

AECC University College Gender Pay Gap Statement

AECC University College is a specialist higher education provider which has been at the forefront of the education and training in musculoskeletal care for over 50 years. In fulfilment of our strategic plan, we have recently expanded our offer to include a wide range of health sciences courses including Chiropractic, Medical Imaging and Radiotherapy, Sport, Exercise and Psychology and Allied Health Sciences. By offering a growing and wider number of courses across different healthcare specialisms, our approach has encouraged further diversity within our workforce.

AECCUC is committed to having a diverse and inclusive culture which offers equality and opportunity for all.

In March 2022, our workforce identified as 84 males (35.4%) and 153 females (64.5%).

1. Equal Pay & Gender Pay

It should be noted that gender pay calculations differ from equal pay analysis:

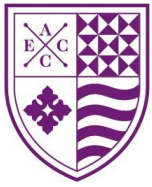
- Equal pay analysis assesses the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Internally we review and consider all salary offers or increases inline with this.
- Gender pay gap reporting is based on the difference between the average hourly pay and bonus payments of men and women within the organisation, regardless of their job classification.
- In 2017/18, the University College made a firm commitment to reducing its gender pay gap and to addressing the underlying issues. This commitment remains and will continue to be a theme of our overarching strategy and translated into our people strategy.

2. Progress

We have achieved successive improvements in our average gender pay gap in the last 4 years and will continue to do so as we realise the benefit of a series of reviews we have undertaken into historical inequitable payment arrangements and our ongoing efforts to ensure pay equity as we have extended our curriculum to other disciplines.

We revised our maternity and paternity policy and introduced the sector competitive Maternity Pay in 2021 in order to attract and retain the best talent. We have also introduced the mentoring scheme for junior female staff designed to support women to progress their careers so that the proportion of women in senior grades increases in the future. There were 6 females who participated in this scheme and three of these members of staff who took part in this initiative, were recently promoted to senior positions in August and September 2022.

AECCUC still remains an outlier within the Higher Education sector. AECCUC remains committed to equal pay, however we are also cognisant that AECCUC's size means that a small number of staff can lead to a larger percentage variance in pay gap. The majority of AECCUC's reception and administrators are predominantly female and these roles typically attract lower rates of pay than



other roles with a higher entry criterion engaged within the University College. However, we recently restructured our Clinical Services team and change some of the job titles to more gender-neutral roles such as Customer Service Representative and Team Leader. We hope that this is enable us to attract more diverse pool of candidates to apply for the available jobs.

3. Gender Pay Gap

Mean Gender Pay Gap

Date range	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Difference in mean hourly rate of pay	35.6%	32.65%	26.78%	27.69%	20.79%

Median Gender Pay Gap

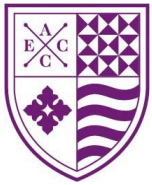
Date range	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Difference in median hourly rate of pay	48.4%	42.97%	37.11%	39.19%	29.43%

In the three-year period 2017/18 to 2019/20 AECCUC's mean gender pay gap improved by 6.7% and the median gender pay gap improved by 9.6%. However, in 2020/2021 a slight increase in mean gender by 0.92% and in median gender by 2.08% was noted. This was due to including self-employed and people contracted to personally carry out work, who invoice and are paid through purchase ledger rather than payroll. These self-employed people tend to charge a higher rate due to the skill or experience they can offer so this has impacted our data. We required these contractors due to the building of a new Integrated Rehabilitant Centre as part of our Strategic Plan. Also, as part of our growth consultants were bought in to create courses and now we have substantive headcount in place of these consultants. However, in 2021/2022 we thoroughly reviewed all of our internal roles, IR35 contractors and our student workforce. This has led to the mean gender pay gap to decrease to 20.79% and the median gender pay gap to reduce to 29.43%. This is reflective of the internal work that has been conducted to review all roles externally and internally and ensure fairness with salaries between males and females. Casual roles are still included in these figures.

AECC University College did not award bonuses in 2020-2021. In 2021-2022 all permanently employed staff were awarded 1% bonuses as well as some staff receiving performance related bonus linked to the annual review. Below figures show that in female bonuses were slightly higher than their male counterparts.

