



Canterbury
Christ Church
University

Sex, ethnicity
and disability
**pay gap
report**

Vice-Chancellor's Foreword



Within a challenging period for the UK higher education sector and wider society, Canterbury Christ Church University's commitment to creating an equitable environment for all its people remains firm. In 2023, the University launched Vision 2030, its strategic framework, which weaves inclusivity across all the University's strategic aims. In 2024, the University launched a new Equity and Inclusion Strategy and growth framework, and received successful reaccreditation of the Athena Swan Bronze Award, demonstrating our ongoing drive to promoting gender equality.

This report highlights our commitment, successes and ongoing challenges with regards to addressing gender, ethnicity and disability pay gaps. Concurrently presenting data for 2022-23 and 2023-24 alongside previous years' data allows for five valuable years of statistical analysis and insight.

Of the highest significance is that for the first time since reporting began, the University's mean gender pay gap

has been in favour of female staff and has been so for two consecutive years. It is encouraging to report that the median gender pay gap is falling and the proportion of female staff in the upper pay quartile is becoming more representative of the proportion of females employed in the University. Overall, the University's progress towards minimising its gender pay gap compares strongly with the sector, which is a considerable achievement.

The ethnicity pay gap remains in favour of our Global Majority colleagues but has moved closer to parity with White colleagues in both mean and median measures. In the context of wider societal issues, a growing number of staff feel uncomfortable disclosing their ethnicity, and the University stands with colleagues against all forms of racism. Work is taking place across the institution to ensure the University continues to be a welcoming environment to work and study for all its people. This includes the establishment of Equity Action Plan groups for Race and Disability, with an emphasis on prioritising actions that will deliver the highest impacts for our people.

The University's mean disability pay gap has very slightly increased by less than 0.5% in the two-year period of this report and remains at a level that is broadly in line with the sector. It is assuring to observe the median disability pay gap fell significantly during the reporting period and staff with declared disabilities are evenly distributed across the pay quartiles. An institutional disability action plan is being developed to further prioritise actions in support of our staff and students with disabilities.

Above-sector performance across several measures demonstrates the continuing impact of a shared commitment across the University to be a compassionate and inclusive institution for the benefit of all our people.

Professor Rama Thirunamachandran OBE DL
Vice-Chancellor and Principal

Executive summary

CCCU's latest pay gap data for 2022/23 and 2023/24 compares favourably in all available categories for Sex and Ethnicity with the latest available sector data (AdvanceHE Staff Statistical Report 2023). CCCU's mean disability pay gap is in-line with sector, but a fall in the median pay gap is encouraging. However, gaps still exist and efforts continue across the University to increase our understanding of our staff, reduce our pay gaps and maintain sector positioning.

Sex pay gap

In previous reports, CCCU's mean sex pay gap was in favour of males but has now changed in favour of females in both 2022/23 and 2023/24: increasing from -2.55% to -3.38%. This is in positive contrast to the latest sector data available (2021/22) which shows a 14.8% difference in favour of males.

The median sex pay gap at CCCU increased to 5% in 2022/23 but has returned to 3% in 2023/24. Although this remains in favour of males, it is much lower than the latest sector position which stands at 8.5%.

The distribution of females across the pay quartiles is fairly even, but it is notable that the % of females in the upper pay quartile is lower than the % of females employed at CCCU. However, this figure improved from -7% in 2022/23 to -4% in 2023/24.

Ethnicity pay gap

The mean ethnicity pay gap remains in favour of Global Majority staff (in comparison with White staff), and increased to 9% in 2022/23, but reduced to 4% in 2023/24. This is higher than latest sector data available which stands at 0.9% in favour of BAME staff (AdvanceHE terminology).

Mean pay for Asian or Asian British staff has improved to near parity with White staff in 2023/24. The group of staff who have not disclosed their ethnicity has increased in both overall size (9% of all staff) and mean pay gap (-8%). Continuing emphasis on creating a culture where staff feel comfortable to disclose their demographic data is a priority of the Equity and Inclusion Strategy 2024-2027.

The median ethnicity pay gap is also in favour of Global Majority staff, though it has reduced slightly to 11% in 2022/23 and again to 9% in 2023/24. This is much higher than the latest sector data available which is 0.1% in favour of BAME staff (AdvanceHE terminology).

Median pay for Asian or Asian British staff has increased but is 2% lower than White staff in 2023/24. Median pay for staff who have not stated their ethnicity has also improved to near parity with White staff.

Disability pay gap

The mean disability pay gap has been stable but has slightly increased from 8.71% in 2022/23 to 9.03% in 2023/24. This sits between sector figures of 6.8% for females and 12.7% for males with declared disabilities.

However, the median disability pay gap has fallen significantly since 2021/21, to 5.42% in 2022/23 and further to 2.91% in 2023/24. This is below sector figures of 6.4% for females and 10.5% for males with declared disabilities.

The distribution of staff with declared disabilities across the hourly pay quartiles is closely matched to the overall % of staff with declared disabilities within the organisation.

Definitions

What are sex, ethnicity and disability pay gaps?

Pay gaps are a measure of the disparity of the average hourly pay between employees across an organisation. This report provides data for the following pay gaps at CCCU:

The **sex pay gap** looks at differences between female and male staff

The **ethnicity pay gap** looks at differences between Global Majority* and white staff

The **disability pay gap** looks at differences between staff who have declared a disability and staff who have not declared a disability

The pay gap is not to be confused with unequal pay, which is an unlawful practice of paying female and male staff differently for performing the same or similar work, or work of equal value.

Canterbury Christ Church University has been publishing ethnicity pay gap reporting since 2018/19 and disability pay gap reporting since 2021/22. The University is committed to understanding any disparities in pay and to increase its awareness and understanding of

the extent of any pay gaps and inequities. This analysis enables the University to devise the appropriate actions to address inequities and further our aim becoming a centre of excellence for equitable opportunities and outcomes.

How are sex, ethnicity and disability pay gap calculated?

This report examines the pay gap in three ways:

- Mean pay gaps are a measure of differences between average pay
- Median pay gaps are a measure of the differences between 'middle values' of pay. The median represents the point at which half of staff earn less and half of staff earn more. It is seen as a better measure of the pay of the 'typical employee' than a mean average.
- Quartile analysis looks at the distribution of staff in each of the pay quartiles, from the lowest paid 25% to the highest paid 25%.
 - To provide further analysis, quartiles are benchmarked against the overall % of staff within each category

Terminology

Sex and Gender

In previous years, similar reports referred to Gender Pay Gaps, in line with statutory obligations and terminology.

In this report, the terminology 'sex' has been used instead of 'gender' to acknowledge sensitivities in this area and more accurately reflect that it is reporting on data held for legal sex. However, it is still reporting on the same data field, ensuring comparisons with previous years remain valid.

The report has also used the terms 'Female' and 'Male' rather than 'Women' and 'Men' for consistency with sector reporting.

Ethnicity

The University has committed to stop using the term BAME as it is a term that amalgamates the experiences of multiple ethnic groups together and is not reflective of the experience of all ethnicities and ethnic groups.

However, for the purposes of calculating an overall ethnicity pay gap, this report has used the aggregated category of Global Majority. It has also grouped ethnicities into categories such as Asian/Asian British and Black/Black British. This approach has been adopted, acknowledging its limitations, to help anonymise small base sizes of staff from underrepresented ethnicities and to allow for meaningful analysis against previous reporting years and ethnicity categories.

The pay gap is calculated on hourly pay for all members of staff, including both full-time and part-time staff. For clarity, some figures in tables and charts have been rounded

*Global Majority includes figures for Asian or Asian British, Black or Black British, Mixed, Other Ethnic Groups

Sex pay gap 2022/23 and 2023/24

Mean sex pay gap

Following years of relative stability, the mean pay gap has moved in favour of females for two consecutive years, a swing of 8.75% since 2021/22. This is a positive change towards equity of pay for female staff. Further analysis of Median and Quartile data shows that there are still inequities between female's and male's pay at CCCU.

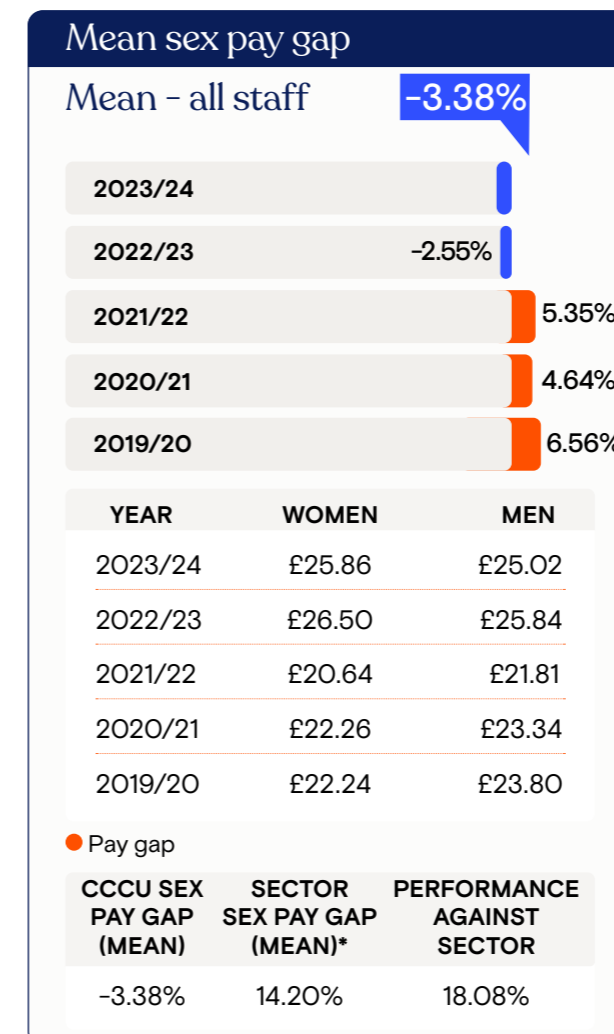
Comparison with the latest sector data analysis is highly positive.

