

# GENDER PAY GAP 2021

## Report Summary

January 2022

The University of Suffolk aims to realise a diverse scholarly community dedicated to people and ideas, where we work together as educators, researchers, professional services, technical staff and students. The University remains committed to advancing and promoting equality and recognises the value that diversity brings to an environment such as ours. Inclusivity is a fundamental part of 'who we are' at the University of Suffolk. We recognise that a diversity of backgrounds is a key part of our community and will therefore positively influence our successes as a community education provider. We very much wish to see a continued broadening in the diversity of our People – both staff and students - and we remain committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

In respect of our staffing base, we aspire to at least represent our local community in the diversity profile of our staff. In respect of our students, we welcome the

richness that a diverse student population brings, and we feel that diversity adds vibrancy to our university; this is something that we would not want to lose and that we hope to continue to grow.

As a university we remain committed to the journey we have started, as underpinned by our vision and values. Authentic inclusivity requires sustained attention and action across all areas of potential discrimination and inequality. We continue our journey to be a more diverse employer and educator. We know that we still have work to do in this respect.

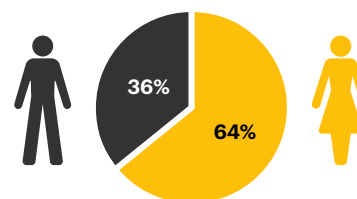
It is disappointing to see the improvements seen last year in our gender pay gap being lost during 2020-21. Whilst we remain confident that women are able to progress within and across the University, there are some influencing factors which have altered our pay gap position this year - most notably the uneven distribution of genders across the grading structure, including the underrepresentation of men at the lower and lower-middle quartile.

## GENDER BALANCE

Percentage of male and female employees at the University of Suffolk

### Gender split

Women 64%      Men 36%



## GENDER PAY GAP

Our mean gender pay gap has increased this year as a result of considerably more women being recruited across all staff groups, particularly in the support staff group.

Mean (average)	Median (middle)
15.89%	17.72%

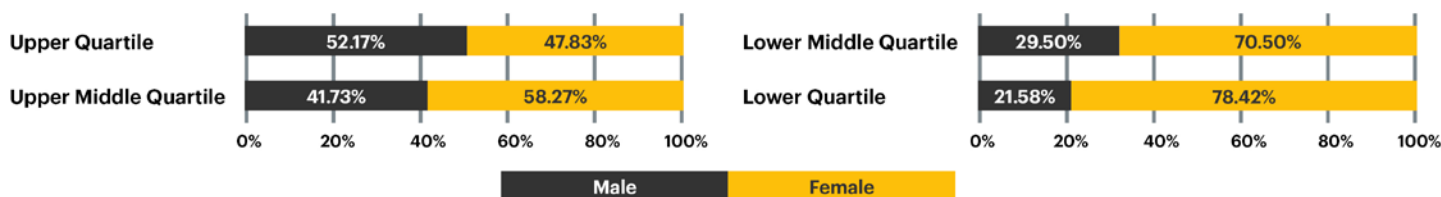
## BONUS PAY GAP

Bonus payments within the institution are only payable in very exceptional circumstances.

No bonus payments were made during this reporting period.

## PAY QUANTILES

The percentage distribution of men and women in each pay quartile.



## ACTION PLANNING

In order to create a meaningful and achievable action plan we need to fully understand the causes and barriers that may be impacting not only the pay gaps, but also wider EDI priority areas. During 2020/21 the University refreshed its approach to EDI including the

re-establishment of the EDI Committee with clear focus topics. Additionally, we are in the process of establishing a new dedicated EDI post within the People & OD team, which will strengthen our knowledge of and approach to EDI matters.