

Gender and Ethnicity Pay Gap Report 2023

University of Portsmouth Gender Pay Gaps

The gender pay gap shows the difference between the average (mean and median) hourly earnings (excluding overtime) of men and women employed on 31st March 2023. It is expressed as a percentage of men's earnings.

A gender pay gap above zero indicates that men earn more than women. Complying with statutory calculations, we have identified our gender pay gap in the following ways:

- mean and median difference between hourly rates for men and women
- the proportions of men and women employees in each earnings quartile
- the mean and median difference between bonus pay for men and women
- the proportions of men and women who received bonus pay

Mean and Median Gender Pay Gaps

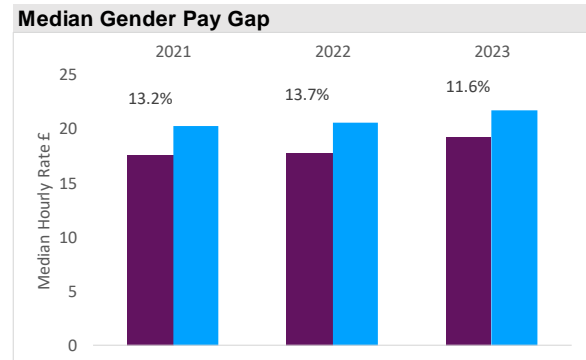
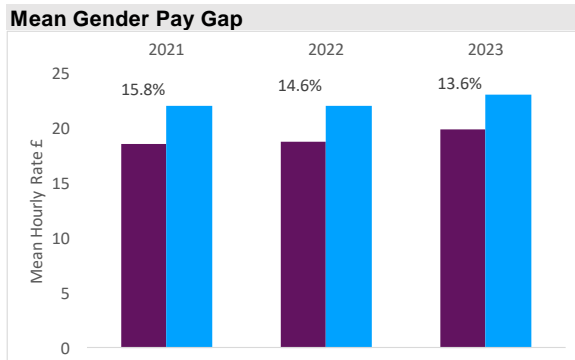
The mean pay gap is the difference between men's and women's average hourly rate of pay, expressed as a percentage of the average hourly rate for men. Our mean gender pay gap is 13.6%, a fall of 1 percentage point in the pay gap compared with the previous year (14.6%). This figure is broadly in line with the wider economy (13.2%)¹ and lower than that recently published (January 2024) by the Universities and Colleges Employers' Association (UCEA)² for the Higher Education sector in England (which stood at 14.8% for all institutions), but above that for Post-92 institutions (10.9%).

The median pay gap is the difference between the middle value of hourly rates of pay (when listed in numerical order) for men compared to that for women, expressed as a percentage of the median hourly rate of pay for men. Our median pay gap is 11.6%, which represents a 2.1 percentage points decrease compared to the previous year (13.7%). The median gender pay gap figure is lower than both the wider UK economy for 2023 (14.3%)¹ and the Higher Education sector (which stands at 12.3%)² but a little higher than that for Post-92 institutions (at 10.5%).

¹ [ONS 'Gender Pay Gap in the UK: 2023' \(Provisional Data\)](#)

² [UCEA Intersectional Pay Gaps in Higher Education](#)

