

## AECC University College Gender Pay Gap Statement

AECC University College is a small specialist higher education institution founded in 1965 which transitioned into a University College in September 2017. Historically, the main academic subject area has been chiropractic and this offering has in recent years, in fulfilment of our strategic plan, been extended into other health science disciplines. This has encouraged further diversity within our workforce.

The chiropractic workforce has traditionally been predominantly male however, according to the GCC the split between men and female is now almost equal. Looking just the Chiropractic students at AECC University College in 2020-2021, there is a slightly higher rate of males compared to females, with 55% male students and 45% female students. Looking at all of the students at AECC University College on all courses, in 2020-2021, there is a slightly higher rate of males compared to females, with 54.5% male students and 45.5% female students.

In March 2021, our workforce identified as 83 males (36.7%) and 143 females (63.3%). Our analysis includes employees, workers, and self-employed individuals.

### 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 order to retain and recruit 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.

AECCUC still remains an outlier within the Higher Education sector. AECCUC remain committed to equal pay, however we are also cogniscent 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.

### 3. Gender Pay Gap

#### Mean Gender Pay Gap

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

#### Median Gender Pay Gap

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

In the two-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 so this has impacted our data. We expect to be able to report a further improvement to our gender pay gap in 2021/2022 following an ongoing review of legacy payments undertaken in the last 12 months.

However, if we removed the self employed and people contracted to personally carry out work, who invoice and are paid through purchase ledger, to present on a 'like for like' basis with the data reported last year, then the mean and the median have reduced for 2020-2021:

#### Mean Gender Pay Gap (Excluding IR35)

Date range	2019-2020	2020-2021
Difference in mean hourly rate of pay	26.78%	22.32%

#### Median Gender Pay Gap (Excluding IR35)

Date range	2019-2020	2020-2021
Difference in median hourly rate of pay	37.11%	36.50%

AECC University College did not award bonuses in 2020-2021. We will be reviewing our appraisal system and process and this may impact future data.

#### Mean Bonus Pay Gap

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

#### Median Bonus Pay Gap

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

#### Bonus Pay Proportions

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

	Number of Males	Number of Females	Total	Percentage Males	Percentage Females
<b>Lower Quartile</b>	21 <i>students</i>	36 <i>students</i>	57	37.0%	63.0%
<b>Lower Middle Quartile</b>	11	45	56	20.0%	80.0%
<b>Upper Middle Quartile</b>	20	37	57	35.0%	65.0%
<b>Upper Quartile</b>	31	25	56	55.0%	45.0%

We proactively offer opportunities for employment to our students e.g., the student ambassador role, at an appropriate rate for the role given age and experience (typically National Minimum Wage). All staff currently reflected in our lower pay quartile are students so this has a material impact on our mean and median gender pay gap calculations. Providing students with opportunities ultimately provides valuable work experience for our students and is not something which the institution would want to alter, however it would be useful to understand student worker roles are disproportionately held by female students.

% Male: Female	2017/18		2018/19		2019/20		2020/21	
	% Males	% Female	% Males	% Female	% Males	% Female	% Males	% Female
<b>Lower Quartile</b>	5.0%	95.0%	30.0%	70.0%	34.0%	66.0%	37%	63%
<b>Lower Middle Quartile</b>	37.0%	63.0%	15.0%	85.0%	21.0%	79.0%	20%	80%
<b>Upper Middle Quartile</b>	42.0%	58.0%	45.0%	55.0%	31.0%	68.0%	35%	65%
<b>Upper Quartile</b>	63.0%	37.0%	56.0%	44.0%	60.0%	40.0%	55%	45%

*\*The reported population in 2019/2020 did not include bank or self-employed workers.*

The percentage of our workforce who identify as female has remained consistent over the last 4 years, at 63%, and we are pleased to report a positive movement in the proportion of female staff in lower and upper middle pay quartiles. However, it is still the case that our lower pay quartiles (lower and lower middle) still comprise significantly more females than males, although as noted above, the lower quartile numbers are entirely explained by the gender mix of student workers. Historically administration and ancillary roles (cleaning, laundry 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.

AECCUC offer a comprehensive flexible working package, 54% of our female staff work flexibly, as do 29% 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.

Facilities and IT roles have typically attracted a greater proportion of male applicants. For a few IT roles it was difficult to recruit at all so a specialist recruitment agency was used to support this recruitment. 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 to support improvement of our gender pay gap are detailed below:

- The University College People Strategy will outline how we will achieve our Strategic Aims and continue to build our reputation as an employer of choice, so that we can attract and retain the best talent and show our commitment to increasing the diversity of our workforce.
- The academic framework will be developed which will clarify and define the roles and expectations of the roles for differing grades of academic staff, ensuring greater transparency, equity and equality of opportunity.
- A mentoring scheme for junior female staff has been implemented and is currently in progress. It is designed to support women to progress their careers so that the proportion of women in senior grades increases in the future. The success of the scheme will be reviewed and then will open this out to all staff in 2022.
- We will continue to review our approach to staff and student recruitment and ensure that gender-neutral language is used throughout. We will focus on those roles where we have the greatest gender imbalance - this may include changing job titles, looking at FTE and remove 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.