

## The Gender Pay Gap Report

March 2022

### 1. Context

The university of London shares the sector wide commitment, to reduce the gender pay gap. The sector continues to be dominated by women, 54% female: 46% male, and in particular professional services staff 63% females, however contrary to this norm, male staff lead the way in academia at 53% (HESA, 2020-21).

The university of London shares similarities to the sector with differences mainly around the proportionate of academic staff and professional services staff employed. The data this year suggests a small growth of female members of staff making up the majority of the university's workforce 56%:44% in comparison to last year.

The University acknowledges this pay gap and will develop measures to support the reduction of the gap. 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.

### 2. The calculations

The gender pay gap reporting requires two lists of employees; relevant employees and full pay relevant employees (see definitions below). This year there are 1018 relevant employees who will be used for the bonus gap calculations and 1004 for the gender pay gap calculations. The difference of 14 is spread equally in both genders. In line with the regulations, the 14 were omitted for reasons which related to receiving less than their full pay due to leave.

**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 2022	31 March 2021	31 March 2020	31 March 2019	% change between 2021 and 2022
Mean Gender Pay Gap	1.20%	1.16%	5.30%	9.67%	0.04%
Median Gender Pay Gap	4.82%	2.64%	5.10%	8.23%	2.18%

### 4. Bonus Pay Gap:

Year	Gender	Totals	Mean	Mean GBG	Median	Median GBG
2022	Female	2	£ 21,145.63	51.2%	£ 21,145.63	51.2%
	Male	2	£ 43,312.50		£ 43,312.50	

Year	Gender	Proportion
2022	Female	0.35%
	Male	0.45%

### 5. Summary Findings of the Gender Pay Gap Analysis:

- The University's mean GPG is calculated at 1.20 % and the median GPG at 4.82 %.
- The mean and median GPG figures have both increased since 2021 (1.16 % and 2.64 % respectively).
- Despite the increase, the mean GPG is lower than the most recently published HE sector average (16.2% reported UCEA) and the UK workforce (7.9% according to the [ONS](#)).
- The primary factor contributing to the widening median pay gap is a change in the balance of the University's workforce in the lower quartiles; specifically a significant reduction in the number of male colleagues in these quartiles compared to the previous year.

On this last point, the reduction relates largely to vacancies within the University's FM team that had, and continue to be, covered on a temporary basis pending a wider review of the operating model for that area. It is the case that persistent gender differences in the division of labour mean that the vacant roles have typically been performed by men.

### 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. Areas for continued/future focus:**

The University has committed to a number of actions under both its EDI and People Strategies, which are intended to ensure a continue focus on achieving gender equity and include:

- i. Updating and modernising flexible working, caring and parental leave, and trans-inclusion policies and produce guidance for managers and employees.
- ii. Adopting recruitment methods and practices that enable us to reach and appeal to individuals from all communities.
- iii. Developing modern ways of working that promote flexibility.

The University also has plans to introduce, inter alia:

- i. A cross institutional development programme designed to building learning networks for aspiring leaders and managers.
- ii. A suite of modern policies and guidance setting the tone for how we expect to work together and acknowledging the different staffing groups.