Median sex pay gap

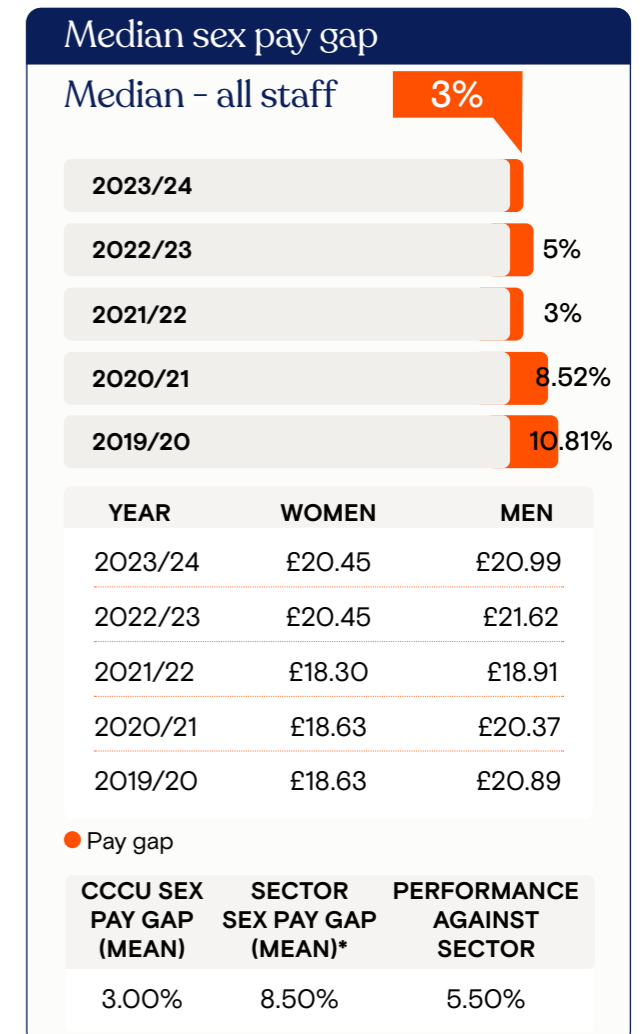
The median pay gap has reduced significantly from the 2019/20 baseline, however it increased to 5% in 2022/23, before falling to 3% in 2023/24, in line with 2021/22.

In 2023/24 a middle-paid female employed by CCCU earns 3% less than a middle-paid male. This highlights that, despite improvements in the mean average sex pay gap, the distribution of females in the pay scales is less favourable than for males. Comparison with the latest sector data available is favourable for CCCU.

Additionally, the median pay gap for all staff in the UK was 14.3% in April 2023 (The Gender Pay Gap, House of Commons, January 2024).



*AdvanceHE Staff Statistical Report 2023, analysing data from HESA staff records 2021/22, All staff, UK. (Table 4.19).



*AdvanceHE Staff Statistical Report 2023, analysing data from HESA staff records 2021/22, All staff, UK. (Table 4.19).

Sex pay distribution analysis (quartiles)

The distribution of females in the lowest paid quartile has reduced since its peak in 2020/21, but has crept up slightly each subsequent year and is currently 1% higher than the overall % of females employed at CCCU. The distribution of females in the lower middle quartile has matched the overall % of females employed at CCCU for the most recent 2 years of data. The distribution of females in the upper middle quartile was 2% lower in 2022/23 and 1% higher in 2023/24 than the overall % of females employed at CCCU. The upper quartile shows the most variance

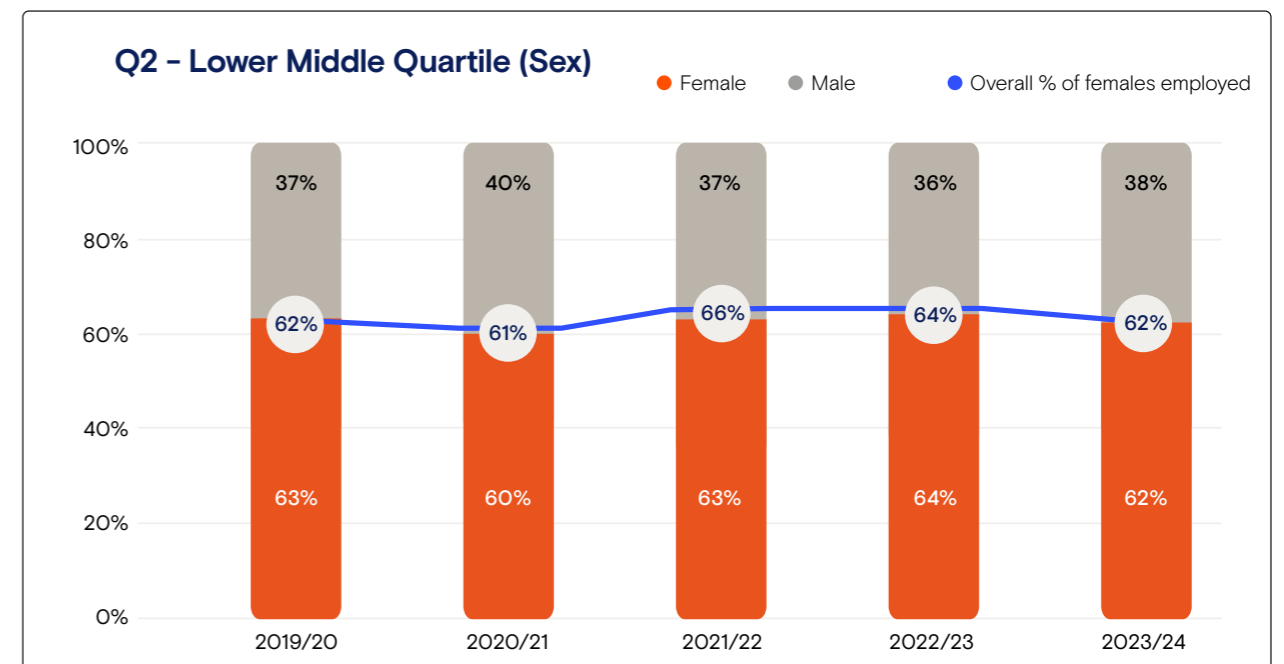
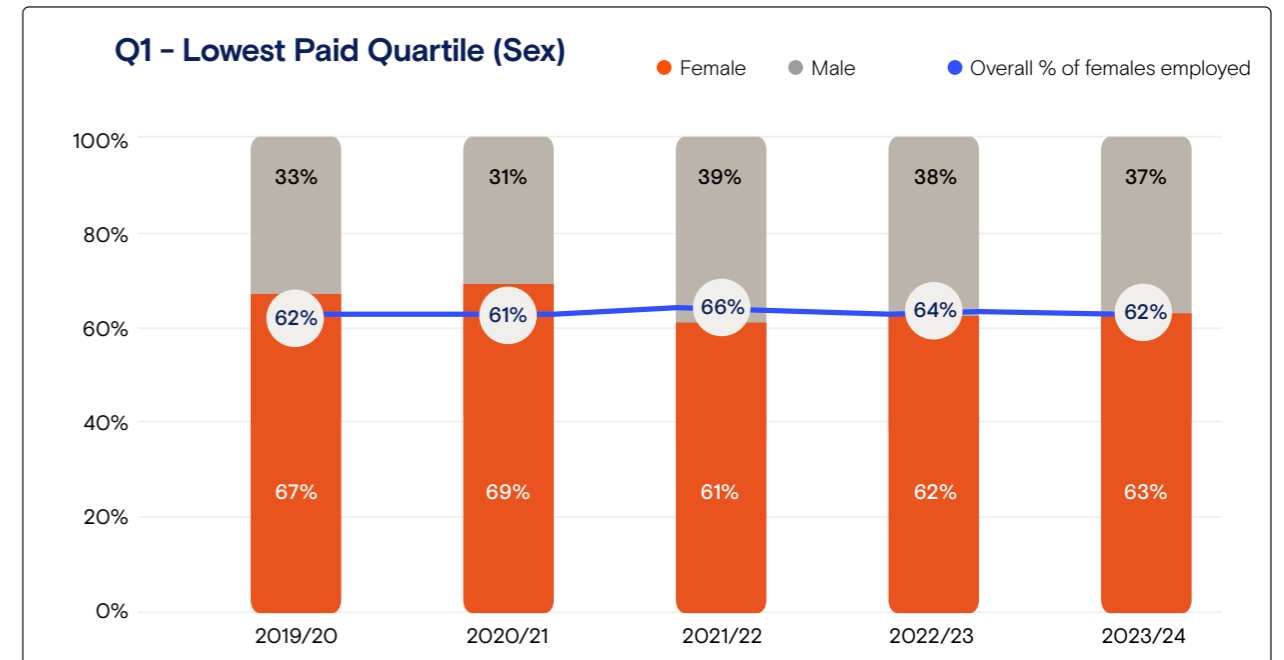
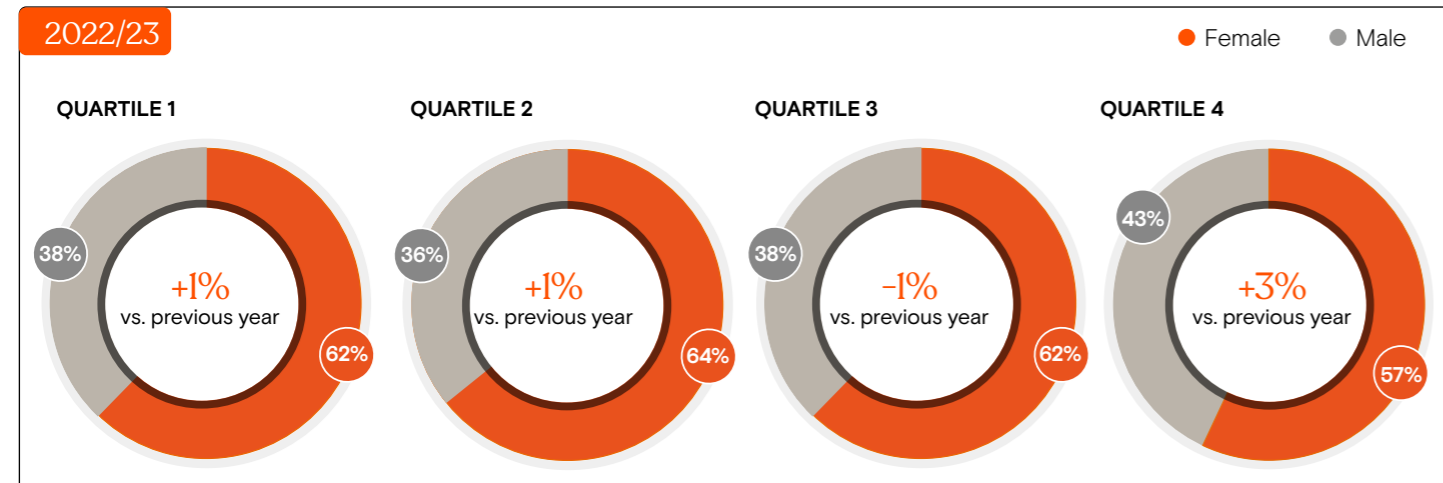
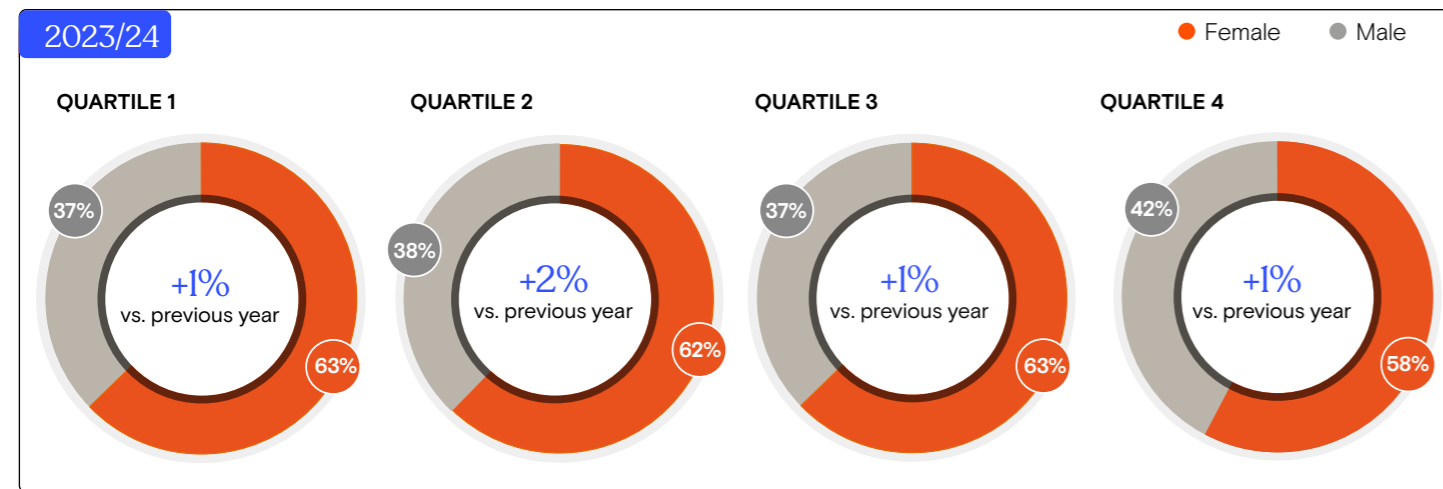
with the overall % of females employed at CCCU over time. The gap has reduced year on year from 12% in 2021/22, to 7% in 2022/23 and 4% in 2023/24.

