Gender Pay Gap Report 2024

Lancaster
University

Contents

Glossary of Abbreviations

- BPG - Bonus Pay Gap
- EDI - Equality, Diversity & Inclusion
- GPG - Gender Pay Gap
- HR - Human Resources
- HR EiR - HR Excellence in Research Award
- KPI(s) - Key Performance Indicator(s)
- LU - Lancaster University
- REC - Race Equality Charter

Foreword

At Lancaster University, our unwavering commitment to reducing inequalities in our pay and reward system has led to notable progress over the last few years. This report outlines the gender pay gap data from March 2024 and highlights the actions taken over the past year to address these issues.

The gender pay gap is the difference between the average hourly rate of pay of female and male employees, expressed as a percentage. The gender pay gap is different to equal pay. Equal pay relates to female and male employees receiving equal pay for work of equal value, which has been a legal requirement in the UK since the 1970s. Like other universities, Lancaster University has a gender pay gap because of the distribution of women and men in jobs of different grades. Nevertheless, we remain firmly committed to narrowing our gender pay gap and ensuring more equal numbers of women and men across all grades.

We are pleased to report that our efforts to ensure greater equality in our payments across all of our reward processes have resulted in improvements in the institutional gender pay gap data. Over the last five years, the gap in our mean and median hourly rate of pay have reduced by 5 and 5.7 percentage points, respectively, in favour of female staff.

We acknowledge that our gender pay gap is rooted in the under-representation of women in senior academic roles, as well as the over-representation of women in lower paid positions. The initiatives detailed in this report aim to continue shrinking the gender pay gap and to address these imbalances, reflecting our steadfast commitment to equality.

We are proud that all departments and faculties within the University maintain their individual Athena Swan awards and our institutional, faculty and departmental action plans are actively contributing to the reduction in our gender pay gap.

Professor Andy Schofield

Vice-Chancellor

Professor Rebecca Lingwood

Deputy Vice-Chancellor

Introduction

This report provides information on the Gender Pay Gap (GPG) at Lancaster University, using the census date of 31 March 2024, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since first reporting on our Gender Pay Gap data, we have been working to reduce the pay gap. We are pleased that this year's report continues to show a narrowing of the gender pay gap on several measures.

However we are aware there is much progress to be made, and this report sets out the actions the University will be taking to continue to reduce our Gender Pay Gap.

About Us

Lancaster University is a top 15 university in the three major UK league tables. Lancaster is 141st out of more than 1,500 universities in the QS World University Rankings 2025. Lancaster University has climbed to 12th in the UK out of 134 universities and is ranked as top in the North West of England in The Times and The Sunday Times Good University Guide 2025.

As of 31 March 2024, Lancaster University employed 3839 members of staff, 1704 (44.4%) male and 2135 (55.6%) female, across four academic Faculties and Professional Services Divisions. We are an important community employer, and our staff includes cleaning, catering and pre-school centre staff, many of whom are female. We hold a Bronze Institutional Athena Swan Award, and all departments hold either an individual or Faculty Award at Bronze level, with Physics, Psychology, the Lancaster Environment Centre and the Faculty of Health and Medicine holding Silver Athena Swan Awards.

We are a Disability Confident Level 2 Employer and this year have risen up the Stonewall Workplace Equality Index to 55th out of 246 employers, and one of the top 15 Higher Education Institutions in 2024.

The Gender Pay Gap and Equal Pay

What is the Gender Pay Gap?

The Gender Pay Gap (GPG) is the difference between the average hourly pay of male staff and the average hourly pay of female staff. The figure is expressed as a percentage, with a positive figure indicating that women are paid less than men.

How is the Gender Pay Gap shown?

This is shown as mean average (calculated by adding the remuneration of all male and all female employees and dividing it by the number of employees) and median (the middle value when all female and all male staff hourly pay is listed from lowest to highest value).

What is the Bonus Pay Gap?

