Lancaster University
Gender pay gap report 2020

Executive Summary

This report sets out details of our Gender Pay Gap, and our plans to improve gender equality and to reduce the Gender Pay Gap at Lancaster University.

Our latest Gender Pay Gap figures¹ are:

- **Mean hourly pay gap:** 25.03% in 2020, down from 25.89% in 2019
- **Median hourly pay gap:** 25.49% in 2020 down from 26.72% in 2019
- **Mean bonus pay gap:** 21.02% in 2020, up from 11.19% in 2019
- **Median bonus pay gap:** 61.46% in 2020, up from 41.67% in 2019

All of these pay gap figures are in favour of men.

7.27% of female staff received bonus payments (137 out of 1885 female employees).

3.00% of male staff received bonus payments (50 out of 1664 male employees).

The proportion of males and females in each quartile pay band is shown below. Quartile 1 contains the lowest paid staff, and quartile 4 the highest paid.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men (%)</th>
<th>Women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>249 (26.3)</td>
<td>698 (73.7)</td>
</tr>
<tr>
<td>2</td>
<td>381 (45.2)</td>
<td>462 (54.8)</td>
</tr>
<tr>
<td>3</td>
<td>449 (51.5)</td>
<td>422 (48.5)</td>
</tr>
<tr>
<td>4</td>
<td>585 (65.9)</td>
<td>303 (34.1)</td>
</tr>
</tbody>
</table>

These figures are above the sector averages, and are not where we want to be.

From the Gender Pay Gap Task group report, and the Athena SWAN self-assessment process, we now have a much greater understanding of the causes of the gender pay gap at Lancaster University. These causes include:

- The demographic of the lower paid professional services roles, seeing a gender imbalance in certain insourced workgroups (e.g. cleaning and other facilities teams)
- The proportion of women reduces as the pay grade increases
- Part-time working status appears to be a contributing factor
- There is a higher proportion of women on fixed-term contracts than men, and fixed-term members of staff highlighted concerns about career development

¹ This data relates to the 12-month period up to 31st March 2020
Work is already in progress to address these causes. We have an ambitious action plan developed as part of our Athena SWAN Bronze award, and have committed strategic, operational and financial resources to achieve this. We are fully committed to closing the gender pay gap at Lancaster University.
Statement from the Vice-Chancellor

The gender pay gap, along with equality, diversity and inclusion issues concerning all protected characteristics, is something that the University Council, Senate and the Executive Team take extremely seriously. As this report reflects, our current Gender Pay Gap is not where we want to be as an organisation, and we must take immediate and urgent action to improve this.

We have an Institutional Athena Swan action plan in place, with six strands each championed by a senior leader. Currently at Lancaster University, the proportion of women decreases as pay grades increase, and we have developed a range of different actions to tackle this issue. Despite paying over twice as many bonus payments to female staff than male, our Bonus Pay Gap has also increased this year, and we will be reviewing our reward systems to address this.

Whilst 2020 has seen many challenges as a result of Covid-19, which have impacted on some of our planned actions, it has enabled us to accelerate others, such as our work on flexible working practices. Our staff have been responsive and adaptive throughout this difficult period, supported by a well-developed series of staff networks.

This year, in consultation with staff and students, we have developed a new five year strategic plan with equality, diversity and inclusion as absolutely central to our values at Lancaster University. We have also committed to signing up to the Race Equality Charter in 2021, and improving our EDI culture more broadly with a renewed focus on intersectionality issues.

We have a considerable journey ahead of us to address our Gender Pay Gap, and whilst we recognise progress will take time, we are fully committed to delivering permanent positive change, and improving our EDI culture more broadly. We also celebrate our commitment as a community employer, and have chosen not to outsource any of our services to private organisations.

We are dedicating resources strategically, operationally and financially to achieve this, and will continue to work with energy and determination to address the issues highlighted in this report.

I confirm that information within this report is accurate and will be used to continue to improve our work on gender equality.

[Signature]
Introduction

This report details our gender pay gap relating to the period up to 31 March 2020, the challenges we are facing and our plans to improve gender equality and address the gender pay gap at Lancaster University through sustainable and meaningful change.

