



Manchester
Metropolitan
University

Pay Gaps Report 2023



An overview of the gender, ethnicity,
disability and sexual orientation pay gaps
at Manchester Metropolitan University

Pay gaps in this report

Gender pay gap

Differences in the average pay between men and women, no matter what their job role is. This is different to “equal pay” which refers to pay differences between men and women who carry out the same or similar jobs.

Since 2017, employers are required to publish the results of their gender pay analysis.

Ethnicity pay gap

Differences in the average pay between white and Black, Asian, and Minority Ethnic (BAME) employees, no matter what their job role is. A small number of employees have not been included in this report, as we do not hold their ethnicity data.

Disability pay gap

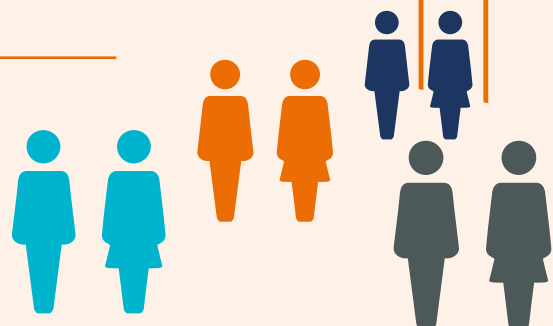
Differences in the average pay between employees with no known disability and disabled employees, no matter what their role is.

Sexual orientation pay gap

Differences in the average pay between heterosexual employees and Lesbian, Gay, Bisexual and Other (LGBO) employees, no matter what their role is.

Income quartiles

In this report, we split employees into four pay quartiles. “Quartile 1” refers to the lowest pay cohort and “Quartile 4” refers to the highest pay cohort. The quartiles have been established by ranking all employees based on hourly pay, starting from the lowest to the highest and then dividing into quartiles.

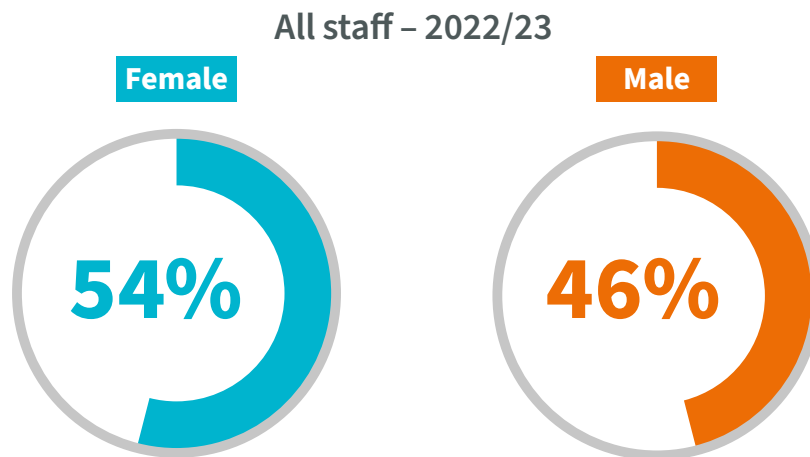


Gender pay gaps

Here you will find data on our gender pay gaps, together with the sector and whole economy figures taken from the University and Colleges Employers Association (UCEA) and data commissioned for the Office of National Statistics (ONS).

