



## **South East Technological University**

### **Gender Pay Gap report 2023**

#### **1. Background to Gender Pay Gap Report**

The Gender Pay Gap Information Act 2021 came into effect in July 2021. The key requirements of the legislation are:

- Provision of data
- Reasons for any gaps identified in pay between men and women
- Actions that will be taken by organisations to address the gaps

Initially employers with in excess of 250 employees are required to publish this information for 2022. It is important to note that a gender pay gap is not necessarily an indication of pay discrimination but could relate to the unequal representation of women across the organisation or across certain grades of an organisation. In mid-May 2022 further regulations were published providing information in relation to the calculations and further requirements of the legislation.

## Detailed Requirements

The gender pay gap is a measure of the difference between men's and women's average earnings across the University. The figures to be reported are as follows:

- the mean and median gap in hourly pay between men and women
- the mean and median gap in bonus pay between men and women
- the mean and median gap in hourly pay of part-time male and female employees
- the mean and median gap in hourly pay of temporary male and female workers
- the percentage of men and of women who received bonus pay and benefits-in-kind
- the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

## Quartiles

The % of male employees and the % of female employees in

- the lower remuneration quartile pay band
- the lower middle remuneration quartile pay band
- the upper middle remuneration quartile pay band
- the upper remuneration quartile pay band

## The Mean Pay Gap

The mean hourly wage for women is calculated by adding all rates of pay for female employees together and dividing by the total number of female employees in an organisation. The same is then done for all male employees in the organisation. The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage.

The mean includes all of the lowest and highest rates of pay, and therefore can reflect the impact of a higher proportion of women working in lower paid roles, and a higher proportion of men in higher paid roles.

## The Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

### Timelines

Employers are required to produce their gender pay gap information within 6 months of their 'snapshot date'. The snapshot date must be a date in June. The snapshot date for South East Technological University (SETU) is 30<sup>th</sup> June 2023 with calculations based on the employees' remuneration for the 12 month period that precedes the snapshot date. The reporting deadline is 30<sup>th</sup> December 2023. The deadline for publication of the University's gender pay gap information is 6 months after the chosen snapshot date.

## 2. Gender Pay Gap Report 2023

### What Employees are included in the Report

*An "employee", for the purposes of these reporting obligations, is defined in section 2 of the Employment Equality Act 1998 and means a person who has entered into or works under (or, where the employment has ceased, entered into or worked under) a contract of employment and, where the context admits, includes a member or former member of a regulatory body.*

The type of contract workers are engaged on will determine whether they are 'employees' and if you must include them in your organisation's headcount and gender pay gap calculations. The Workplace Relations Commission's case law may be consulted for guidance.

All workers who are employees of the University on our snapshot date must be included in our headcount, and in our gender pay gap calculations. This includes employees who were new recruits on the snapshot date. Employees who left prior to the snapshot date are excluded from the Report.

### **3. Total Workforce Breakdown**

On the 30<sup>th</sup> June 2023, 2082 **(2022 comparative figure:1905)** staff employed in the University are included in the Report. Of those employed there were 952 males (45.7%) and 1129 (54.3%) females **(2022 comparative figures: 882 men who made up 46.3% of the staff population and 1023 women who made up 53.7% of the population)**. Before commenting on the findings of the Report, it should be noted that the University, similar to all other Third Level Institutions in Ireland, has common pay scales for all staff grades regardless of gender.

#### **Mean and median pay gap**

The tables displaying the various Gender Pay Reporting Metrics are as follows:

THIS YEAR DATA		Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
ALL CATEGORIES		12.0%	23.1%	39.71	34.93	41.63	32.02
Mean and Median Hourly Gender Pay Gap % =							
LAST YEAR Results							
ALL EMPLOYEES		11.7%	21.9%	€36.04	€31.84	€36.28	€28.34
Mean and Median Hourly Gender Pay Gap % =							
THIS YEAR DATA		Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
PART TIME		31.2%	72.3%	42.16	29.00	58.55	16.20
Mean and Median Hourly Gender Pay Gap % =							
LAST YEAR DATA							
PART TIME		23.6%	53.8%	€42.88	€32.74	€57.18	€26.43
Mean and Median Hourly Gender Pay Gap % =							
THIS YEAR DATA		Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
TEMP CONTRACTS		1.8%	7.9%	25.10	24.65	23.61	21.75
Mean and Median Hourly Gender Pay Gap % =							
LAST YEAR DATA							
TEMP CONTRACTS		15.6%	24.7%	€25.04	€21.13	€23.77	€17.90
Mean and Median Hourly Gender Pay Gap % =							

The mean pay gap is the difference between the average hourly rate of pay between males and females. The University's mean pay gap is 12.0% (2022 comparative figure: 11.7%).

