



WARWICK
THE UNIVERSITY OF WARWICK

Pay gap report 2023

Gender, Ethnicity, Disability & LGBTQIA+



Introduction

As part of our commitment to diversity and inclusion we are releasing our 2023 pay gap report.

Sharing our data enables us to track our progress in an open and transparent manner and engage all staff at Warwick on that progress. This report also gives the chance for us to share plans on how these gaps can be tackled and reduced.

In this report, we provide information on the gender pay gap at the University of Warwick for the snapshot date of 31 March 2023.

We have also chosen to report our pay gaps in relation to other protected characteristics, focusing on ethnicity, disability and LGBTQUIA+ all of which we are seeking to address.

In addition to this report, we publish our Social Inclusion annual report, updating staff on our plans to increase diversity, develop an inclusive culture, and become leaders in inclusion and accessibility.

The report meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

About Us

Warwick is a world-leading university with the highest academic and research standards.

We are committed to inclusivity, fostered in an environment of mutual respect and dignity. We have more than 30 academic departments and over 50 research centres and institutes, in three Faculties: Arts, Science, Engineering & Medicine and Social Sciences.

The Warwick community is made up of more than 29,000 students and around 9,200 members of staff. Within our staff body, we have over 4,300 academic staff, supported by over 3,400 professional services and over 1,400 commercial and estates staff. We are proud of Warwick's reputation for excellence, both in the UK and globally.

During the period under review the University of Warwick was ranked 64th in the QS World University Rankings and in the UK's Top 10. It was also notably ranked 8th and 10th in the 2023 Guardian University League Tables and the Complete University Guide 2023. The outstanding achievement of 2022/23 has been the University achieving an award of Gold overall in the "Teaching Excellence Framework" (TEF) 2023.





What is the Gap?

The gender pay gap is the difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce.

It's calculated as the difference between mean or median hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings.

This report measures the differences in pay, not just between men and women but also of staff by protected characteristic. The differences are not solely the result of the University's pay practices but is influenced by other, much broader, and complex, economic, cultural and social factors which result in each of these groups being disproportionately represented in different roles and grades.

The language we use

MEAN

The mean (average) involves adding together the pay or bonuses of employees and then dividing by the total number of employees.

MEDIAN

The median is the middle value of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus. We look at the median as it's less affected by numbers at the top end of the pay range, for example the earnings of a small number of senior executives.

QUARTILE

If all employees were ordered by their hourly rate of pay, then split into four equal groups. The quartile figures show the proportion of employees in each category group.

Equal Pay, the Pay Gap and Bonus Gap

Equal Pay

It is illegal to pay men and women different amount for doing the same job. There are lots of factors that impact the overall average of what men and women at Warwick are earning, including weekly hours worked. At Warwick, the difference between the pay of men and women at each grade is not significant except at grade 9, which is linked to tenure and pay progression.

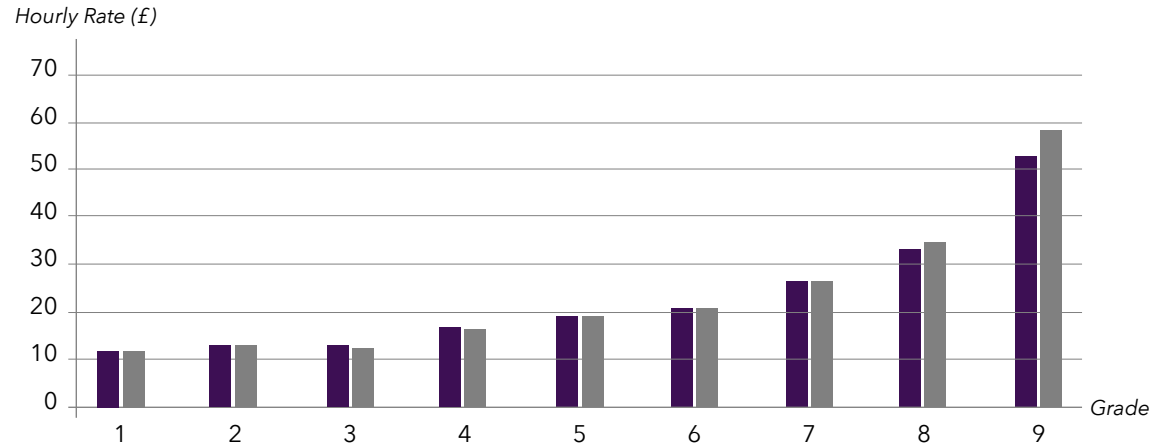
The Pay Gap

Percentage difference in the hourly rate of pay across all staff from a particular group and all staff from another group (e.g. men or women) working at Warwick University as at 31 March 2023.

