

Marjon Gender Pay Gap Report 2024

Introduction

At Plymouth Marjon University we are wholeheartedly committed to equality, to being a community where diversity is respected and valued and where every voice counts.

This report, considering our 2024 data on gender pay gap, plays a part in our ongoing commitment to gender equality at Marjon. It complies with the Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 which requires all employers of 250 or more employees to publish their gender pay gap for workers in scope on the snapshot date of 31 March each year.

Our data this year indicates a positive turning point. Our mean gap has reduced to well below both sector and national averages. More significantly, our median gap has almost halved from last year and we anticipate this will continue to improve in coming years.

These recent changes reflect the results of initiatives that have taken place over many years from our People Strategy, including the increase in internships and the implementation of an Academic Promotion process. Our size, and the significant percentage of Student Colleagues who work with us, means our figures often experience significant annual fluctuation. This year some additional events impacted on results including a significant shift in the gender balance of the Executive Leadership Team which now better reflects our organisational gender balance. Other influencing factors include the Future Focused Workforce initiative which took place during summer 2023, as well as the organisational change process that starting in late Autumn 2023. Both these processes were impact assessed at the time, to identify and minimise any disproportionate impact on any gender (as well as other protected characteristics).

Definitions and Terminology

When considering our data, it is important to distinguish between the definitions of equal pay and the gender pay gap. "Equal Pay" is men and women being paid the same amount for the same work within Marjon. The "Gender Pay Gap" is the percentage difference between the average pay of all men and the average pay of all women within Marjon's staff community.

¹ONS 05/09/2024, latest available data, reported at Nov 2023

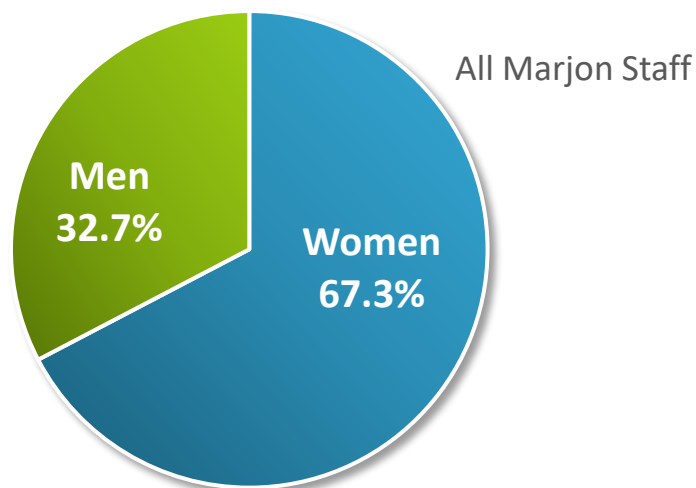
A gap does not suggest we are paying men and women differently for the same work, it shows that there is a difference between the average of all the pay received by the men and the average pay of all the pay received by the women. To address this, we would ideally need to have a balance of genders throughout every level of our workforce that exactly reflects the gender balance of Marjon as a whole. Within a small organisation this can be very difficult to achieve, but is our target to work toward nonetheless.

Both the methodology and terminology for gender pay reporting are set by Government, and so throughout this report we refer to 'Men' and 'Women' as set by the reporting requirements. In our wider EDI work we extend this terminology to include further gender identities. In all areas, we will continue our efforts to address discrimination and gender inequality, to progress our institution wide commitment to our values and to being an inclusive and fair community.

