



UNIVERSITY OF
LINCOLN

Gender and Ethnicity Pay Gap Report 2020

Data as at March 2020

Introduction

Gender pay gap legislation

The University of Lincoln is committed to equality for all and this includes our work to continually improve gender related barriers to equality. Creating an inclusive community for all with 'Dynamic, Engaged People' forms part of the University's strategic aim where individual differences are valued, and everyone is treated equitably and fairly.

Our responsibilities

Gender pay legislation requires employers with 250 or more employees to publish data on the gap between their male and female employees. The legislation requires this comparison to be based on a snapshot of pay at a census date of 31 March each year. This year's report covers the period of 31 March 2020. Bonus payment figures are based on those which were paid between 1 April 2019 and 31 March 2020.

What do we report?

The University must report on the following six calculations:

1. The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. The proportion of male and female relevant employees who were paid bonus pay.
6. The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Mean is the average hourly pay

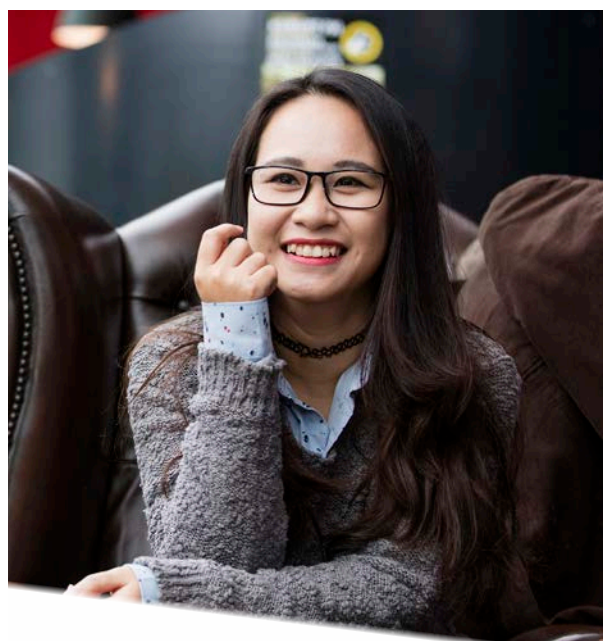
Median is the midpoint hourly pay when all employees are lined up in order of value.

Gender pay versus equal pay

It should be noted that gender pay gap and equal pay are two different considerations. A gender pay gap is the measurement of the difference (i.e., 'gap' in percentage terms) between the average pay of men and of women within the organisation, whilst equal pay compares the pay difference between men/women performing the same job/roles with work of equal value.

What companies are included in the figures?

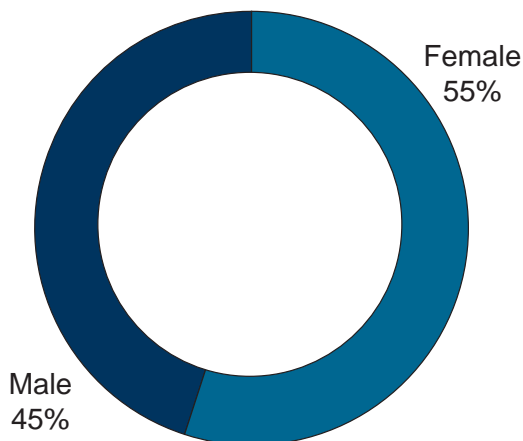
The 'University of Lincoln' comprises of two entities: The University of Lincoln; and UOL Services Ltd. The main section of this document shows the combined data of both entities, with separate figures stated at the end of the report. It is the separate figures that the University has to submit to the Government each year.



Gender pay gap

These figures include the combined University of Lincoln and UOL Services Ltd.

Workforce representation



Gender pay gap

	Mean (Average)	Median (Middle)
2020	15.65%	5.71%
2019	18.46%	13.65%
2018	17.79%	8.46%
2017	16.86%	7.11%

Negative values means "in favour of female employees"

Bonus pay gap

	Mean bonus gap	Median bonus gap
2020	15.30%	2.46%
2019	-1.49%	1.59%
2018	-20.17%	-3.27%
2017	-9.94%	1.17%

Proportion receiving bonus pay

	Female	Male
2020	0.58%	0.96%
2019	2.00%	5.02%
2018	2.06%	4.66%
2017	2.61%	6.20%

Pay quartiles

- Lower (0-25% of full-pay relevant employees)
- Lower middle (25-50% of full-pay relevant employees)
- Upper middle (50-75% of full-pay relevant employees)
- Upper (75-100% of full-pay relevant employees)

	Female	Male
Lower	69.46%	30.54%
Lower middle	55.56%	44.44%
Upper middle	51.98%	48.02%
Upper	41.14%	58.86%

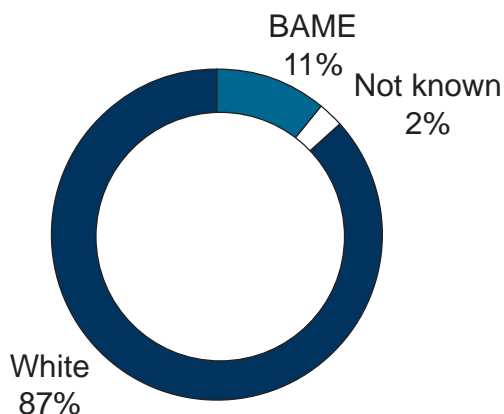


Ethnicity pay gap

These figures include the combined University of Lincoln and UOL Services Ltd.