Proportion of all staff by gender

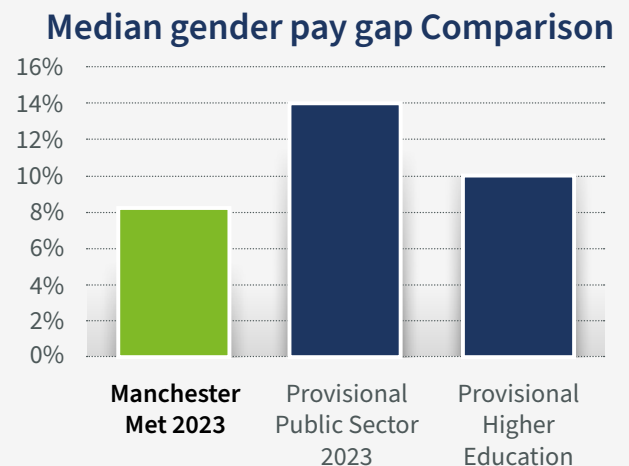
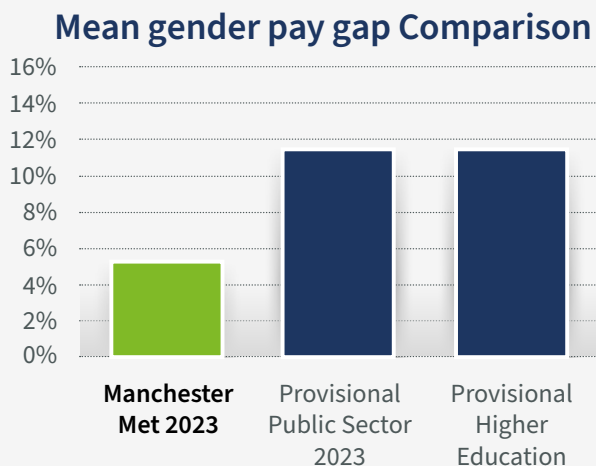
The proportion of male to female employees has remained the same in 2023 as 2022.



Gender pay mean and median figures

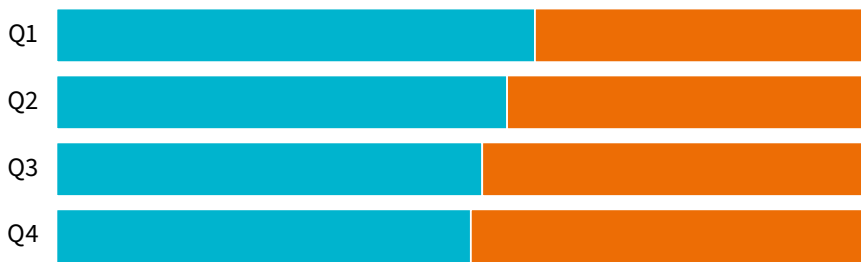
At the University, the mean gender pay gap has increased from 5.2% in 2022 to 5.3% in 2023, while the median pay gap has increased to 8.3%. Despite these increases, the University's gender pay gap remains less than the national average.

The following graphs show the University's gender pay gap against gender pay gaps in the public sector and higher education sector, based on Government Gateway data (October 2023).



Gender pay by quartile

Male/Female Split by Income Quartile – 2023



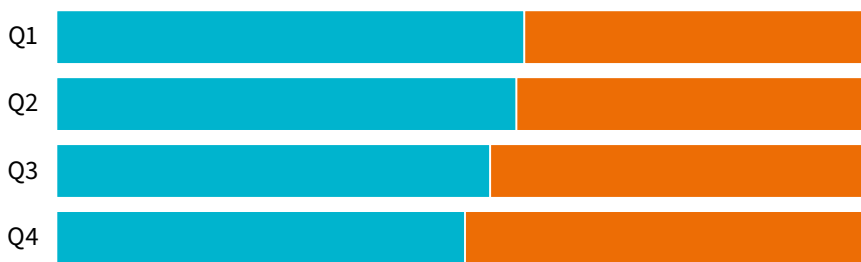
Female

Male

The quartiles are similar between 2022 and 2023, with a slight movement across all quartiles.

The pay gap is strongly impacted by the fact that the University has more women than men in lower graded roles.

Male/Female Split by Income Quartile – 2022



Bonus pay

The proportion of males and females, receiving a bonus increased significantly from 1.9% and 1.3% to 10.1% and 8.1% respectively.

females' bonus payments were 31% lower than males', compared to 25% lower in 2022.

The midpoint bonus pay gap for females and males was 0%, a significant change from the 17% in 2022. This demonstrates the impact of the open scheme that awards a fixed value.



Reducing the gender pay gaps

The University recognises that our gender pay gaps compare favourably with sector and national averages.

However, there is a continued commitment to supporting a reduction in the gender pay gap.

This work is supported through the analysis and action planning carried out by our Athena SWAN Self-Assessment Team.