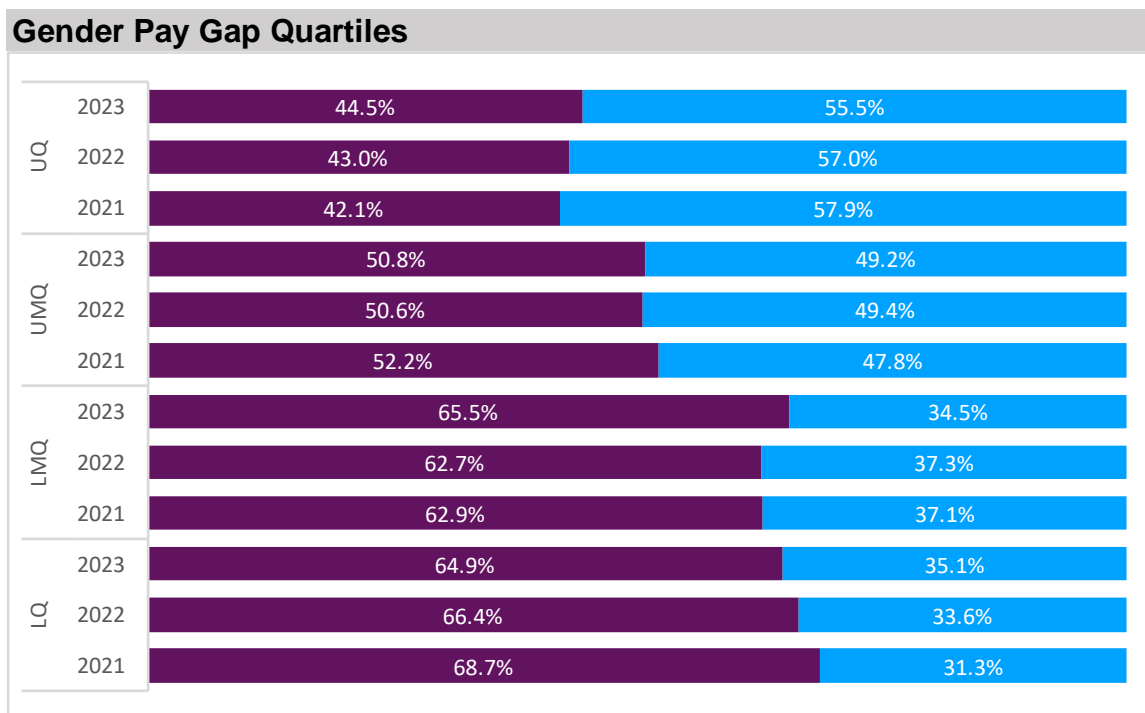
Hourly Pay Gap between **Women** and **Men**



The proportion of men and women in each pay quartile

The University has identified the percentage of women and men in each of our earnings quartiles by dividing the workforce into four equal parts.

Distribution of **Women** and **Men**, by quartile

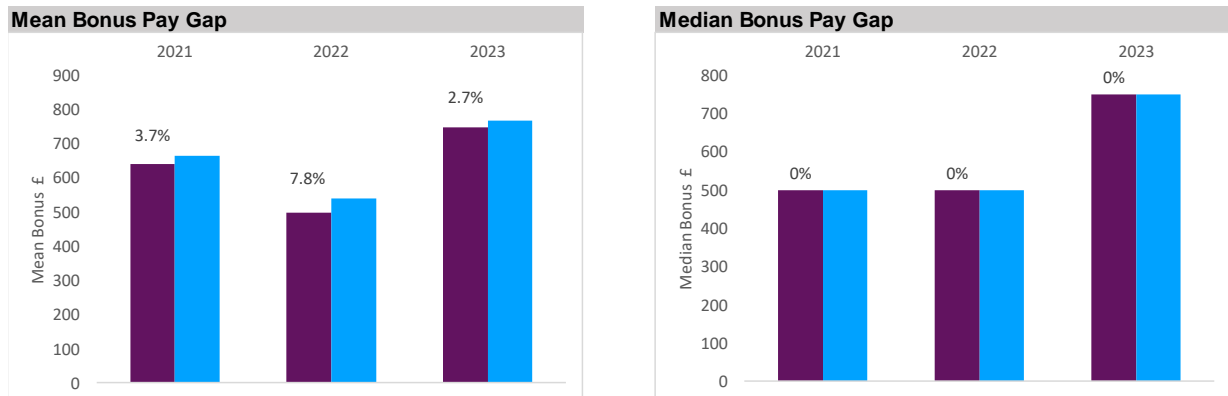


Women represent approximately 57% of our workforce and are therefore disproportionately over-represented within the lower and lower middle quartiles at 64.9% and 65.5%, respectively, but disproportionately under-represented in the upper quartile (at just 44.5%), broadly consistent with data from the previous year. The upper middle quartile is more closely balanced and substantially unchanged from the previous year, comprising 50.8% women and 49.2% men. This is consistent both with the HE sector overall and across Post-92 institutions specifically, which show a similar distribution across the quartiles².

