

**AECC  
University College**

**Gender Pay Gap Report  
2022 - 2023**

*Published February 2024*

## AECC UC Gender Pay Gap Report 2022-2023

### Foreword

AECC University College is a small and specialist health sciences university, committed to creating a healthier society through education, research and clinical care. We work closely with health and care providers locally and regionally to educate their future workforce, upskill and retrain their current workforce, and to conduct impactful research in applied healthcare approaches. As a Care Quality Commission-registered healthcare provider we also play an important role in the delivery of community-based healthcare through our onsite clinical and imaging services. We employ staff across academic, clinical and professional services roles at varying levels of expertise and specialisms across our different programmes of work.

Gender equality is not only a societal imperative but a core value that should resonate in every facet of our university college community. This report serves as a transparent examination of our current state, acknowledging challenges and embracing the responsibility to foster a more inclusive environment. We are committed to closing the Gender Pay Gap and to build a more representative workforce within our close-knit community and in line with our values of Caring, Professional, Passionate, Inclusive and Collaborative. We aim to create an environment where everyone feels that they belong and included on our exciting journey of positive transformation.

Some of the challenges we face in addressing the Gender Pay Gap include those which are common across the healthcare industry and are specific to certain professions, disciplines and/or roles. While we have seen a great improvement in terms of Gender Pay Gap statistics gap due to actions we have taken to date, there is still work to be done to encourage a more gender balanced applicant pool for some roles and to overcome historic legacy. We are focused on ensuring better gender balance across all job levels through constantly reviewing our recruitment strategies, staff training and education, and internal reward and recognition schemes. We are aware that due to our small size, modest changes can have a disproportionate impact on our Gender Pay Gap statistics. We are wholly committed to closing the gap however and appreciate our size should also allow us to be more agile to take actions and address disparity more quickly.

Our strategic plan, 'Fit for the Future' outlines our ambition to be a leading specialist health sciences university providing excellent education, clinical care and applied research, recognised nationally and internationally as a centre of excellence. Creating an inclusive and sustainable environment in which we support our people and develop our activity, spaces and facilities is key to enabling our future success.

The activities that have taken place to date as a result of our Gender Pay Gap analysis and scrutiny continue to grow and I am pleased to see these having a positive impact on our reported gap. Our Board of Governors, Executive team and Senior Managers are committed to dismantling barriers that impede progress towards gender equity, and this report reflects our dedication to understanding and addressing the Gender Pay Gap at AECC University College.

I extend my gratitude to all who contributed to this report and know it will continue to drive conversations and actions that propel us towards a future where every member of our university college community is valued and rewarded without regard to gender.

**Professor Lesley Haig**  
Vice-Chancellor



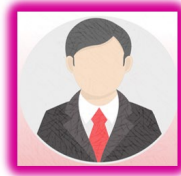


### History of AECC University College

Since we opened our doors to students in 1965, we have been; providing the world with professionals who are enthusiastic, equipped and ready to make a difference. For over 50 years we have been leaders in musculoskeletal health and wellbeing and our expertise spans

areas in chiropractic, physiotherapy; psychology; sports, exercise and health science; radiology and imaging sciences. As the first chiropractic college in Europe our success is built on a commitment to excellence. Becoming a University College and gaining Taught Degree Awarding Powers is a credit to our continuous drive in innovation and growth. It is our proud, pioneering spirit and a history in healthcare, education, training and delivery that allows us to continue to challenge and shape the future of health sciences today. In recent years, in fulfilment of our strategic plan, our academic and clinical offerings have been extended into other health science disciplines. This has encouraged further diversity within our workforce.

In March 2023, our workforce identified as **89** males (37%) and **149** females (63%).