The Bonus Pay Gap (BGP) is the difference between the value of the average female staff member's bonus and the average male staff member's bonus awarded between 1st April 2023 and 31st March 2024. This is shown as the mean average and the median.

What is Equal Pay?

Equal pay and the Gender Pay Gap are two distinct measures. Equal pay means women and men are paid the same rate for like work, as set out in the Equality Act 2010. The University uses a job evaluation scheme to systematically measure the relative value of jobs and ensure equal pay for equal work.

How does the data define male and female?

Gender pay data and equal pay data is based on sex, not gender identity. This report uses the terms men/women and male/female interchangeably to denote staff of each sex.

Hourly Rate of Pay And Bonus Pay Gaps

University Staff Population

The gender distribution of staff at Lancaster University has consistently shown a majority female workforce for the last 8 years, this proportion slowly increasing from 53.2% female staff to 55.6% female staff between 2017 and 2024.

**2135 (55.6%)**   **1704 (44.4%)**

● FEMALE   ● MALE

When taking a closer look at gender distribution, it is apparent that variation in service groups contributes heavily to this overall distribution, with 66% of Professional Services staff members being female in 2024, compared to just 46% of Academic staff being female in the same year.

This variation in distribution between the service groups serves to increase both the Mean and Median Gender Pay Gaps, due to the wider range of pay grades for Professional Services staff, starting at a lower salary point.
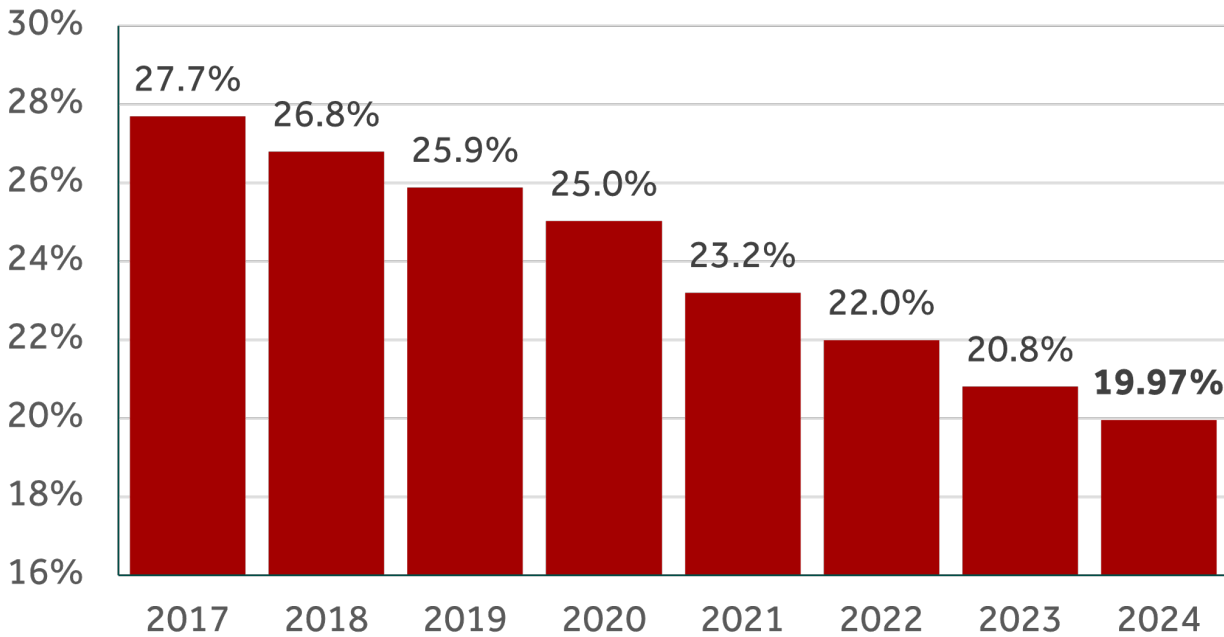
Pay Quartiles

Our staff population is divided into four pay quartiles, from lowest to highest hourly pay. There are significantly more women in the lower pay quartile and more men in the upper pay quartile. Since last year we have seen increases in the proportion of female staff in the upper and lower middle quartiles and have seen a reduction in the proportion of female staff in the lower quartile.

