

GENDER PAY GAP 2023

Report Summary

November 2023

At the University of Suffolk, we continue to place Equality, Diversity and Inclusion (EDI) front and centre of the work we do. Embedded as one of our six core values, we strive for the University to be recognised as an institution with EDI at its core. We are proud that once again our highest scoring areas in our annual staff survey (the things we do best at the University of Suffolk) relate to inclusion, acceptance of difference, and respect. With high participation rates in our survey and high outcomes in relation to our core set of EDI-related questions, we can feel confident that we offer an authentically positive experience at the University of Suffolk. Our EDI journey has been expanded in 2023-24 with additional focus on the

importance of belonging. We want all students and staff to connect and belong and this is an area of importance to us (as an educator and employer) as we look ahead.

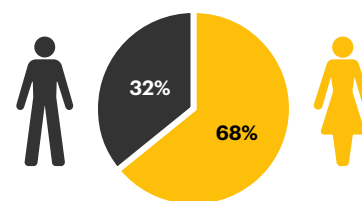
Alongside a number of EDI initiatives undertaken during 2022-23 we achieved the Athena Swan Bronze level accreditation. We also completed a comprehensive review of our pay and grading structure and we continue to review our recruitment processes to ensure they are inclusive and fair, to attract and retain the best people, to encourage a diverse workforce, and to be an employer of choice. We recognise there is further work to be done and we strive to reduce our gender pay gap.

GENDER BALANCE

Percentage of male and female employees at the University of Suffolk

Gender split

Women 68% Men 32%



GENDER PAY GAP

We have seen marginal changes in our mean and median Gender Pay Gap levels – with a 0.97% increase to our mean pay gap but a 0.99% reduction to our median – the second consecutive drop in median pay gap. We have seen a small increase in women in the lower pay quartile this year but additionally have seen an increase in women in the upper-mid pay quartile, continuing improvements seen over the past 3 years.

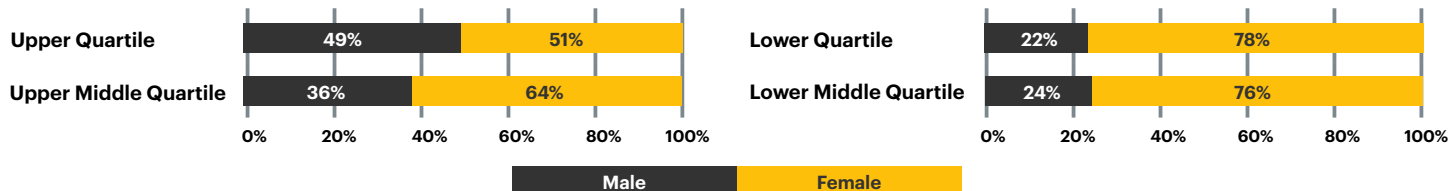
Mean (average)	Median (middle)
14.20%	15.19%

BONUS PAY GAP

Bonus payments within the institution are only payable in very exceptional circumstances. No bonus payments were made during this reporting period.

PAY QUANTILES

The percentage distribution of men and women in each pay quartile.



ACTION PLANNING

- Further develop inclusive process approaches to encourage increased diversity in our applications, for example practices which encourage more applications from:
 - under-represented groups such as global majority and disability (including those who may be neurodiverse)
 - men for roles which fall in the lower-mid pay quartile – with the aim of increased gender balance in this area
 - under 25s
- Enhance our training and awareness for recruiters and line managers on assumptions and unconscious bias
- Identify activities/approaches which may more successfully impact the reduction of gender and intersectionality pay gaps
- Improve support for those with caring responsibilities