Gender Bonus Gap

Bonuses are paid in the form of Recognition Awards to individuals and teams who have made a significant contribution to our success, together with Recruitment (6 awarded) and Retention Bonuses (3 awarded).

Pay Gaps between **Women** and **Men**

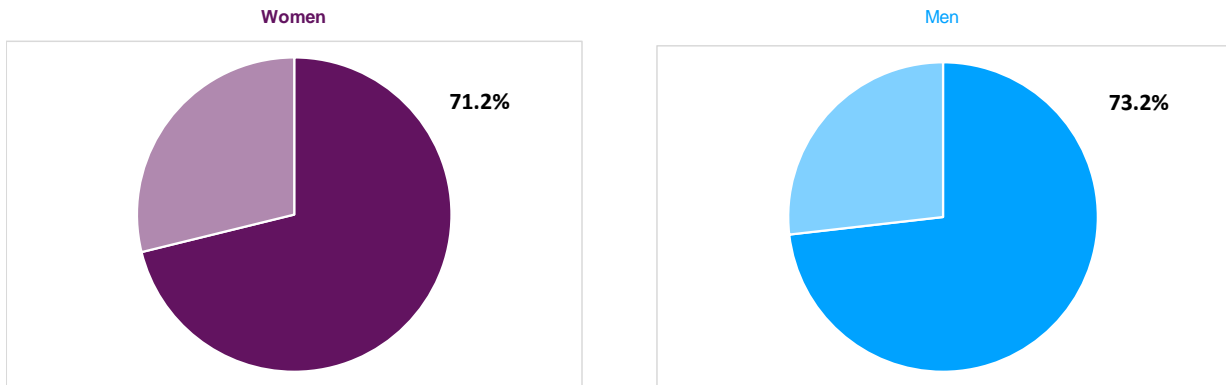


The mean bonus gender pay gap shows the difference between the average bonus pay received by men and women expressed as a percentage of the average bonus pay of men. The mean bonus pay received by women in the reporting period to March 2023 was £747.50. This compares to the mean bonus pay for men of £768.50 and reflects a mean gender bonus gap of 2.7%, a reduction from 2022 (7.8%). This is significantly lower than across the HE sector² where the bonus pay gap stands at 21.4%. Our median bonus gender pay gap has remained at 0%, which is consistent with previous years. Across the sector, the median bonus gap is 7.6%².

The proportion of men and women colleagues receiving a bonus

The proportion of colleagues who received a bonus under the statutory definition was broadly consistent, irrespective of gender, with 71.2% of women and 73.2% of men receiving a bonus. Bonuses are rare across the sector as a whole, with 12% of employees receiving bonuses, although similar proportions of men and women receive bonuses (12.2% of men and 12.4% of women)². In our case, the high proportion of staff receiving bonuses reflects the receipt, in July 2022, of an award to all eligible staff (72%).

Proportion Receiving a Bonus in 2023



Why do we have a Gender Pay Gap?

