



# Gender Pay Gap

Report 2024



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# Gender pay gap

The gender pay gap report is published annually in order to meet the statutory reporting requirement of the University of Highlands and Islands (UHI) to publish calculations on its gender pay gap. These calculations include the difference between average (median) hourly earnings of men and women.

This report is based on an export of all our active university employees from our Moorepay system from 31 March 2024. A copy of this report will be returned to the UK Government and published on our website.

The gender pay gap report has been prepared and produced by our Human Resources (HR) team and the Equality, Diversity and Inclusion (EDI) Manager.

# Introduction and summary

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UHI is a progressive and unique tertiary partnership which is committed to promoting equality of opportunity for all staff. Our strategic aim is to create an environment which attracts and supports our employees, as we believe every individual has the right to feel valued, respected, and supported regardless of their [protected characteristic](#).

Since 2009 we have seen our gender pay gap steadily reduce from 32% in 2017, 22% in 2019, 17.59% in 2022, 13.31% in 2023 and again to today's level of 13.21% and 9.10% (median), but we believe we can and will do better.

UHI actively promotes inclusive working through policy, action plans and shared best practice for all staff. In 2017 our female workforce was 57.8%, in 2019 it was 64.3%, in 2022 it was 62.44% and 2024 is 63.42%.

Over the last year, UHI has experienced a full restructure across the entire employee base, the aforementioned figures go some way to show this was completed fairly and on a gender-neutral basis.

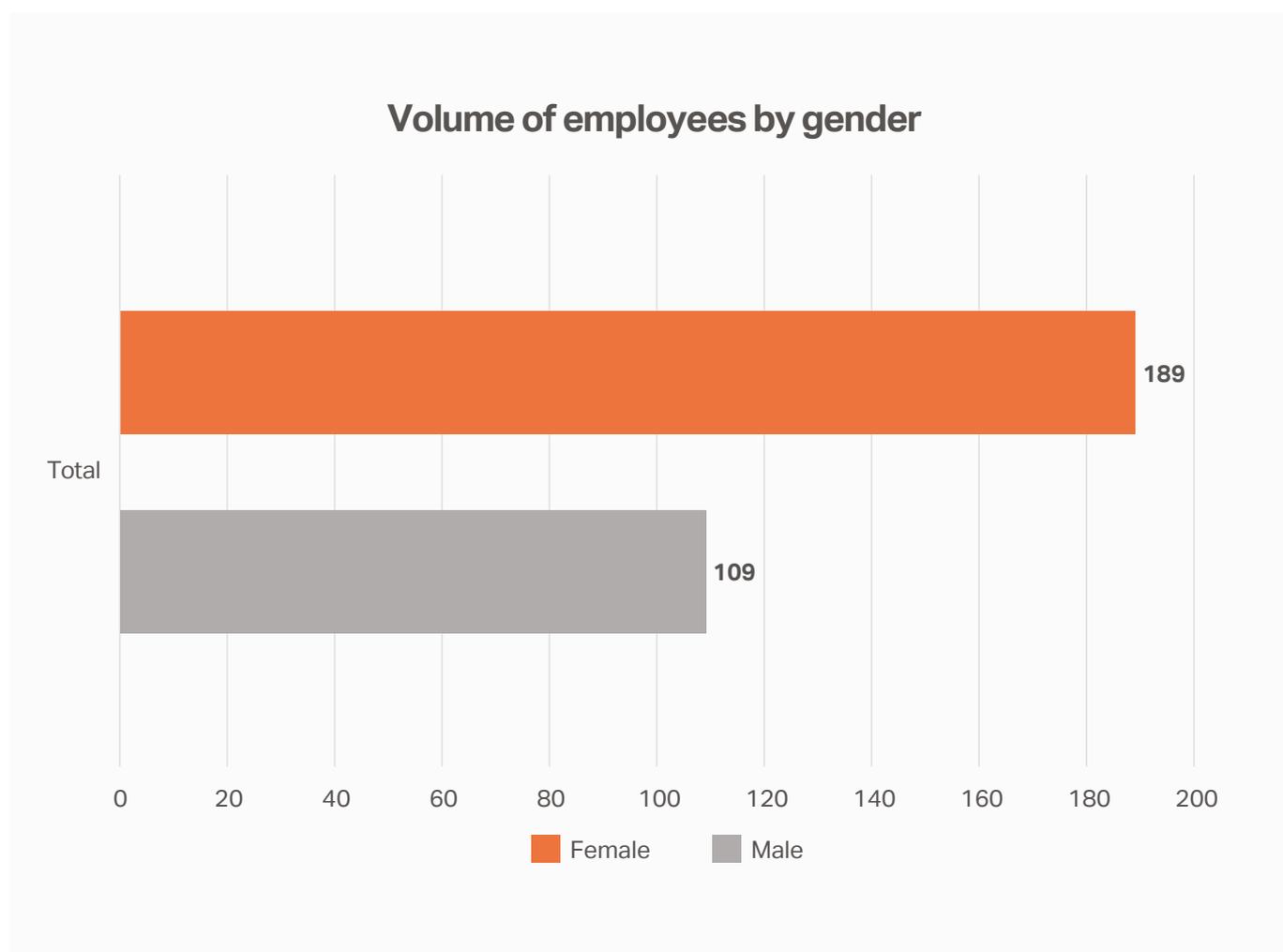
This report highlights our aims, challenges and plans to progressively work towards reducing the gender pay gap yearly, while cultivating a more diverse and inclusive workplace for all current and prospective staff.