The median pay gap is the difference between the middle point of average hourly rates (when listed in numerical order) of pay for males compared to the middle point of average hourly rates of pay for females. The University's median pay gap is 23.1% (2022 comparative figure: 21.9%)

It is also worth reviewing the number of staff by gender in each quartile. This year's figures are as follows:

THIS YEARS DATA	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	47%	53%
	B (Upper Middle)	59%	41%
	C (Lower Middle)	40%	60%
	D (Lower)	36%	64%

The comparative figures for 2022 were:

	Quartile	Male	Female	Quartile Ranking System
% of Males & Females in Each Quartile =	A (Upper)	55%	45%	477
	B (Upper Middle)	52%	48%	953
	C (Lower Middle)	43%	57%	1429
	D (Lower)	36%	64%	1905

A welcome trend in these figures is the increase in the percentage of females in A (upper Quartile). The challenge for SETU is to maintain and increase this percentage and also the female staff percentage in B (Upper Middle Quartile).

#### 4. Why we have a gender pay gap

The gaps do not reflect unequal treatment of men and women. That is not what pay gap analysis is about. This difference reflects both:

- the high numbers of females in clerical, administrative and library posts
- the high numbers of males at higher points on the incremental scales at Upper and Upper Middle Quartiles.

SETU has sought to increase the number of females in leadership positions at all levels across the University and this reflected in current management levels.

The University's Executive Management Team presently consists of 52.6% female and 47.4% male **(2022 Comparative figures: 47.6% female and 52.4% male)**. We also seek to ensure that roles at all levels across the University attract a diverse pool of applicants.

The University recognises that many challenges remain and is determined to take action to ensure that our day-to-day practice reflects the quality of our policy commitments.

It is noted that while the overall gender pay gap remains almost the same as last year **(2023: 12% versus 2022: 11.7%)** some key gaps have emerged particularly in the Temporary and part-time means and medians as outlined above.

2022 was the first year that SETU and indeed all eligible organisations reported on gender pay gap. As SETU was designated a University in May 2022, the two legacy institutions – Waterford Institute of Technology and Institute of Technology Carlow compiled their individual reports first and then combined the data into a singular report. Both organisations used some different bases and indeed separate companies to produce the data for the report.

For the 2023 Report SETU we engaged the support of EduCampus to compile the information. A unified approach to the classification of staff and their status (i.e. Full Time, Part-Time and Temporary) was agreed and so we now have and agreed consistent approach to the classification of staff which lead to greater consistency in our reporting from this year onwards.

Readers may have noted the mean gender pay gap for part-time staff has increased from 23.6% in 2022 to 31.2% in 2023. This is due to the classification of invigilators on the Waterford campus being changed from temporary in 2022 to part-time in 2023. Invigilators on the Carlow/Wexford Campuses were classified as part-time in both reporting years to date.

Similarly, the temporary staff gender pay gap has reduced from 15.6% in 2022 to 1.8% in 2023. This reduction is caused by the movement of the Waterford based invigilators from temporary to part-time staff.

We must emphasise strongly that this is only an internal movement of staff/percentages between the temporary and part-time categories but does impact the overall gender pay gap as outlined and discussed above.

## **5. How we're addressing the gender pay gap**

SETU is committed to closing its gender pay gap. Promoting gender equality and EDI more generally is a key strategic priority for the University as demonstrated by a number of initiatives, including:

### **Athena Swan**

South East Technological University (SETU) was formed on 1st May 2022, by the amalgamation of Waterford Institute of Technology (WIT) and Institute of Technology Carlow (ITC). Prior to the formation of SETU, both ITC and WIT had adopted Athena Swan principles and worked to embed them across their Institutions. Both had comprehensive Gender Equality Plans (GEP's) in place within their respective institutions, which were aligned to the Athena Swan Charter along with national policy on gender equality in higher education and were actively implemented.