Looking at the two most recent years of data, the clearest indicator is that the % of females paid in the highest quartile of staff is improving but is still 4% below the overall % of women employed at CCCU. Employment of women in other quartile pay bands is much closer to representative.

Pay quartiles for female and male staff

Q1 (lower quartile) Q2 (Lower middle quartile)
Q3 (Upper middle quartile) Q4 (Upper quartile)

*Statistically significant at 95% confidence



Ethnicity pay gap 2022/23 and 2023/24

Mean ethnicity pay gap

To provide a single ethnicity pay gap measure, data from Asian or Asian British, Black or Black British, Mixed and Other Ethnic Groups have been amalgamated into a Global Majority category to compare with the figure for White staff. However, the University recognises that the experiences of people within different ethnicity groups should not be aggregated, and a gap figure has been calculated for each recorded ethnicity category.

The mean hourly pay for Asian or Asian British staff, which has been lower than White staff since 2020/21 is now almost equal in 2023/24.

The mean hourly pay for Black or Black British and Other Ethnic Groups, have been higher than White staff but their respective gaps have reduced (to +10% for Black or Black British and to <1% for Other Ethnic Groups).

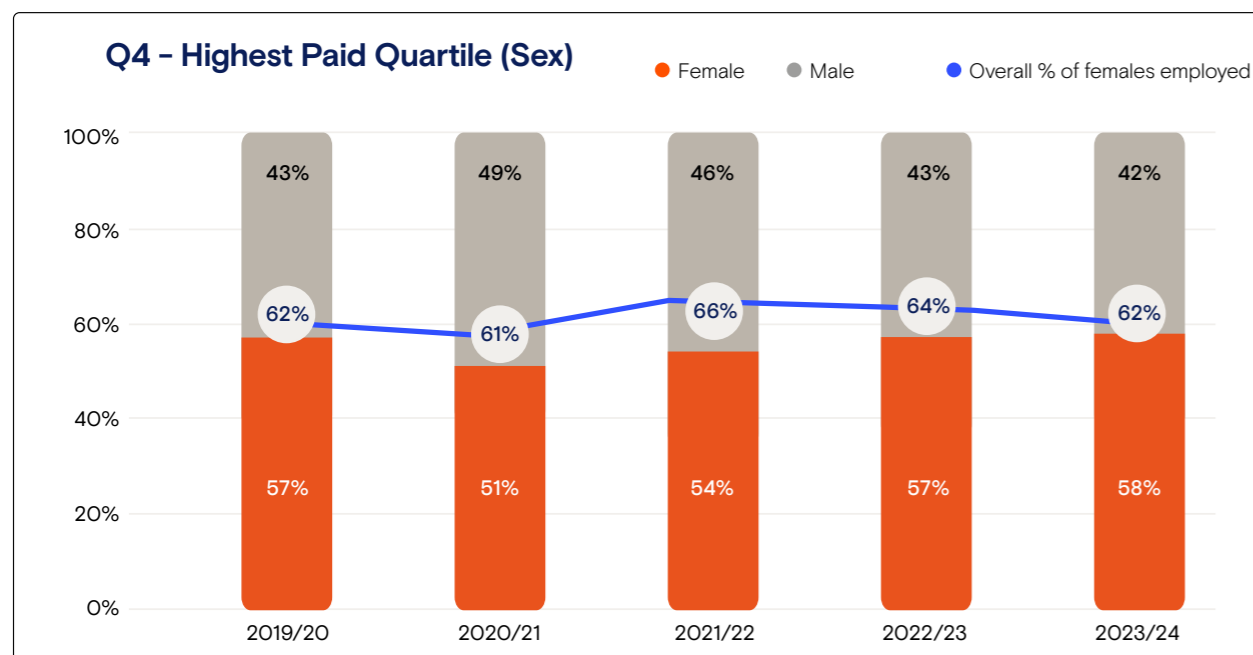
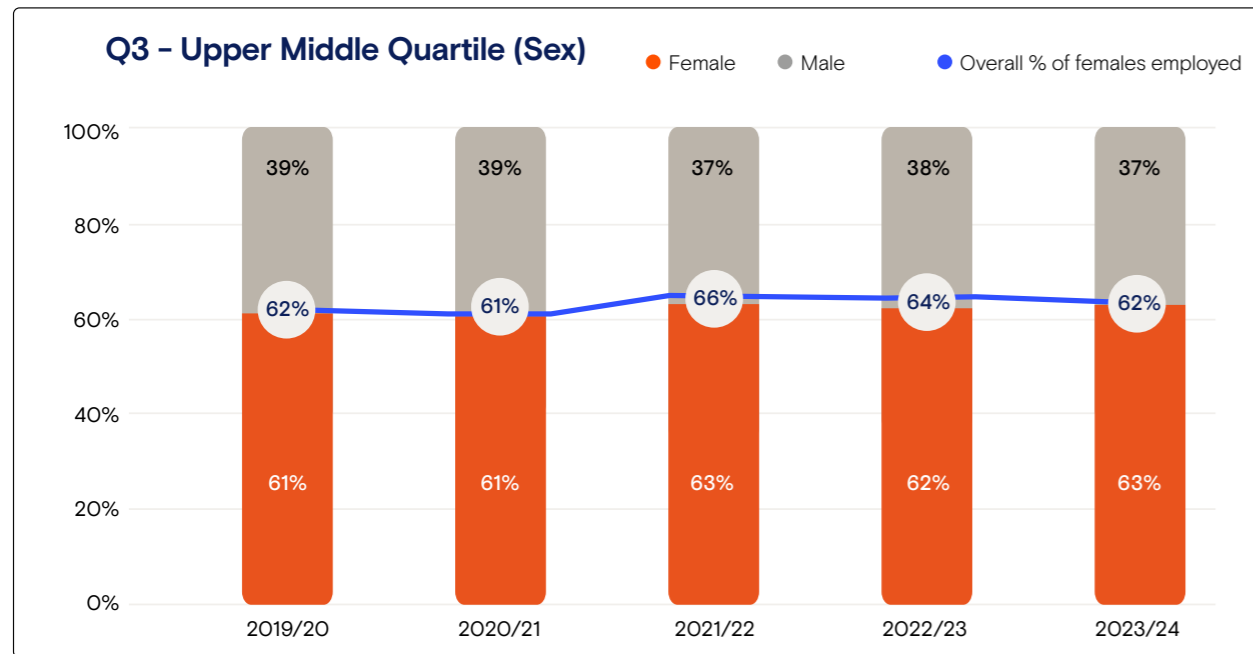
The mean hourly pay for Mixed ethnicity staff has been higher than White staff since 2019/20, at fluctuating levels. Following a fall to +3% in 22/23, the gap has increased to 6% in 2023/24.