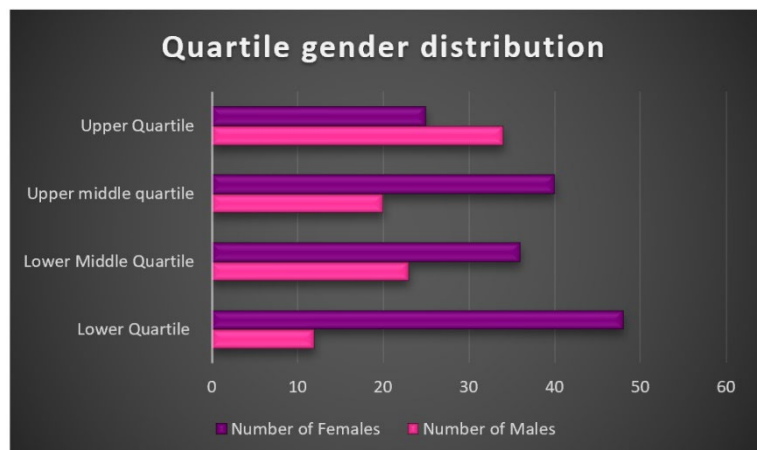


**37%**

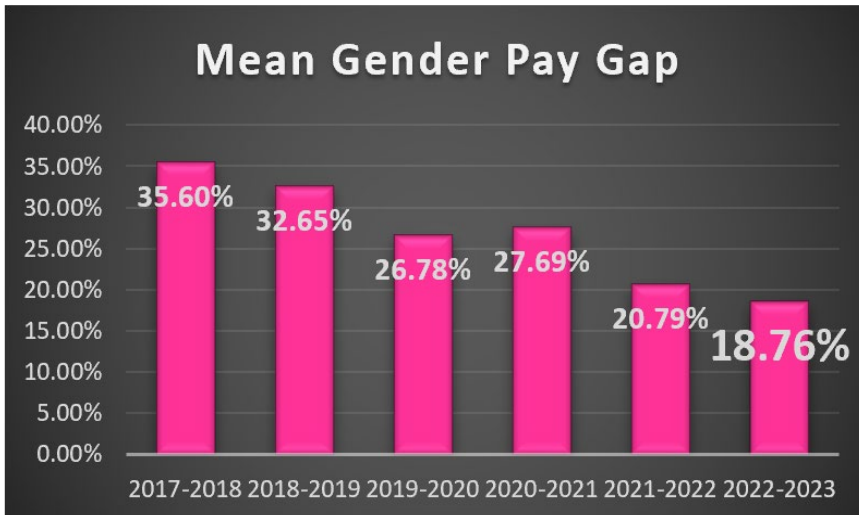


**63%**

When dividing our workforce of **238** employees into four equal quartiles, women are overrepresented in all of the lower pay quartiles but underrepresented in the highest pay quartile. This is due to AECC UC being a small size institution, proud not to outsource traditionally lower paid roles such as receptionists, administrators and catering. These types of roles are predominantly filled by females and evaluated at a lower rate of pay due to the requirements of the role. The bigger number of males in upper quartile might also be linked to historically Chiropractic being dominated by male students, hence more senior colleagues at AECC UC also being male. However, due to diversification of subjects offered by AECC UC this historical issue is being reviewed as new senior employees are joining our workforce.

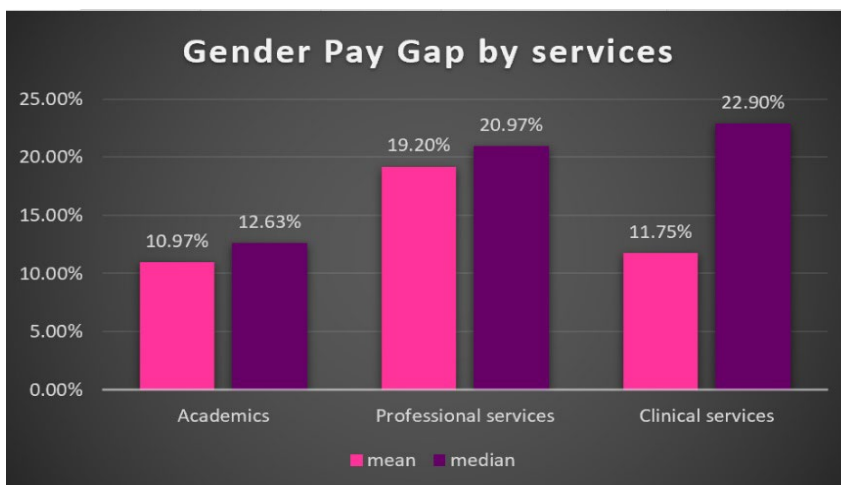
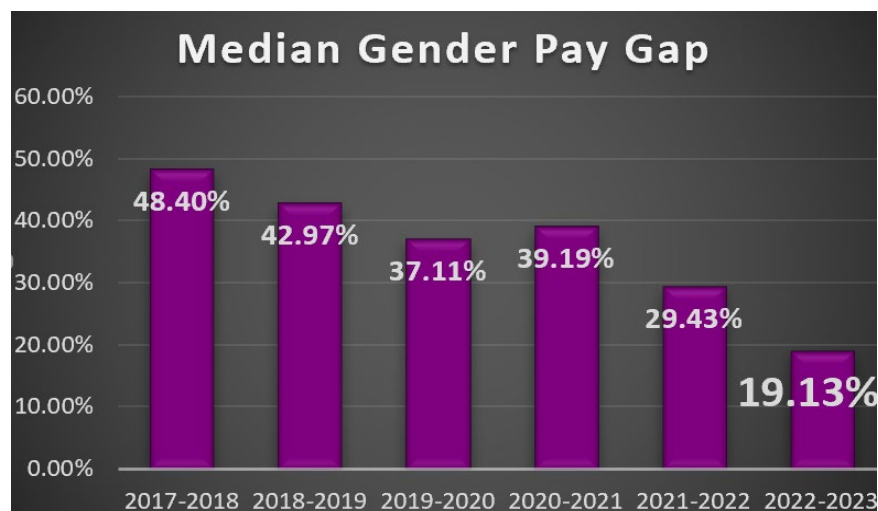