In this report, we provide the statutory gender pay gap data that we are required to publish under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The statutory data requirements are:

- Mean Hourly Pay Gap (%) of all Full Pay Relevant Employees
- Median Hourly Pay Gap (%) of all Full Pay Relevant Employees
- Mean Bonus Pay Gap (%) of all Full Pay Relevant Employees
- Median Bonus Pay Gap (%) of all Full Pay Relevant Employees
- Proportion (%) of Women and Men who received Bonus Pay
- Proportion (%) of Women and Men in four pay quartiles

Background

Following publication of our first statutory gender pay gap data in March 2018, we have been focused on understanding the causes of our gender pay gap in detail. A Gender Pay Gap Task Group was established and reported its recommendations for reducing the gender pay gap in the summer of 2019. The recommendations are being acted on, supported by a resourced action plan as part of our Athena SWAN gender equality work.

The data included in this report relate to the 12-month period up to 31 March 2020.

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2 ‘Full pay relevant employee’ refers to an employee on the snapshot date (31 March 2019) who receives their normal March salary. This is not the same as full time equivalent. Employees who are not being paid or are on reduced, statutory or nil pay during March 2019 are not included in the gender pay gap calculations.
Our Understanding of the Causes of our Gender Pay Gap: Key Challenges for Lancaster University

Work to understand our gender pay gap shows:

- There is an over-representation of women in lower paid professional services roles, which has a disproportionate effect on the overall gender pay gap (‘occupational segregation’ and ‘vertical segregation’)

Over the last four years of statutory reporting, the proportion of staff who are female in the lower pay quartile (hourly pay range in 2020: £6.77 to £13.62) has increased by 4%. This contributes to the lower average hourly rate of pay for females. This is due to the types of roles men and women are employed to carry out in the lower paid Professional Services roles and the value of those roles (occupational segregation).

- The proportion of women reduces as the pay grade increases, particularly in academic roles (often referred to as a ‘leaky pipeline’ and ‘vertical segregation’)

The proportion of women or men in each pay quartile shows a lower proportion of women in the higher pay quartiles: 34.1% of all staff in the upper pay quartile are women, although this figure has improved by 3.6% over the last 4 years. The statutory Gender Pay Gap data consider all categories of staff together (Professional Services and Academic Staff). When these two groups are considered separately, the under-representation of women in senior academic roles is more apparent, with a gender divide widening in favour of men as staff progress through to Professor. This is most notable in Science, Technology, Engineering and Maths (STEM) disciplines, where we have a lower proportion of female academic staff compared to the Higher Education sector.

- Part-time working status appears to be a contributing factor

A higher proportion of women working part-time than men at Lancaster University (41.6% of women work part time compared to 17.2% of men in 2020) and where men are employed on a part-time basis, this tends to be on a higher hourly rate in a higher role (e.g. Professor). Women employed on a part time basis tend to be in lower paid roles.

- We have had a higher proportion of women on fixed-term contracts than men

Analysis by our Athena SWAN self-assessment team found increasing use of fixed-term contracts for academic staff between 2015 and 2018, and a higher proportion of women appointed to fixed-term contracts than men. Focus groups with fixed-term staff also highlighted concerns about career development opportunities for this category of staff, which may impact on our gender pay gap. A new fixed term policy that commits to using permanent contracts wherever possible was implemented in 2020. Over the last six months we have reduced the number of fixed term contracts from 696 in July 2020, to 213 in December 2020, and are continuing to transfer the remaining staff onto indefinite contracts.

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3 Advance HE Equality in Higher Education: Statistical report 2020 https://www.advance-he.ac.uk/media/5941
Our Approach to Improving Gender Equality and Reducing our Gender Pay Gap: Current actions

Lancaster University is committed to reducing our gender pay gap, recognising that sustainable and meaningful change will take time and needs to be embedded within our culture, policies and practices. We also recognise that some areas will be more difficult to address, particularly where they relate to wider social and cultural factors. As part of our commitment to advancing equality and increasing the diversity of our staff and student population, we have a four-year action plan to further advance gender equality at Lancaster University. This is part of our wider Athena SWAN work, which focuses on six key themes:

Despite the Government not requiring organisations to publish their Gender Pay Gap for 2019, Lancaster University chose to do so to continue to hold ourselves to account.
Achievements to date

The following outline a range of actions included within this action plan to improve gender equality and reduce our gender pay gap:

- **Increased strategic and operational resource in EDI leadership**
  
  We have substantially increased our operational capacity for EDI work by establishing posts specifically to work on gender equality issues as part of a new Athena SWAN team. This includes a full time Programme Manager and Project Office, and two FE posts supporting with rewards project, HR projects and management information systems. We have also dedicated staff time to the introduction of the Race Equality Charter, and introduced new strategic leadership roles to drive our wider EDI activity.