The difference in the spread of female and male staff - and the impact it has on average pay underpins the gender pay gap.

LOWER:	LOWER MIDDLE:	UPPER MIDDLE:	UPPER:
70.4% 29.6%	59.6% 40.4%	54.2% 45.8%	38.0% 62.0%

● FEMALE   ● MALE
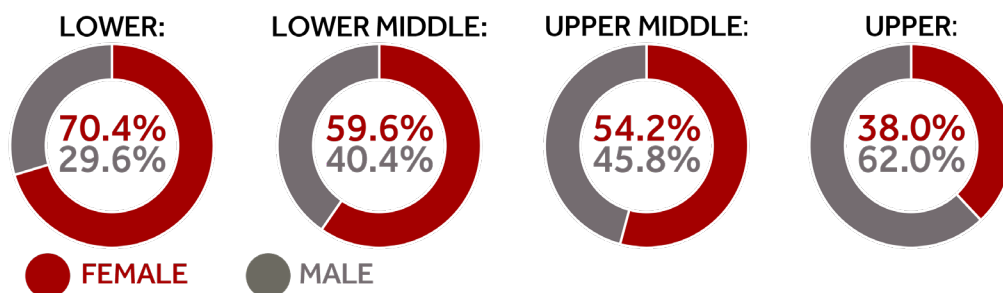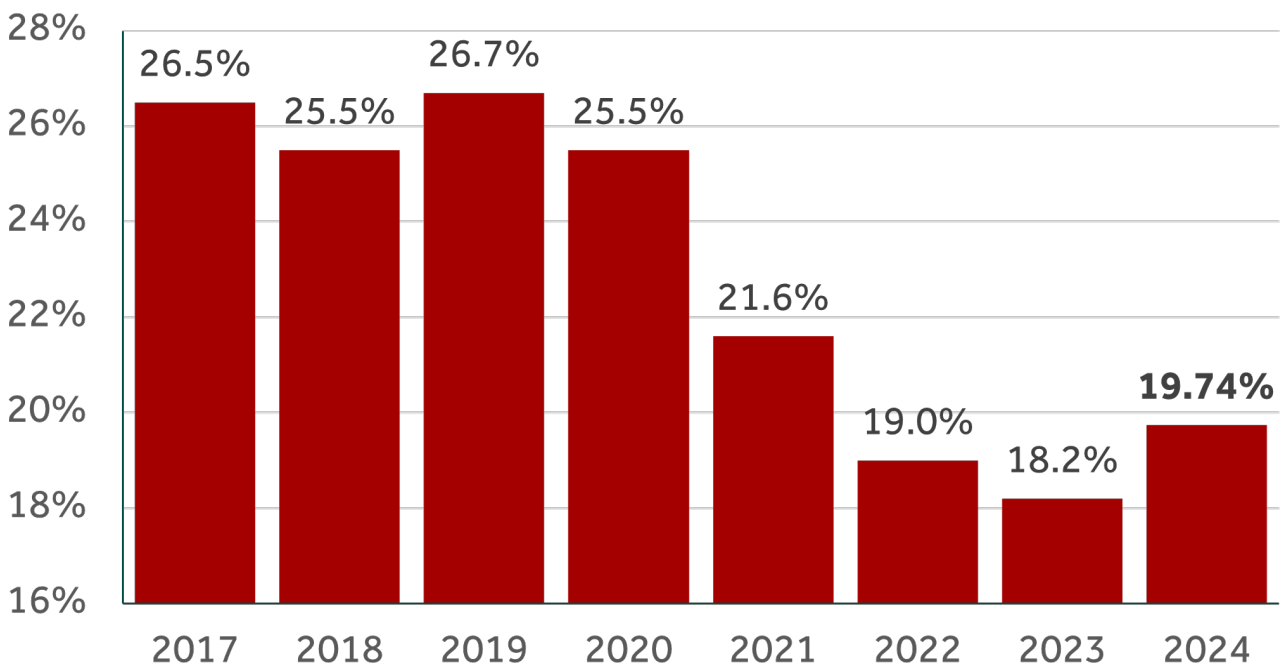
Mean Hourly Rate of Pay by Gender