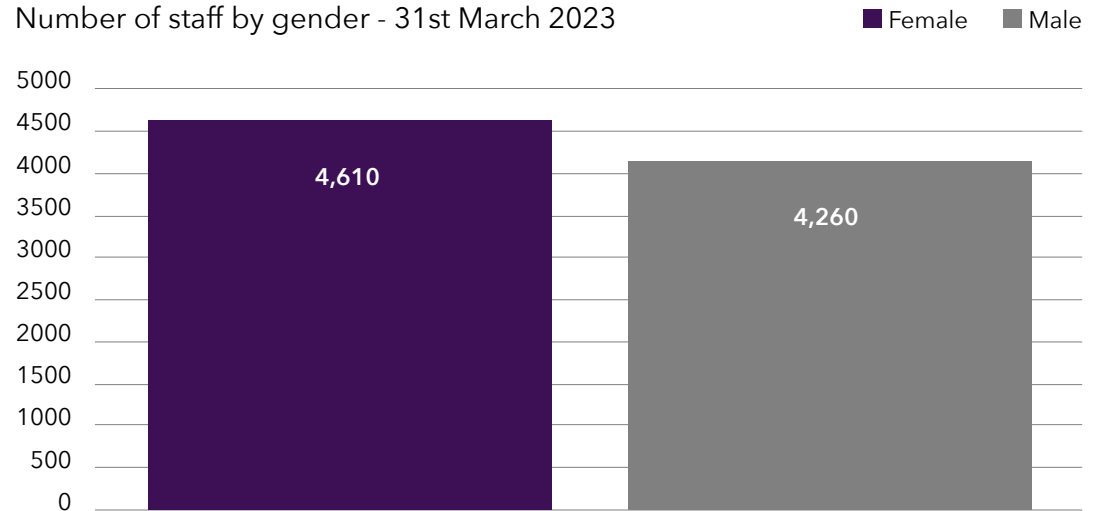
The Bonus Gap

Percentage difference in average bonus paid to employees from a particular group and all employees from another group (e.g. men and women) in the 12 months prior to 31 March 2023.

Average rate of pay by gender - 31st March 2023



Number of staff by gender - 31st March 2023

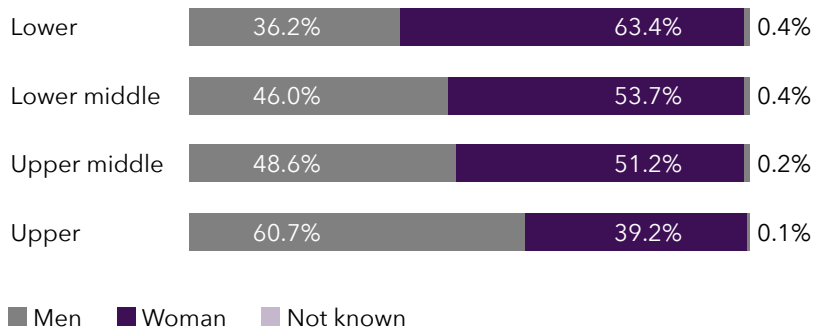


*25 staff have declared non-binary gender and 'other'.

Gender

	2023
Mean pay gap	20.5%
Median pay gap	20.5%
Mean bonus gap	12.4%
Median bonus gap	0.0%
Proportion of men receiving bonus	83.9%
Proportion of women receiving bonus	76.9%

Proportion of men and women in each pay quartile.



