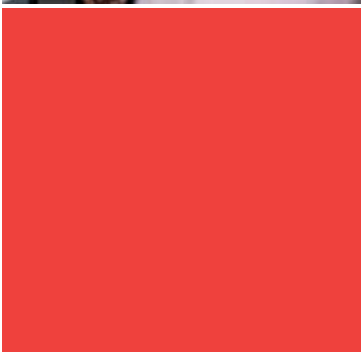


Gender Pay Gap *2017*

This report details our results for 2017
and focus areas to ensure gender equality



Introduction

Sheffield Hallam University is committed to building a great university by providing an outstanding environment in which to work.

Gender Pay Gap legislation, introduced in April 2017, requires all employers with 250 or more employees to publish their gender pay gap of those in scope as at **31 March 2017**. The legislation requires employers to carry out seven calculations that show the difference between the average earnings of men and woman in the University.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in average pay between men and women.

The University is committed to the principle of equal pay for work of equal value for all its employees. We believe that operating a fair, transparent and objective pay system sends a positive message to our employees and stakeholders, and is fundamental to sustaining well-being, success and organisational reputation.



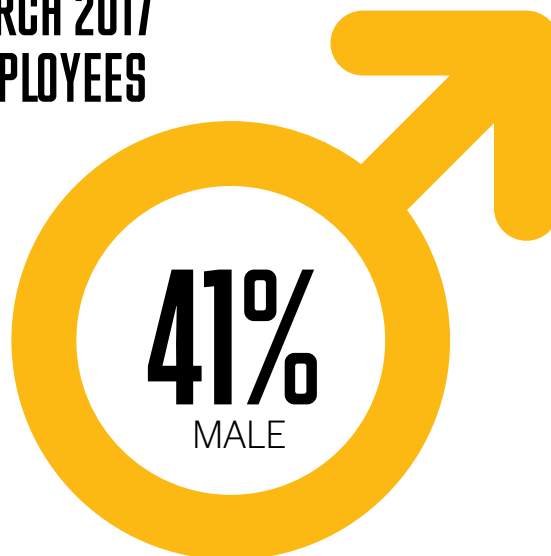
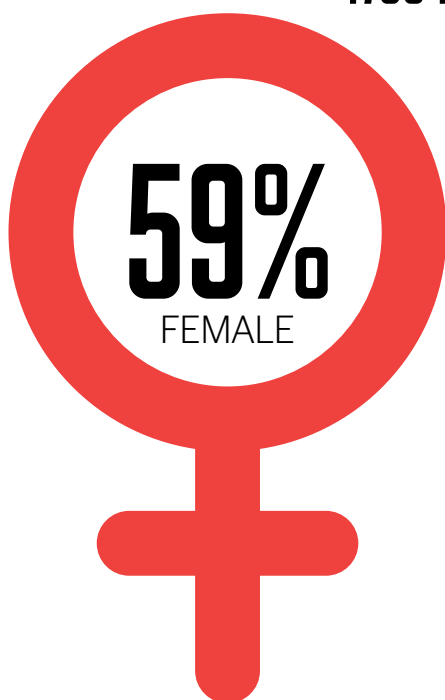
Our Workforce

Every job at the University is evaluated and placed within a grade. Grades vary by levels of responsibility and each grade has a specific pay range. Staff will progress through the grades and pay range as they develop their careers.

A proportion of employees are appointed on a fixed rate salary within casual or training roles.