AECC UC offer a comprehensive flexible working package, **59%** of our female staff formally work flexibly, as do **17%** of our male staff. We offer part-time opportunities and term time hours contracts which naturally attract more female workers to join AECC UC, with less male counterparts seeking flexible working arrangements.



We have achieved successive improvements in our average gender pay gap in the last 5 years and will continue to do so as we realize the benefit of a series of reviews we have undertaken into historical inequitable payment arrangements and our ongoing efforts to ensure pay equity as we have extended our curriculum to other disciplines. In 2022-2023 gender gap reduced further by just over **2%**.

Our median gender pay gap has also improved substantially - almost **50%** due to above initiatives. In 2022-2023 alone it reduced by over **10%**.



When separating gender gap by services the figure is substantially lower for Academic Staff – **10.97%** and Clinical Services - **11.75%**. This is below the Higher Education Industry average of **14.2%** (Time Higher Education 2022-2023). In comparison when looking at Professional Services, the gender gap is wider **-19.2%** due to lower paid jobs being included in this group such as Cleaners, Receptionist and Catering staff as explained above. This also links to overrepresentation of women in

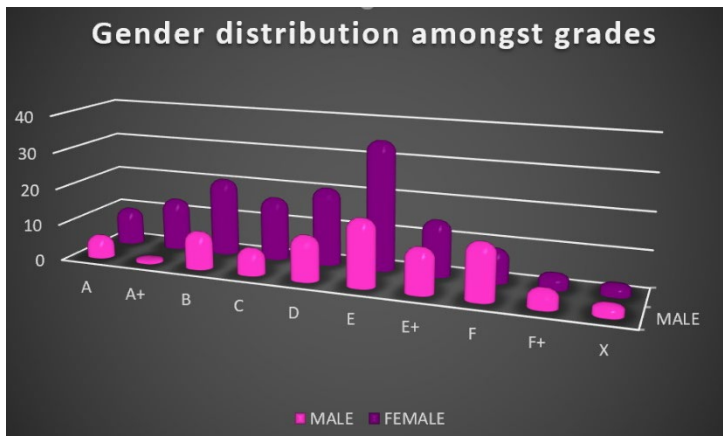
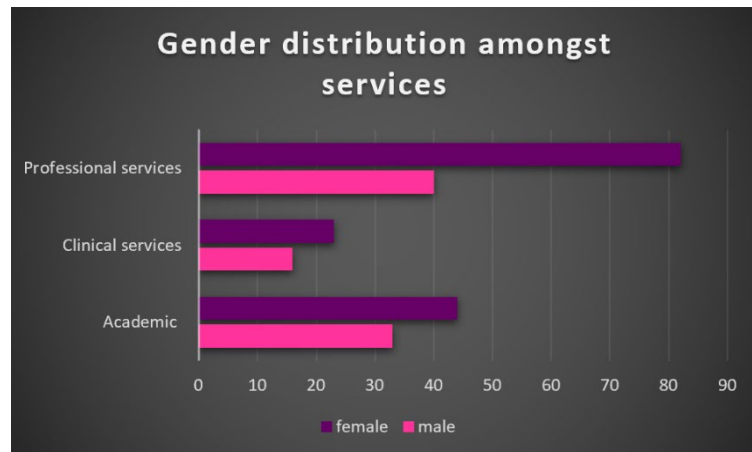
the lowest quartile with only **18%** of staff being male. In addition, when looking at distribution of staff in different services there are over **50%** more females in professional services (see below).