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# Report detail

## Total employees

The university has in total 298 employees, the split by gender is given below:



# Gender pay gap

This is the percentage gap in the average (mean) and middle values (median) of salaries, of male and female employees based on all salaries being converted to standard hourly rates of pay:

Metric	2022	2023	2024
Mean gender pay gap	17.59%	13.31%	13.21%
Median gender pay gap	11.09%	9.52%	9.44%

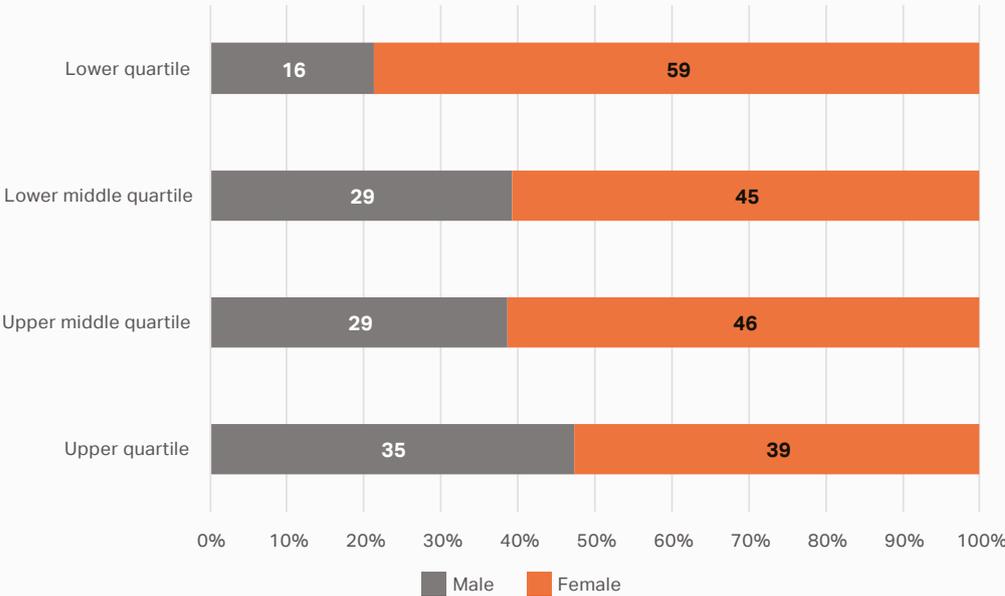
The rate of reduction appears to have slowed this year, attempts have been made to understand the root cause of this reduction. One main contributing factor is likely to be the impact of the organisation's restructure, however it has been difficult to identify the core reason.



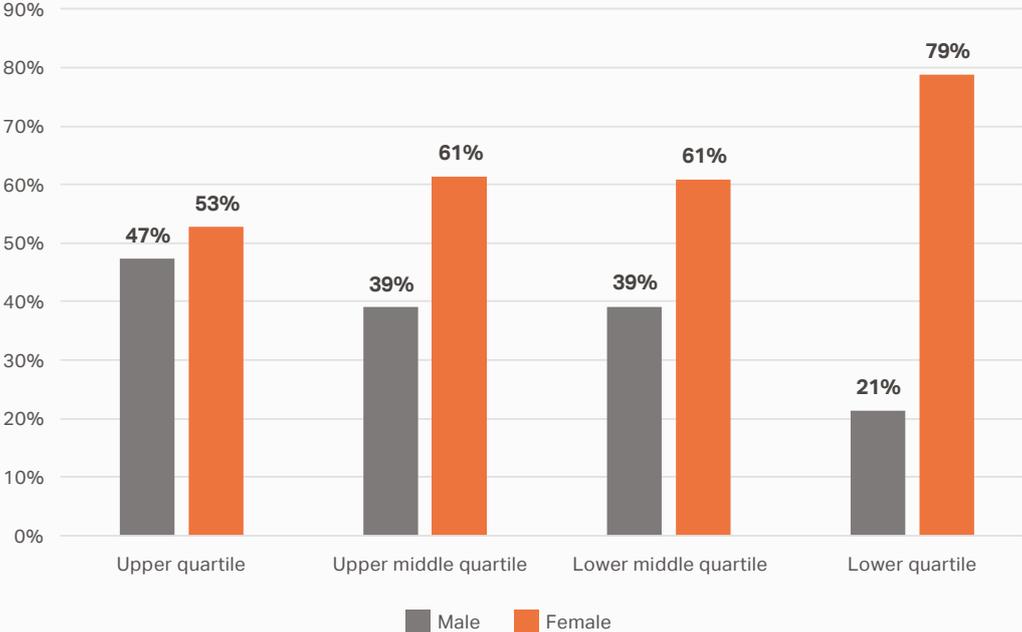
# Pay quartiles

The next two charts show the volume and percentage of male and female employees in each of four pay bands, where the lowest quartile represents the lowest salaries and upper quartile represents the highest salaries:

### Volume of employees and gender by quartile

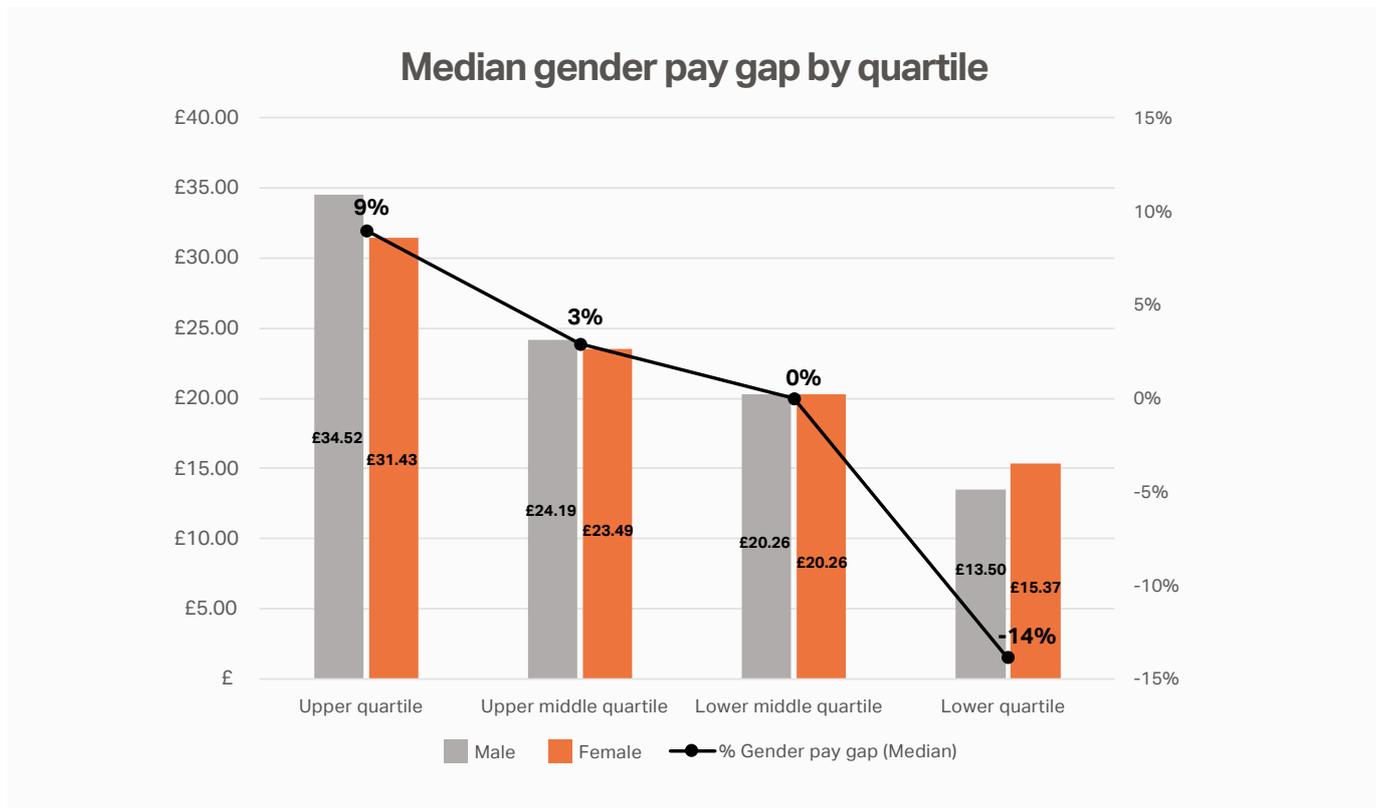


### Total staff by quartile (%)



The above shows regardless of the quartile, female employees outnumber male employees.

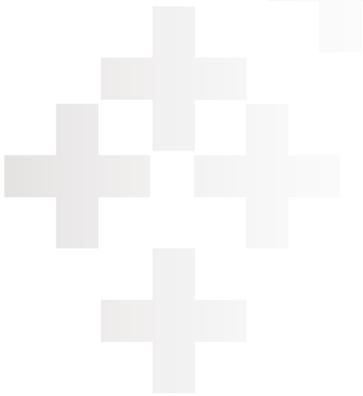
The below chart shows that for the top two bands male employees are paid more than female employees, however the bottom two bands show the opposite with female staff paid more than males.