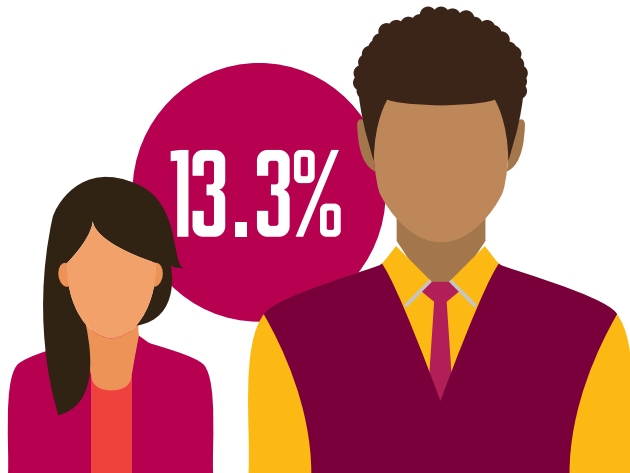
**AT 31 MARCH 2017
4738 EMPLOYEES**



Gender Pay Gap

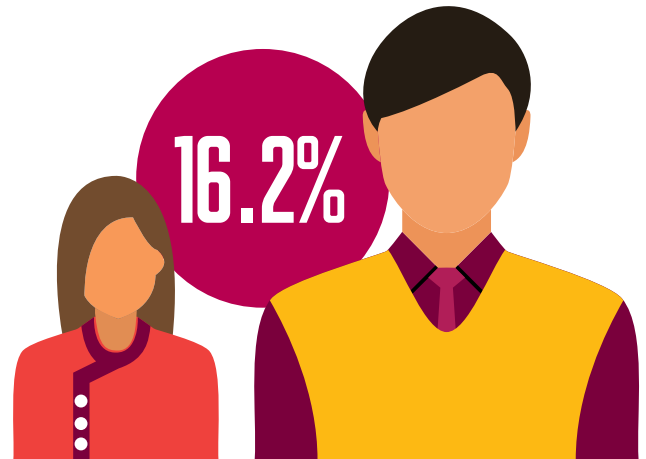
The gender pay gap calculation includes all employees who received their usual rate of pay in March 2017. This could exclude employees on reduced pay or unpaid leave in that month. The percentage figure shows the difference between the average hourly rates of pay that males and females received.

MEAN PAY GAP



The University's mean (average) gender pay gap is 13.3%. This is lower than the Higher Education sector average of 14.1%.

MEDIAN PAY GAP



At 16.2% our median (middle) gender pay gap is higher than the 14.8%* average across the Higher Education sector

**as published by the Office of National Statistics in April 2016*

Bonus Gap

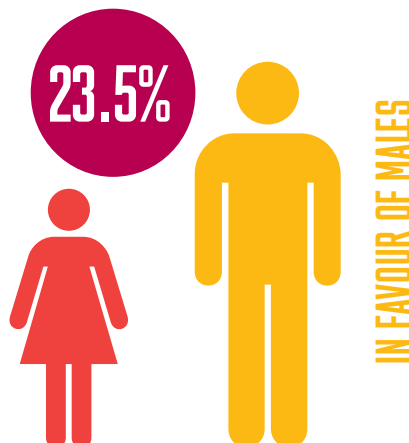
The figures below show the difference between the bonus payments that male and female employees have received within the previous 12 months. This calculation includes all one-off payments made as a result of an individual's performance. It also includes ad-hoc one off payments such as honorariums and royalty payments.

The University operates two key bonus schemes. The pay for all senior staff is performance related. All other employees are eligible to apply for a bonus through an annual process.