In 2024 the mean hourly rate of pay was 19.97% lower for women than men, continuing the downward trend that has seen the GPG fall from 27.7% in 2017. This also marks the first time that the mean GPG has fallen below 20%.

Mean Hourly Rate of Pay by Gender (2017–2024):
- 2017: 27.7%
- 2018: 26.8%
- 2019: 25.9%
- 2020: 25.0%
- 2021: 23.2%
- 2022: 22.0%
- 2023: 20.8%
- 2024: 19.97%

Median Hourly Rate of Pay by Gender

In 2024 the median hourly rate of pay was 19.74% lower for women than men.

Despite this increase from 2023, more women were appointed to higher-paying positions, and more men were appointed to lower-paying positions. Consequently, the median pay point for women rose more than for men (58 points vs. 39 points). However, due to the wage distribution at LU, the median hourly rate increase for women is smaller than for men, resulting in a wider median pay gap this year. We would expect, as with the post 2019 figure a more substantial drop in future gender pay gaps.

Median Hourly Rate of Pay by Gender (2017–2024):
- 2017: 26.5%
- 2018: 25.5%
- 2019: 26.7%
- 2020: 25.5%
- 2021: 21.6%
- 2022: 19.0%
- 2023: 18.2%
- 2024: 19.74%

Analysis

Since the statutory reporting of the gender pay gap began in 2017, our mean pay gap has continually reduced, moving from 27.7% in 2017 to 19.97% in 2024, a reduction of 7.7 percentage points (pp).

Our median gender pay gap has also decreased from, 26.5% in 2017 to 19.7% in 2024, a decrease of 6.76pp. As explained above the median pay gap calculation at LU is more susceptible to impact by our spinal point wage distribution, with large numbers of staff on identical wages at mid points of the grades and so the improvement in the median mid-point has actually been more consistent than perhaps the figures might indicate.

In terms of our quartile data, we have seen increases in the upper and lower mid quartiles and decreases in the proportion of female staff in the lower quartile, however we continue to have a greater proportion of women in lower paid roles (70.4% female in the lower quartile), and conversely, more men employed in higher paid roles (62.0% male in the upper quartile). Increasing the number of women in higher paid roles and reducing the number of women in lower paid roles would have significant impact on the gender pay gap.

Bonus Payments by Gender

4.1% of female staff and 2.7% of men received bonus payments. The mean bonus paid was higher for women, resulting in a mean bonus pay gap of -25.21% in favour of women. The median bonus pay gap remained very similar to the previous year at -28.2%.

