



The University of London Gender Pay Gap Report March 2018

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 and why we are pleased with the progress we have made to date against the Strategy's underlying action plan.

We are also proud of our historic role in promoting gender equality in education, with our current celebrations of the 150th anniversary of the first time that women were permitted to take examinations.

However, we are not complacent and understand that paying people fairly is crucial to our inclusive approach to employment. The University has commissioned regular equal pay audits since 2007 and so can be confident that female and male employees at the University are paid equally for doing comparable work.

2. 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.

3. The Gender Pay Gap (GPG) at the University of London

The mean GPG at the University of London is lower than the HE sector average (18.3% reported by the Equalities Challenge unit) and the UK workforce (17.4% in 2017 according to the Office of National Statistics).

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.



Measure			
Mean Gender Pay Gap	14.84%		
Median Gender Pay Gap	10.94%		
Employee Quartiles		Male	Female
Lower Quartile		36.60%	63.40%
Lower Middle Quartile		38.46%	61.54%
Upper Middle Quartile		41.03%	58.97%
Upper Quartile		58.12%	41.88%
Proportion of Workforce Receiving Bonus		Male	Female
		0.49%	1.32%
Mean Bonus Pay Gap	38.89%		
Median Bonus Pay Gap	64.02%		

- The GPG in the lower and lower middle quartiles positively favours female employees (6.4% and 0.42% respectively).
- The GPG in the upper middle and upper quartiles positively favours male employee (1.4% and 11.23% respectively).
- 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, 58% of employees in the upper quartile are male.



4. Closing the gap

The University's Gender Pay Gap analysis has been scrutinised by the University's Equality and Diversity Committee¹; discussed by its' Remuneration Committee; and reported to its' Board of Trustees. Arising from these various considerations, it has been noted that:

- The Remuneration Committee decided that it will no longer proceed on the assumption that only those staff who self-nominate would be considered for a review of their salary ;
- The University's School of Advanced Study had appointed two female Professors to Institute Directorships – the first such appointments in the history of those institutes; and
- The University had once again increased the number of female staff being sponsored on to the Leadership Foundation's Women-only Leadership Programme (Aurora)

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

- Conduct a detailed analysis of the pay of staff in Levels 8 – 10 (the University's highest 3 pay 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;
- Set an ambitious time frame to achieve equal representation of men and women in Levels 8 – 10;
- Identify barriers to recruiting male staff to clerical and administrative roles;
- Work towards a submission for Athena Swan (gender equality) accreditation that will ensure an institutional focus on gender equality in our operation as an HEI;
- Hold a year of events to celebrate the 150 year anniversary of the first women admitted to degree courses in 2018, highlighting the University's on-going commitment to gender equality; and
- Consider recommendations arising from its annual Equal Pay Review.

¹ The Equality and Diversity Committees is chaired by a member of the University's Board of Trustees and is comprised of both management and Trade Union representatives.