**Factors to consider:**

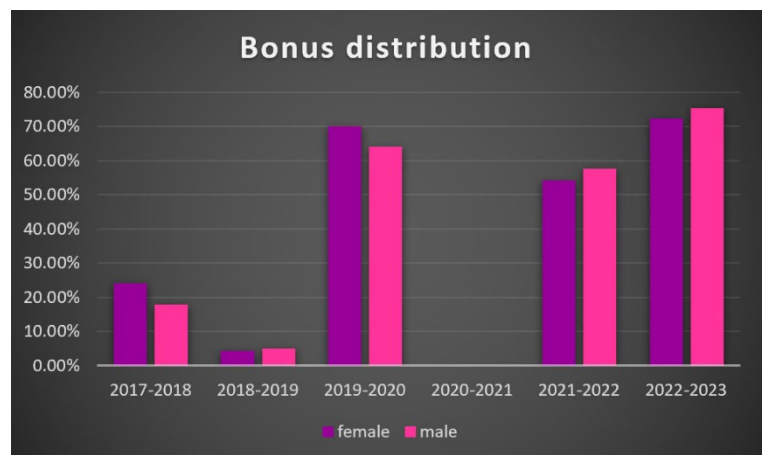
- AECC UC is a small institution
  - Our size means that a **small number** of staff can lead to a **larger percentage** variance in pay gap.
- AECC UC is proud that we do not outsource traditionally lower paid roles such as receptionists, administrators and catering
  - However, these types of roles are predominantly filled by female and these roles are evaluated at a lower band due to the requirements of the role.

We have a higher number of females compared to males in each service. In Clinical Services the gap between female and male is not too significant. With Academics the gap between females and males increases slightly but the number of females compared to males in professional services is significant. Professional service roles include reception and administration which are more commonly filled by females.



We also have substantially higher number of females in grades A to E+, whereas Grade F has a slightly higher number of males than females. In comparison, the two highest grades have an equal number of males and females.

We do not have a regular bonus scheme at AECC but in the past payments such as long service awards, cost of leaving payments and in last couple of years performance bonuses have been included in calculations. When looking at figures from last 6 years, there is a clear pattern showing the equality between both genders. The slight difference in numbers might be due to higher number of women being employed at the AECC, including bank and hourly paid workers but bonuses were received by permanent members of staff only.



### *What we've done*

- We revised our maternity policy to enhance our maternity pay. This was to attract and retain the best talent and to be competitive with other Universities and the NHS.
- Every role recruited for was benchmarked externally but also internally to ensure fairness between males and females in the same role
- We introduced the mentoring scheme for female staff designed to support women to progress their careers so that the proportion of women in senior grades increases in the future. Half of the females that participated in this initiative were promoted to senior positions.
- The majority of AECC UC's reception and administrators are predominantly female and these roles typically attract lower rates of pay than other roles with a higher entry criterion engaged within the University College. However, we have restructured our Clinical Services team and change the job titles to more gender-neutral roles and have seen an increase in male applications.
- Trained more line staff in our recruitment policy, best practice and employment law.

### *What we are doing*

#### **Progress in 2023**

- We revised our paternity policy to enhance our paternity pay.
- Met with an external Gender Pay Consultants to review our pay principals.
- Continued to benchmark every role offered to ensure internal fairness considering duties of the role, experience, qualification and skill.
- Reviewed rate of pays for casual staff to ensure fairness
- Reviewed induction process to make employee onboarding easier and more engaging

#### ***Plan for 2023-2024:***

Understanding and addressing inequality and promoting inclusion remains a priority for AECCUC and will remain integral part of our People Strategy.

We will continue to use and implement best practice recruitment procedures by:

- ensuring there is a balanced gender mix involved in all stages of the recruitment process
- using neutral language in all our recruitment adverts
- recruiting in a variety of publications to ensure recruitment campaigns attract candidates from underrepresented groups
- ensuring there is consistency in the way that offers are made to candidates through close partnerships with managers and HR.
- Continue to benchmark salaries and work with recruiting managers to ensure fairness

#### ***We will also continue to:***

- Run mentoring programmes to support and develop our staff
- Continue to support formal and informal flexible working requests
- Increase our UK VI Sponsorship license to ensure a diverse pool