**GCU Equal Pay Audit - for Gender: Overview of Summary of Findings**

**This document provides a brief overview of the findings of GCU’s Equal Pay Audit for gender conducted during 2015-16. The full report, with more comprehensive analysis, is available from the University’s People Services team.**

**Our commitment to equal pay**

GCU is committed to making sure that there is equal pay for staff. To help make this happen, we have established a Joint Working Group with trade union colleagues on equal pay and adopted methodologies informed by university sector-specific guidance.

In 2015 the Working Group reviewed GCU’s existing Equal Pay Statement, which details our commitment and actions.[[1]](#footnote-1) The Group then used a range of available data and the sector guidance checklist to review different aspects of ‘equal pay’. This included basic pay; pay scale progression, recruitment & promotion; additional payments and allowances. The Group also reviewed recommendations on awareness/ training and monitoring.

**Strengths identified from our findings**

* We had no gender pay gaps[[2]](#footnote-2) in relation to the grades and spinal points for staff in the Campus Services; Academic; Professional, Administrative & Support; and Technical Support job families.
* For Senior Management/ Professorial staff, there were no gender pay gaps at job family level.
* Female and male staff progress through our incremental pay structure at the same rate.
* Although there were a larger proportion of male external recruits who started on higher spinal points within Grades 5 and 8 during 2014-15, these differences were justified by objective evidence.
* There were no differences in opportunity for female and male staff to access promotion or career progression.
* There were no consistent trends favouring males or females in the distribution of higher performance ratings within the Senior Management/ Professorial job family.
* Putting differences in basic pay to one side, female and male staff received allowances (e.g. shift working allowance, GCU London weighting allowance) on an equivalent basis.

**Pay gaps and development areas identified from our findings**

* There were pay gaps for specific groups within the Senior Management/ Professorial job family: two of the groups had gaps in favour of females.

* There were pay gaps in favour of males at job family level in: Campus Services; Academic; Professional, Administrative & Support; and Technical Support.
* There were pay gaps between staff on open-ended contracts and staff on fixed term contracts, both in favour of males.
* At job family level, there was a pay gap in favour of females on fixed term contracts within the Professional & Administrative Support job family, and a pay gap in favour of males on fixed term contracts within the Academic job family.
* We had a pay gap for staff on full-time contracts and part-time contracts, both in favour of males.
* We had a pay gap in favour of females working part-time within the Professional, Administrative & Support job family.
* Male staff in Grades 5 and 6 were more likely than female staff to receive overtime pay which attracted a higher rate (i.e. time and a half, or double time).

**Key actions in response to the findings**

* We will take a more proactive approach to communicating about equal pay issues so that staff and stakeholders have an increased awareness and understanding.
* We will enhance our guidance and training to ensure that relevant staff are trained on unconscious bias so that our recruitment and remuneration processes are perceived as fair, and in the longer term be able to demonstrate a reduction in pay gaps.
* We will monitor and review equal pay arrangements on an annual basis so that we can track changes and progress, and report to key University governance bodies, including the Joint Consultative Committee, the Equality and Diversity Committee and the Staff Policy Committee.
* A broader range of actions aimed at improving gender equality are included within the University’s Athena Swan Action Plan.

1. www.gcu.ac.uk/equality/equalityanddiversityatgcu/equalpay [↑](#footnote-ref-1)
2. University sector guidance considers pay gaps of more than 5% to be significant, unless they can be objectively justified by factors other than particular protected characteristic or differing contractual arrangements. [↑](#footnote-ref-2)