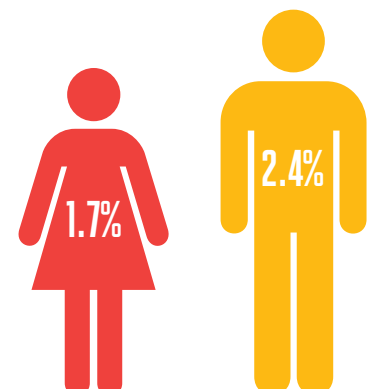
MEAN BONUS GAP



MEDIAN BONUS GAP



PROPORTION OF EMPLOYEES WHO WERE PAID A BONUS



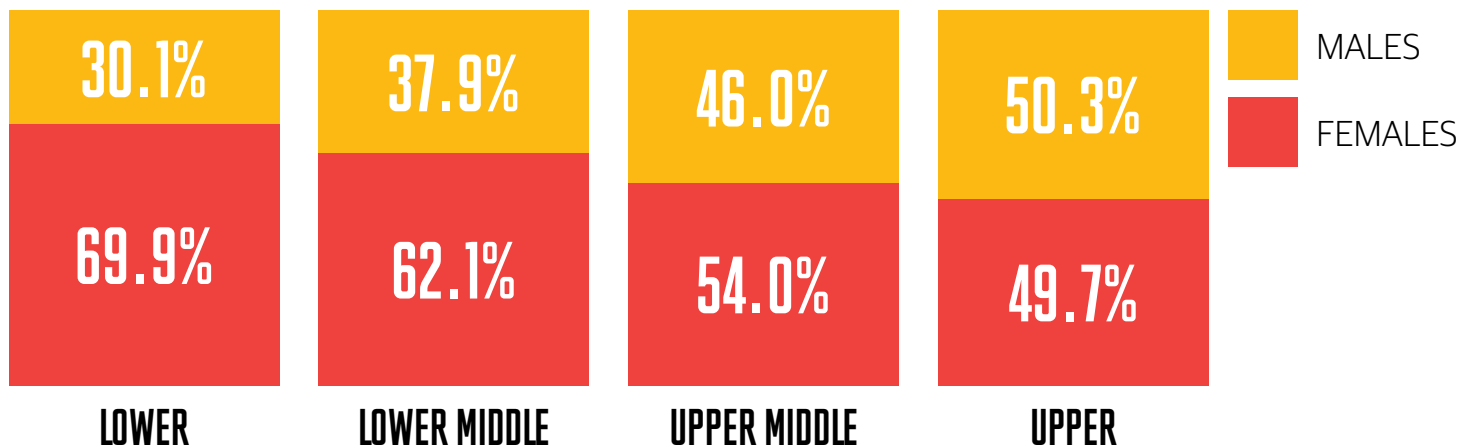
92 female and 86 male employees received a bonus payment within the 12 month reporting period.

Pay Quartiles

The chart below shows the proportion of male and female employees as at 31 March 2017 in four quartile pay bands; lower, lower middle, upper middle and upper.

In order to complete the calculations the University is required to list all employees, along with their gender, in order of lowest hourly rate to highest hourly rate of pay.

The list is then split into four equal sections, known as quartiles, with an equal number of employees in each section.



It is noted that 56% of the University's female employees are within the lower and lower middle quartiles, as opposed to 41% of male colleagues.

Closing the gap

We recognise that gender disparities in terms of representation and achievement for both staff and students still exist and we will continue to work to eradicate these. However equality, diversity and inclusion matter to us, so this is a key issue that the University is seeking to address in the next three years.

We recognise that addressing the gender balance within our workforce requires action to attract, retain and develop female employees. We have recently appointed a gender champion within the University Leadership team who will actively promote gender equality and lead activity designed to raise awareness and improve outcomes for female employees.

We are committed to closing the gender pay gap. To achieve this we will:

- Aim for a workforce with an equal balance of male and female employees at each grade.
- Investigate the barriers to part-time working at a senior level.
- Continue to support women to progress in their careers so that the proportion of women in senior grades increases by offering specific development for them and encouraging female participation in other leadership development programmes.
- Continue to monitor our reward policies and processes annually to ensure that decisions on bonuses and pay are fair, transparent and consistent.
- Review the University's promotion processes to ensure that opportunities to progress are equal.
- Review the University's bonus processes and develop a plan for reducing the bonus gap.
- Deliver mandatory unconscious bias training for managers who are involved in decision making within recruitment and reward processes with effect from 1 April 2018.
- Complete regular Equal Pay Audits to provide analysis and insight into gender pay issues and track our progress.