There has been a year-on-year increase in staff Not Stating their ethnicity, which represents 9% of staff in 2023/24. A disclosure campaign, launched at CCCBeU Equity and Inclusion Conference in April 2024 will continue to seek to ask colleagues to check and update their records, to help inform the evidence-base for decision-making. As the size of the Not Stated group has grown, so has the Gap, which is -8% below White staff in 2023/24.

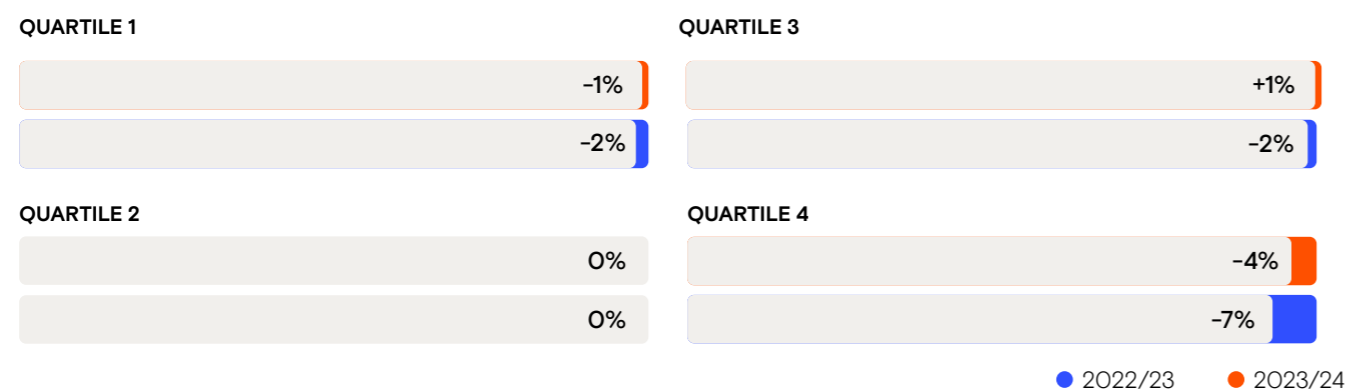
Comparison with the latest sector data available is favourable for CCCU.

CCCU ETHNICITY PAY GAP (MEAN)	SECTOR ETHNICITY PAY GAP (MEAN)*	PERFORMANCE AGAINST SECTOR
4.16%	0.90%	3.26%

*AdvanceHE Staff Statistical Report 2023, analysing data from HESA staff records 2021/22, All staff, UK. (Table 3.30).

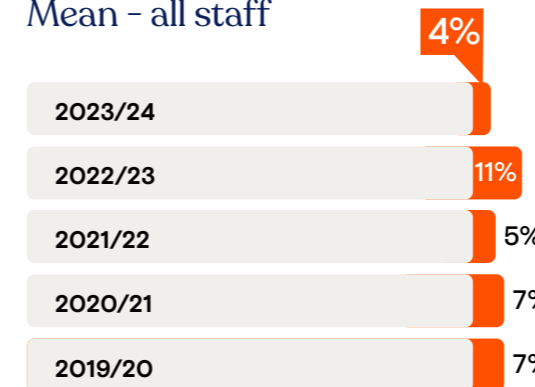


% Distribution gap for females in each quartile vs overall population



Average ethnicity pay gap

Mean - all staff



YEAR	ASIAN/ASIAN BRITISH	BLACK/BLACK BRITISH	MIXED	NOT STATED	OTHER ETHNIC GROUPS
2023/24	0%	10%	6%	-8%	0%
2022/23	-5%	30%	3%	-2%	16%
2021/22	-3%	1%	8%	-4%	15%
2020/21	-4%	12%	4%	6%	15%
2019/20	4%	7%	3%	11%	15%

YEAR	WHITE	CCCU MEAN AVERAGE	ASIAN/ASIAN BRITISH	BLACK/BLACK BRITISH	MIXED	OTHER ETHNIC GROUP	NOT STATED
2023/24	£25.58	£25.54	£25.54	£28.19	£27.18	£25.67	£23.41
2022/23	£25.99	£26.24	£24.63	£33.78	£26.75	£30.26	£25.42
2021/22	£21.01	£21.11	£20.31	£21.26	£22.74	£24.08	£20.13
2020/21	£22.47	£22.69	£21.46	£25.26	£23.35	£25.80	£23.87
2019/20	£22.57	£22.84	£23.57	£24.07	£23.26	£25.85	£24.95

● Ethnic minority difference vs white

Median ethnicity pay gap

The median ethnicity pay gap analysis reflects similarities with the mean.

The hourly rates of a middle-paid Asian or Asian British member of staff, and staff who have not stated their ethnicity are slightly lower than a middle-paid White member of staff at 2% and < -1% respectively.

The hourly rate of middle-paid members of staff from Black or Black British, Mixed and Other Ethnic groups are higher than middle-paid White member of staff, albeit the gap has reduced in 2023/24 compared to 2022/23.

CCCU ETHNICITY PAY GAP (MEDIAN)	SECTOR ETHNICITY PAY GAP (MEDIAN)*	PERFORMANCE AGAINST SECTOR
9.00%	0.10%	8.90%

Ethnicity pay distribution analysis (quartiles)

The pay quartile reporting figure helps to illustrate the proportion of staff in each ethnicity category who are in each pay quartile.

To provide a clearer insight into pay distribution, charts have been provided for each ethnicity category. A red line charts the % of staff in the workforce from each ethnicity category to help identify representative distribution.

*AdvanceHE Staff Statistical Report 2023, analysing data from HESA staff records 2021/22, All staff, UK. (Table 3.30).

Average ethnicity pay gap

Median - all staff



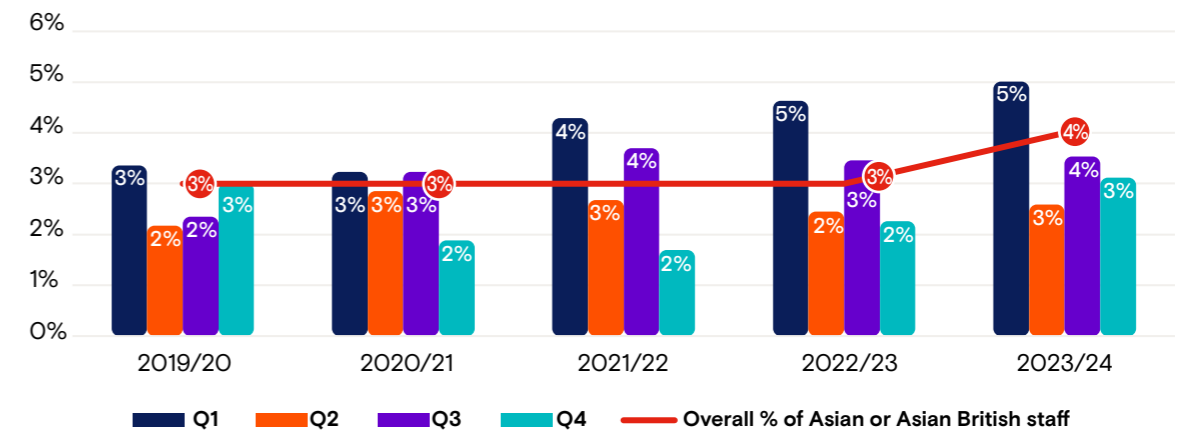
YEAR	ASIAN/ASIAN BRITISH	BLACK/BLACK BRITISH	MIXED	NOT STATED	OTHER ETHNIC GROUPS
2023/24	-2%	15%	12%	0%	10%
2022/23	-3%	19%	14%	-3%	15%
2021/22	-4%	4%	23%	-3%	25%
2020/21	-3%	22%	22%	-11%	32%
2019/20	3%	11%	19%	13%	11%

YEAR	WHITE	ASIAN/ASIAN BRITISH	BLACK/BLACK BRITISH	MIXED	OTHER ETHNIC GROUP	NOT STATED
2023/24	£20.45	£20.09	£23.61	£22.93	£22.54	£20.38
2022/23	£20.45	£19.88	£24.43	£23.35	£23.54	£19.83
2021/22	£18.30	£17.51	£19.03	£22.50	£22.84	£17.77
2020/21	£18.63	£18.03	£22.82	£22.82	£24.56	£20.63
2019/20	£19.12	£16.69	£21.20	£22.82	£21.20	£21.51