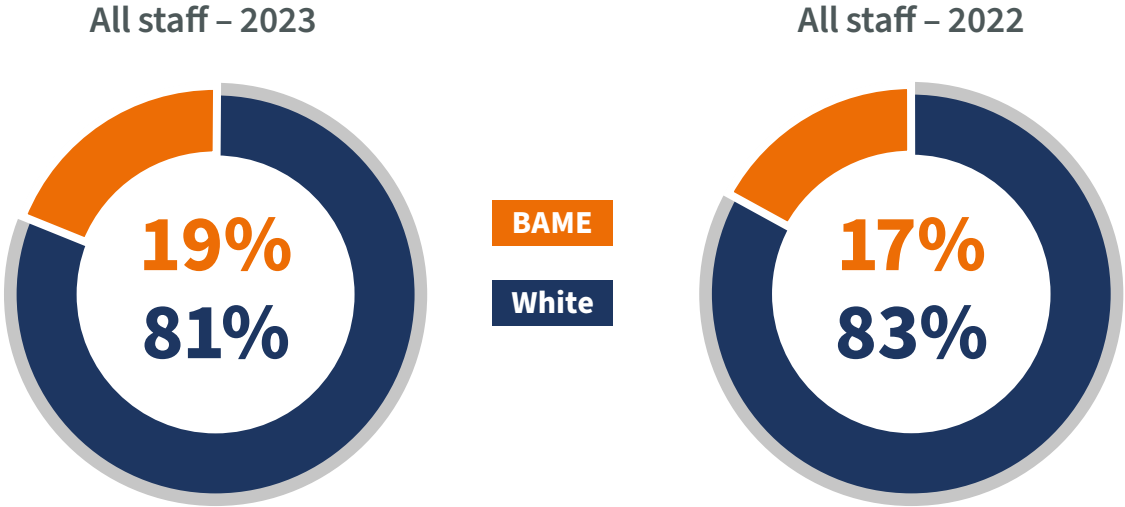
Ethnicity pay gaps

Here you will find data on our ethnicity pay gaps.

The University has no statutory obligation to report its ethnicity pay gap. We have chosen to include this information to demonstrate our commitment to equal pay for Black, Asian and Minority Ethnic (BAME) employees.

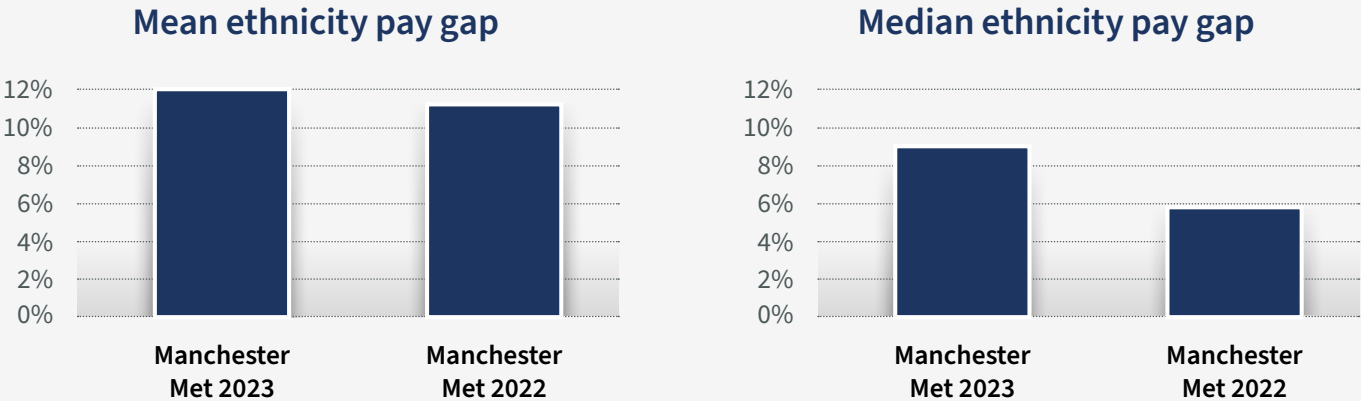
Proportion of all staff by ethnicity

The proportion of Black, Asian and Minority Ethnic employees to white employees has increased between 2022 and 2023.



Ethnicity pay mean and median figures

The mean ethnicity pay gap in 2023 is 12.3% and the median is 9.1%. Both the median and mean pay gaps have increased from 2022, where the mean was 11% and the median 5.8%.