- **Strengthened our Governance procedures with new reporting structures**
  
  To complement existing processes in place for Academic staff, enacted through the Academic Promotion and Pay Committees, we have established a Central Professional Services Reward and Recognition Group. The Group oversees the performance related rewards, accelerated progression and regrades for Professional Services staff across the University. This group has proved helpful in calibrating the additional rewards and salary progression across professional services. It has completed its first year and will report to EDI Committee for information and assurance purposes. We have also established a new EDI Oversight Group, reporting to the EDI Committee, to provide greater oversight and synergy between different EDI workstreams.

- **Introduced a Trans Equality Policy and associated guidance**
  
  In 2020 we developed a policy and guidance for staff and students to recognise and support everyone’s gender identity and expression, to ensure an inclusive, trans-friendly workplace, learning environment and culture. We also launched ‘Safe Home Base’, our LGBTQIA+ Ally Network, with over 100 staff members across all Faculties and Divisions volunteering to be a safe port of call for LGBTQIA students and colleagues.

- **Adopted a new fixed term contracts and casual working policy**
  
  We committed to using indefinite contractual arrangements wherever possible, and reducing the use of fixed term and casual arrangements. This is in line with our commitments in the Research Concordat and the Athena SWAN action plan. Over the last six months the number of fixed term contracted staff has reduced by 69.4%, from 696 to 213.

- **Improved our EDI online training programmes and reporting systems**
  
  Our online EDI training module was refreshed in 2020 to be more context-specific for Lancaster University. We have also refreshed our ‘Recruiting the Best training’ for
people on recruitment panels, and now require all internal recruitment panel members to take this training. This is now delivered online, and includes unconscious bias training. We have also introduced a new mandatory online mental health training module. We have also made changes to our HR system to enable it to record and report on training completed.
Our Approach to Improving Gender Equality and Reducing our Gender Pay Gap: Future Plans

As part of our ongoing commitment to reducing our gender pay gap, we are continuing to implementing a range of actions to further improve gender equality:

- **Increase the proportion of women at Lecturer, Senior Lecturer and Professor**

  We have set an institutional KPIs to increase the proportion of women at senior levels to increase gender diversity in STEM subjects, in line with sector benchmarks. Progress against these KPIs will be reported to senior leadership team regularly, and is being be supported by a series of actions to improve our pipelines and enable us to meet this target.

- **Mapping performance against pay**

  In 2021 we will be actively considering undertaking an exercise to map performance against salary for our professoriate. This will serve as a basis for any targeted corrective actions that may be required to ensure fair and equal pay for each role.

- **Reviewing our salary setting policies**

  From 2019, all retention cases put forward now include commentary on how the case affects the gender pay gap. We have also just completed a mapping exercise for our salary setting and start pay across all our grades, and in 2021 we will be analysing the reports from this exercise to ensure these policies are applied consistently.

- **Reviewing our bonus pay and rewards**

  Due to the increased bonus pay gap identified in the 2020 gender pay gap report, we will review our bonus and staff award schemes. This will help us to reshape these reward processes to ensure they are fair and transparent, and in doing so will consider the policy and processes in relation to recognition payments which are, for the purposes of this report being treated as ‘bonuses’.

- **Embedding our values**

  Work on ensuring our new values focussing on building communities, creating positive change and respecting each other, will take place over the next year, to ensure EDI is embedded within our operational and strategic delivery.

- **Developing our research staff**

  We will develop new guidelines on the progression of research staff to support movement between grades, with a focus on moving between 6 and 7. We will also support our research community to ensure funding for promotion to be made available within funding bids.
- **Updating our promotions criteria**

  This year we have reviewed our Academic Promotions Criteria and developed a new Engagement Pathway to be introduced for the 2021/22 promotions round. This reflects our three strategic priorities; research that changes practice and thinking, teaching that transforms lives and society, and engaging actively with students, businesses and our communities.