As with previous years, due to the very low numbers of bonuses awarded overall*, small variances can have large swings in the bonus pay gap figures.
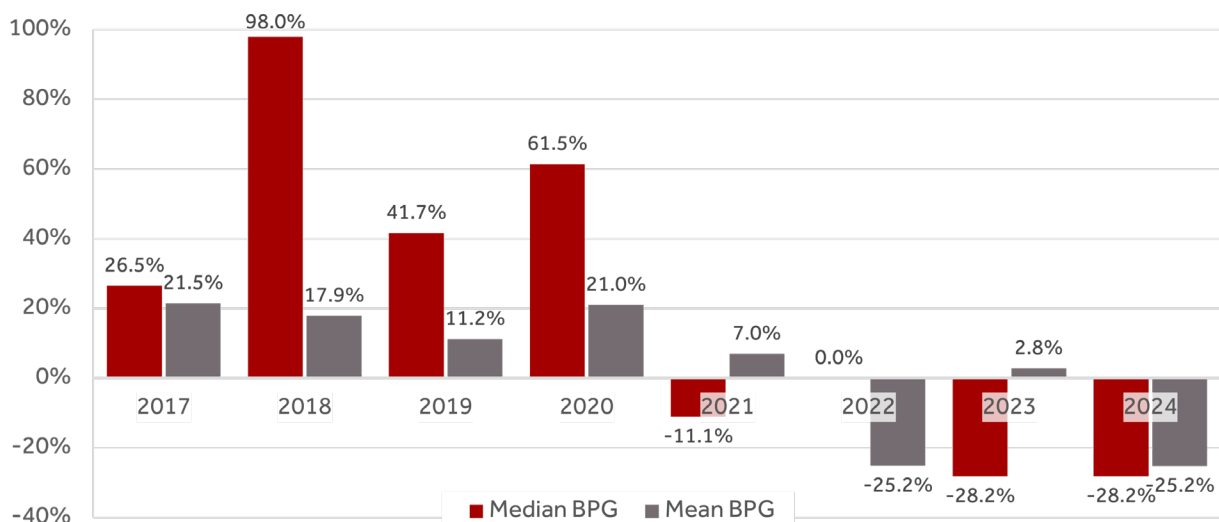
*Bonuses as we categorise them in this report tend to be small rewards for exceptional individual performance rather than being a fundamental part of the pay structure as might be found in other businesses. Where staff members may engage in additional work such as consultancy or exam marking for instance, we choose to class this as "ordinary pay" not bonus pay and so it is taken into account in the main GPG calculations.

Gender Pay Gap Action

The University is fully committed to reducing the gender pay gap. Our Athena Swan Action plan focusses in particular on gender equality, and it is also a key element in other institutional EDI action plans. As set out in the University Equality Objectives 2022-26, all our EDI work in relation to our workforce is aimed at striving for diversity and inclusion, promoting and celebrating diversity and demonstrating more inclusive leadership, accountability and fairness at all levels of management. We have also embedded a number of gender equality (Athena Swan) measures into the Equality Objectives Action Plan to help us monitor success.

Achievements to Date

- In order to further decrease the Gender Pay Gap at Lancaster University, we have set out a series of actions within our Athena Swan Institutional action plan. These actions focus on a broad range of areas including recruitment and retention, professional services career progression, EDI culture, and family friendly support.

- Lancaster University has held an institutional Athena Swan Bronze award since 2008, and all of our departments or faculties currently hold individual Athena Swan awards. Recently we have achieved successful Silver awards for our Psychology department, the Lancaster Environment Centre and our Faculty of Health and Medicine. We have institutional KPIs for gender equality and broader EDI characteristics. 46% of our academic staff and 32% of our professors are now female, and this number has been increasing steadily over the last few years.

- A new approach to Professorial pay has been implemented during the academic year 2023/24 to improve transparency and remove barriers to pay progression for female Professors. Previously Professorial review was undertaken on a voluntary basis but the new process means all Professors are reviewed on an annual basis. The outcomes indicate that the process has been successful in achieving visibility of considerably more colleagues' performance, and in increasing the volume of uplifts for female colleagues and Black, Asian and Ethnic Minority colleagues.

- Support for working families has been enhanced with inclusive meeting guidance, a family friendly webpage and additional childcare facilities on campus including a second breastfeeding room and a new family space in the Library. In August 2023 we enhanced our paid maternity / birthing parent / adoption leave and paternity / partner leave to 22 weeks and 2 weeks respectively and reduced the qualifying period to 6 months at expected week of childbirth. This enhances our family friendly offer to both current and prospective staff and puts us in a more competitive position against comparator institutions. We have recently undertaken a survey of staff with parental caring responsibilities at the University and will be using the results to inform our actions on our next Athena Swan action plan.