Mean Bonus Pay Gap

Date range	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Difference in mean bonus pay	65.12%	2.56%	8.16%	0%	-2.97%



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Median Bonus Pay Gap

Date range	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Difference in median bonus pay	69.2%	0%	16%	0%	-2.47%

Bonus Pay Proportions

Date range	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Percentage of females who received bonus pay	24.1%	4.26%	70%	0%	54.25%
Percentage of males who received bonus pay	17.9%	4.94%	64%	0%	57.65%

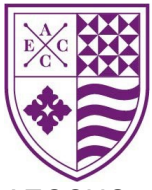
Percentage of Male to Female in each quarter

	Number of Males	Number of Females	Total	Percentage Males	Percentage Females
Lower Quartile	11	35	46	24.0%	76.0%
Lower Middle Quartile	12	33	45	27.0%	73.0%
Upper Middle Quartile	17	29	46	37.0%	63.0%
Upper Quartile	26	20	46	57.0%	43.0%

The percentage of our workforce who identify as female has remained consistent over the last 4 years and we are pleased to report a positive movement in the proportion of female staff in lower and upper middle pay quartiles.

% Male: Female	2017/18		2018/19		2019/20		2020/21		2021/22	
	% Males	% Female	% Males	% Female	% Males	% Female	% Males	% Female	% Males	% Female
Lower Quartile	5%	95%	30%	70%	34%	66%	37%	63%	24%	76%
Lower Middle Quartile	37%	63%	15%	85%	21%	79%	20%	80%	27%	73%
Upper Middle Quartile	42%	58%	45%	55%	31%	68%	35%	65%	37%	63%
Upper Quartile	63%	37%	56%	44%	60%	40%	55%	45%	57%	43%

However, it is still the case that our lower pay quartiles (lower and lower middle) still comprise significantly more females than males. Historically administration and ancillary roles (cleaning, laundry, administration and reception) have attracted more females. These roles are in the lower middle quartile and typically are only fractionally higher than the lower quartile pay. These roles have tended to provide a greater degree of flexibility, which is attractive to those with caring responsibilities, which societally are more likely to be female.



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AECCUC offer a comprehensive flexible working package, 51% of our female staff formally work flexibly, as do 17% of our male staff. We offer part-time opportunities, term time only and annualised hours contracts.

AECCUC, unlike other universities has not outsourced all of its Laundry and Cleaning roles which is where, typically, some of the greatest occupational gender pay segregation can be found. This can contribute to an unfavourable comparison when looking at gender profile within the lower pay quartiles across the University Sector.

AECC, unlike other universities has a Chiropractic Clinic on site that allows students to practice and complete a placement year in their final year at the AECCUC. The Clinic treats external patients and hence the Customer Service Team is required. This is where, typically, some of the greatest occupational gender pay segregation can be found as the team is currently consisting of female members of staff only. This can contribute to an unfavourable comparison when looking at gender profile within the lower pay quartiles across the University Sector. As explained earlier in the report, we recently completed the restructure of the Customer Service Team and have used more gender-neutral language and job titles in order to attract a diverse group of candidates for future recruitment. We have also evaluated the rates of pay to match the industry benchmarking, which will be reflected in next year's report.

Facilities and IT roles have typically attracted a greater proportion of male applicants. These roles have been difficult to recruit so a recruitment agency has been used to support recruitment of these roles. We will continue to challenge our agency providers to provide a balanced candidate pool. As previously discussed, the proportion of females within our academic workforce has been improving year on year.

4. Actions planned to improve AECCUC's gender pay performance.

Planned actions for 2022/23 to support improvement of our gender pay gap are detailed below:

- The University College People Strategy outlines how we will achieve our Strategic Aims and continue to build our reputation as an employer of choice, so that we can continue to attract and retain the best talent and show our commitment to increasing the diversity of our workforce. Actions for how to improve and enhance our full employee life cycle have already started.
- After the success of female mentoring scheme, the mentoring programme will now be open to all staff to ensure that all junior employees are supported to progress their careers.
- We will continue to review our approach to staff and student recruitment and ensure that gender-neutral language is used throughout. We will hold recruitment days at least twice a year to focus on student recruitment to ensure it is balanced rather than the current ad hoc approach. We will also continue to focus on those roles where we have the greatest gender imbalance - this may include changing job titles, looking at FTE and removing stereotypical perception of roles.

Understanding and addressing inequality and promoting inclusion remains a priority for AECCUC and will remain integral part of our People Strategy.