

LEEDS TRINITY

UNIVERSITY

ETHNICITY PAY

GAP REPORT

2020



MESSAGE FROM THE VICE-CHANCELLOR



Leeds Trinity is a special University, led by its commitment to widening participation and championing an inclusive learning community. I've seen this first-hand since joining the institution as Vice-Chancellor in November and recognise the role we play in providing opportunities for all, as an employer of choice in the region guided by our values of care, collaboration, integrity, excellence and inclusivity.

This year, in addition to publishing a Gender Pay Gap Report, the University is also publishing its first Ethnicity Pay Gap Report. Although there is no requirement to share this publicly, as part of our commitment to improving the representation, progression and success

of Black, Asian and Minority Ethnic (BAME) members of our community, we believe it is important to be transparent about the pay gap and focus on the action needed to take it forward.

As a University, we actively promote the principles of dignity, respect, social justice, equality and inclusion to support the social and economic health and wellbeing of every person in our community. The analysis of our ethnicity pay gap figures, consideration of the complexities and reflection on the steps we are taking to close the gap, is a crucial part of putting these principles into practice.

You will see from our data, which presents a snapshot as at 31 March 2020 and reflects members of staff who declare their ethnicity, that our mean ethnicity pay gap is 20.6%. This report begins to explore the drivers for the pay gap and highlights where there is more work to be done.

In recent months, Leeds Trinity became the first University in Yorkshire to receive the Race Equality Charter (REC) Bronze award, which recognises a commitment to drive change for BAME staff and students, after embarking on a programme to promote inclusion. We will continue this work and aim to address the University's ethnicity pay gap through our wider race equality plan. We know this is the beginning of our journey and we are fully committed to making progress.

I hope that this report provides an insight into our approach to equality, diversity and inclusion at Leeds Trinity. As always, if you have any questions or comments, please do get in touch.

A handwritten signature in black ink that reads "Charles Egbu". The signature is written in a cursive style.

Professor Charles Egbu
Vice-Chancellor, Leeds Trinity University

OVERVIEW

Although there is no requirement to publish our ethnicity pay gap data, we believe it is important to be transparent about our pay gap and the actions we are taking to reduce it. The data reported here shows the University's position as at 31 March 2020.

The **ethnicity pay gap** is the average difference in earnings between BAME staff and White staff in an organisation, expressed as a percentage of White staff's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all BAME staff with all White staff across the University.

This is distinct from **equal pay**, which measures differences between BAME staff and White staff who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees from different ethnic groups and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to ethnicity.



INTRODUCTION

The concepts of Equality, Diversity and Inclusion (EDI) are at the heart of Leeds Trinity's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We strive to advance and promote equality of opportunity across all aspects of University life and our EDI committee works proactively to ensure that we consult and involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Race equality is a key focus of the committee's work and the University has active BAME and International Staff Networks who have been involved in considering our pay gap data and making recommendations regarding how the University can help to close the gap between the average earnings of BAME and White staff at the University.

As with the majority of organisations across the UK in both the public and private sectors, we have an ethnicity pay gap which we are committed to close in the coming years.

Our ethnicity pay gap can be attributed to the majority of BAME staff being employed in lower-graded roles and this results in an average pay gap of 20.6% between BAME and White employees.



ETHNICITY PAY GAP

LEEDS TRINITY UNIVERSITY ETHNICITY PAY GAP AS AT 31 MARCH 2020

MEAN **MEDIAN**

20.6%

29.1%

The above information shows that on average, those who declare their ethnicity as White earn 20.6% more across the University than those who declare their ethnicity as BAME, whilst our median ethnicity pay gap stands at 29.1%.

The average hourly rate for those who declare their ethnicity as White is £19.64 compared to those who declare their ethnicity as BAME of £15.59.

This is not an issue of equal pay, which requires everyone to be paid equally where they undertake the same work, or work of equal value. These average hourly rates reflect the distribution of BAME and White staff throughout the University's grading structure, with 46.7% of BAME staff in the lower quartile of pay, compared to 10.6% of BAME staff in the top quartile.