- Professional Services staff career progression has been an area of focus with a new framework launched for Technicians which has been built on a nationally recognised standard. A series of Professional Services career case studies have been launched, supported by an in person career focussed event, which covered topics such as imposter syndrome, career paths, seeking wider opportunities (e.g. volunteering) and secondments. Seven of the ten case studies are from female staff and cover a range of grades. We continue to provide a comprehensive range of development resources including a coaching culture which has supported 133 female staff since its launch in 2018.

- A new researcher progression webpage was launched in November 2023, succinctly capturing and clarifying the different academic research staff promotions processes at Lancaster. The webpage serves as a one-stop shop for information on what is required for all the different levels of research promotions. The Concordat (HR EiR) action plan has continued to deliver support for the researcher community including a report on good practice for researcher inductions.

- We have implemented a case management system to enable us to conduct regular reviews of case work to identify any trends by equality characteristic and take follow on actions. Data is reviewed with senior university leaders and has already informed actions to make policies and processes more employee centric.

- The academic promotions criteria provide greater flexibility in catering for a more diverse academic workforce, recognising equally contributions to research, teaching, and engagement. These reflect the three pillars of the University strategy. These enable promotions cases to be put forward as teaching-led, research-led, engagement-led, or as balanced, promotion cases. Academic promotions data shows a higher success rate for female academics when looking over the last 5 years although we do see a slight decline over the last 2 years which is an area for monitoring and further investigation. Professorial promotion success rates are consistently higher for females.

- Over the last 12 months work has continued on the University Recruitment and Selection Project. This has included external community engagement, review and refresh of the 'Jobs at Lancaster' pages, development of templates to standardise and simplify the application process and interview question bank. This is an intersectional project which, in part, aims to deliver increased female academic recruitment.

Gender Pay Gap Action Plan

Future Action

Further detailed analysis is being undertaken to identify and address the root causes of the gender pay gap.

We continue to deliver our current Institutional Athena Swan action plan focussing on our EDI culture, academic career pipeline, Professional Services staff progression and family friendly support. As we prepare to submit our next institutional application, an Institutional Self-Assessment Team has been formed through a combination of nominations and open advertisement, which gained a lot of interest from across the University. The self-assessment process will look at quantitative and qualitative data on gender equality from across the institution as well as evaluating progress against our current action plan in order to inform our future gender equality priorities and action plan.

After review and consultation with our four Faculties, we will be introducing new guidance for research staff progression for use from the start of the 2024/25 academic year. This is intended to introduce a single, simplified and consistent approach. The guidance supports managers with budgeting, bidding for, recruiting, and progressing researchers from Research Associate to Senior Research Associate. A cross-faculty Research Culture Working Group has been established to develop a Research Culture Strategy and Action Plan. The Research Culture Working Group are working collaboratively with Athena Swan and wider EDI activities to ensure we collectively and effectively can ensure a supportive and inclusive research environment.

Our Technicians Commitment Steering Group are developing further actions to support Technicians career progression building on the career pathways recently implemented.

The University will use qualitative and quantitative data, including feedback from the 2024 Staff Experience Survey, to better understand barriers to professional services career development and enable targeted interventions. Our ongoing recruitment and selection review is moving into implementation and will deliver the series of recommendations including improvements from an EDI lens.

We will continue to work towards our gender equality KPIs and monitor progress towards these through our University Executive Board.

In August 2024, the University achieved the AdvanceHE Race Equality Charter (REC) Bronze Award. The University is now set to implement its action plan framed around improving understanding, governance and leadership, student experience, staff pipeline, and process and transparency. The University's Equality Objectives 2022-2026 will continue to provide strategic direction for progressing the EDI agenda within the institution. Over the next two years, work will focus on the development and delivery of associated action plans supported by effective reporting mechanisms.