Ethnicity pay by quartile

BAME/White Split by Income Quartile – 2023



BAME

White

The proportion of Black, Asian and Minority Ethnic staff has increased moderately in quartiles 1, 2 and 3 and decreased slightly in quartile 4.

The pay gap is impacted by the fact that the University has a higher proportion of Black, Asian and Minority Ethnic employees in lower graded roles than it does in higher graded roles, almost double in quartile 1 compared to quartile 4.

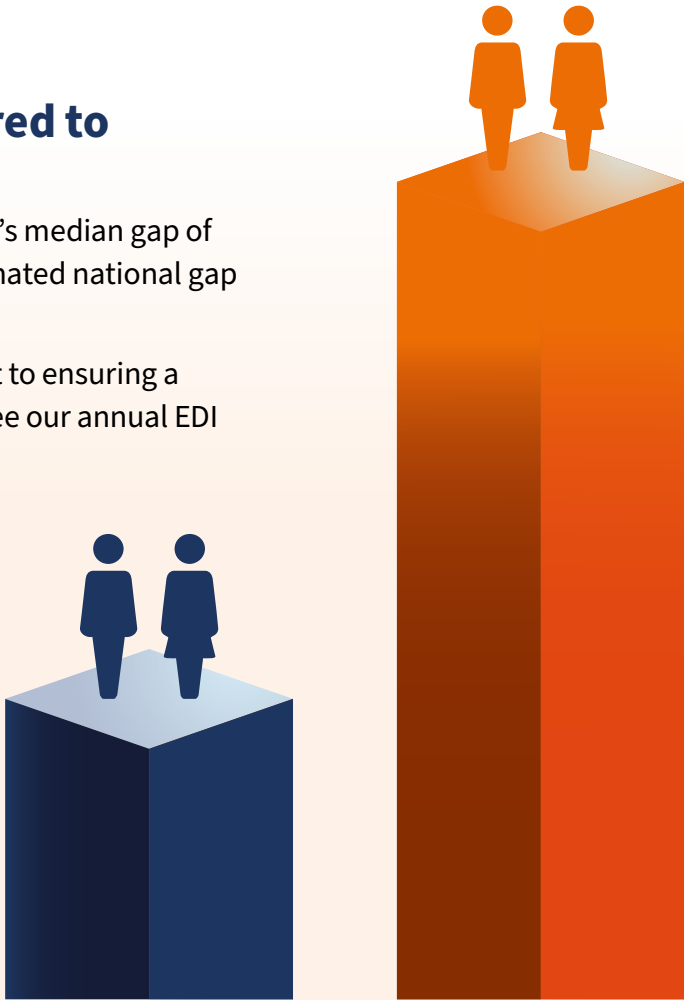
BAME/White Split by Income Quartile – 2022



University pay gaps compared to national statistics

While national data is limited, the University’s median gap of 9.1% compares less favourably with an estimated national gap of 2.3% in 2019 (ONS pay gap dataset).

The University has a continued commitment to ensuring a further reduction in the ethnicity pay gap, see our annual EDI report for more information.