Both ITC and WIT had applied for Athena Swan Institutional Bronze awards, and ITC had achieved an Athena Swan Expanded Charter Bronze Award in 2019, being the first in the Technological Higher Education Sector to do so. Subsequent to this, in 2022, the Department of Computing, the School of Engineering and the Department of Humanities in the former ITC also received Departmental Athena Swan Bronze Awards, the first Departmental awards in the Technological Higher Education Sector. In 2022, SETU re-affirmed its commitment to the Athena Swan Ireland charter Principles, and applied for, and was awarded an Athena Swan Legacy Logo Award, in recognition of its formal commitment to the Athena Swan Ireland charter principles and plans for action across the university. The University will now begin the process of applying for a full institutional Bronze Athena Swan Award.



## **Gender Equality Action Plan**

Since the adoption of the Athena Swan Charter and the publication of their GEP's in 2018, SETU has worked to implement their respective GEPs and to embed a culture of inclusive gender equality across its campuses through the creation of new structures, offices, committees, the introduction of new policies, training, supports and networks, and data informed reporting and reviews of progress. Both partners to SETU carried out comprehensive reviews of the implementation of their GEPs in 2021, identifying key success, challenges and priorities for future action. Prior to the merger in May 2022, a comprehensive process to ensure that specific actions and initiatives in the legacy action plans would continue to be implemented in SETU was agreed.

This four-phase process was as follows:

Phase 1: (Q 3 & 4 2021) Progress Reports and Reviews of Existing GEP's

Both partners undertook a comprehensive review of their GEPs in Q3 and Q4 of 2021.

The objectives of these reviews were to:

- Identify the key successes and progress made to date
- Identify key challenges and barriers to implementation where they occurred
- Identify key actions for inclusion in the SETU GEP

Phase 2: Identification of Key Priorities and Actions by Cross Campus SETU GEP working group (Q1 2021)

Once the detailed GEP reviews were completed, a cross SETU working group was established to begin work on preparing an initial draft of SETU GEP priorities and actions. Membership was drawn from the Athena Swan SAT/EDI Committees from both partners. After reviewing the WIT & ITC Progress Reports, and the HE Gender Equality policy framework, the working group identified key priorities and actions for the draft SETU GEP. Many of these priorities were based upon the existing Action Plans.

### Phase 3: Consultation (Q2 & 3 2021)

This phase saw cross campus consultation on the draft GEP, in the form of Open Discussion Forums for all university staff, along with further consultation with the EDI Committee and Athena Swan SAT, Staff and Student Unions and the Executive Management Team.

### Phase 4: Adoption of SETU Gender Equality Plan (Q 4 2022)

Following the incorporation of feedback from the consultation phase, the final SETU GEP was prepared. The SETU GEP was approved by executive in November 2022, and implementation is already underway.

### **HRS4R - Human Resource Strategy for Researchers Action Plan 2020-2023**

In 2014, SETU's Waterford Campus became the first (then) University of Technology in Ireland to be awarded the "HR Excellence in Research" designation. Over the last eight years, continuous progress has been made in how we support and develop research staff and in improving the research environment in which researchers work, demonstrating our commitment to the European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers (The Charter and Code). This award reflects the University's commitment to empower and support all Researchers to conduct research at the highest level, and to support Researchers in terms of building, enhancing and sustaining their careers.

In 2021, following an external virtual site visit conducted by EU Assessors, SETU's Waterford Campus became the first (then) Irish Institute of Technology in Ireland to renew the HR Excellence in Research Award at the award renewal stage. As part of our successful renewal, we have committed to a detailed action plan that outlines what we will do to further HR Excellence in Research at our Institution. Our plan describes how we will refine existing practices and adopt new ones that ensure we:

- nurture researchers' careers by providing the right opportunities and support for all researchers at the right times in their careers
- recruit the very best talent from amongst the widest possible candidate pools to continue to improve diversity of our research community

- ensure researchers can flourish and that their efforts are recognised and rewarded via the Research Excellence Awards scheme
- develop research leaders particularly women
- address the gender dimension across course curriculum
- implement an Open Transparent Merit Based Recruitment policy (OTMR)
- launch a 'women in research' network
- address our pipeline challenges by improving our promotions processes.

In particular, SETU's OTM-R policy spans across many of our wider HRS4R actions, emphasising our commitment to equality, diversity and inclusion, well-being, work life balance and flexible working in our job specifications, Job advertisements, embedding these values in our recruitment and selection processes and practices, hence encouraging diversity among applicants and appointees. Reducing the influence of bias is maintained by competency-based shortlisting/assessment criteria. Panels are gender-balanced wherever possible and all interviewers have mandatory training, including interview training licences and unconscious bias. Our research image bank ensures our imagery presents a balance between male/female and wider demographic and protected characteristic groups, to reflect the true diversity of the institution.