● Ethnic minority difference vs white

*Statistically significant at 95% confidence. Charts not to scale

Asian or Asian British staff pay quartile distribution



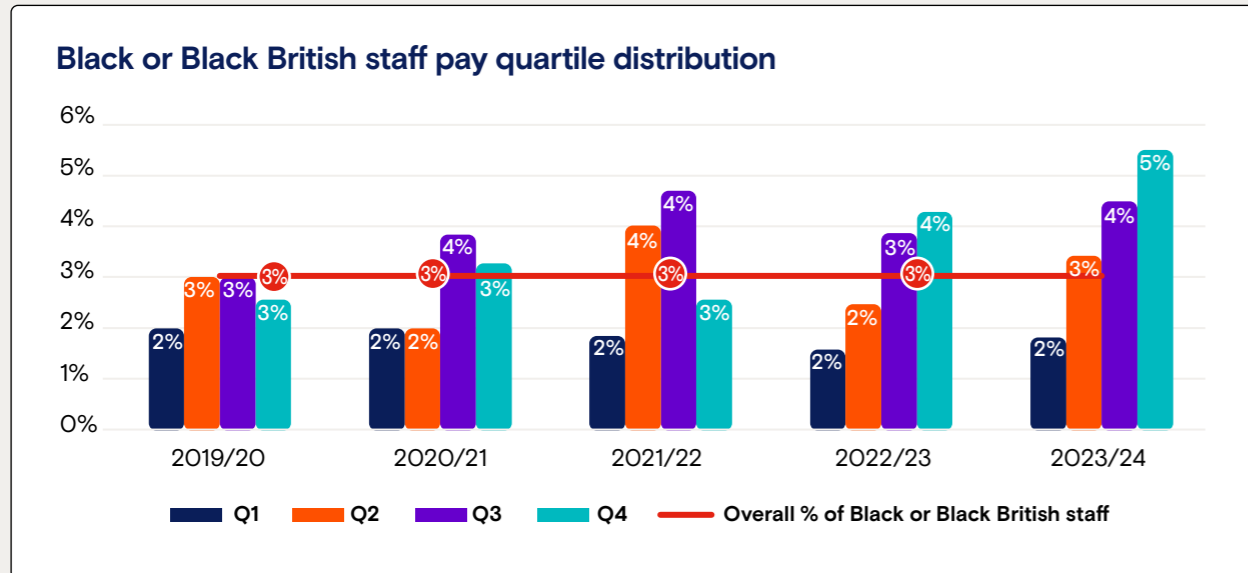
Quartile distribution gap compared to overall % of staff:

ASIAN OR ASIAN BRITISH	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	0%	0%	1%	2%	1%
Q2	-1%	0%	0%	-1%	-1%
Q3	-1%	0%	1%	0%	0%
Q4	0%	-1%	-1%	-1%	-1%

The chart and table above show that there are more Asian or Asian British staff in the lower pay quartile, and fewer in the upper pay quartile, when compared to the % of Asian or Asian British staff at CCCU.

Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

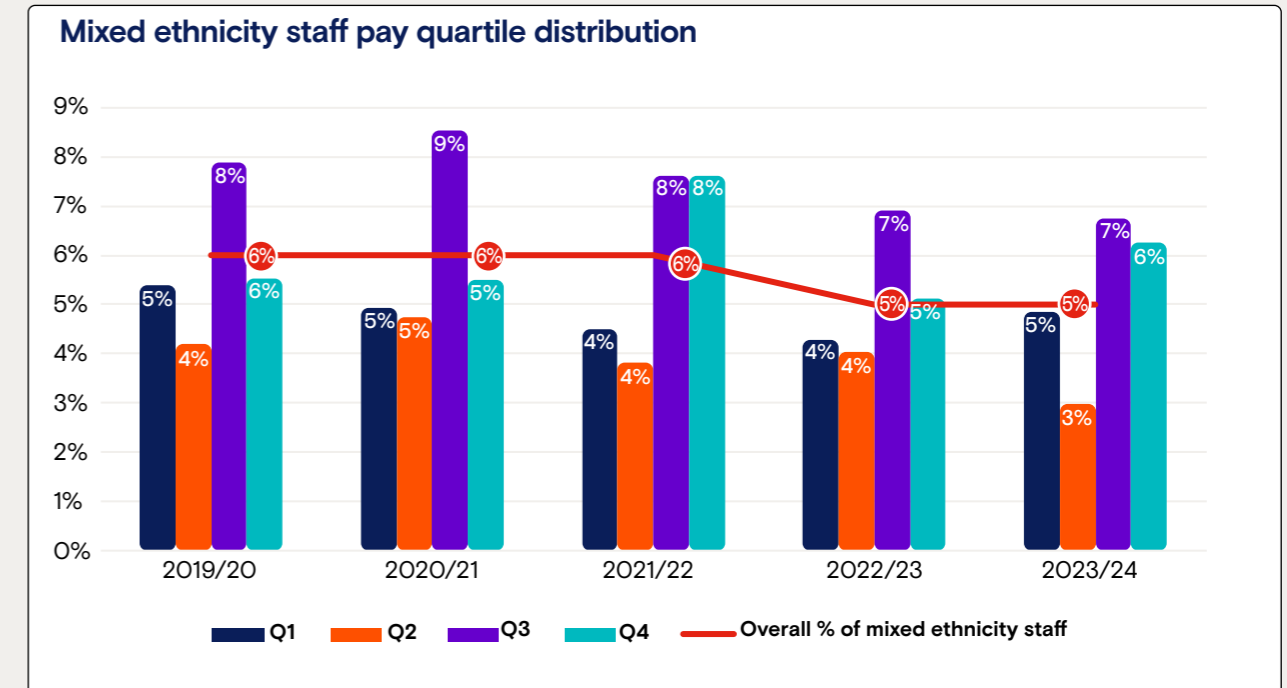
Ethnicity pay distribution analysis (quartiles)



Quartile distribution gap compared to overall % of staff:

BLACK OR BLACK BRITISH	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	-1%	-1%	-1%	-1%	-1%
Q2	0%	-1%	1%	-1%	0%
Q3	0%	1%	1%	0%	1%
Q4	0%	0%	0%	1%	2%

Black or Black British staff have a slightly higher distribution in the upper middle and upper pay quartiles.



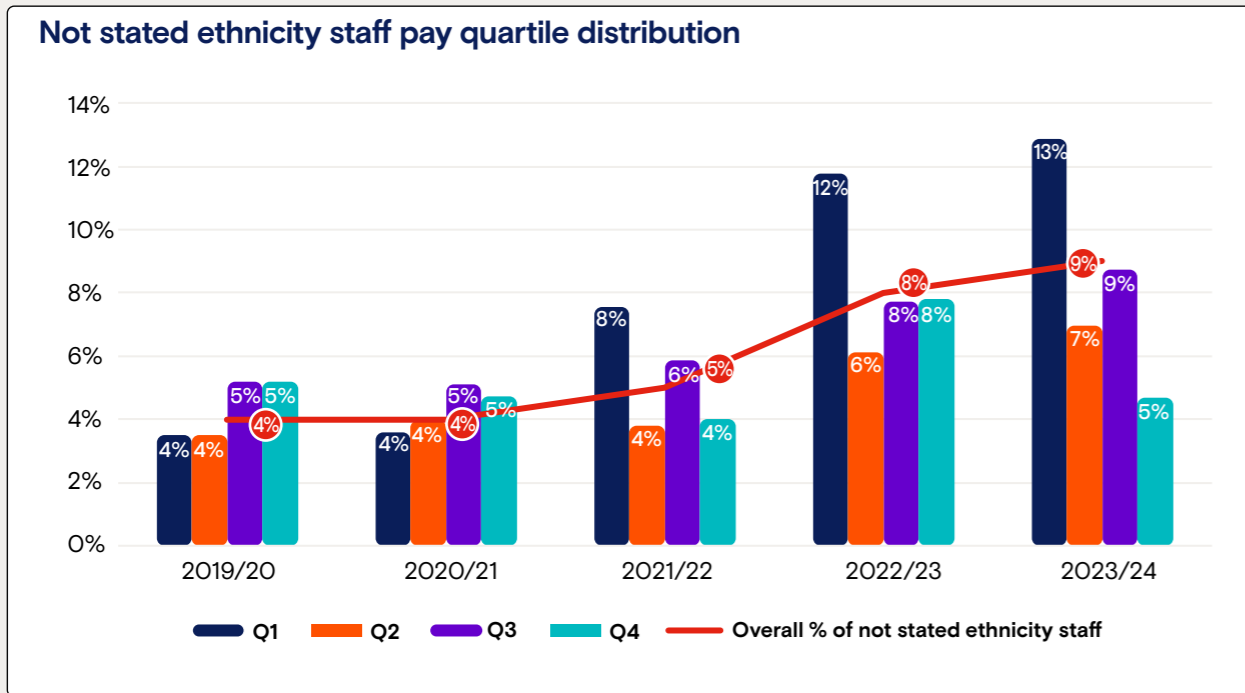
Quartile distribution gap compared to overall % of staff:

MIXED ETHNICITY	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	-1%	-1%	-2%	-1%	0%
Q2	-2%	-1%	-2%	-1%	-2%
Q3	2%	3%	2%	2%	2%
Q4	0%	-1%	2%	0%	1%

Mixed ethnicity staff have a slightly higher distribution in the upper middle and upper quartiles.

Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

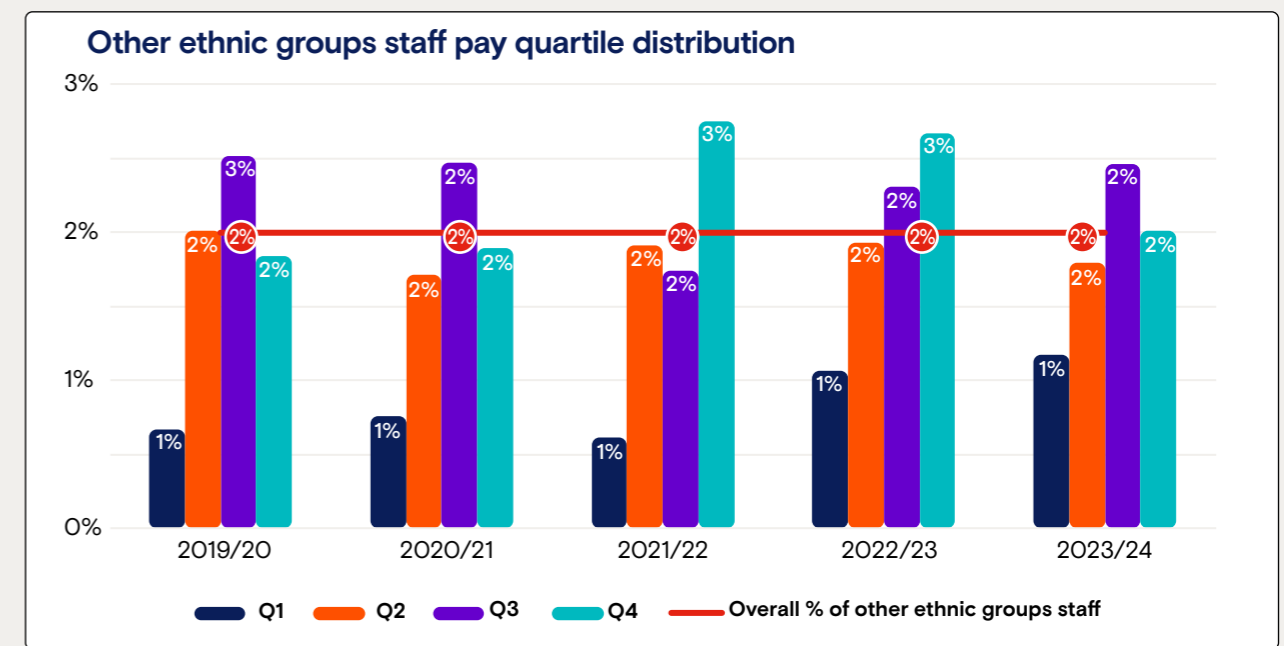
Ethnicity pay distribution analysis (quartiles)



Quartile distribution gap compared to overall % of staff:

NOT STATED ETHNICITY	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	0%	0%	3%	4%	4%
Q2	0%	0%	-1%	-2%	-2%
Q3	1%	1%	1%	0%	0%
Q4	1%	1%	-1%	0%	-4%

Staff who have not stated their ethnicity are more likely to be in the lower pay quartile and, in the most recent year are less likely to be in the upper pay quartile.



Quartile distribution gap compared to overall % of staff:

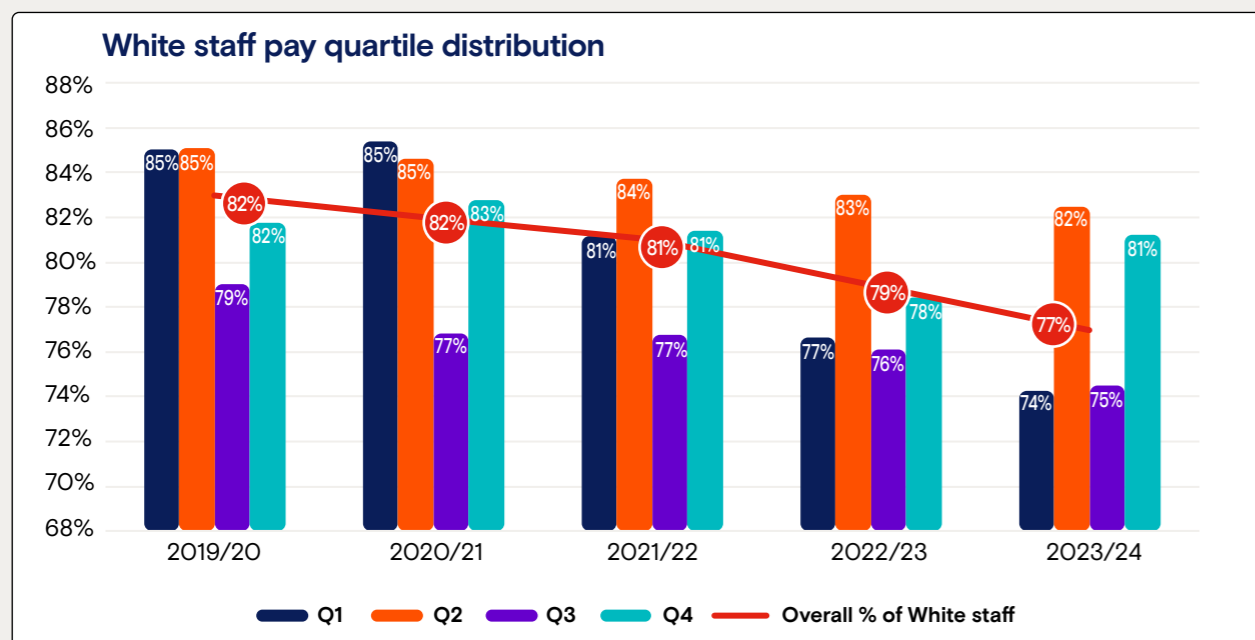
OTHER ETHNIC GROUPS	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	-1%	-1%	-1%	-1%	-1%
Q2	0%	0%	0%	0%	0%
Q3	1%	0%	0%	0%	0%
Q4	0%	0%	1%	1%	0%

Staff from other ethnic groups are slightly less likely to be distributed in the lower pay quartile.

Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

Disability pay gap 2022/23 and 2023/24

Ethnicity pay distribution analysis (quartiles)



Quartile distribution gap compared to overall % of staff:

WHITE	2019/20	2020/21	2021/22	2022/23	2023/24
Q1	2%	3%	0%	-2%	-3%
Q2	2%	3%	3%	4%	5%
Q3	-4%	-5%	-4%	-3%	-2%
Q4	-1%	1%	0%	-1%	4%

White staff are distributed in higher frequency across the lower middle and upper pay quartiles, respective to the overall % of White staff within the institution. They are least represented within the lowest quartile in 2023/24.

Mean disability pay gap

The mean disability pay gap has been stable but has slightly increased from 8.71% in 2022/23 to 9.03% in 2023/24. This sits between sector figures of 6.8% for females and 12.7% for males with declared disabilities*.

Disability is used as intersectional lens in the latest AdvanceHE sector data, and therefore it is not possible to provide an overall comparison with all sector staff.

Median disability pay gap

The median disability pay gap has fallen significantly since 2021/21, to 5.42% in 2022/23 and further to 2.91% in 2023/24. This is below sector figures of 6.4% for females and 10.5% for males with declared disabilities*.

Average disability pay gap (mean)			Average disability pay gap (median)		
Mean - all staff		9.03%	Median - all staff		2.91%
2023/24			2023/24		
2022/23	8.71%		2022/23	5.42%	
2021/22	8.76%		2021/22	13.39%	
2020/21	11.89%		2020/21	0%	
2019/20	12.06%		2019/20	5.71%	
YEAR	DISABILITY DECLARED	NO DISABILITY DECLARED	YEAR	DISABILITY DECLARED	NO DISABILITY DECLARED
2023/24	£23.51	£25.85	2023/24	£20.38	£20.99
2022/23	£24.22	£26.53	2022/23	£19.89	£21.03
2021/22	£23.09	£25.31	2021/22	£18.91	£21.83
2020/21	£20.27	£23.01	2020/21	£18.63	£18.63
2019/20	£20.64	£23.13	2019/20	£18.63	£19.69

*AdvanceHE Staff Statistical Report 2023, analysing data from HESA staff records 2021/22, All staff, UK. (Table 5.12).