- **Improving our data**

  Whilst our workforce dashboards have led to improvements in data and our understanding of the key drivers of our gender pay gap, we will continue to focus on improving our data. This year we will develop further dashboards to support improved reporting on our KPIs via the EDI Oversight Group and the Athena SWAN Implementation Group, to ensure we are meeting our targets.
Statutory Gender Pay Gap Reporting

- Gender Pay Gap and Equal Pay

Gender Pay Gap and Equal Pay both deal with disparity of pay in the workplace, but they relate to two different issues:

- **Equal Pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. This relates to an individual's pay.

- **Gender Pay Gap** shows the difference between the hourly rate of pay for all men and all women. This relates to the overall distribution of men and women in the workforce.

All data presented in this section have been calculated using the statutory reporting requirements. In this report, in line with statutory reporting requirements, a pay gap (both gender pay gap and bonus pay gap) is presented as a **positive number** if it is in favour of men (men higher than women) and as a **negative number** if it is in favour of women (women higher than men). Further details of the statutory reporting requirements are provided on the Gov.UK Gender Pay Gap Reporting: Overview webpage ([https://www.gov.uk/guidance/gender-pay-gap-reporting-overview](https://www.gov.uk/guidance/gender-pay-gap-reporting-overview)).

We have provided our statutory gender pay gap data published in March 2020 (for the period 1 April 2019 – 31 March 2020) and a sector benchmark\(^4\) for comparison and marked these with an asterisk. As we are in the fourth year of reporting statutory gender pay gap data this year, we have also included analysis of any changes in the gender balance by pay quartiles.

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\(^4\) Office for National Statistics 2020 updated provisional edition of the gender pay gap dataset  
Mean and Median Hourly Pay Gaps

- **Mean Hourly Pay Gap** (%) of all Full Pay Relevant Employees
- **Median Hourly Pay Gap** (%) of all Full Pay Relevant Employees

A gender pay gap is the difference between the hourly rate of pay for all men and all women. Two types of gender pay gap are reported on:

- **Mean hourly pay gap**: the difference between the average hourly earnings of men and the average hourly earnings of women
- **Median hourly pay gap**: the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women
Mean Hourly Pay Gap

There has been a slight decrease in our mean hourly pay gap from 25.89% in 2019 (last year’s reported data) to 25.03% in 2020 (this year’s reported data).

As can be seen from the benchmark data, this gap is considerably higher than the sector average.

*most recent Higher Education Sector figures from the Office for National Statistics. For more information see Table 16.12, web address here: https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

<table>
<thead>
<tr>
<th>Male Mean Actual Hourly Rate</th>
<th>£25.32</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Mean Actual Hourly Rate</td>
<td>£18.98</td>
</tr>
<tr>
<td>Difference</td>
<td>£6.34</td>
</tr>
<tr>
<td>% Difference</td>
<td>25.03%</td>
</tr>
</tbody>
</table>

![Mean Actual Hourly Rate Chart]

- Male Mean Actual Hourly Rate
- Female Mean Actual Hourly Rate
Median Hourly Pay Gap
There has been a slight decrease in our median hourly pay gap from 26.72% in 2019 (last year's reported data) to 25.4% in 2020 (this year's reported data).

<table>
<thead>
<tr>
<th>Median Actual Hourly Rate</th>
<th>Male Median Actual Hourly Rate</th>
<th>£21.80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Median Actual Hourly Rate</td>
<td>£16.25</td>
<td></td>
</tr>
<tr>
<td>Difference</td>
<td>£5.56</td>
<td></td>
</tr>
<tr>
<td>% Difference</td>
<td>25.49%</td>
<td></td>
</tr>
</tbody>
</table>

*most recent Higher Education Sector figures from the Office for National Statistics. For more information see table 16.12, web address here: https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables
**Mean and Median Bonus Pay Gap**

- **Mean Bonus Pay Gap (%)** of all Full Pay Relevant Employees
- **Median Bonus Pay Gap (%)** of all Full Pay Relevant Employees
- **Proportion of Men** receiving bonuses (as a percentage of all men employed)
- **Proportion of Women** receiving bonuses (as a percentage of all women employed)

Bonus Pay is defined as any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit-sharing arrangements, productivity, performance, incentives or commission. Where a part-time employee receives a pro-rated bonus, the actual bonus paid is used, not the full-time equivalent.

