

The Gender Pay Gap Report (GPG) 2022/2023

Based on all employees (Inc. Part-time and Hourly Paid employees)

The Northern School of Art is required by law to publish an annual GPG report.

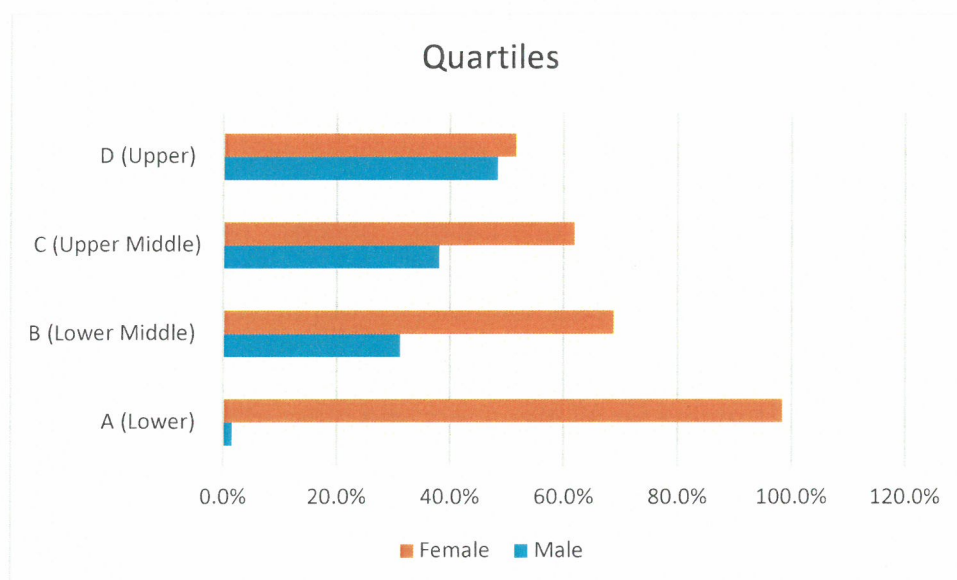
This report takes a snapshot of the School's data from 31 March 2022.

- The mean GPG is 25.0% in comparison to 25.4% in 2021/2022.
- The median GPG is 29.8% in comparison to 34.7% in 2021/2022.
- The mean gender bonus gap is not applicable.
- The median gender bonus gap is not applicable.
- The proportion of male employees receiving a bonus is not applicable and the proportion of female employees receiving a bonus is not applicable.

Table 1: Quartiles

Band	Male	Female	Description
A	1.6%	98.4%	Includes all employees whose standard hourly rate places them at the lower quartile
B	31.2%	68.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	38.1%	61.9%	Includes all employees whose standard hourly rate places them at the median but below the upper quartile
D	48.4%	51.6%	Includes all employees whose standard hourly rate places them at the upper quartile

Figure 1: Quartiles



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

How is the GPG calculated?

The basis of the calculations is set out in Table 2.

Table 2: GPG Calculation

1.	The total amount of female hourly salary = £2,348.68 $\text{£2,348.68} / \text{number of females (178)} = \text{£13.19}$
2.	The total amount of male hourly salary = £1,336.39 $\text{£1,336.39} / \text{number of males (76)} = \text{£17.58}$
3.	Male hourly salary (£17.58) – female hourly salary (£13.19) = £4.39 / male hourly salary (£17.58) * 100
4.	Mean GPG = 25.0%

GPG for previous years

Table 3 shows the recent trend in the School's GPG data.

Table 3: The School's previous years' GPG data

2020	26.7%
2021	25.4%
2022	25.0%

As shown in Table 3, the GPG has slightly decreased for the past 2 consecutive years.

What are the underlying causes of the School's GPG?

Under the law, males and females must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The School is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

An equal pay audit has been carried out which resulted in a 0% equal pay gap.

The School is, therefore, confident that its GPG does not stem from paying males and females differently for the same or equivalent work. Rather its GPG is the result of the

roles in which males and females work within the institution and the salaries that these roles attract. For example, the majority of the School's Cleaners are females, thus, having a significant impact on the mean figure and the lower quartile, (1.6% are male and 98.4% are female).