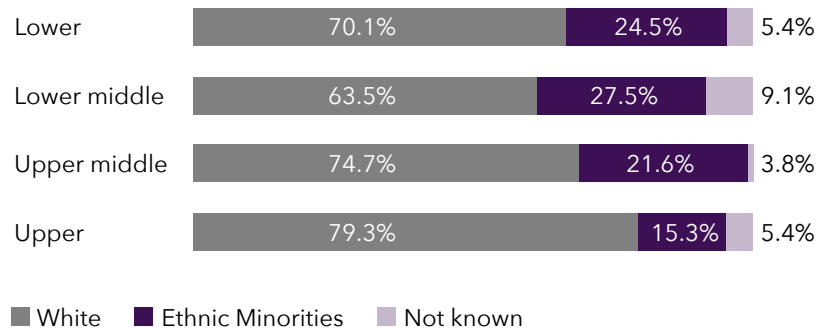
The median gender pay gap has seen a slight increase from 20.3% to 20.5% and the mean has moved from 18.6% to 20.5% as the proportion of men in the more senior grades increased whilst the proportion of females in the lower grades increased.

- Data excludes 'non-binary' and 'other' as per Gender Pay Gap Guidelines (total staff excluded: 21).
- We have used the HMRC gender data for staff did not disclose their gender data.

Ethnic minority

	Ethnic Minority	Asian	Black	Mixed	Other
Mean pay gap	13.7%	11.3%	26.6%	13.3%	5.4%
Median pay gap	15.8%	15.8%	27.3%	15.8%	0.0%
Mean bonus gap	7.6%	2.2%	3.1%	29.5%	29.5%
Median bonus gap	1.4%	0.0%	3.1%	10.6%	0.8%
Proportion of white staff receiving bonus	81.4%	81.4%	81.4%	81.4%	81.4%
Proportion of ethnic minority staff receiving bonus	77.7%	79.2%	72.8%	76.6%	69.6%

Proportion of ethnic minority, non-ethnic minority and not known in each pay quartile.

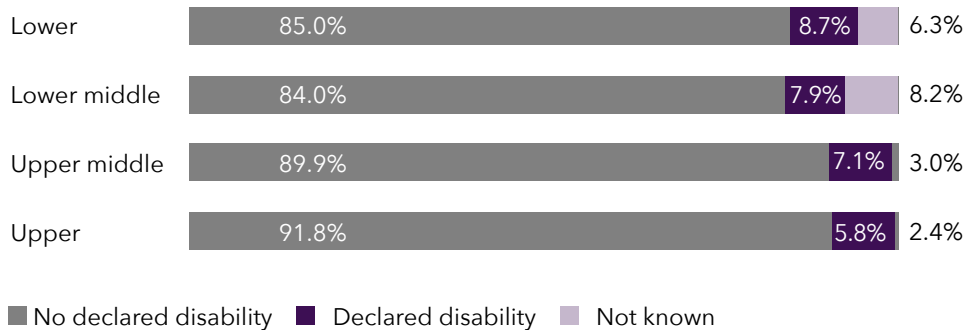


The median ethnicity pay gap has seen a significant increase from 7.1% to 15.8% and the mean from 6.9% to 13.7% as we have recruited more colleagues from ethnic minorities predominantly in the lower grades.

Disability

	2023
Mean pay gap	12.8%
Median pay gap	13.2%
Mean bonus gap	13.9%
Median bonus gap	0.0%
Proportion of those with no declared disability receiving bonus	83.6%
Proportion of those who have declared a disability receiving bonus	80.0%

Proportion of no declared disability and those with a declared disability in each pay quartile.

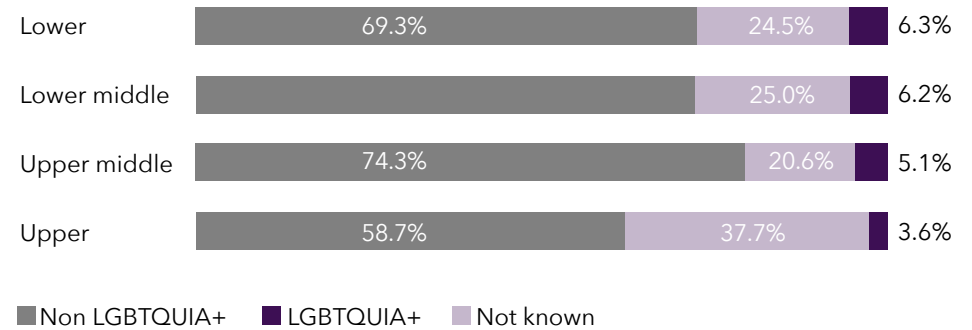


The median disability pay gap has decreased from 15.3% to 13.2% and the mean from 16.6% to 12.8% as we have seen an increased number of individuals declaring a disability in the upper pay quartile.

