

# Diversity, Equity and Inclusion are at the heart of our People Strategy



UCFB's 2023 gender pay gap demonstrates significant progress in **the reduction of our gender pay gap since 2022.**

Following on from our first gender pay gap report, published in 2023, actions were taken to address a gap of **12.0%** and we are pleased to announce that these actions have been successful in helping to reduce the mean gender pay gap to **5.2%** for 2023.

I'm extremely proud of the continued commitment to reduce our gender pay gap and create an equal playing field for all. Some things I'm particularly impressed by are the

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# Reporting Gender Pay Gaps – Overview

UK Gender Pay Gap Report 2023

## What is the gender pay gap?

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. This falls under the Equality Act 2010 (Gender Pay Gap Information) Regulations and a snapshot of data should be taken on 5 April each year.

## What do we need to report on?

Calculations that are required to be published are:

- Mean and median gender pay gap
- Proportion of males and females by quartile
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus

## What is the difference between gender pay and equal pay?

It is important to be clear that gender pay is different to equal pay.

### Gender Pay

The gender pay gap shows the differences in the average pay between men and women, regardless of their role or seniority.

### Equal Pay

Equal pay focuses on the pay differences between men and women who carry out the same role, similar roles or work of equal value.

# Pay Gap Calculations

UK Gender Pay Gap Report 2023

## UCFB | GIS Ordinary Pay 2023

Mean	Median
5.2%	6.5%

## UCFB | GIS Ordinary Pay 2022

Mean	Median
12.0%	12.5%

**Ordinary Pay Mean:** this is the difference between the average hourly rate.

**Ordinary Pay Median:** this is calculated by sorting hourly pay from lowest to highest and finding the midpoint average.

UCFB's mean gender pay gap has decreased from **12.0% in 2022 to 5.2% for 2023**. Our median gender pay gap has also decreased from **12.5% to 6.5%**.

UCFB's overall figures compare favourably to the average gender pay gap in Higher Education, which is at **11.3% for 2023**.\*

UCFB's gender pay also compares positively against the national average of **14.3% in 2023**.\*\*

\*[www.pinsentmasons.com](http://www.pinsentmasons.com)

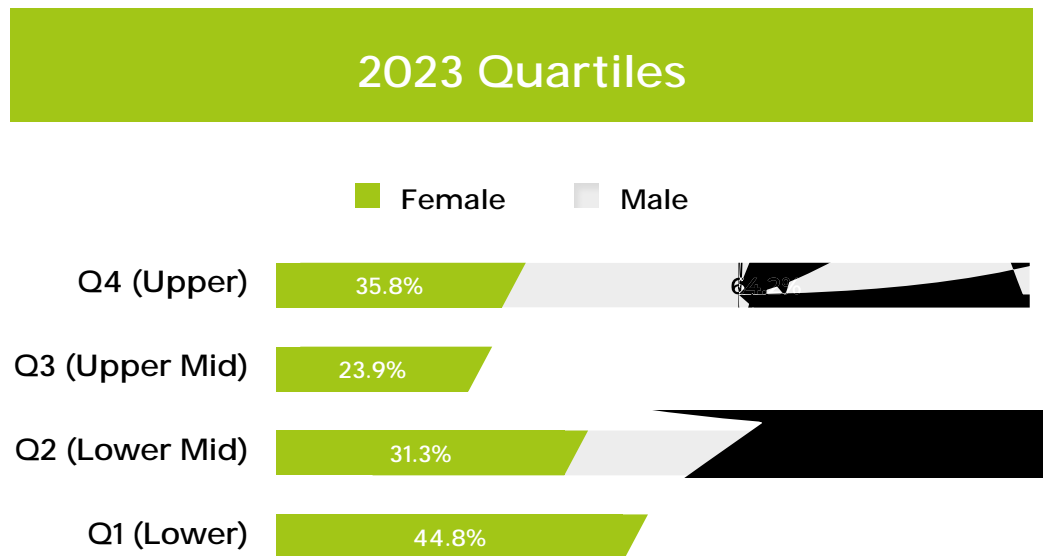
\*\*[ONS, Gender Pay Gap in the UK: 2023](#)

# Pay Gap Calculations – Quartiles

UK Gender Pay Gap Report 2023

## Quartiles

The proportion of male and female employees in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.



Across our institution, **66%** of our employees are male and **34%** are female.

There are more males than females in all of our pay quartiles, impacted by the fact that there are a higher proportion of male employees across the Institution. This can be attributed to the institutions focus on sports, which traditionally attracts a larger male demographic.

However, there has been positive movement in the upper quartile, seeing our female population increase from **30.3% in 2022 to 35.8% in 2023**.

# Bonus Pay Gap Calculations

UK Gender Pay Gap Report 2023

**Bonus Pay Mean:** this is the difference between the average

No bonuses were awarded to UCFB colleagues in the relevant pay period for this exercise.  
This means that there is no bonus data to report. UCFB does not operate a standardised bonus scheme.

# Action Plan

UK Gender Pay Gap Report 2023

## What we're doing

We have ambitious plans to continue to support our **DEI goals** over the next **12-24 months** including:

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- Introducing an annual awareness calendar to spotlight events across the year
- Using Lived Experience to raise awareness and ensure our policies and guidance benefit colleagues most impacted
- Utilising our Staff Skills Training academy to roll out further DEI training modules
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