

1. The Gender Pay Gap Report March 2020

i) Introduction

The current gender pay gap at the University of London as closed to a reasonably significant degree from the previous year. The continuing gap is a result of the higher numbers of women in lower paid roles and the greater number of men in the most senior roles.

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 60%:40% over the last three years. Female staff continue to be overly represented in the lower two quartiles (65:35) and male staff continue to be in the majority in the upper quartile (52:48) albeit that this gap has narrowed compared to the previous year.

The University acknowledges that this pay gap is not acceptable and is in the process of developing a further set of measures to reduce the gap further. The impact of these measures will be monitored and reported to our Board of Trustees on a regular basis to ensure that progress is made on this critical issue.

ii). The Gender Pay Gap at the University of London

The following UoL figures are reported in accordance with the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The total number of relevant employees for this period is 1,012 and is comprised of 413 male and 599 female employees:

| Measure | 31 March 2019 | 31 March 2018 | % change |
|--|---------------|---------------|----------|
| Mean Gender Pay Gap | 9.67% | 13.89% | - 4.22% |
| | | | |
| Median Gender Pay Gap | 8.23% | 11.69% | - 3.46% |
| | | | |
| Employee Quartiles ¹ | | Male % | Female % |
| Lower Quartile | | 36 (36) | 64 (64) |
| Lower Middle Quartile | | 34 (36) | 66 (64) |
| Upper Middle Quartile | | 41 (41) | 59 (59) |
| Upper Quartile | | 52 (55) | 48 (45) |
| ¹ Last year's figures in brackets | | | |

| | | | |
|--|------------------------------|---------------------------------------|--|
| Proportion of Workforce Receiving Bonus | 113 people (13% of total) | 75 Female (12.5%) 58 Male (14%) | |
| | | | |
| Mean Bonus Pay Gap | -31% | | |
| | | | |
| Median Bonus Pay Gap | -14% | | |

iii). Summary Findings of the Gender Pay Gap Analysis

- The University's mean GPG is calculated at 9.67 % and the median GPG at 8.23 %.
- The mean GPG and the median GPG are both significantly lower than the 2018 figures (13.89% and 11.69% respectively).
- The mean GPG is lower than the most recently published HE sector average (15% reported UCEA) and the UK workforce (17.9% according to the ONS).
- The GPG in the lower and lower middle quartiles positively favours female employees (3.41% and 0.05% respectively).
- The GPG in the upper middle and upper quartiles positively favours male employees (1.08% and 10.29% respectively).
- The % of male and female staff in the lower and lower middle quartiles is broadly the same (35% male; 65% female), both figures differing from the overall employee population (40% male; 60% female). The % of male and female staff in the upper middle quartile is broadly reflective of the overall employee population. Conversely, 52% of employees in the upper quartile are male although this is down from 55% in the previous year.

iv). 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.
- Analysis of senior roles at the University reveals that the cause of the gender pay gap remains the relative under-representation of women specifically in the more senior and more highly paid roles.