In real terms this equates to the following for an average full time equivalent (FTE) based on gender:

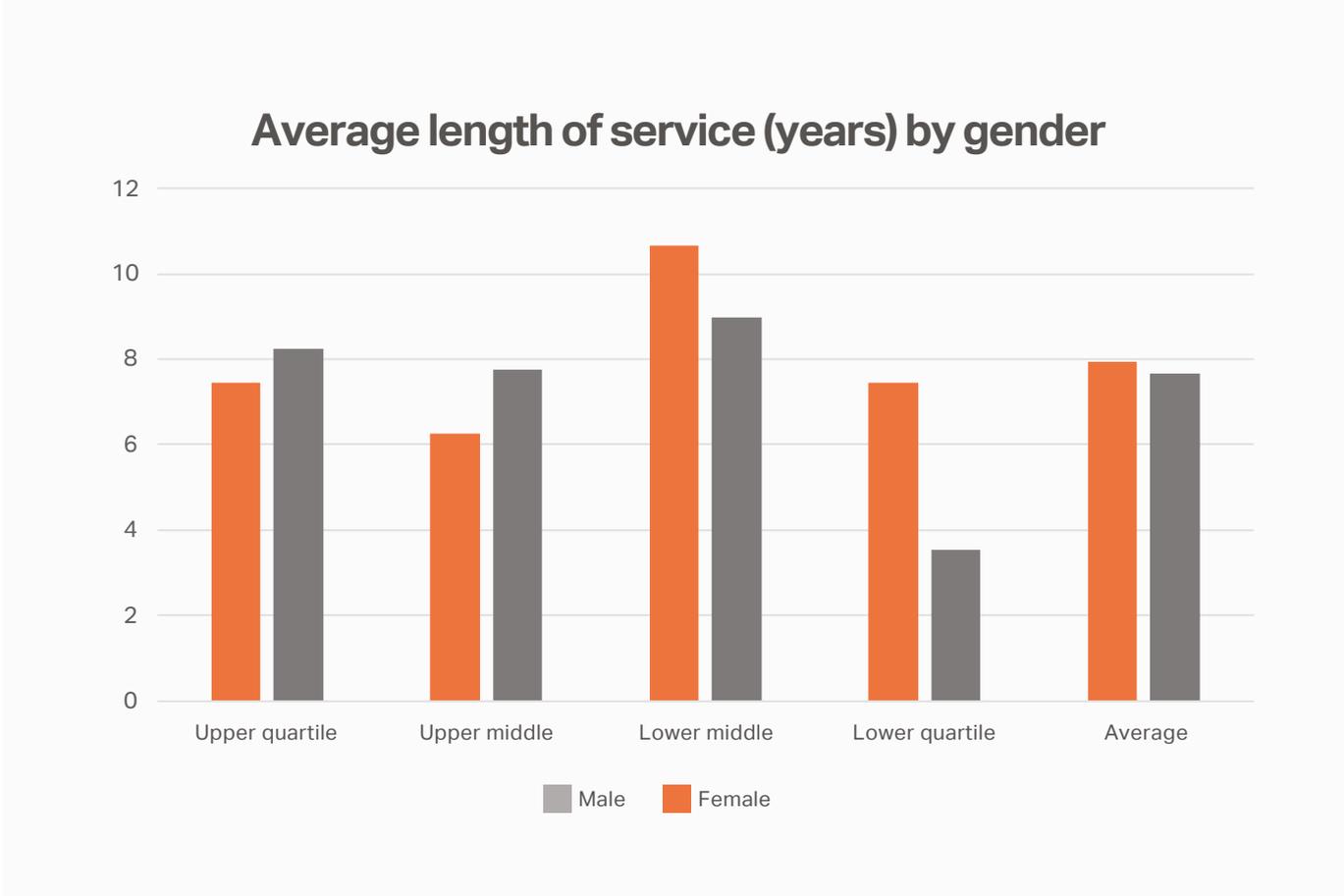
- + Upper quartile, male salary **£63,043.88** and female salary **£57,400.61**  
a difference of **£5643.27**
- + Upper middle quartile, male salary **£44,178.20** and female salary **£42,899.79**  
a difference **£1278.41**
- + Lower middle quartile, male salary **£37,000.84** and female salary **£37,000.84**  
a difference of **£0**
- + Lower quartile, male salary **£24,655.05** and female salary **£28,070.23**  
a difference of **-£3415.18**

# Average length of service

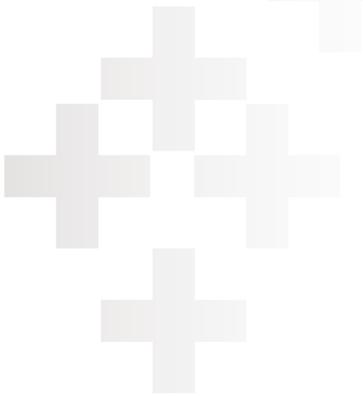


The table below shows the average length of service for gender and quartile:

Gender	Upper quartile	Upper middle	Lower middle	Lower quartile	Average
Female	7	6	11	7	8
Male	8	8	9	4	8