Headcount and Gender Ratio

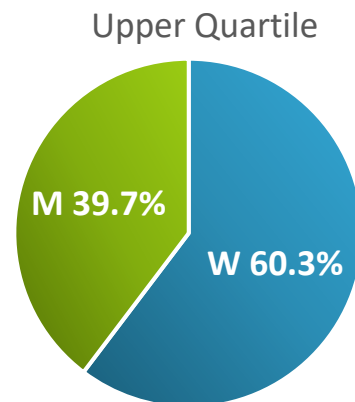
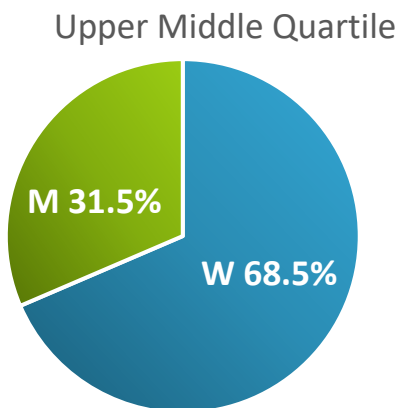
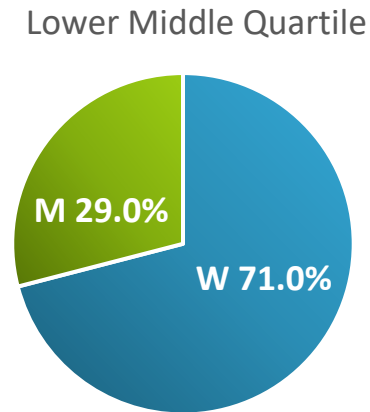
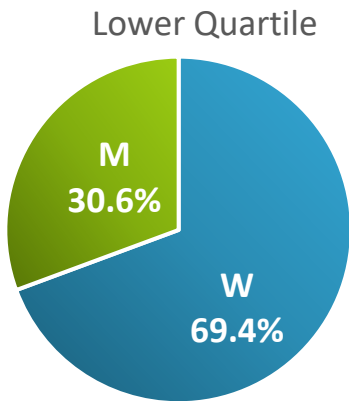
On the snapshot date of 31 March 2024, there were **498 staff** of which 339 were on salaried payroll and 159 hourly paid. In total this is 37 less than the same date in 2023, 38 less on salaried payroll, and 1 additional hourly paid staff member working in March 2024.

Our gender ratio has increased very slightly towards more women, who now make up 67.3% of the organisation compared with 66.4% in 2023.



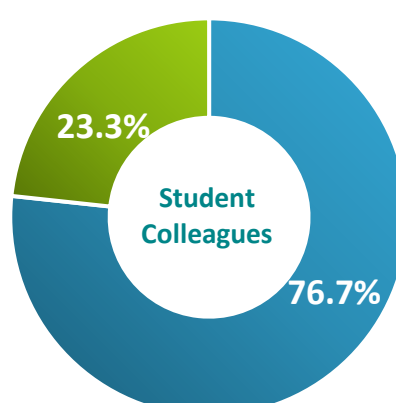
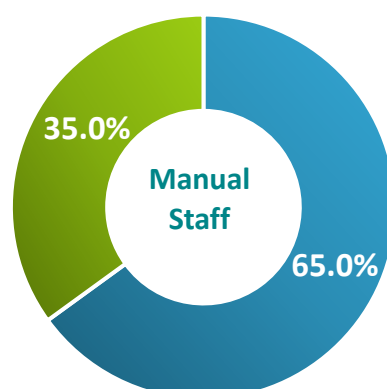
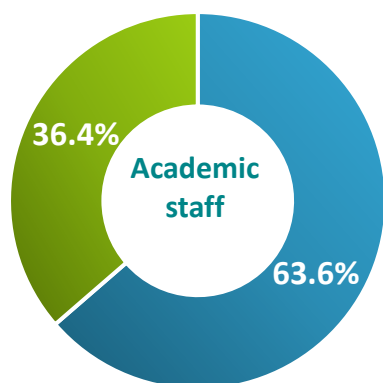
¹ONS 05/09/2024, latest available data, reported at Nov 2023

Our greatest challenge resulting in a gender pay gap continues to be the balance of genders in each quartile not aligning with the balance of genders across Marjon as a whole. There are more women than our organisational average in our lower and lower middle quartiles and more men than our organisational average in our upper and upper middle quartiles.



Gender ratio by job type.

The Government requires us to report on quartiles, as above. For our own information it may be more helpful to consider gender ratio by job type.

