



**UNIVERSITY
OF LONDON**

The University of London Gender Pay Gap Report March 2019

1. Introduction

The University of London recognises that we must reflect the diversity of wider society and our student body in our role as an institute of higher education. This is why we have developed and adopted a Diversity and Inclusion Strategy that sets out objectives to promote equality in all areas of our operation. The current gender pay gap at the University of London is a result of the higher numbers of women in lower paid roles and the over-representation of men in the most senior roles.

The data shows an increase in the proportion of female members of staff over the last three years from 55.5% in 2015 to 57.5% in 2018. There is a direct correlation between grade and gender split, with the proportion of female staff generally greater in the lower grades and reduced in Grades 8-10 (the three highest grades) where male staff are in the majority. The proportion of female staff at these higher grades have risen in recent years and the split at G8 and G9 in 2018 is now at parity, with women fractionally higher in both. This leaves G10 the only grade with a male majority.

The University acknowledges that this gap is not acceptable and has agreed a significant number of actions to reduce it. 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.

2. 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 989 and is comprised of 415 male and 574 female employees:

Measure	31 March 2018	31 March 2017	% change
Mean Gender Pay Gap	13.89%	14.84%	- 0.95%
Median Gender Pay Gap	11.69%	10.94%	+ 0.75%
Employee Quartiles¹		Male %	Female %
Lower Quartile		36 (37)	64 (63)
Lower Middle Quartile		36 (38)	64 (62)
Upper Middle Quartile		41 (41)	59 (59)
Upper Quartile		55 (58)	45 (42)
Proportion of Workforce Receiving Bonus	118 people (12% of total)	67 Fem (7%) 51 Male (5%)	
Mean Bonus Pay Gap	25%		
Median Bonus Pay Gap	25%		

¹ Last year's figures in brackets

Summary Findings of the Gender Pay Gap Analysis

- The University's mean GPG is calculated at 13.89% and the median GPG at 11.69%.
- The mean GPG is marginally lower than the 2017 figure with the median GPG being marginally higher.
- The mean GPG is lower than the most recently published HE sector average (14.3% reported UCEA) and the UK workforce (18.4% 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).
- There has been a significant change in the bonus gender pay gap figures compared to the previous year, which were 38.89% mean and 64.02%.
- The % of male and female staff in the lower, lower middle and upper middle quartiles is broadly reflective of the overall employee population (40% male; 60% female). Conversely, 55% of employees in the upper quartile are male.
- The difference in the distribution of male and female employees across the quartiles is the reason why there is an overall gender pay gap. While there has been an increase in the number of female employees in the Upper Quartile, there remains a significant difference in this Quartile which continues to be predominantly male.

3. 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.

4. Closing the gap

The University remains committed to taking sustained action to reduce the identified Gender Pay Gap. We will:

- Conduct a detailed evaluation of the pay of staff in Level 10 with reference to benchmarks agreed by the Remuneration Committee and internal relativities;
- Monitor progression into the discretionary pay points at all levels;
- Conduct a separate analysis of senior appointments (internal and external) made within the last 3 years focusing on pay on appointment and pay progression;
- Conduct a further analysis of the significant change in the Bonus Gender Pay Gap figures; and
- Set milestones toward achieving equal representation in Levels 8 – 10 as part of the University's next Strategic Plan.