Disability pay gaps

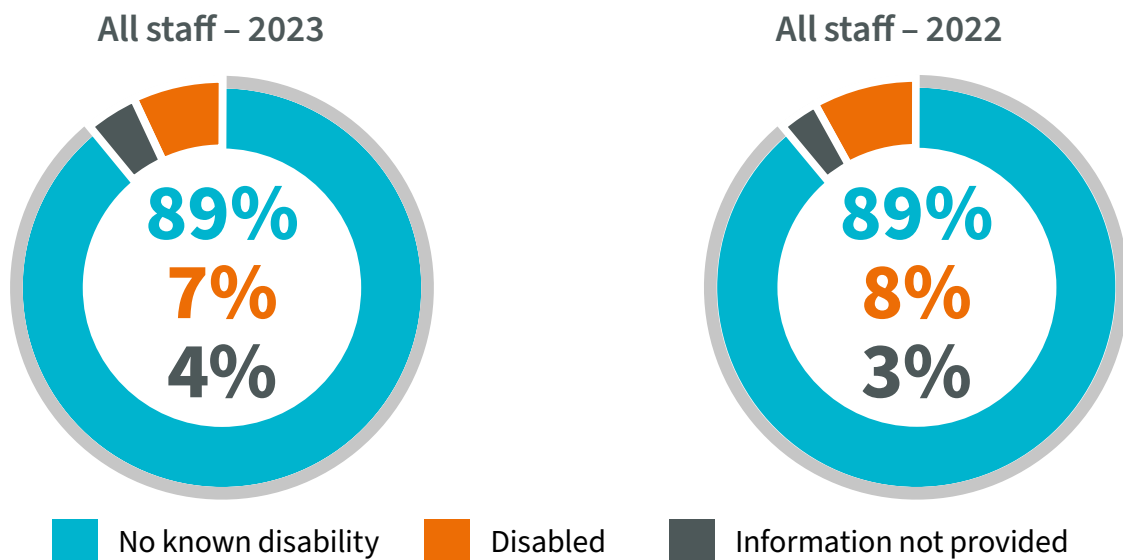
Here you will find data on our disability pay gaps.

The University has no statutory obligation to report its disability pay gap. We have chosen to include this information to demonstrate our commitment to equal pay for disabled employees.

Employees who we do not hold disability status for have not been included in the mean and median calculations in this report, due to the binary definitions used in calculations.

Proportion of all staff by disability

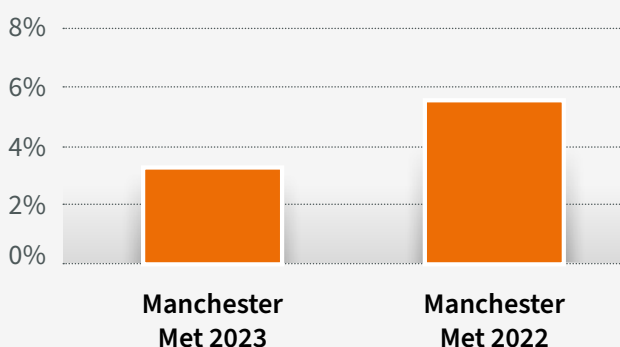
The proportion of disabled employees to employees with no known disability has remained the same between 2022 and 2023.



Disability pay mean and median figures

The mean disability pay gap in 2023 is 3.2% and the median is 5.8%. The mean and median have decreased from 2022, where the mean was 5.4% and the median 7.7%.

Mean disability pay gap



Median disability pay gap



Disability pay by quartile

The proportion of disabled employees has decreased slightly in quartiles 1, 3 and 4 while quartile 2 has had a slight increase. This increase in quartile 2 matches the decrease in quartile 1 indicating that some individuals may have benefited from a rewards or promotion process.

The pay gap is impacted by the fact that the University has more disabled employees in lower graded roles than it does in the higher graded roles.

Disability Status Split by Income Quartile – 2023



Disability Status Split by Income Quartile – 2022

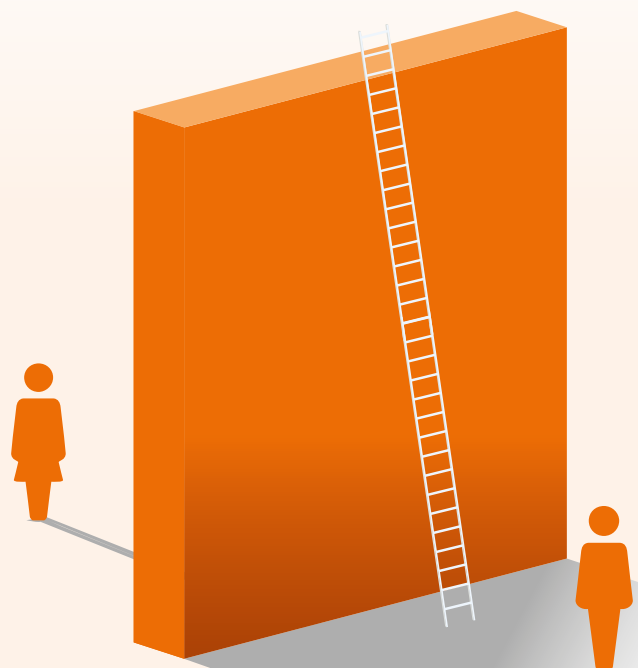


Disabled No known disability Information not provided

University pay gaps compared to national statistics

The University's median gap of 5.8% compares favourably with an estimated national gap of 6.4% in April 2022 (ONS pay gap dataset).