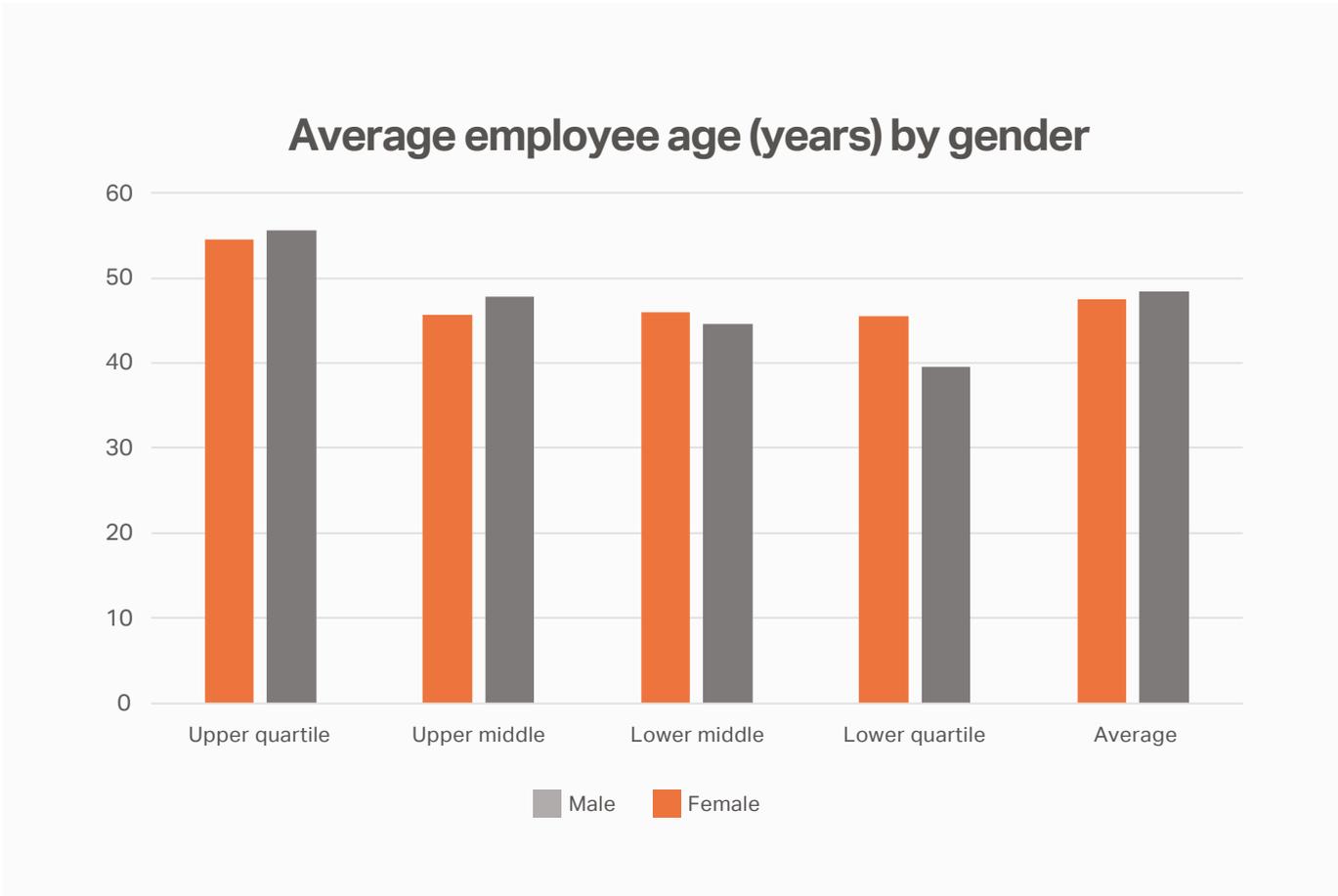


# Average age of employees by pay quartile



The table below shows the average age for gender and quartile:

Gender	Upper quartile	Upper middle	Lower middle	Lower quartile	Average
Female	54	46	46	46	47
Male	56	48	45	40	48



# Bonus pay gap

In the period between 1 April 2023 to 31 March 2024 no bonus payments were made to any university employee.

# Review of new employees and internal promotions

The next sections will give a short-overview of any new hires and internal promotions carried out through the year.

## New employees

A canvas of all new employees was undertaken for the year to try and understand if a gender neutral process is carried out for interview boards (for external candidates). This analysis was done by employee starting grade (as this will give an indication of current and future earnings).

The table below shows the volume of new employees by grade, split by gender:

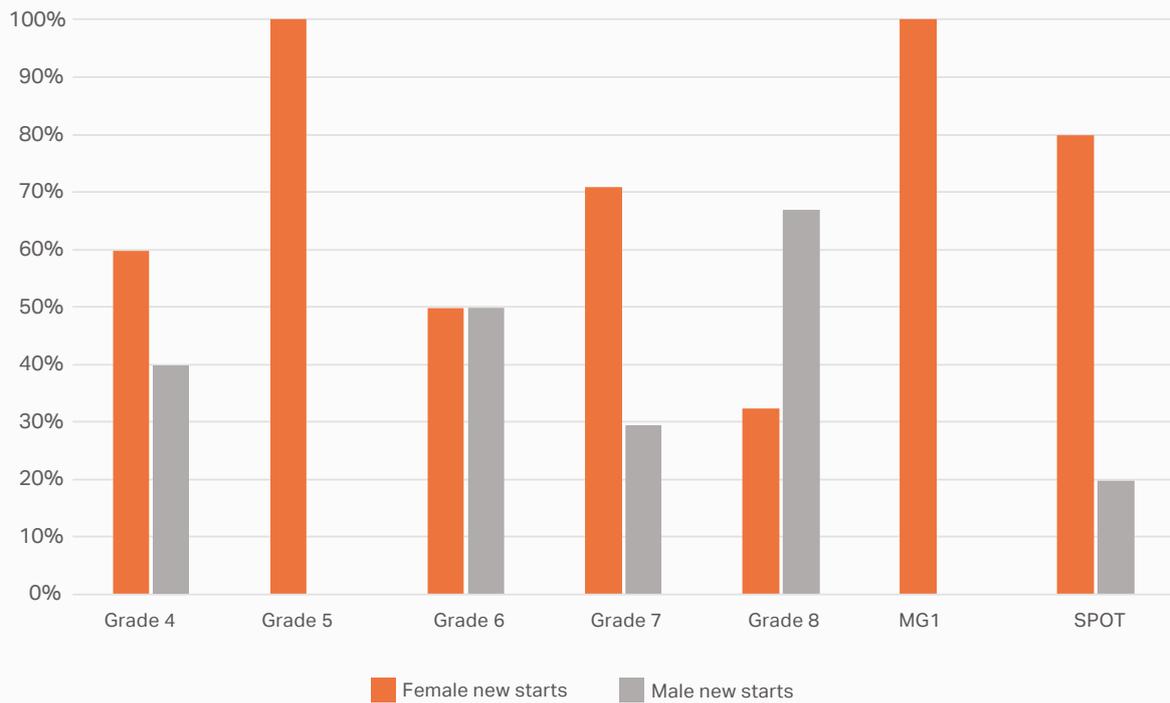
Grade	Female	Male	Total
Grade 4	3	2	5
Grade 5	6	0	6
Grade 6	5	5	10
Grade 7	5	2	7
Grade 8	2	4	6
MG1	1	0	1
SPOT	4	1	5
<b>Total</b>	<b>26</b>	<b>14</b>	<b>40</b>

This is better shown as a % of each grade:

Grade	Female new starts	Male new starts
Grade 4	60%	40%
Grade 5	100%	0%
Grade 6	50%	50%
Grade 7	71%	29%
Grade 8	33%	67%
MG1	100%	0%
SPOT	80%	20%
<b>Overall</b>	<b>65%</b>	<b>35%</b>

See graph on page 12

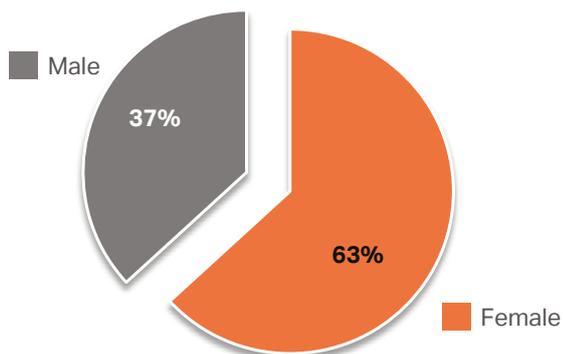
### % of grade - new employees starting in month



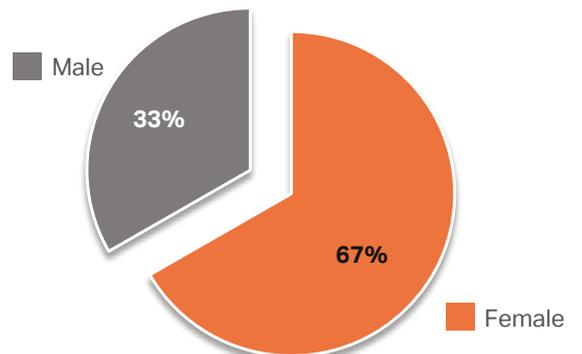
This was then split into junior and senior grades:

Seniority	Female	Male
Junior grades	14	7
Senior grades	12	7
<b>Total</b>	<b>26</b>	<b>14</b>

### % new employees senior grade



### % new employees junior grade

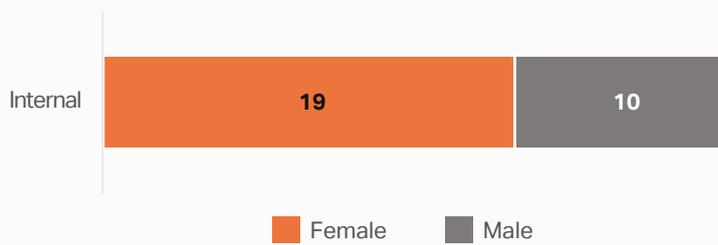


# Internal promotions

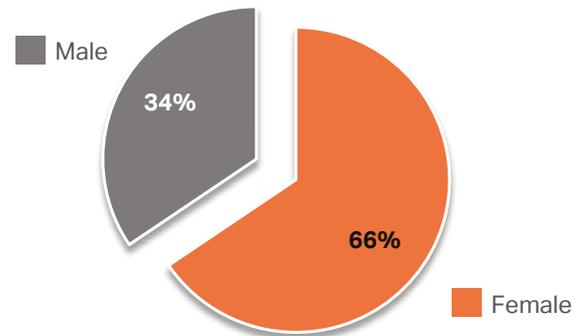
The table below shows the volume of internal promotions split by gender:

Measure	Female	Male	Total
Internal promotions (volume)	19	10	29

Volume of internal promotions split by gender



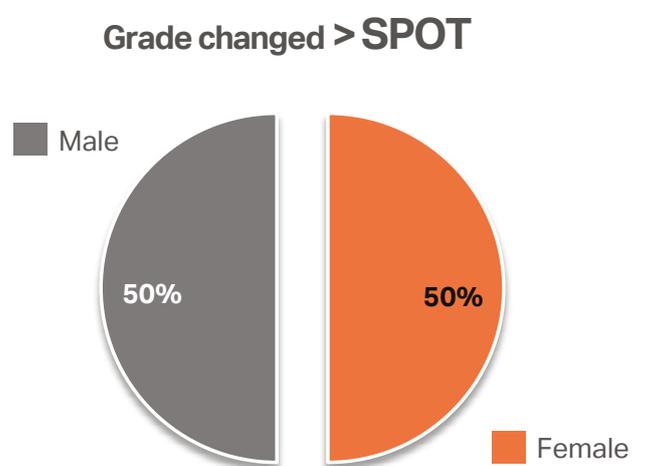
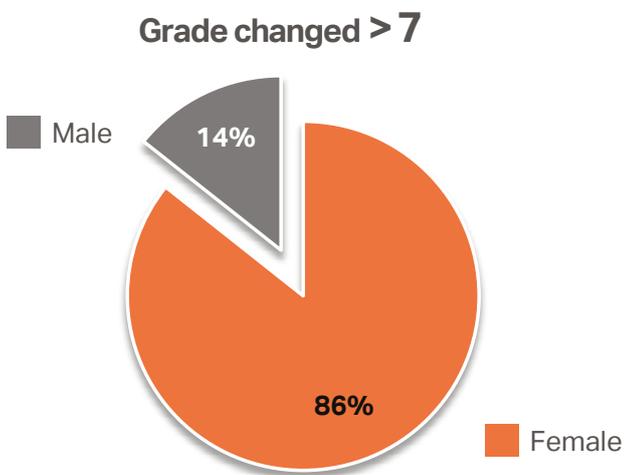
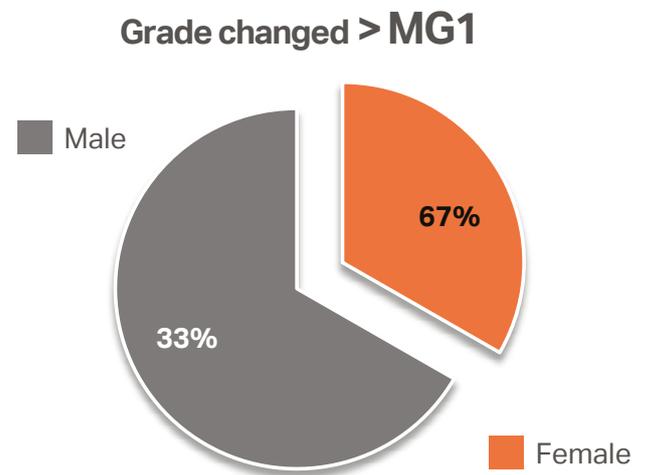
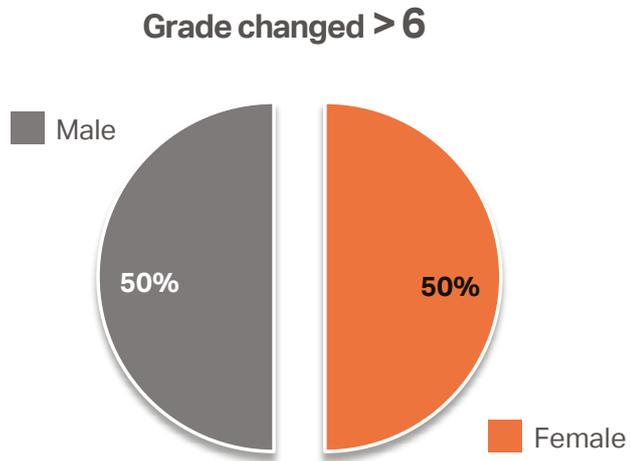
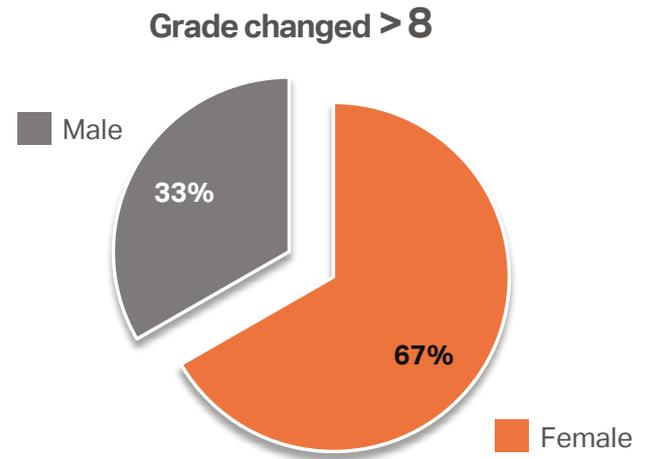
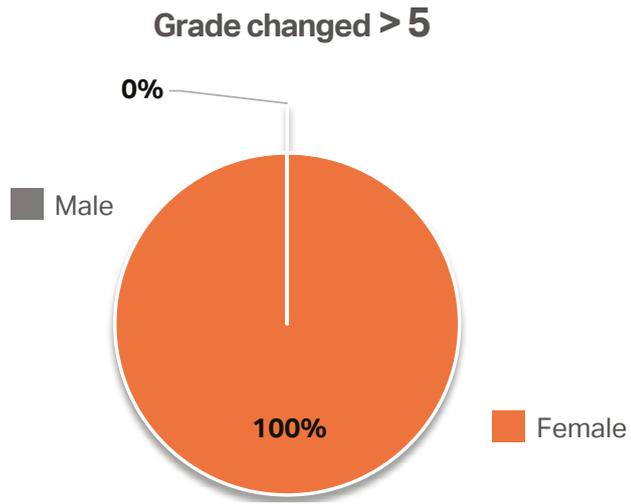
Percentage of internal promotions