The Broaden Your Horizons Researcher Development programme delivers a broad range of transferable skills training to help improve career development pathways for our researchers, in line with National Career Development frameworks for Researchers.

The next phase of HRS4R at SETU will include renewal of SETU's HR Excellence in Research award in April 2025, this accreditation recognises the steps that the University has taken to support research careers including gender equality and the actions we have committed to undertake to address the gaps identified. As part of this process, a SETU HRS4R Action Plan 2024-2027 will be developed with key actions identified to address identified gaps. The development of this action plan will require the establishment of a University wide HRS4R Operational Group and a HRS4R Monitoring Group and broader consultation with all SETU research community members through various consultations including a "Research Reinvigoration" survey, focus groups and open forums.

This action plan will require approval by the University Executive Management Team, chaired by the SETU President and the Governing Authority of SETU to be published on the University website. The HRS4R Operation group oversees implementation of the HRS4R Action Plan whilst the HRS4R Monitoring Group provide advice, council and guidance on the strategic direction of the plan.

Training and Awareness Raising – SETU is committed to support researchers professional development including raising awareness in the area of EDI and Unconscious Bias. SETU’s “Broaden Your Horizons” Researcher Development programme covers a broad range of EDI related topics including gender, the gender dimension of research unconscious bias awareness, OTM-R for the recruitment and retention of research talent, well-being and supporting research to progress their research in challenging times post Covid. Annually there are over 30 bespoke courses offered to members of SETU’s researcher community aimed at enhancing their core transferable skills.

We are committed to ensuring EDI is embedded in how we conduct our research and knowledge exchange activities at SETU. We endeavour to develop and promote a research culture that is more inclusive and equitable contributing to achieving research excellence.

An inclusive research environment can only be achieved through an informed and intentional thinking on how to embed EDI considerations in research design, recruitment, selection and retention, training and development, policy and practice including best practice. Commitments have been made to support women in research and develop women leaders of the future at SETU. In 2021, 13 new Professorships were honoured at the Institution, seven of whom are women. We continue to develop and enhance supports offered to women in research at the University through a combination of courses and events both online and face-to-face delivery. SETU’s Women in Research Network (WIRN) launched on International Women’s Day 2022.

The WIRN for research-active women provides female and female identifying staff from the University the opportunity to connect and collaborate to help us build a more equitable and inclusive research culture at SETU.

To ensure we develop an inclusive and representative network, the Women in Research Network (WIRN) encourages membership from women in our research community from under-represented groups, particularly those with disabilities, from ethnic minorities, and our LGBT+ community. The Odyssey Researcher Mentoring Programme now in its fourth year, enables early career researchers (Mentees) to receive encouragement, support, guidance, specific skills and knowledge from more experienced researchers (Mentors) to enhance the Mentees career and personal growth during their research journey. In 2023, we will cultivate a more supportive network through which women researchers can receive greater access, encouragement, support, advice to the necessary knowledge, skills and resources via dedicated leadership CPD programmes to advance their careers.

South East Technological University is committed to creating an inclusive workplace culture where all staff regardless of their grade, can reach their full potential. The University wishes to advance and support diversity and inclusion for all staff and students because it isn't just the right thing to do. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives for all members of the University and to create better outcomes for our staff, students, and the local community.

Some other initiatives undertaken by the University include:

- The recruitment of a Vice President whose duties include responsibility for the implementation of Equality, Diversity and Inclusion across the University;
- Working with University Trade Union representatives to identify further possible actions to reduce the gender pay gap;
- Ensuring that all University Committees have a gender balance and a diverse membership;
- The introduction of flexible remote working, where possible, for all Professional, Management and Support Staff;
- Made unconscious bias training mandatory for all selection panels and senior leadership teams;
- Promoting wellbeing and balance between life at work and outside work;
- Collating quantitative and qualitative data on gender equality in the University;

## **6. Moving forward we are**

- Commencing a comprehensive review of all staff promotion criteria and processes to ensure that they align with the developing new strategy and reflect the careers of women and people with other protected characteristics;
- Ensuring all of our recruitment campaigns help us to increase the diversity of applicants. We are doing this by carrying out a comprehensive review of our recruitment practices in order to identify ways in which we can attract more diverse candidates and improve their candidate experience;
- Carrying out a repeat gender equality staff survey in 2023 to measure staff perceptions on progress of actions and contribute to progressing Equality, Diversity and Inclusion in the University;