Two types of bonus pay gap are reported on:

- **Mean Bonus Pay Gap** is the difference between the average bonus pay of men and the average bonus pay of women
- **Median Bonus Pay Gap** is the difference between the midpoint in the range of bonus pay of men and the midpoint in the range of bonus pay of women.

At Lancaster University, we have two types of bonuses that staff may receive (in line with the definition used for statutory reporting above):

- **Ex gratia payments to staff for exceptional performance**: These are manager-nominated and must be approved by committee at Faculty or Divisional Level and those over £500 must be approved centrally by the Professional Services Reward and Recognition Committee or the Vice-Chancellor.
- **Payments to staff receiving an Annual Staff Excellence Recognition Award**: These are peer-nominated by staff under set categories and successful nominees are determined by a diverse panel drawn from across the University to represent all staff groups.
As bonuses are linked to performance, the bonus pay gap is subject to change from year to year.

**Mean Bonus Pay Gap**
The figure below shows the mean bonus pay gap of male or female staff receiving bonus pay as a percentage of all male or all female staff.

A total of 137 women received bonuses in the range of £1,724.08 to £18.29. In comparison, 50 men received bonuses ranging from £1,728.67 to £18.30, resulting in a mean bonus payment of £398.88. If we consider the top 50 women’s bonus payments, the mean women’s bonus pay would be £733.28.

A key reason for this pay gap is number of small award payments of £25 given to the predominantly female pre-school staff. In addition, a number of £12 award payments given to predominantly female staff within a Faculty.

**Median Bonus Pay Gap**
The figure below shows the median bonus pay for male and female staff who received a bonus payment. Again, if we consider the top 50 women’s bonus pay, the median would be £511.11, compared to the men’s median bonus payment of £250.

**Proportion of Bonuses received**
The figure and table below show the proportion of male or female staff receiving bonus pay as a percentage of all male or all female staff. As with last year’s published data, a higher
proportion of female staff receive bonuses than men and the average value of the bonus is less for females than males.

<table>
<thead>
<tr>
<th></th>
<th>Total staff (number)</th>
<th>Staff receiving bonus pay (number)</th>
<th>Percentage who received bonus</th>
<th>Total Value of bonuses paid</th>
<th>Mean bonus paid</th>
<th>Median bonus paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1885</td>
<td>137</td>
<td>7.27%</td>
<td>£43,158.49</td>
<td>£315.03</td>
<td>£91.36</td>
</tr>
<tr>
<td>Male</td>
<td>1664</td>
<td>50</td>
<td>3.00%</td>
<td>£19,943.79</td>
<td>£398.88</td>
<td>£250.00</td>
</tr>
<tr>
<td>Totals</td>
<td>3549</td>
<td>187</td>
<td>5.27%</td>
<td>£63,102.28</td>
<td>21.02%</td>
<td>63.46%</td>
</tr>
</tbody>
</table>
In line with the statutory gender pay gap reporting requirements, we have reported on our staff population as a whole, shown in the charts and table in the 'Staff by Pay Quartiles' section below. The overall gender balance for our total staff population is nearly equal (53% women, 47% men), and remains the same proportion as last year. However, the distribution is unequal across the staff quartiles, resulting in a higher gender pay gap.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Total Number of Employees</th>
<th>Percentage Split</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1885</td>
<td>53.1%</td>
</tr>
<tr>
<td>Male</td>
<td>1664</td>
<td>46.9%</td>
</tr>
</tbody>
</table>

Different factors affect our gender pay gap for Professional Services staff and for Academic staff. When we consider Professional Services staff and Academic staff as two separate groups, the gender balances are very different, with women making up 65% of Professional Services staff and only 38% of Academic staff.

The table below shows the gender pay gap separated into Academic and Professional Services staff. Despite a much higher proportion of Professional Services staff being female, the mean hourly rate for female Professional Services staff is £3.03 lower, indicating that women are underrepresented in higher paid positions.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Academic Number of Staff</th>
<th>Mean Hourly Rate</th>
<th>Professional Number of Staff</th>
<th>Mean Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>593</td>
<td>£26.94</td>
<td>1292</td>
<td>£15.21</td>
</tr>
<tr>
<td>Male</td>
<td>953</td>
<td>£30.53</td>
<td>711</td>
<td>£18.23</td>
</tr>
</tbody>
</table>
Staff by Pay Quartiles
The data below shows the distribution of male and female staff by pay quartiles.