Next a review was done into which grade an employee was promoted to and the following table produced:

Grade increased to	Female	Male	Total
>5	3	0	3
>6	3	3	6
>7	6	1	7
>8	4	2	6
>MG1	1	2	3
>SPOT	2	2	4
<b>Total</b>	<b>19</b>	<b>10</b>	<b>29</b>

The following charts show this for each level in a percentage split between gender:



## Overall performance in the year

There are a number of positive aspects to this year's performance:

- + Continued reduction in the gender pay gap albeit at a slower rate than in previous years
- + The data supports our efforts to ensure our hiring and promotion processes are neutral has been successful and our workforce profile is gradually changing as a result.

Moving forward, our primary focus areas for improvement revolve around the continued predominance of female employees within our lower grade staff. We need to do further work to understand the extent to which this may be a product of personal choice and if there are any organisational barriers which we can dismantle to improve applications or progression to higher grades. A second area for work is that the data suggests that men progress more quickly to higher points within a grade band than women and we need to understand the underlying reasons for this.



## Completed measures

UHI is aware there is a long road ahead to fully achieve our goals to reduce and eliminate our gender pay gap. However over the years progress has been made as we put the following into place:



The remuneration committee has been fully engaged to ensure there is full transparency by which they determine senior staff salaries.



Academic role profiles and career pathways are to be reviewed to ensure they are not contributing to any furtherance of these pay gaps.



The Aurora programme has been put in place to help with the career progress of senior female employees.



An application process for the Athena Swan charter has been created to support a wide range of gender-based actions with the intention of achieving recognition in 2025.



Continue to review flexible working practices. The Covid pandemic has shown us that working from home and flexible working is something that can be leveraged for both an employee's and the university's benefit. The university is still committed to this, and any employee can request a home working contract. Our standard contracts offer a 60/40 split between home and office.

## Ongoing measures

It is clear from this report that the university still has challenges ahead to achieve pay equity. part of this challenge will be that as a partnership, UHI is entering a programme of transformation with the UHI Strategic Plan 2030. This will see all partners brought much closer together with respect to pay and reward policies but will add considerable complexity to the solutions necessary to resolve our joint challenges on gender pay.

As we start to develop an operating model for the partnership, we will work together through our Human Resources practitioner group to identify appropriate joint measures that can be taken and a suitable timetable for us to engage together on this work.

## Document control

The master copy of this document will be stored in the HR Sharepoint area prior to the publication of the document.

# Core values

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## Collaboration

We value people working willingly and actively together on common tasks because we seek to be a more connected organisation.

## Openness

We value an environment in which colleagues and students share ideas and communicate clearly. We aim to be approachable and encourage others to contribute and speak up and we ensure others feel their contribution is valued.

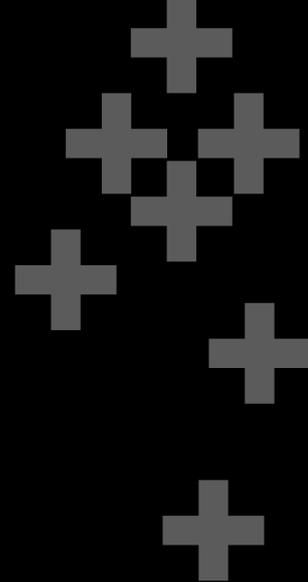
## Respect

We value others in the workplace, are mindful of each other's capabilities, perspectives and backgrounds, and are thoughtful about our impact on others.

## Excellence

We value a sense of purpose in our work by taking responsibility in our performance and behaviour, and we celebrate collectively in our achievements and those of our students and graduates.

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## Gender Pay Gap

Report 2024

If you need information on this document in a different format such as large print, easy read, audio recording or braille:

Contact: [stephanie.kirkham@uhi.ac.uk](mailto:stephanie.kirkham@uhi.ac.uk)

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