LGBTQUIA+

	2023
Mean pay gap	8.2%
Median pay gap	5.6%
Mean bonus gap	24.8%
Median bonus gap	8.8%
Proportion of non-LGBTQUIA+ staff receiving bonus	81.1%
Proportion of LGBTQUIA+ staff receiving bonus	78.1%

Proportion of LGBTQUIA+ and non-LGBTQUIA+ in each pay quartile.



The median LGBTQUIA+ has increased from 4.1% to 5.6% and the mean from -0.8% to 8.2% as we have seen the proportion of those in the upper middle quartile fall whilst the proportion has increased in the lower quartile.

- LGBTQUIA+ includes staff declared as: gay, lesbian, bisexual, other sexual orientation, non-binary, intersex, those with a different gender than assigned by birth and other.

Understanding our pay gaps

At Warwick, we are committed to creating an inclusive and supportive community for all our staff and students.

Our **Social Inclusion strategy** will ensure that all staff and students have access to equal opportunities to thrive and progress at Warwick.

Our pay gap results for the period to 31 March 2023 are mixed. The data shows our mean gender pay gap is largely unchanged from the previous year, going from 20.3% to 20.5%. The median has moved from 18.6% to 20.5% linked to changes in the gender profile within grades.

We've also seen an increase in the gap for ethnicity. This has been driven by a welcome increase in recruitment of ethnic minority colleagues - but these have been predominantly within the lower grades and therefore lower paid roles. The LGBTQUIA+ pay gaps have also increased, linked to changes in the proportion of LGBTQUIA+ colleagues in the lower and upper middle quartiles.

We have seen a decrease in the pay gaps for disability.

Our pay gaps are primarily the result of a diversity imbalance. We have more women and ethnically minority employees in our lower grades and fewer in the higher grades. As long as we have imbalances in the distribution of women and ethnically minority colleagues, we will have pay gaps. We're proud that colleagues choose to stay with the University for a long time, though we know that this means making changes to our gaps will take time.

In terms of bonus gaps, it's worth highlighting in 2022/23 we did not operate performance related pay but did make two flat awards. This standard approach led to there being a very low or no median pay gap in bonus pay with a higher mean pay gap in bonus pay linked mainly to Clinical Excellence Awards.



Creating an inclusive culture: our plan

We are committed to reducing our pay gaps and there are a number of actions we're taking as part of our plan to do this, as well as our wider aims to foster an inclusive culture at Warwick.

Our annual **social inclusion report** highlights many of the initiatives targeted at staff to support them in progressing at Warwick.

The actions include:

Targets - We have agreed targets for gender, ethnicity, disability and sexual orientation at senior levels for academic and professional services departments.

Profiling - We gather data by area and use these insights to understand key differences among staff segments. We are working towards the creation of specific plans to reduce pay gaps at a faculty/school level.

Recruitment - We have updated the vacancy landing page and navigation to it for prospective candidates with greater use of imagery and viewing options to optimise inclusion. We have created an advert template to give consistency with focus on inclusion: explicit information about the organisation, essential criteria of the role (limit on desirable skills) and rewards and benefits. All adverts go through a gender de-coder to reduce bias. We continue to explore and test community outreach initiatives to support employment of underrepresented groups. We have also designed a relocation handbook which supports international attraction.

New inclusive policies - Improved workplace flexibility for all genders, increased uptake of shared Parental Leave, Parental leave returners policy and support implemented, new menopause policy / guidelines introduced.

Promotion and Progression - We conducted a review and analysis of promotions by grade and protected characteristics. A talent approach has been agreed and a succession planning framework has been piloted.

Leadership and development - Leadership framework established with inclusive leadership embedded, new coaching programme agreed and launched. EmpowerHer has also been launched - specifically targeted at supporting ethnic minority colleagues to build skills, empower and diversify our talent pool.

This is a broad overview of our plans to continue to foster an inclusive culture at Warwick, and work to continue to reduce our pay gaps. Full details on these plans can be read in our Social Inclusion report [here](#).