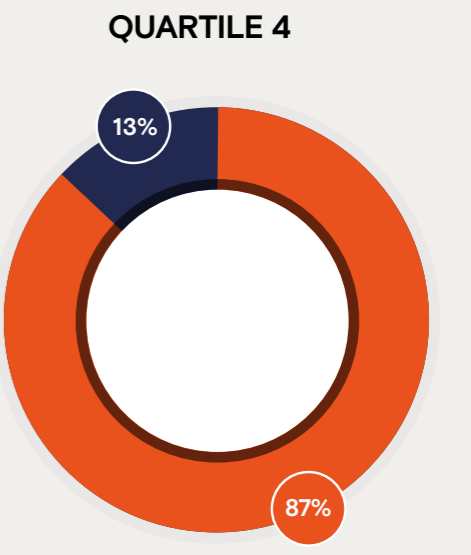
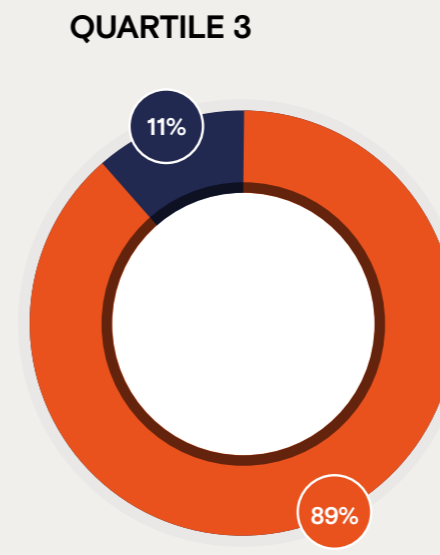
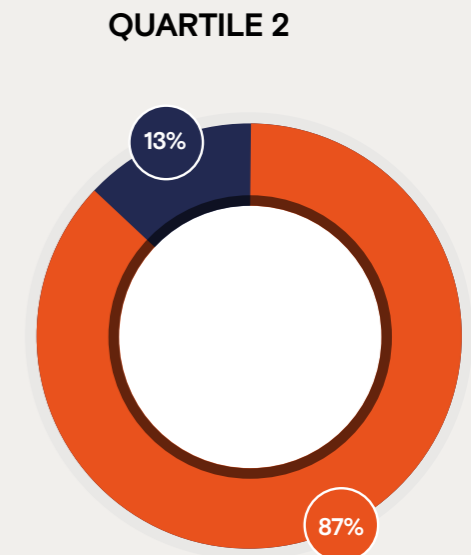
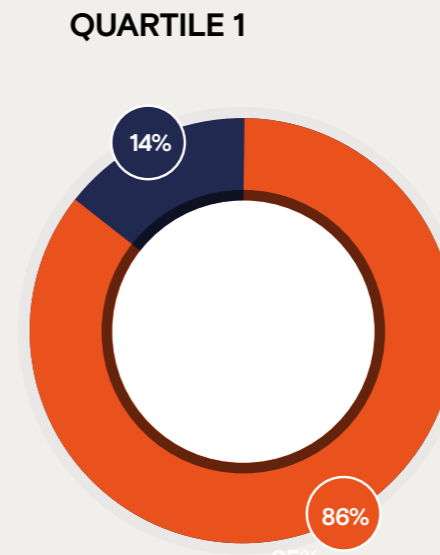
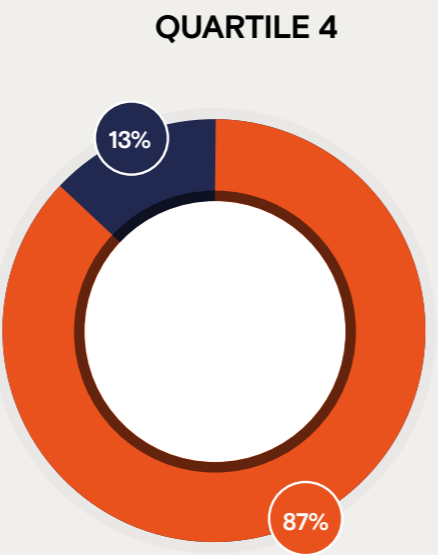
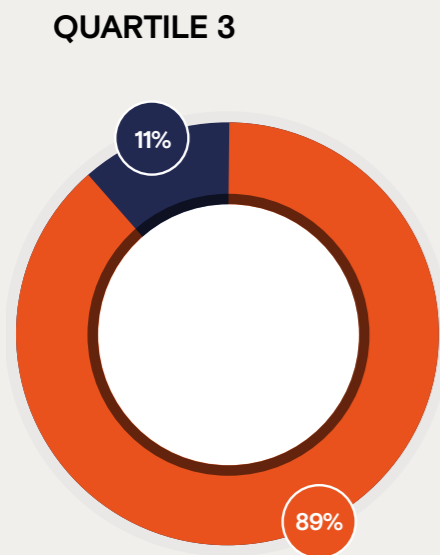
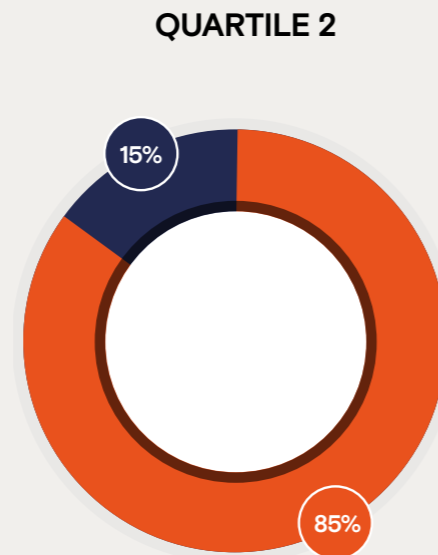
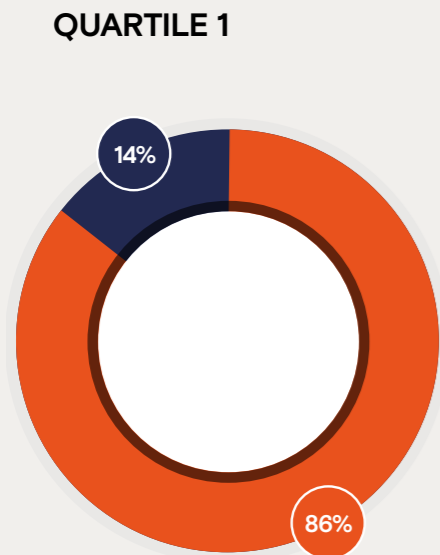
Disability pay distribution analysis (quartiles)

The pay quartile reporting figure helps to illustrate the proportion of staff with declared disabilities who are in each pay quartile. The distribution of staff with declared disabilities across the hourly pay quartiles is closely matched to the overall % of staff with declared disabilities within the organisation.

The pay quartile reporting figure helps to illustrate the proportion of staff with declared disabilities who are in each pay quartile. It is calculated by ranking the hourly pay for all staff from highest to lowest and then dividing into quarters. The number of people in each category is divided into the total number of people in each quartile and multiplied by 100 to provide a %.