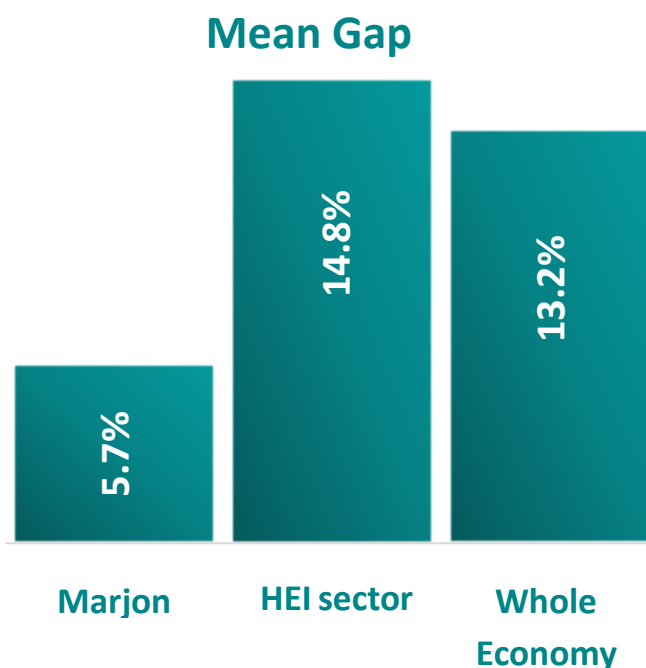


This shows a better reflection of gender in each job type against organisational average than within the quartiles. Organisational gender ratio is reflected across most job types with the one possible exception of Student Colleagues. Only 84 of our Student Colleagues received pay (and were therefore counted) in March 2024 but this is less than half of the total number of student colleagues who work at some point in any one year. Those 84 may not be an accurate representation of our student colleague body overall, but make up almost 17% of our total reported number for Gender Pay Gap calculations. During this academic year 45% of our student body reported themselves to be men which is higher than our staff population and therefore there may be a greater number of student colleagues who are men than those paid in March suggest.

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Our Mean Gender Pay Gap

The mean pay gap is a calculation of Marjon’s total hourly salary spend per woman, when compared with the total hourly salary spend per man. There is £1.10 difference between the mean average pay for women and mean average pay for men at Marjon, making our 2024 mean gender pay gap 5.7%. This is 2.8 percentage points lower than 2023 and considerably smaller than both the HEI sector and national average¹.



¹ONS 05/09/2024, latest available data, reported at Nov 2023

Our Median Gender Pay Gap

Median pay can be found by lining up all women and all men at Marjon by lowest to highest hourly pay. The woman in the middle of their line earns £16.22 and the man in the middle of theirs earns £18.61. this difference of £2.39 is a 12.8% median gender pay gap.

Our 2024 median is down more than 10 percentage points on last year's figure from 23.1% to 12.8% but still has not achieved our pre-covid levels which were routinely under 3%. We are currently higher than the sector average of 10% but lower than the national average of 14.3%



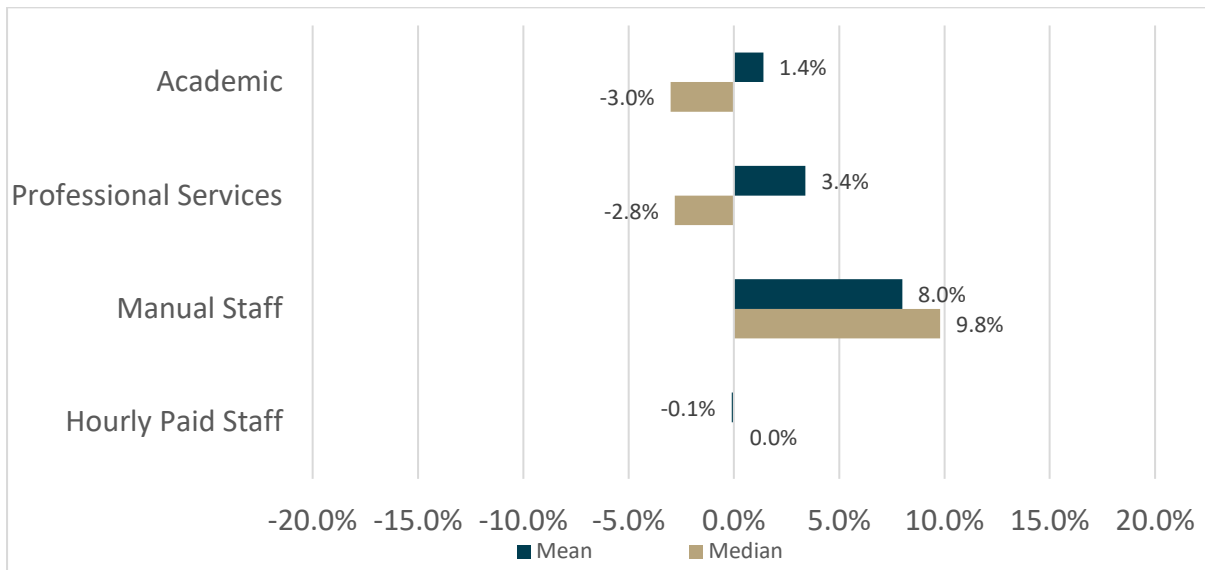
Median Gap



¹ONS 05/09/2024, latest available data, reported at Nov 2023

2024 Mean and Median Gap by Staff Type

The gaps when broken down by staff group shows both salaried Academic and Professional Services staff have small mean gaps, but negative median gaps, all below 4%. There is no gap for hourly paid staff. The only significant gaps are within Manual Staff, however, this is a very small group making statistical conclusion problematic.