Although there is currently no legal requirement for an organisation to publish its ethnicity pay gap, the University has taken the decision to voluntarily disclose this information.

Workforce representation



Ethnicity pay gap

	Mean (Average)	Median (Middle)
2020	-2.98%	-2.99%
2019	-3.76%	-2.55%
2018	-1.34%	-2.99%
2017	0.43%	-2.98%

Negative values means "in favour of BAME employees"

Bonus pay gap

	Mean bonus gap	Median bonus gap
2020	18.52%	19.02%
2019	34.51%	0.60%
2018	1.88%	-25.34%
2017	37.47%	46.72%

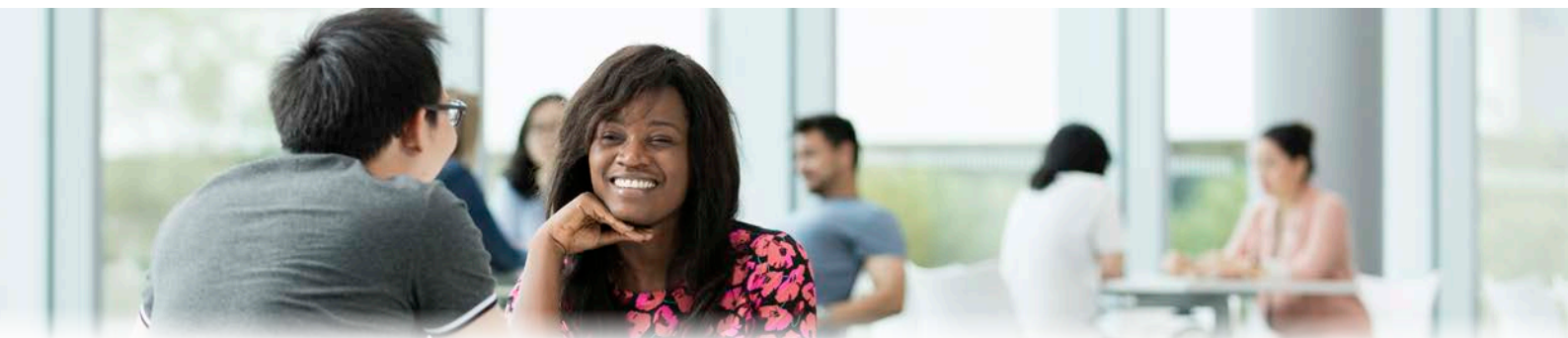
Proportion receiving bonus pay

	BAME	White
2020	1.08%	0.74%
2019	2.41%	3.52%
2018	1.94%	3.46%
2017	2.79%	4.46%

Pay quartiles

- Lower (0-25% of full-pay relevant employees)
- Lower middle (25-50% of full-pay relevant employees)
- Upper middle (50-75% of full-pay relevant employees)
- Upper (75-100% of full-pay relevant employees)

	BAME	White
Lower	6.86%	93.14%
Lower middle	15.22%	84.78%
Upper middle	10.61%	89.39%
Upper	12.26%	87.74%



University of Lincoln

These figures exclude individuals employed by UOL Services Ltd.

Gender

Gender pay gap

Gender bonus pay gap

Mean (Average)	Median (Middle)
14.46%	11.09%
15.30%	2.46%

Proportion receiving a bonus payment

Proportion in each quartile band

Lower (0-25%)

Lower middle (25-50%)

Upper middle (50-75%)

Upper (75-100%)

Female	Male
0.73%	1.15%
75.90%	24.10%
56.81%	43.19%
51.97%	48.03%
41.59%	58.41%



Ethnicity

Ethnicity pay gap

Ethnicity bonus pay gap

Mean (Average)	Median (Middle)
-0.53%	-2.96%
18.52%	19.02%

Proportion receiving a bonus payment

Proportion in each quartile band

Lower (0-25%)

Lower middle (25-50%)

Upper middle (50-75%)

Upper (75-100%)

BAME	White
1.28%	0.91%
6.81%	93.19%
16.83%	83.17%
13.27%	86.73%
10.50%	89.50%



UOL Services Ltd.

These figures only include individuals employed by UOL Services Ltd.

Gender

Gender pay gap

Gender bonus pay gap

Mean (Average)	Median (Middle)
12.73%	14.74%
N/A	N/A

Proportion receiving a bonus payment

Proportion in each quartile band

Lower (0-25%)

Lower middle (25-50%)

Upper middle (50-75%)

Upper (75-100%)

Female	Male
N/A	N/A
64.41%	35.59%
46.84%	53.16%
52.38%	47.62%
21.43%	78.57%



No bonus payments were made to UOL Services Ltd. employees in the reporting period.



Ethnicity

Ethnicity pay gap

Ethnicity bonus pay gap

Mean (Average)	Median (Middle)
-2.90%	-1.44%
N/A	N/A

Proportion receiving a bonus payment

Proportion in each quartile band

Lower (0-25%)

Lower middle (25-50%)

Upper middle (50-75%)

Upper (75-100%)

BAME	White
N/A	N/A
7.83%	92.17%
9.40%	90.60%
9.73%	90.27%
7.14%	92.86%