2023/24

2022/23

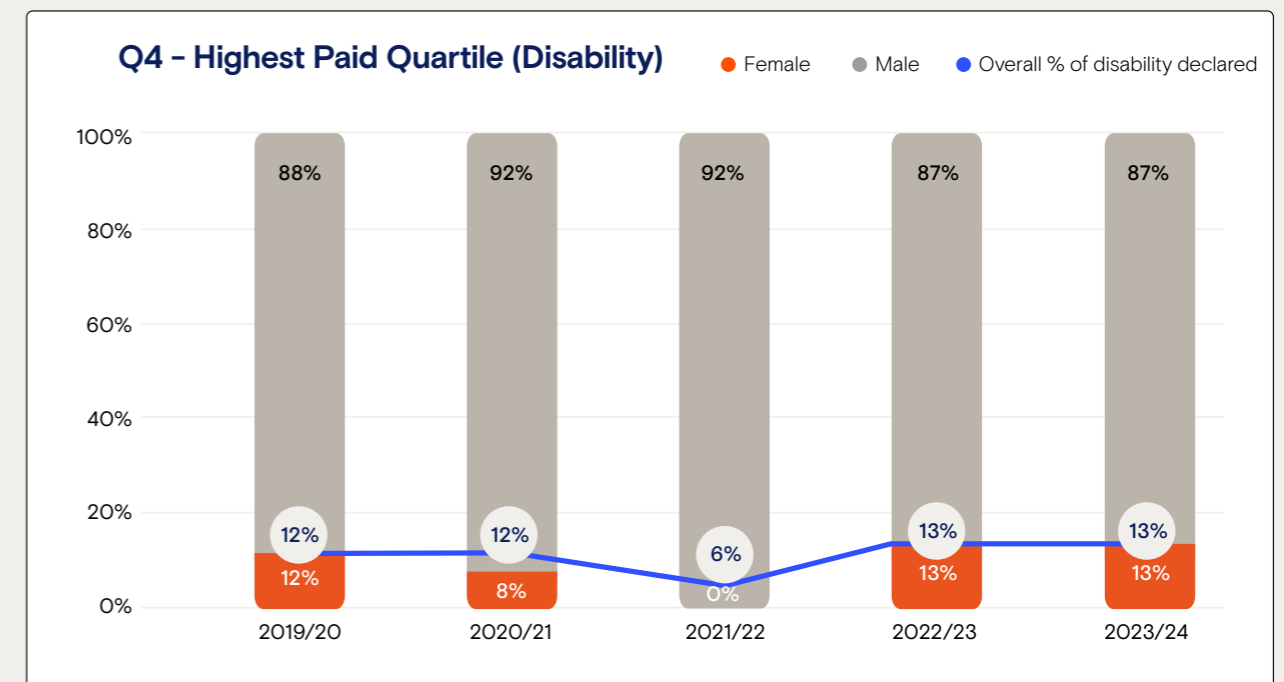
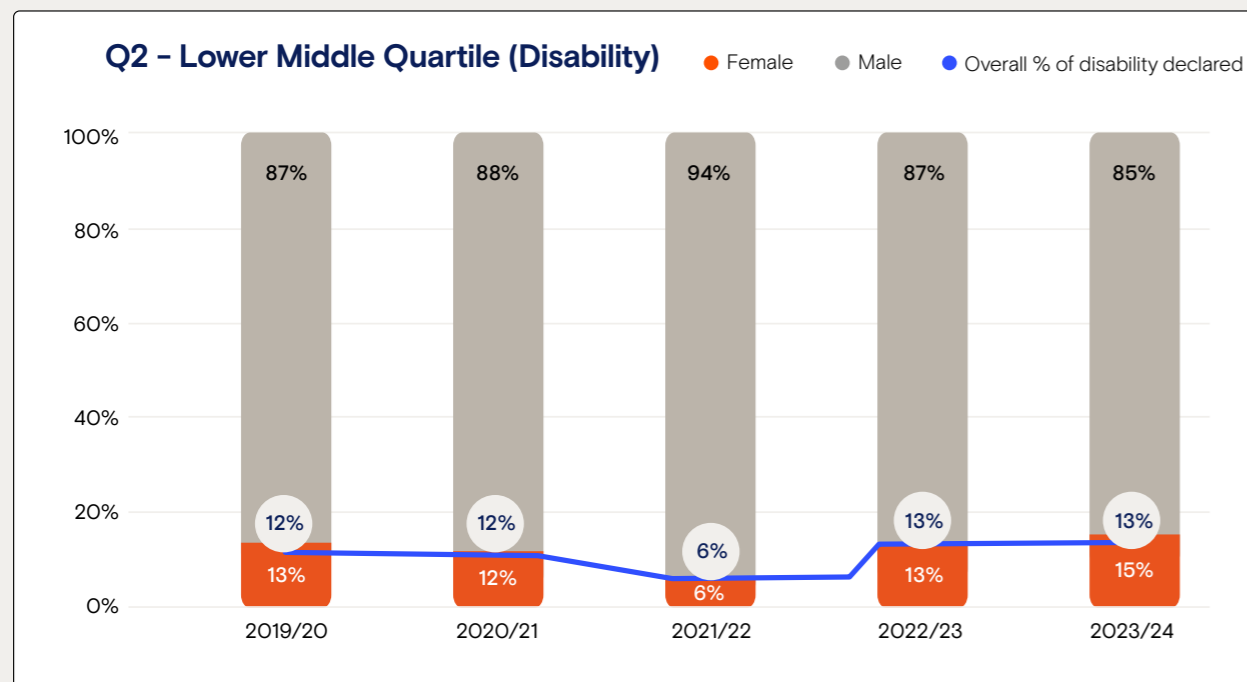
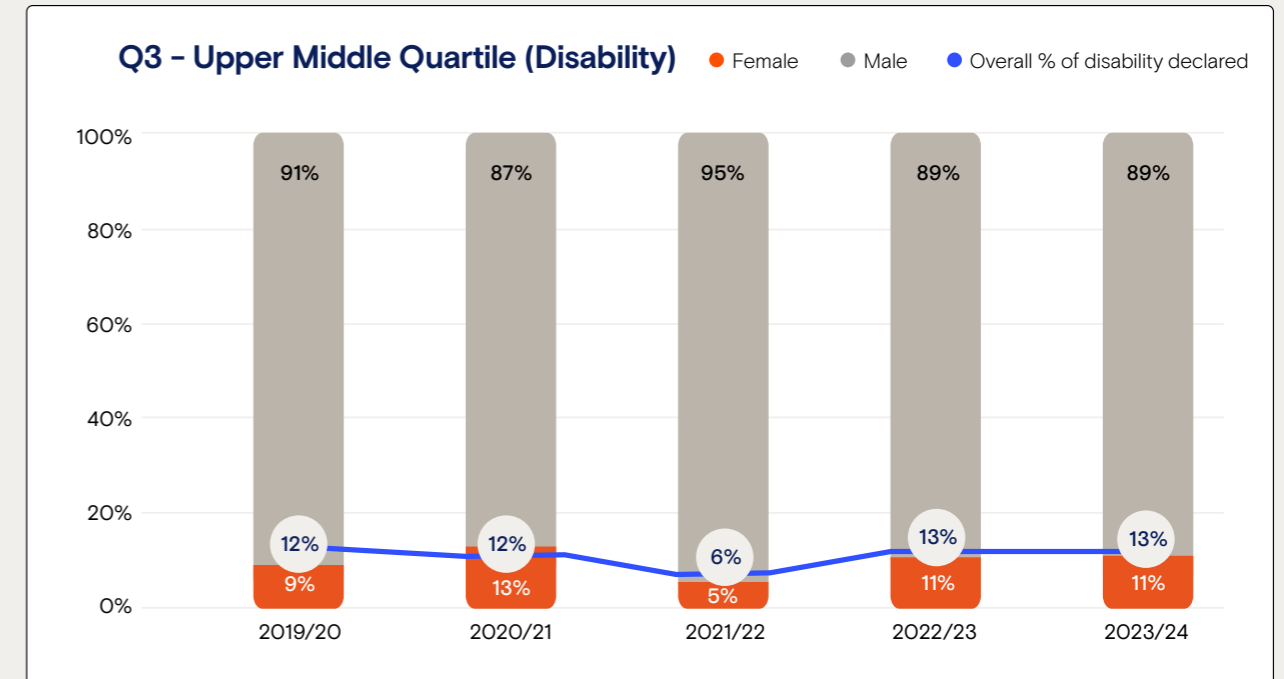
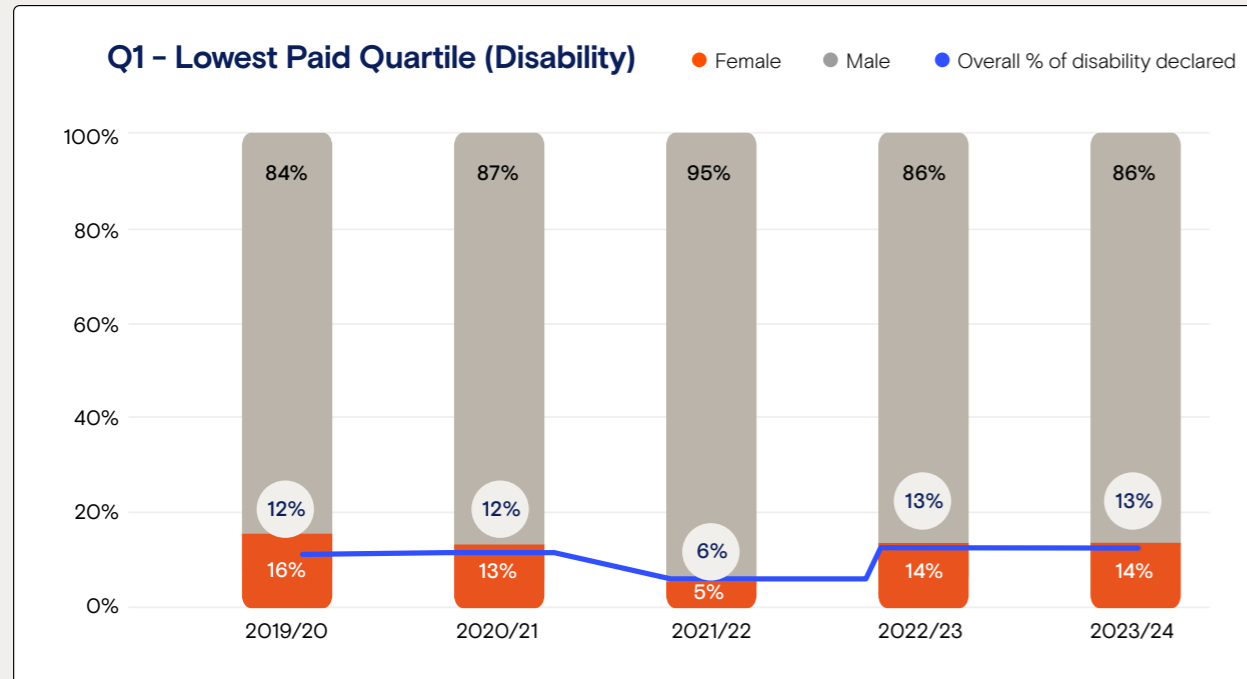


KEY
● Disability declared
● No disability declared

Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

Disability pay distribution analysis (quartiles)

The distribution of staff with declared disabilities across the hourly pay quartiles is closely matched to the overall % of staff with declared disabilities within the organisation.



Q1 (lower quartile) Q2 (Lower middle quartile) Q3 (Upper middle quartile) Q4 (Upper quartile)

Appendix I

population sizes

Sex pay gap analysis

ACADEMIC YEAR	MALE	FEMALE	TOTAL	ACADEMIC YEAR	MALE	FEMALE	TOTAL
2023/24	842	1356	2198	2023/24	38%	62%	100%
2022/23	867	1359	2226	2022/23	39%	61%	100%
2021/22	771	1174	1945	2021/22	40%	60%	100%
2020/21	831	1278	2109	2020/21	39%	61%	100%
2019/20	911	1473	2384	2019/20	38%	62%	100%

Ethnicity pay gap analysis

ACADEMIC YEAR	ASIAN OR ASIAN BRITISH	BLACK OR BLACK BRITISH	MIXED	NOT STATED	OTHER ETHNIC GROUPS	WHITE	TOTAL
2019/20	65	64	137	104	42	1972	2384
2020/21	59	59	125	92	36	1739	2110
2021/22	60	62	113	103	34	1573	1945
2022/23	72	62	114	186	44	1748	2226
2023/24	80	69	113	208	41	1687	2198

ACADEMIC YEAR	ASIAN OR ASIAN BRITISH	BLACK OR BLACK BRITISH	MIXED	NOT STATED	OTHER ETHNIC GROUPS	WHITE	TOTAL
2019/20	3%	3%	6%	4%	2%	83%	100%
2020/21	3%	3%	6%	4%	2%	82%	100%
2021/22	3%	3%	6%	5%	2%	81%	100%
2022/23	3%	3%	5%	8%	2%	79%	100%
2023/24	4%	3%	5%	9%	2%	77%	100%

Disability pay gap analysis

ACADEMIC YEAR	DISABILITY DECLARED	NO DISABILITY DECLARED	NOT KNOWN	TOTAL
2019/20	282	2102	0	2384
2020/21	245	1864	0	2109
2021/22	117	1085	743	1945
2022/23	281	1945	0	2226
2023/24	291	1907	0	2198

ACADEMIC YEAR	DISABILITY DECLARED	NO DISABILITY DECLARED	NOT KNOWN	TOTAL
2019/20	12%	88%	0%	100%
2020/21	12%	88%	0%	100%
2021/22	6%	56%	38%	100%
2022/23	13%	87%	0%	100%
2023/24	13%	87%	0%	100%



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