To add to this, the UK economy as a whole tends to employ more males than females in senior roles (especially very senior roles at the top of organisations), while females are more likely than males to be in front-line roles that are lower-paid. Females are also more likely than males to have had breaks from work that have affected their career progression, for example, to care for children. They are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low-paid.

This pattern from the UK economy is reflected in the makeup of the Schools workforce, where the majority of front-line employees are female, however, in contrast, the percentage of females in the upper quartile is higher than males; 51.6% female and 48.4% male.

The complete picture can be seen above in table 1. depicting pay quartiles by gender. This shows the workforce divided into four equal-sized groups based on hourly pay rates. For there to be a 0% GPG, there would need to be an equal ratio of males to females in each band.

How does the School's GPG compare with other institutions?

The mean GPG in the Education Sector, according to Schools Week (Jan 2023), is 26.0%. At 25.0%, the School's mean GPG therefore is lower than the national average. The data below shows the School's GPG in comparison to other institutions. This data also indicates whether the GPG per institution has increased or decreased. The School's GPG has decreased by 0.4%.

Table 4: GPG Comparison by Institution (2022/2023)

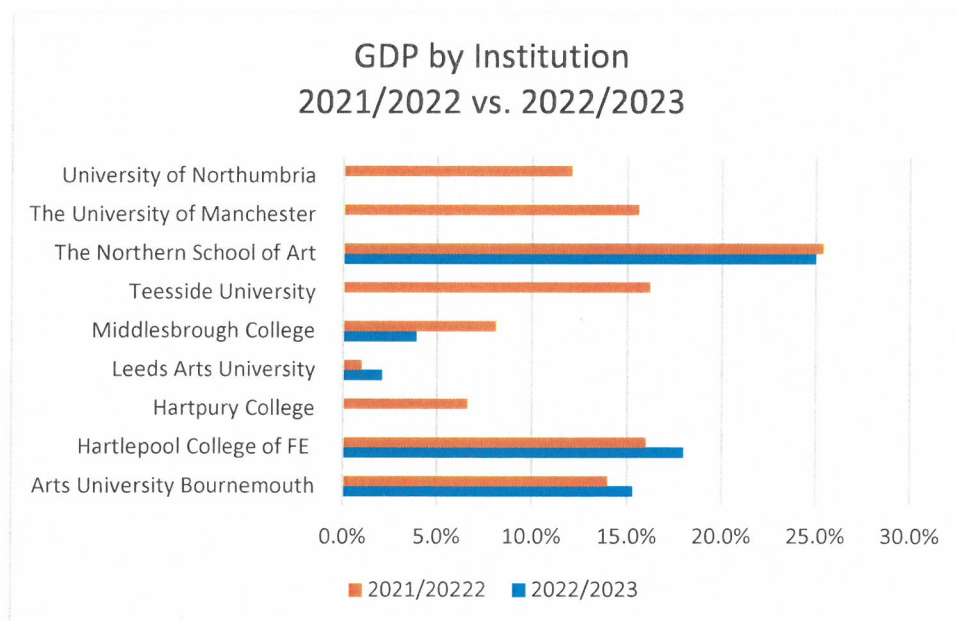
Employer	Mean	Median	Lower Quartile (Female)	Lower Middle Quartile (Female)	Upper Middle Quartile (Female)	Top Quartile (Female)	Increased from 21/22
Arts University Bournemouth	15.3%	18.6%	77.0%	60.0%	55.0%	55.0%	Yes by 1.3%
Hartlepool College of FE	18.0%	43.0%	78.4%	63.6%	33.6%	53.6%	Yes by 2%
Hartpury College	No data was reported at the time of writing this report						?
Leeds Arts University	2.1%	6.0%	57.5%	66.3%	53.7%	55.0%	Yes by 1.1%
Middlesbrough College	3.9%	7.8%	58.0%	65.6%	61.3%	52.3%	No by 4.2%
Teesside University	No data was reported at the time of writing this report						?
The Northern School of Art	25.0%	29.8%	98.4%	68.8%	61.9%	51.6%	No by 0.4%
The University of Manchester	No data was reported at the time of writing this report						?
University of Northumbria	No data was reported at the time of writing this report						?

