

The Gender Pay Gap Report 2022

(Analysing data from March 2021)

1. Introduction

The current gender pay gap at the University of London has significantly reduced from the previous year, largely due to the female appointments at senior levels in the reporting period and a larger proportion of male staff in the lower paid roles. This continued progress in closing the gap is to be welcomed.

The data shows that female members of staff continue to make up the majority of the University's workforce with the ratio remaining relatively stable at 55%:45% over the last three years. The data shows a shift in the distribution of female staff across the quartiles. In prior years, female staff were overly represented in the lower two quartiles (65:35) and male staff continued to be in the majority in the upper quartile (52:48). This year we can see that male staff dominate the lower quartiles and the number of female staff have increased in the upper quartiles.

2. Workforce head count

There are 1077 relevant employees who will form a part of the bonus pay gap calculations and 1058 full pay relevant employees (FPR) who will form a part of the gender pay gap calculations on the snapshot date of 31st March 2021. In line with the regulations 19 members of staff were omitted from the gender pay gap calculations who received less than their full pay due to leave.

Gender	FPR employees	Relevant employees	Difference
Female	584	602	18
Male	474	475	1
Total	1058	1077	19

Full pay relevant (FPR) employees are used to calculate the gender pay gap.

Relevant employees are used to calculate the bonus gender pay gap.

3. The mean and median gender pay gap

The following figures are reported in accordance with the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Measure	31 March 2021	31 March 2020	31 March 2019	% Change between 2021 and 2020
Mean Gender Pay Gap	1.16%	5.30%	9.67%	4.14%
Median Gender Pay Gap	2.64%	5.10%	8.23%	2.46%

The figures suggest in 2021 women earned 97p for every £1 that men earn when comparing median hourly wage with a median hourly wage of 2.6% an improvement of 2p since last year and 5p since 2019, suggesting the median gender pay gap has improved overall by 3p since last year.

When comparing mean hourly wages, women's mean hourly wage between 2020 and 2021 we can see an improvement of 4.14% over the year suggesting the difference between the mean women pay and the mean male pay has continued to drop in the last 3 years.

4. Gender pay gap quartiles

Table 2. Gender quartiles from last three years						
Employee Quartiles	Male %			Female %		
	2019	2020	2021	2019	2020	2021
Lower Quartile	36	44	53	64	56	47
Lower Middle Quartile	34	35	35	66	65	65
Upper Middle Quartile	41	40	43	59	60	57
Upper Quartile	52	52	48	48	48	52

Quartile analysis by level – all employees												
Quarter	L01	L02	L03	L04	L05	L06	L07	L08	L09	L10	N/A	Total
Q1	82	15	70	54	32	3	7	1				264
Q2				25	105	56	79				1	266
Q3	3				2	21	144	92			2	264
Q4					2	4	6	100	89	55	8	264
Total	85	15	70	79	141	84	236	193	89	55	11	1058
Quartile analysis by grade - female												
Quarter	L01	L02	L03	L04	L05	L06	L07	L08	L09	L10	N/A	Total

Q1	38	7	22	31	22	3	2						125
Q2				14	63	39	55					1	172
Q3					2	15	81	52				1	151
Q4						2	4	51	51	25		3	136
Total	38	7	22	45	87	59	142	103	51	25		5	584

Quartile analysis by grade - male												
Quarter	L01	L02	L03	L04	L05	L06	L07	L08	L09	L10	N/A	Total
Q1	44	8	48	23	10		5	1				139
Q2				11	42	17	24					94
Q3	3					6	63	40			1	113
Q4					2	2	2	49	38	30	5	128
Total	47	8	48	34	54	25	94	90	38	30	6	474

Quarter	Female headcount	Female average of hourly rate	Male headcount	Male average of hourly rate	Total headcount	Total average of hourly rate	Gender Pay Gap	
							Difference - £	Difference - %
Q1	125	£ 12.54	139	£ 11.97	264	£ 12.24	-£ 0.58	-4.81%
Q2	172	£ 17.63	94	£ 17.75	266	£ 17.68	£ 0.12	0.69%
Q3	151	£ 22.21	113	£ 22.81	264	£ 22.47	£ 0.60	2.62%
Q4	136	£ 35.36	128	£ 35.72	264	£ 35.53	£ 0.35	0.98%
Grand Total	584	£ 21.86	474	£ 22.11	1058	£ 21.97	£ 0.26	1.16%

4. Bonus Pay Gap

Reporting year ending	Proportion of Workforce Receiving Bonus		Mean Bonus Pay Gap	Median Bonus Pay Gap
	Female	Male		
20/2021	2 (0.19%)	3 (0.28%)	25%	48%
19/2020	81 (13%)	61 (13.3%)	5.7%	0%
18/2019	75 (12.5%)	58 (14.0%)	31%	14%

Year	Gender	Totals	Mean	Mean GBG	Median	Median GBG
2021	Female	2	£14,855.88	25.00%	£14,855.88	48.00%
	Male	3	£19,844.00		£28,630.00	

Year	Gender	Proportion
2021	Female	0.19%
	Male	0.28%

5. Summary Findings of the Gender Pay Gap Analysis

- The University's mean GPG is calculated at 1.2 % and the median GPG at 2.6 %.
- The mean GPG and the median GPG are both significantly lower than the 2020 figures (5.3% and 5.1% respectively).
- The mean GPG is lower than the most recently published HE sector average (15% reported UCEA) and the UK workforce (15.5% from 17.4% according to the ONS. [<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkin ghours/bulletins/genderpaygapintheuk/2020>]).
- The GPG in the lower and lower middle quartiles positively favours female employees (-4.81% and 0.69% respectively).
- The GPG in the upper middle and upper quartiles positively favours male employees (2.62% and 0.98% respectively).
- The % of male and female staff in the lower and lower middle quartiles is broadly the same (44% male; 56% female), both figures comparative to the overall employee population (45% male; 55% female). The % of male and female staff in the upper middle quartile is also broadly reflective of the overall employee population. Conversely, 52% of employees in the upper quartile are female, a notable change to the previous year where it was 52% of male staff in the upper quartiles.

6. The difference between the gender pay gap and equal pay calculations

- Equal pay calculations identify differentials in the rates paid to women and men for the same or comparable work.
- Gender pay gap reporting is a comparison of the average male and female salaries in the institution and takes no account of the roles or work involved.

7. Contributing factors to the changes in gender pay gap

- TUPE in of 70 cleaning staff 43, female 27 male, mostly in the lower quartiles
- TUPE in of 46 security staff 5 female 41 male, mostly in lower quartiles
- In total 116 new staff came in 68 male and 48 female employed in the lower quartiles
- 5 female senior appointments