Over the last four years of statutory reporting, the proportion of female staff in the lower pay quartile has increased by 4%. During this same period, there has also been a 3.6% increase in the proportion of female staff in the upper quartile. However, the proportion of women in the upper and lower middle quarters has fallen slightly on last years’ figures.

<table>
<thead>
<tr>
<th>Year</th>
<th>Lower Quartile</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Employees</td>
<td>%</td>
<td>Employees</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>73.7%</td>
<td>698 employees</td>
<td>54.8%</td>
<td>462 employees</td>
</tr>
<tr>
<td>2019</td>
<td>73.4%</td>
<td>698 employees</td>
<td>56.0%</td>
<td>462 employees</td>
</tr>
<tr>
<td>2018</td>
<td>70.2%</td>
<td>698 employees</td>
<td>58.6%</td>
<td>462 employees</td>
</tr>
<tr>
<td>2017</td>
<td>69.7%</td>
<td>698 employees</td>
<td>60.5%</td>
<td>462 employees</td>
</tr>
<tr>
<td>Men</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>26.3%</td>
<td>249 employees</td>
<td>45.2%</td>
<td>381 employees</td>
</tr>
<tr>
<td>2019</td>
<td>26.6%</td>
<td>249 employees</td>
<td>44.0%</td>
<td>381 employees</td>
</tr>
<tr>
<td>2018</td>
<td>29.8%</td>
<td>249 employees</td>
<td>41.4%</td>
<td>381 employees</td>
</tr>
<tr>
<td>2017</td>
<td>30.3%</td>
<td>249 employees</td>
<td>39.5%</td>
<td>381 employees</td>
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</table>

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Result</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>£6.77</td>
<td>Minimum Value</td>
</tr>
<tr>
<td>1</td>
<td>£13.62</td>
<td>25th Percentile</td>
</tr>
<tr>
<td>2</td>
<td>£18.82</td>
<td>50th Percentile</td>
</tr>
<tr>
<td>3</td>
<td>£26.36</td>
<td>75th Percentile</td>
</tr>
<tr>
<td>4</td>
<td>£138.66</td>
<td>Max Value</td>
</tr>
</tbody>
</table>
Part-time Staff by Pay Quartiles

The following shows the proportion of male or female part-time staff as a proportion of all staff (male or female) in each pay quartile. Part-time includes all contracts over 12 weeks, which are less than full time, including full-time term only, part-time and part-time term only.

A greater proportion of women work part time than men at Lancaster University: 41.59% (784) compared to 17.19% (273) of employees. The figure below shows the proportion of those part time workers in each pay quartile. Women employed on a part-time basis are more likely to be in lower paid roles.

<table>
<thead>
<tr>
<th>Quartile Information</th>
<th>Lower Quartile</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Full Time</td>
<td>274</td>
<td>187</td>
<td>297</td>
<td>336</td>
</tr>
<tr>
<td>Part Time</td>
<td>424</td>
<td>62</td>
<td>165</td>
<td>45</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Quartile Information</th>
<th>Lower Quartile</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Full Time</td>
<td>39.26%</td>
<td>75.10%</td>
<td>64.29%</td>
<td>88.19%</td>
</tr>
<tr>
<td>Part Time</td>
<td>60.74%</td>
<td>24.90%</td>
<td>35.71%</td>
<td>11.81%</td>
</tr>
</tbody>
</table>
Gender Pay Gap report 2020

Lower Pay Quartile
- 60.7% Part Time Employees [Female]
- 24.9% Part Time Employees [Male]
- 35.7% Part Time Employees [Female]
- 11.8% Part Time Employees [Male]

Lower Middle Pay Quartile
- 27.3% Part Time Employees [Female]
- 9.8% Part Time Employees [Male]
- 26.4% Part Time Employees [Female]
- 23.1% Part Time Employees [Male]

Upper Middle Pay Quartile
- 27.3% Part Time Employees [Female]
- 9.8% Part Time Employees [Male]
- 26.4% Part Time Employees [Female]
- 23.1% Part Time Employees [Male]

Upper Pay Quartile
- 60.7% Part Time Employees [Female]
- 24.9% Part Time Employees [Male]
- 35.7% Part Time Employees [Female]
- 11.8% Part Time Employees [Male]