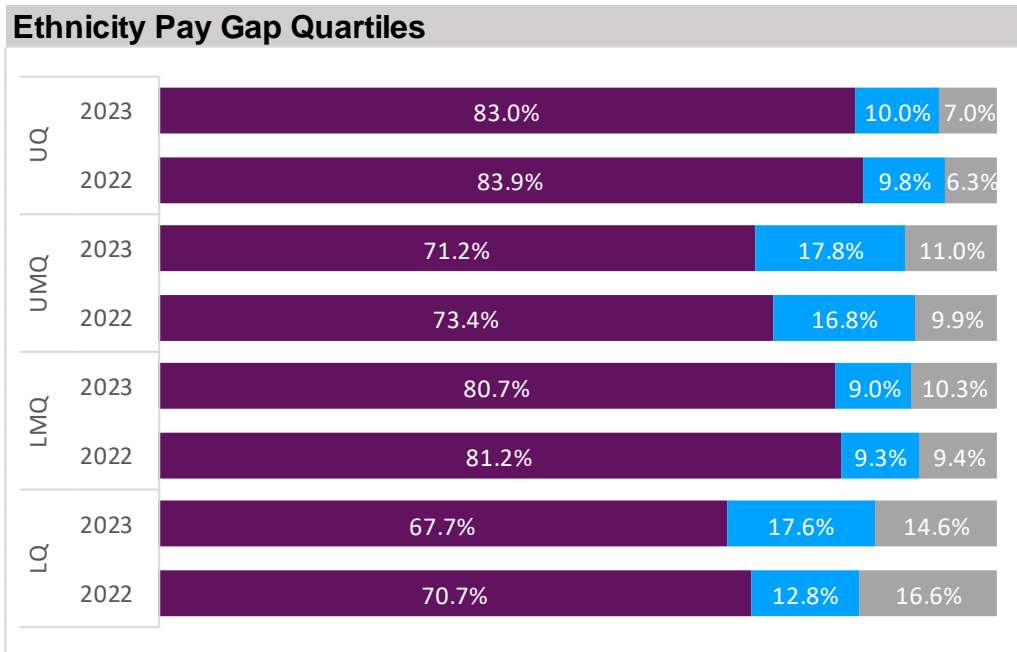
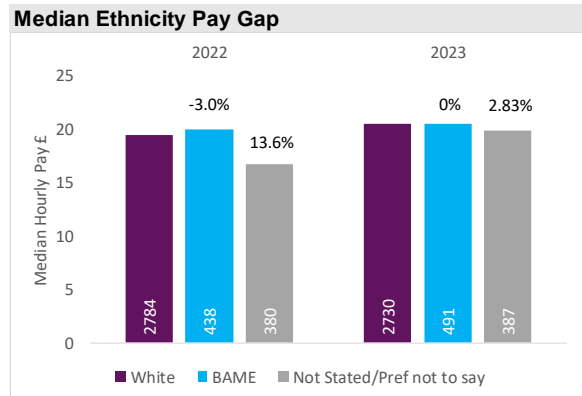
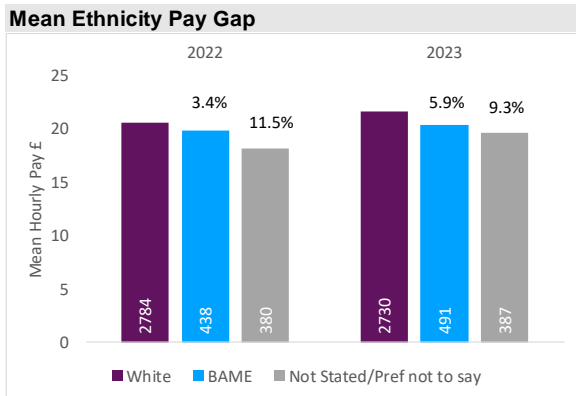
There continues to be clear evidence of both vertical and horizontal (occupational) workforce segregation. Women account for a disproportionately higher proportion of colleagues in lower grades and a disproportionately lower proportion in higher grades than men. Over 67% of colleagues in grades 1-4 are women, but only 42% of those in grades 9-12. This is particularly apparent in our academic roles in that, whilst over 45% of lecturers (and senior lecturers) are women, just 25.6% of professors are (34 of 133). This experience is consistent with the wider Higher Education sector, where data provided by the [Higher Education Statistics Agency \(HESA\)](#)³ indicates that women account for a total of 48% of lecturers but only 31% of professors. At the most senior level, the gender representation of our University Executive Board is broadly balanced.