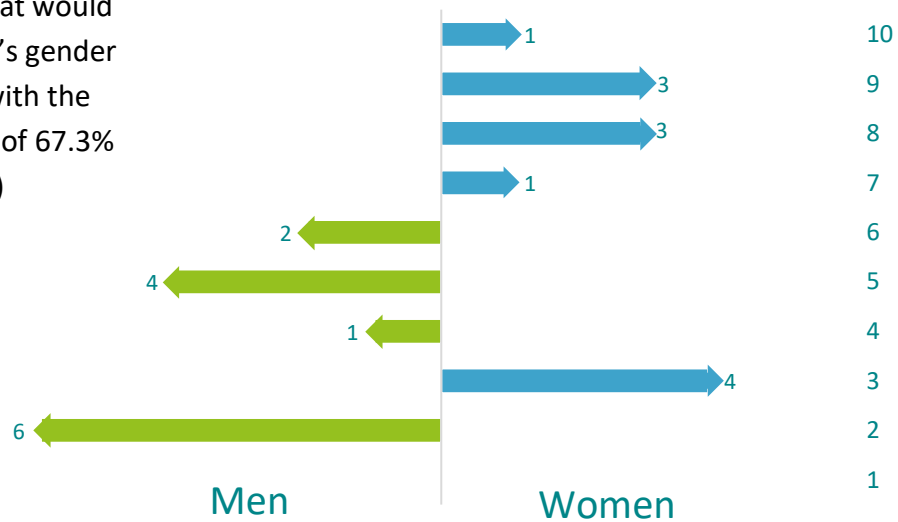


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Impact of individuals by grade

Our mean and median gaps are often fuelled by a handful more men or women at particular grades. The graph illustrates how change of just a few people can impact results.

Potential changes of staff at each grade that would bring that grade's gender balance in line with the Marjon average of 67.3% (w) to 32.7% (m)



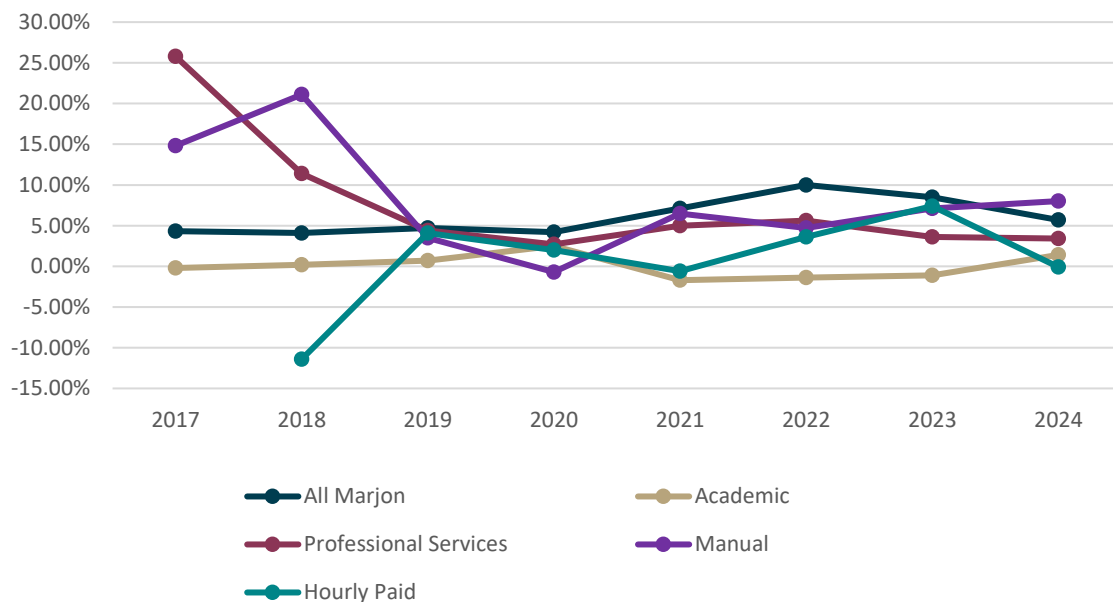
Grade 2 comes with a note of caution that only the 84 student colleagues paid in March were included and this may not be an accurate representation of the balance of student colleagues actually working across the whole year.

