

GENDER PAY GAP 2022

Report Summary

November 2022

At University of Suffolk, Equality, Diversity, and Inclusion (EDI) is core to our being; it is one of our six core values. We recognise that a diversity of backgrounds is a key part of our community and will therefore positively influence our successes as a community education provider.

We very much wish to see a continued broadening in the diversity of our people — both staff and students — and we remain committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

Our staff tell us (through our annual staff survey) that our best scoring area (at institutional level) is that within

our Schools and Directorates, everyone treats each other with dignity and respect regardless of protected characteristics. In addition, our staff tell us that people of all cultures and backgrounds are respected and valued here.

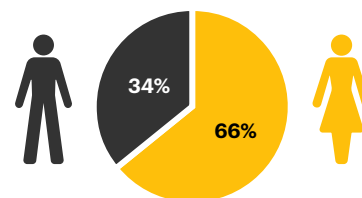
We understand that there is more that we need to do to be as authentically inclusive as possible. We know that we are on a journey and that we aspire to be both more inclusive and diverse as both an educator and an employer.

GENDER BALANCE

Percentage of male and female employees at the University of Suffolk

Gender split

Women 66% Men 34%



GENDER PAY GAP

Our mean and median gender pay gap have decreased this year as a result of more women being recruited/promoted into senior roles across the institution.

Mean (average)	Median (middle)
13.23% -2.66% from 2020/21	16.18% -1.54% from 2020/21

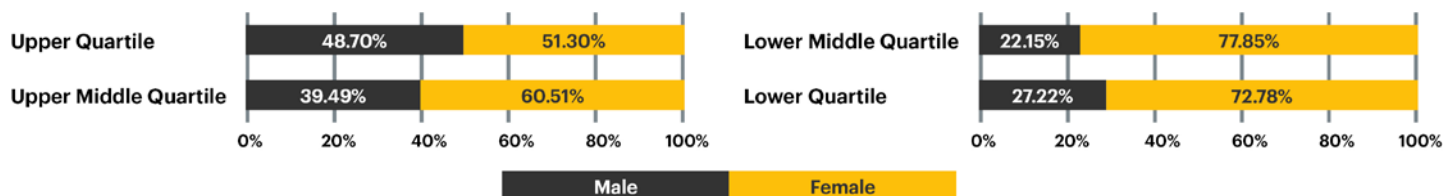
BONUS PAY GAP

Bonus payments within the institution are only payable in very exceptional circumstances.

No bonus payments were made during this reporting period.

PAY QUARTILES

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



ACTION PLANNING

- Submission for Athena Swan Bronze award
- Review of recruitment processes throughout the stages for signs of unconscious bias.
- Increasing the diversity of our interview panels
- Wider external promotion of job opportunities, to increase the number of male employees in our junior roles
- Review of our progression pathways to ensure our processes do not disadvantage any group and staff are supported with their career progression