

**LEEDS TRINITY**

**UNIVERSITY**

**ETHNICITY PAY**

**GAP REPORT**

**2022**



## MESSAGE FROM THE VICE-CHANCELLOR



In recent years, Leeds Trinity University has gained a strong reputation for its work on social justice and equity. As part of this, we are proud to have a strong sense of community, driven by shared values and mutual respect. We actively promote the principles of dignity, care, integrity, respect and inclusivity to provide an environment where our people feel welcome and supported.

This year, the University is again publishing its Ethnicity Pay Gap Report in addition to a Gender Pay Gap Report. This is important to continue as part of our work to be transparent and focus on the action needed to close the pay gap, in line with our commitment to improve the representation, progression and success of people of colour in our community.

You will see from our data, which presents a snapshot at 31 March 2022 and reflects members of staff who declare their ethnicity, that our mean ethnicity pay gap is 1.1%. This has reduced from 2.9% last year.

This data is very encouraging and reflects the progress being made across Leeds Trinity, as our people of colour staffing population continues to grow, and we have seen a significant increase in representation in the top and upper middle pay quartiles. However, we are not complacent and recognise that there is always more to do.

As an institution, we are committed to embedding race equity. In 2020, Leeds Trinity became the first University in Yorkshire to receive the Race Equality Charter (REC) Bronze award after embarking on a programme to promote inclusion. This work continues and we hold ourselves accountable for the action we still need to take, with aspirations to move beyond Bronze and towards Silver accreditation.

As a University, we are focused on closing the pay gap, and we remain committed to championing diversity at every level.

**Professor Charles Egbu**  
*Vice-Chancellor, Leeds Trinity University*

A handwritten signature in black ink that reads "Emmal Charles Egbu". The signature is written in a cursive style.

## OVERVIEW

Although there is no legal requirement to publish our ethnicity pay gap data, we believe it is important to be transparent about it and the actions we are taking to reduce it. The data reported here shows the University's position as at 31 March 2022.

The **ethnicity pay gap** is the average difference in earnings between people of colour and white people in an organisation, expressed as a percentage of white staff's earnings.

It includes jobs of different sizes, levels and contract types and compares the pay of all people of colour with all white people across the University.

This is distinct from **equal pay**, which measures differences between people of colour and white people who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees from different ethnic groups and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to ethnicity.



## INTRODUCTION FROM THE OFFICE FOR INSTITUTIONAL EQUITY

The principles of dignity, respect, social justice, equity and inclusion are at the heart of Leeds Trinity University's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We have made a commitment to being an anti-racist University and this commitment means that we are continually reviewing our practices and taking action to reduce inequity.

We strive to advance and promote equity across all aspects of University life and as Director of the Office for Institutional Equity, I lead the Equity, Social Justice and Belonging agenda to support students, staff and the Leeds Trinity community in this respect. In addition, our Equality, Diversity and Inclusion (EDI) committee works proactively to ensure that we involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Equity generally, and race equity specifically, form an integral part of our University Strategy for 2021-26. Following our achievement of the Race Equality Charter (REC) Bronze award, we are continuing to develop this work through our REC Partnership over the coming years. We have made significant progress in developing key strands of work around staff development and belonging but we recognise there is much more to do to embed our work.

As will be seen from this report, our efforts so far in this area have been encouraging, and the actions that have been taken to recruit, retain and develop people of colour have resulted in our ethnicity pay gap reducing even further, compared to 2021.

The Office for Institutional Equity is committed to working collaboratively with colleagues to listen and review the ongoing impact of this work. Overall, we want to ensure that equity permeates every area of practice for the benefit of our colleagues, our students and our community, making a positive difference.

**Dr Tamsin Bowers-Brown**

*Director of the Office for Institutional Equity*



## ETHNICITY PAY GAP

On 31 March 2022, there were 607 people on the payroll who had declared an ethnicity, comprising 68 (11.2%) people of colour and 539 (88.8%) white people.

This compares to the following:

On 31 March 2021, there were 546 people on the payroll who had declared an ethnicity, comprising 56 (10.3%) people of colour and 490 (89.7%) white people.

### LEEDS TRINITY UNIVERSITY ETHNICITY PAY GAP AS AT 31 MARCH 2022



This compares to the following as of 31 March 2021:



The mean Ethnicity Pay Gap has decreased from 2.9% to 1.1% over the last twelve months, whereas the median gap has decreased from 1.9% in 2021 to no gap in 2022. The University’s staffing population continues to grow, and we have seen a significant increase in representation of people of colour in the top and upper middle pay quartiles.