Bonus Pay

There were no bonus payments in the 2024 year, therefore both our Mean and Median Bonus pay gap is 0.

Mean Gap by Staff Type 2017-2024

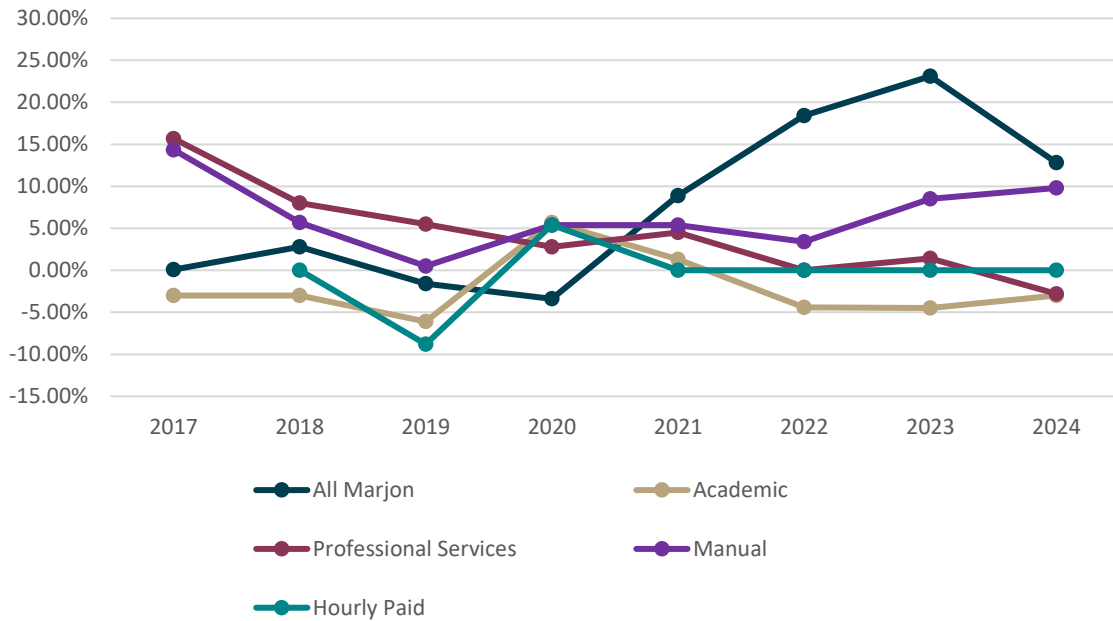
There has been a significant decrease in our mean gap within most staff groups since the early years of reporting; in particular Professional Services which reduced from 25.78% in 2017 to 3.4% in 2024



¹ONS 05/09/2024, latest available data, reported at Nov 2023

Median Gap by Staff Type 2017-2024

Our median gap has significantly decreased from last year's results, and the gap within staff types remains low with the only exceptions to this being manual staff where the median gap has grown to 9.8%.



¹ONS 05/09/2024, latest available data, reported at Nov 2023

Looking Ahead

Our 2024 results are really encouraging, and a significant improvement on 2023, but we still have work to do. The year ahead is a pivotal one as we look to launch our new strategy Marjon 2030 as well as submitting our Athena Swan action plan to Advance HE. The Athena Swan self-assessment process has been ongoing for the past 2 years at Marjon. It has offered a formal assessment of our culture through the gender lens, evaluating gender experiences of staff under the headings of hierarchical culture, social culture, professional and learning culture and physical space. A 5-year action plan is being developed from this which will be launched this year to address the findings, with gender pay gap related actions forming part of this plan, for example the implementation of an annual promotion process for professional services staff similar to that of Academic staff and reviews of our recruitment processes to remove any barriers that may be dissuading applicants of one gender from applying for certain roles.

In conclusion, addressing the gender pay gap remains a priority for Marjon, and we look ahead to 2025 in anticipation of further improvements in our data. We aim to continually develop and grow in the way we approach this issue, fostering an environment that values the contribution of all genders in order to unlock the full potential of our staff community and fully live out our Marjon values for all.