



Gender pay gap 2023 – explained

Each year we publish information on the pay gap between men and women working at Cranfield. Our figures are based on a data 'snapshot' taken on the same date each year – 31 March. This report covers the period 1 April 2022 to 31 March 2023.

The pay gap is the percentage difference between the average hourly earnings of men and women across the University. This is different to equal pay, which shows us whether there are differences in pay between men and women doing comparable work. Our most recent Equal Pay Review confirmed we continue to pay men and women equally for comparable work and we are due to undertake another equal pay audit in 2024. We also perform Equality Impact Assessments (EIA) for our Annual Pay & Reward Review to assess whether there are any inequalities in the awarding of pay increases and reward.

For the fifth consecutive year, we have reduced our gender pay gap and this year we are reporting our biggest year-on-year reduction in our mean pay gap since we began reporting in 2017.

The pay gap statistics

Pay gap



We are encouraged to see the year-on-year reduction in our gender pay gap continue, with the mean gap falling by 2.3% in 2023, and the median by 1.5%.

This reflects the initiatives that we have actively put in place. Our strategy has seen our mean pay gap reduce by 6.8% since our first gender pay gap report in 2017, and our median by 6.3%.

Narrowing our gender pay gap continues to be a strategic priority, as outlined in our [Equity, Diversity and Inclusion](#) and [People](#) strategies.

Bonus pay gap

Proportion of employees receiving a bonus



This means that 17.9% of women were in receipt of a bonus, compared to 16.1% of men.



There are two types of bonus payments:

Recognition award
This is open to all staff and is based on exceptional performance.

Bonus scheme
The bonus scheme for senior managers is based on the achievement of key targets/key performance indicators which may include areas such as income and business generation.

Difference in bonus payment between men and women



This shows the difference in bonus payments between men and women at the University. The figures indicate that men's bonuses were, on average, higher over the snapshot period (1 April 2022 to 31 March 2023).



We are making progress to close this gap and this year has seen a 20% reduction in the mean difference in bonus payments compared to 2022.

Bonus payments are typically calculated as a percentage of salary, and as women are underrepresented in senior roles at Cranfield, bonuses awarded to women were, on average, lower than those received by male colleagues. This is explained further in the section below when looking at the representation of men and women in our higher pay quartiles.

Other forms of recognition are in place at Cranfield, such as promotion, accelerated salary increments, and moves into a high-performance zone at each salary level. These are not reported in our bonus pay gap figures.

Proportion of men and women in each quartile

The quartiles are calculated by dividing employees into four bands from the lowest hourly rate of pay (Q1) to the highest (Q4). If there is a higher proportion of either gender at the upper or lower quartiles, then this will impact the overall pay gap.

● Proportion of females ● Proportion of males

2023



2022



2021



2020



The composition of staff in the upper and lower pay quartiles reflects strongly in our pay gap. The data shows that women are underrepresented in the upper quartile, however in 2023 the proportion of women in the lowest quartile fell and a corresponding increase has been seen in the proportion of women in the upper pay quartiles. This is as a result of men leaving roles from senior levels, with a corresponding increase in recruitment and promotion of women. This change has had a positive impact in narrowing our pay gap and is explained in more detail through analysing the key factors affecting our pay gap.

Key factors affecting our pay gap

Factors

Workforce distribution

Staff movements during the last 12 months have resulted in an increase in the proportion of women in the upper pay quartiles, and a fall in the proportion in the lowest quartile.

However, there remains a relatively high number of women in our lower/middle salary levels and a lower proportion in our higher levels. Our focus in 2023-2024 continues to be on improving representation of women in more senior roles at Cranfield.

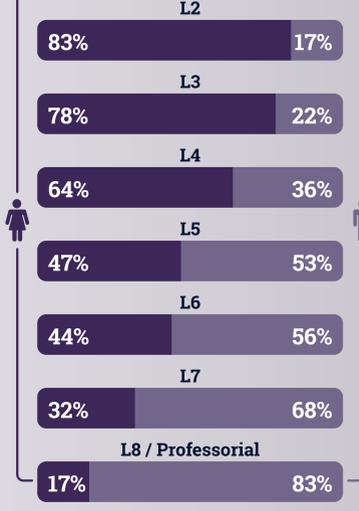
Social and sector factors

Women are underrepresented in some science, technology, and engineering (STEM) areas at Cranfield. This is representative of the HE sector, and as a predominantly science/engineering-based institution, this significantly impacts on our gender pay gap.

Despite these broader issues, our positive trajectory in narrowing our pay gap over successive years is as a result of the actions we have been taking. These actions will continue into the next reporting period.

Female/male distribution by pay scale

Real living wage



28% of our academic staff are female (+1% since last year)

14% of our Professional staff are female (+2% since last year)

Actions to help close the gap

Taking action to continue to improve representation of women in academic roles remains a key strategic priority.

Specific actions to further reduce our pay gap during 2023-2024 are aligned with our EDI and People strategies, and include a focus on intersectionality through the examples below.

- Expanding our outreach activities with local communities, including participation in careers fairs, and ongoing engagement with organisations such as Women Leaders UK.
- Focusing on menopause in the workplace, led by our new Executive Committee for EDI and Wellbeing, by introducing a new policy and guidance for all staff. We will grow our menopause staff network and offer increased support and raise awareness for all staff, including managers and colleagues of people who are experiencing menopause or perimenopause.
- Submitting evidence towards achieving Disability Confident Leader status under the Disability Confidence Scheme, building on our current level 2 status, Disability Confident Employer.
- Preparing a first time application for AdvanceHE's Race Equality Charter, and a resubmission for our Athena Swan Charter by end of 2025, with comprehensive action plans to support our aspirations to become a more diverse and inclusive employer and better understand how we engage with our ethnic minority staff and increase the presence of underrepresented groups at senior level.

Looking ahead

Our long-term, strategic objectives for becoming a more diverse and even more inclusive employer link directly to narrowing our pay gap. Our ambitions and objectives are described in our corporate plan, [Ambition 2027](#).

As an Employer of Choice, our ambition is to be an organisation that people want to work for, with an inclusive culture where everyone can flourish and contribute towards our success. We want colleagues to feel part of a diverse, skilled and ambitious community who are empowered and engaged and we aim to provide a collaborative, supportive and safe working environment, one which prioritises the wellbeing of our colleagues.

Our People Strategy includes a specific aim for continuing to develop our pay and reward offering and this will assist in making further incremental changes in our pay gap and we have ambitious KPIs to deliver a target for a gender pay gap reduction by 2027, reviewed annually.

Our Gender Pay information has been prepared in accordance with our duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the associated ACAS guidance "Managing Gender Pay Reporting".

The data has been extracted from our HR & Payroll database and is based on a snapshot taken on 31 March 2023.

Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2022 to 31 March 2023).