median bonus pay gap in favour of female staff.

Whilst women are still underrepresented in higher paid professorial roles, there has been an increase in female professors from 26% in 2016/17, to 32% in 2020/21. We are continuing to focus on removing potential barriers and supporting career progression for female academic and professional services staff, and other underrepresented groups.

Despite the challenges of the last 12 months, I am very proud that all Departments and Faculties within the University now hold their own individual Athena Swan awards. The action plans that accompany these awards, along with our institutional action plan, will enable us to continue to prioritise reducing our gender pay gap, and promoting equality for all.
INTRODUCTION

This report provides information on the gender pay gap at Lancaster University, using the census date of 31 March 2021, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since first reporting on our gender pay gap data, we have been working to reduce the pay gap. We are pleased that this year’s report shows a narrowing of the gender pay gap on several measures.

However we are aware there is much progress to be made, and this report sets out the actions the University will be taking to continue to reduce our gender pay gap.

ABOUT US

Lancaster University is ranked as a top 20 university in all 3 UK league tables. We are also highly ranked in international league tables such as the QS World Rankings (132nd out of more than 1,000 universities) and 122nd in the the Times Higher Education World University Rankings 2022, making Lancaster 15th out of the 101 UK universities included in the table.

As of 31 March 2021, Lancaster University employed 3493 members of staff, 1632 (46.7%) male and 1861 (53.3%) female, across four academic Faculties, and Professional Services Divisions. We are an important community employer, and our staff includes many cleaning, catering and pre-school centre staff, many of whom are female.

We hold a Bronze Institutional Athena Swan Award, and all departments hold either an individual or Faculty Award at Bronze level, with Physics and the Faculty of Health and Medicine holding Silver Athena Swan Awards.

“As of 31 March 2021, we employ 3493 members of staff, 53.3% of whom are female.”
EQUAL PAY AND THE GENDER PAY GAP

The gender pay gap is the difference between the average hourly pay of male staff and the average hourly pay of female staff.

This is shown as mean average (calculated by adding the renumeration of all male and all female employees and dividing it by the number of employees) and median (the middle value when all female and all male staff hourly pay is listed from lowest to highest value).

The bonus gap is the difference between the value of the average female staff member’s bonus and the average male staff member’s bonus awarded between 1st April 2020 and 31st March 2021. This is shown as the mean average and the median.

Equal pay and the gender pay gap are two distinct measures. Equal pay means women and men are paid the same rate for like work, as set out in the Equality Act 2010. The University uses a job evaluation scheme to systematically measure the relative value of jobs and ensure equal pay for equal work.

Gender pay data and equal pay data is based on sex, not gender identity. This report uses the terms men/women and male/female to denote staff of either sex.
GENDER PAY AND BONUS PAY

**HOURLY RATE OF PAY BY GENDER**

The average hourly rate of pay for women was 23.21% lower (mean) or 21.59% lower (median) than for men.

**BONUS PAYMENTS BY GENDER**

4.08% of women (76 out of 1861) and 4.60% of men (75 out of 1632) received a bonus payment during the census period. The average bonus pay for women was 6.98% lower (mean) or 11.05% higher (median) than for men.

**Mean Gender Pay Gap:**

- 2021: 23.2%
- 2020: 25.0%
- 2019: 25.9%
- 2018: 26.8%
- 2017: 27.7%

**Mean Bonus Pay Gap:**

- 2021: 21.0%
- 2020: 11.2%
- 2019: 17.9%
- 2018: 21.5%
- 2017: Absent

**Median Gender Pay Gap:**

- 2021: 21.6%
- 2020: 25.5%
- 2019: 26.7%
- 2018: 25.5%
- 2017: 26.5%

**Median Bonus Pay Gap:**

- 2021: Absent
- 2020: 61.5%
- 2019: 41.7%
- 2018: 98.0%
- 2017: 26.5%
Our mean pay gap has reduced from when we first published the data, from 27.7% in 2017, to 23.21% in 2021, a reduction of 4.5 percentage points. Our median gender pay gap has also decreased from 26.5% in 2017 to 21.6% in 2021, a decrease of 4.9 percentage points. This year, for the first time, we have a negative median bonus payment gap figure. Although roughly the same number of male and female staff received bonuses (75 males, 76 females) the median bonus payment for women was £222.09, and for men was £200, therefore the median bonus payment is in favour of women. The mean bonus payment was £343.76 for male staff, and £319.77 for female staff.

In terms of our quartile data, the upper and lower middle quarters have seen a slight improvement since 2017, and are now closer to equal than they have been since we started publishing our data. However, we continue to have a greater proportion of the female workforce employed in lower-paid roles than males, and conversely, more males employed in higher paid roles.
GENDER PAY GAP

ACTION PLAN

We are fully committed to decreasing our gender pay gap, and have a series of actions within our Athena Swan Institutional action plan targeting this. These actions focus on a broad range of areas including recruitment, progression, support and flexibility at work. In addition, we recognise this impact of Covid-19 throughout 2020 and 2021 is likely to have been disproportionately felt by female staff, and among other actions, we have adapted our academic promotions guidance to reflect this.

ACHIEVEMENTS TO DATE

All our departments have applied for at least a Bronze Athena Swan award, either at Department or Faculty level. These have ambitious action plans, and ensure actions are operationalised at a local level. Regular forums are held to share good practice, and peer mentoring and support is available from our Silver Award holders.

Our academic promotions data for 2020/21 shows that female staff make up a higher proportion of applicants than the eligible pool, and through the process, are proportionately more likely to be successful than male staff.

We have introduced a new Engagement Academic Promotion Pathway, and leadership is now incorporated into all our promotion pathways.

The 2021 Making Professor: the Whole Journey, expanded on a previous annual event and included a broader, more practical range of workshops and panels to support staff at any point in their academic career journey.

We have introduced greater provision for carers, through our caring responsibilities framework. This included increasing our paid compassionate leave to 18 days, to support those with caring responsibilities during the pandemic.

We have developed a series of dashboards to improve access to and understanding of our EDI data. Whilst there are still improvements to be made, this enables us to have much greater oversight and ensure we are meeting our targets.

Our female professoriate in STEMM has increased from 20% in 2017 to 28% in 2021, and whilst we still have a long way to go, this continues to move in the right direction.

Reviewing our bonus pay and rewards has helped us to considerably reduce our bonus pay gap this year.
GENDER PAY GAP
ACTION PLAN

FUTURE WORK
We will continue to deliver our Athena Swan action plan, which focusses on the following areas:

• EDI culture
• Gender pay gap
• Academic career pipeline and transition points
• Fixed term and casual contracted staff
• Maternity, family leave, caring responsibilities, childcare provision and flexible working
• Professional services staff career progression

Each area is championed by a senior leader, and progress is reviewed regularly by a cross-University Implementation Group.

Through our EDI governance structure, we align our Athena Swan work to actions within our other equality charter marks and frameworks, including the Technicians Commitment and our Researcher Development Concordat, to ensure our approach is consistent with our values, and supports a more holistic approach to EDI.

Over the next twelve months we will prioritise reviewing our recruitment process, looking at increasing the proportion of female applicants for academic roles.

We will develop further initiatives to ensure our staff are well equipped to progress their careers, particularly those from under-represented groups.

With the addition of extra staff resources to work on our Race Equality Charter, we will ensure issues of intersectionality are considered across the University.

We continue to monitor and mitigate the impact of Covid-19 on our staff, particularly those with caring responsibilities.