Table 5: GPG comparison by Institution (2021/2022)

Employer	Mean	Median	Lower Quartile (Female)	Lower Middle Quartile (Female)	Upper Middle Quartile (Female)	Top Quartile (Female)
Arts University Bournemouth	14.0%	21.0%	69.0%	61.0%	50.0%	48.0%
Hartlepool College of FE	16.0%	35.0%	74.0%	71.0%	40.0%	48.0%
Hartpury College	6.6%	11.5%	61.0%	71.0%	60.0%	52.0%
Leeds Arts University	1.0%	5.7%	53.1%	71.6%	51.9%	57.8%
Middlesbrough College	8.1%	14.1%	63.3%	69.3%	57.9%	52.4%
Teesside University	16.2%	23.3%	77.0%	61.0%	50.0%	48.0%
The Northern School of Art	25.4%	34.7%	98.0%	63.0%	63.0%	53.0%
The University of Manchester	15.6%	11.1%	40.0%	52.1%	50.9%	41.8%
University of Northumbria	12.1%	17.7%	63.8%	54.6%	50.3%	43.3%

Although the School's GPG is higher than other institutions, the trend in the School's GPG shows a decrease, whereas where data is available, for three of the comparator institutions GPG has increased, as shown below in Figure 2.

Figure 2: 2021/2022 GPG vs. 2022/2023 GPG



What is the School doing to address the GPG?

Although the decrease is only slight, the School is heading in the right direction. It has been reported that reducing the gap can take many years.

The School is committed to doing everything practicable to reduce the gap. However, the School also recognises that its scope to act is limited in some areas; it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that the School has taken to promote gender diversity in all areas of its workforce include the following:

- developing a clear strategy to ensure inclusivity and diversity across all protected characteristic groups;
- offering flexible working arrangements;
- training the next generation of managers;
- creating an inclusive culture;
- including testimonials from staff on the Schools recruitment page, e.g. "The School has been a fantastic support allowing me to work flexibly";
- wherever possible, jobs have been advertised as flexible using the tagline 'Happy to talk flexible working';
- improving workplace flexibility for males and females by designing more flexible jobs. The HR Requisition Form has been amended to reflect this; and
- developing and updating a suite of family-friendly HR Procedures.


None of these initiatives will individually eliminate the GPG, and it may be several years before some have any impact at all. In the meantime, the School is committed to reporting what it is doing to reduce the GPG annually and the progress being made.

In the coming year, the School is also committed to:

- giving regular updates - the School will share progress via the Staff Newsletter;
- exploring any barriers to females entering leadership positions, and actively encouraging applications for leadership roles;
- expanding on wellbeing strategies to address the particular challenges faced by females in the workplace and also help managers to better understand how to provide appropriate support;
- implementing blind recruitment whereby all names are removed, eliminating the potential for any unconscious bias;
- questioning our people data: looking at every stage of the employee lifecycle to ensure that people management practices are fair and inclusive. For example, ascertain the number of males and females applying for each role and who gets the job, and looking for any cliff-edge points in careers when females tend to leave the institution;
- monitoring of the proportions of males and females applying for and obtaining promotions;
- monitoring of the proportions of males and females leaving the institution and their reasons for leaving;
- assessing the numbers of males and females in each role and pay band;
- monitoring the proportion of males and females who return to their original job after a period of maternity/paternity or other parental leave;
- monitoring the proportion of males and females still in post a year on from a return to work after a period of maternity/paternity or other parental leave;
- creating a campaign to publish policies/procedures on flexible working and parental and carers leave on the School's website to highlight how the institution supports parents and other people with caring responsibilities; and
- overhauling recruitment advertising to attract more males into "traditionally female" roles to drive down gender pay gaps.

Any additional initiatives launched during the year will be reported via the Staff Newsletter.

I, Dr Martin Raby, Principal, confirm that the information in this statement is accurate.

Signed:	
Date:	21:iii:23