We also observe that women are over-represented amongst occupational groups, which tend to be concentrated in large numbers towards the lower end of our grading structure and in occupational groups such as Catering Assistants and Administrators (96% women and 90% women, respectively), where the career path progression routes are not as well defined as in other areas.

³ HESA - Higher Education Staff Statistics, UK 2022/23

University of Portsmouth Ethnicity Pay Gaps

The Ethnicity Pay Gap measures the difference between the average hourly pay of employees identifying as Black, Asian and Minority Ethnic (BAME) and employees identifying as White across the whole organisation, using the same methodology as that used to calculate Gender Pay Gaps. *[note: a pay gap above zero would indicate that white colleagues earn more, on average, than BAME colleagues].*



This is the first year for which we have published our Ethnicity Pay Gaps which we do so on a voluntary basis. We have retrospectively evaluated our Ethnicity Pay Gaps for the 2022 reporting year so that our 2023 data can be meaningfully compared with the preceding year.

Our mean Ethnicity Pay Gap stands at 5.9%, an increase of 2.5 percentage points compared to last year (3.4%), above the mean for the HE sector of 4.7%. The median is 0% (-3% last year) compared with 2.6% for the sector and -2.1% for Post 92 institutions². In all cases, Ethnicity Pay Gaps are significantly below those between genders. At the

data snapshot point, there were 387 colleagues whose ethnicity was not disclosed, and we would like to see declaration rates improve. There is a broadly equal spread of BAME colleagues throughout the pay structure, as indicated by the quartile distribution. Those not disclosing ethnicity data are more likely to be found in the lower half of the pay distribution (and are therefore concentrated in lower grades).

How we're addressing the pay gaps

Equality, Diversity and inclusion are integral to our [Strategy](#). We are committed to delivering against the ambitions it expresses and are developing a full equality action plan as part of our Equality, Diversity and Inclusion Framework. We have been a member of the [Athena Swan](#) gender equality charter since 2011 and hold an Athena Swan Bronze Award.

We are a diverse, multicultural and international community. Our commitment is not limited to meeting the minimum legal requirements of equalities legislation, we are committed to working inclusively and to developing a workforce that reflects our student community, the City of Portsmouth and the region's diversity. We are determined to identify and remove any potential gender bias and ensure an inclusive culture that respects, values and maximises the potential of all our staff, students and partners. Specifically, we have discussed the following specific actions with the Head of Equality Diversity and Inclusion:

1. Continue to seek to understand the reasons for the gender pay gap through the University Athena Swan Self-assessment team and other vehicles and develop plans for actions to address those root causes.
2. Develop a system of diverse interview panels that is more fully and consistently embedded within our inclusive hiring practices. We have already begun developing these practices, for example, by involving student People of a Global Majority (PGM) Ambassadors and staff networks in the recruitment of senior roles, including Provost, Deputy Vice-Chancellor for Education, Chief Financial Officer, London Campus Principal roles, Head of Wellbeing and Head of Equality, Diversity and Inclusion. We will work to embed this practice more consistently.
3. Complete the scoping work that we have begun on the introduction of a Positive Action Programme around mentoring prospective female and ethnically diverse candidates on being more impactful at interviews and in developing their supporting information.
4. Monitor pay on appointment and promotion by gender and ethnicity to establish any differences in the salaries awarded by gender and ethnicity and ensure these are appropriately challenged.

Whilst our gender pay gaps are broadly in line and well positioned relative to most sector norms and the wider UK economy, we still have much work to do in seeking to understand why the pay gaps exist and what specific actions are likely to have the greatest impact in closing them. Inevitably, progress will take time, but we remain committed to reducing and eliminating these gaps.

Compliance Statement

To comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to publish gender pay gap information by 30th March annually, for all staff employed on the 31 March of the preceding year. The data published in this report is accurate and satisfies the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.