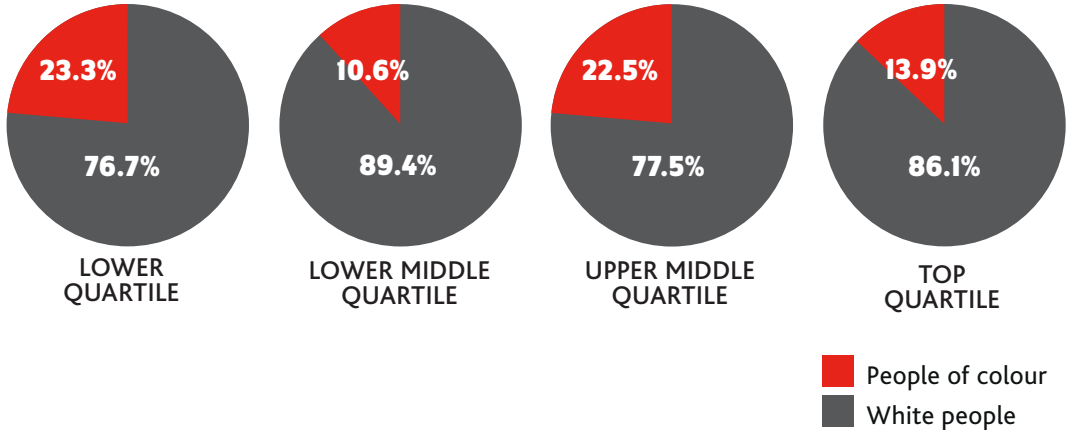
## BONUS PAY GAP

No bonuses were paid between 1 April 2021 and 31 March 2022, therefore there is no bonus pay gap. It should be noted on 31 March 2021 the mean bonus pay gap was 0.5% with a 0% bonus median pay gap.



## PAY DISTRIBUTIONS BY QUARTILES

The charts below show the proportion of people of colour and white colleagues across the four average hourly rate quartiles as of 31 March 2022. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of colleagues and the upper quartile the highest paid 25%.



The University continues to see a growth in its staffing population. As such, since last year, there have been the following changes in the distribution of people of colour and white employees across the pay quartiles:

- The percentage of people of colour in the Top Quartile has substantially increased from 3.7% to 13.9%
- The percentage of people of colour in the Upper Middle Quartile has increased from 16.2% to 22.5%
- The percentage of people of colour in the Lower Middle Quartile has increased from 6.6% to 10.6%
- The percentage of people of colour in the Lower Quartile has increased from 13.2% to 23.3%



## CURRENT POSITION

As the University continues its Race Equality Charter (REC) journey and its aspirations to move beyond Bronze and towards Silver accreditation, it is encouraging to see that our people of colour staffing population continues to grow alongside our ambitions in this area, and that our Ethnicity Pay Gap has reduced even further to 1.1%.

In the last year our Race Equality work has included:

- The continued support of our Cross-Institutional Diversity Mentoring scheme with our partner universities.
- The introduction of PATH<sup>1</sup> traineeships, with our first trainee placement successfully appointed in our Library Services team.
- A series of joint staff and student events entitled LTU-Belong, which brought people together on a range of subjects over the year.
- Hosting of our annual Race Equality Conference and Black Lives Matter event, the timing of which marks the anniversary of the murder of George Floyd.

As outlined in our Gender Pay Gap report, we will be taking forward the following initiatives in support of our People and Culture Strategy during 2023, which will also have a positive benefit on the experiences of people of colour (candidates and colleagues) at Leeds Trinity University:

- Undertaking a full colleague engagement survey which will enable us to analyse responses by ethnicity and review the experiences of people of colour working at Leeds Trinity.
- Reviewing our hybrid working practices and ensuring these continue to support health and wellbeing and cater for the needs of all colleagues in the workplace.
- Reviewing our health and wellbeing offer to colleagues, in a way which will enable us to differentiate the needs of different stakeholders more effectively.
- Rolling out Phase 1 of a Career Development Framework for Professional Services staff, which will support the career progression of those in lower graded roles, in which there are a larger proportion of people of colour.

In summary, the institution's Ethnicity Pay Gap demonstrates positive progress, but we are not complacent; we know that standing still is not an option and that there is much more work to do to make us a truly inclusive and anti-racist University.

**Zoe Donnachie**  
*Acting Director of Human Resources*

<sup>1</sup>PATH is a community-based Positive Action scheme which provides training placements for people of colour in the Yorkshire region who have struggled to gain employment.

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