BONUS PAY GAP

**BAME
EMPLOYEES
RECEIVING
A BONUS**

3.4%

**WHITE
EMPLOYEES
RECEIVING
A BONUS**

3.2%

**MEAN
BONUS
GAP**

21.7%

**MEDIAN
BONUS
GAP**

14.3%

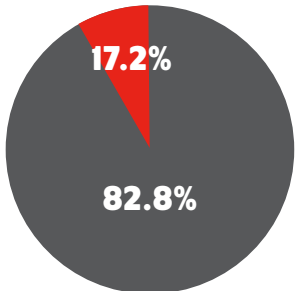
The mean bonus gap was 21.7% and the median 14.3%, although 3.4% of BAME staff, compared to 3.2% of White staff, received a bonus during this reporting period.

This gap was exceptional due to a set of specific operational issues during 2020 and a review of discretionary awards will be undertaken during 2021.

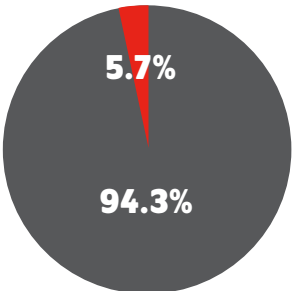


PAY GAP BY QUARTILE

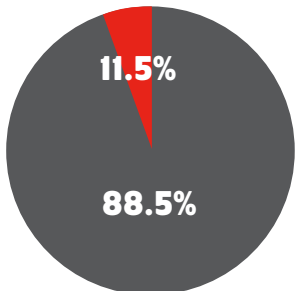
- The proportion of BAME staff is highest in the lower quartile at 17.2% and lowest in top quartile at 4.1%.
- BAME staff account for 11.5% of staff in the Upper Middle Quartile and 5.7% in the Lower Middle Quartile.



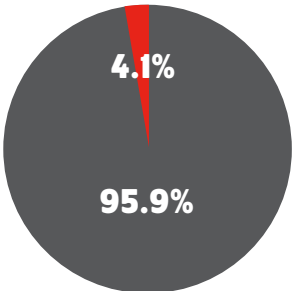
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



TOP QUARTILE

Updated 23 March 2022 to bring baseline calculations in line with wider reporting.

■ BAME colleagues
■ White colleagues



CURRENT POSITION

The University is considered to be a good, reputable employer with regard to its terms and conditions of employment and the range and quality of non-contractual benefits that are on offer.

The University supports flexible and part-time working, has generous maternity, adoption and paternity leave schemes, an on-site gym, nursery and canteen. Employees have access to a 24/7 Employee Assistance Programme, Cycle to Work, Childcare Vouchers and an online staff discount portal.

Over the 2019/20 Academic Year, the University worked towards resubmitting an application to Advance HE for the Race Equality Charter (REC) Bronze award. Subsequently, the University was awarded the Bronze award in November 2020, reflecting its commitment to improving the representation, progression and success of Black, Asian and Minority Ethnic (BAME) staff and students, and the award is valid until February 2024.

The Race Equality Charter aims to improve the representation, progression and success of Black, Asian and Minority Ethnic (BAME) staff and students at Leeds Trinity University. An action plan is in place to address racial inequality identified at Leeds Trinity University. Some of the actions which were developed and have been implemented include:

- Reforming the University's recruitment processes to ensure greater objectivity and established an EDI officer role within HR
- Implementation of a series of staff and student seminars and workshops that focus on race equality in HE and Leeds Trinity University
- The development and premiere of "Re:Tension" by Senior Lecturer Ricardo Barker which showcases the journey of a Black student navigating institutional racism, microaggressions and unconscious bias within HE.

RACE EQUALITY PLAN

In support of our commitment to closing the University's ethnicity pay gap, the University is committed to the following actions:

- ✓ A continued focus on the REC Action Plan will help to keep race equality front of mind with actions and clear outcomes focused around staff over the coming three years
- ✓ Sponsor places on the Advance HE Diversifying Leadership Programme during 2021
- ✓ Utilise PATH Yorkshire traineeships for entry-level Professional Support roles during the forthcoming year
- ✓ A review of career development and progression for Professional Services staff during 2021
- ✓ Roll out Race Equality training in the first half of 2021
- ✓ Undertake a review of the University's discretionary bonus scheme

We look forward to progressing towards this aim, which will be monitored through the EDI Committee and the Board of Governors.

If you have any questions, comments or feedback please get in touch. You can contact us at HR@leedstrinity.ac.uk.

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