The University has a continued commitment to supporting a further reduction in the disability pay gap, see our annual EDI report for more information.



Sexual orientation pay gaps

Here you will find data on our sexual orientation pay gaps.

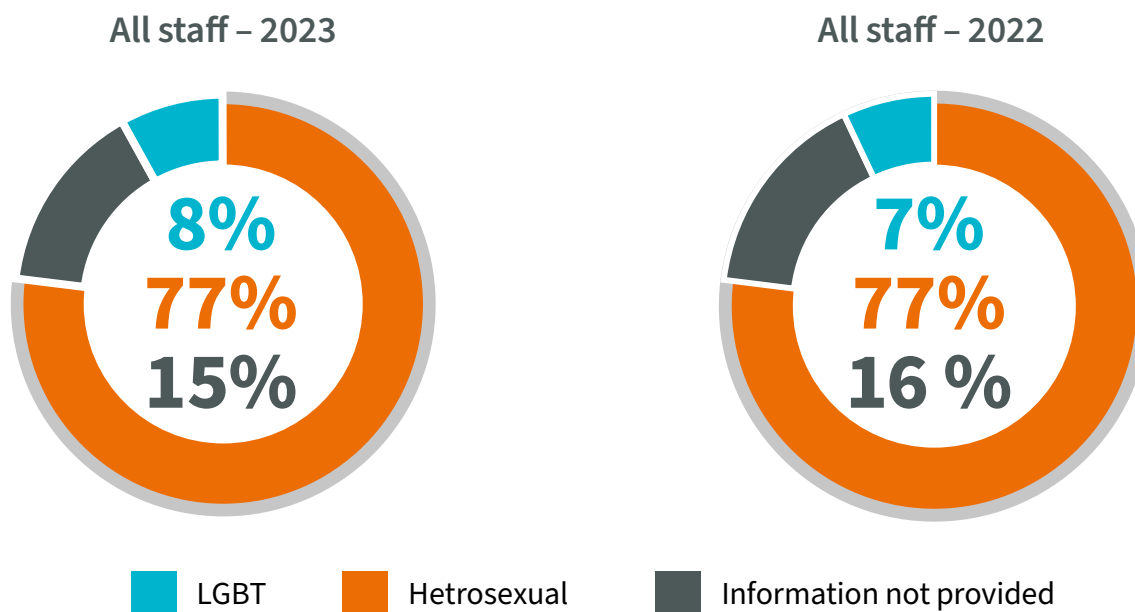
The University has no statutory obligation to report its sexual orientation pay gap. We have chosen to include this information to demonstrate our commitment to equal pay for staff identifying as Lesbian, Gay, Bisexual and Other (LGBO).

Employees who we do not hold sexual orientation status for have not been included in the mean and median calculations in this report, due to binary definitions used in calculations. They have been included in the 'proportion' graph and pay quartiles.

Proportion of all staff by sexual orientation status

There has been a slight increase in LGBO staff from 2022 to 2023, this may also reflect individuals that have made a subsequent declaration and are no longer in the undeclared groupings.

Employees who have not provided information of their sexual orientation status are included in this graph for completeness, due to the relative size of this group.



Sexual orientation pay mean and median figures

The mean sexual orientation pay gap in 2023 is 5.2% and the median is 5.8%. There is a slight increase from the 2022 mean of 5.1% and 2022 median of 6.7%.

Sexual orientation pay by quartile

These figures are impacted by the relatively high proportion of those whose sexual orientation is unknown. The pay gap is also impacted by the fact that the University has more LGBO employees in lower grade roles than it does in higher graded roles.

University pay gaps compared to national statistics

There is currently no available national data, so comparisons between the University's sexual orientation pay gaps and the national gap are not possible. Further comparisons will be made as more data becomes available.

The University has a continued commitment to supporting a further reduction orientation pay gap. Our annual EDI report contains details on actions we are taking to address this.

