



The Gender Pay Gap Report 2021

(Analysing data from March 2020)

1. Introduction

The current gender pay gap at the University of London has closed to a reasonably significant degree from the previous year and is much reduced from the 2018 figure. The progress that has been made is welcomed albeit that it is recognised that there is no room for complacency and that work remains to be done.

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 will continue to reflect on the measures necessary to reduce the gap further. The impact of any 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 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. The total number of full pay relevant employees for this period is 1,070 and is comprised of 457 male and 613 female employees.

Table 1. Mean and median gender pay gap figures from last three years				
Measure	31 March 2020	31 March 2019	31 March 2018	% change between 2019 and 2020
Mean Gender Pay Gap	5.30%	9.67%	13.89%	-4.37%
Median Gender Pay Gap	5.10%	8.23%	11.69%	-3.13%

The figures suggest in 2019 women earned 92p for every £1 that men earn when comparing median hourly wage with a median hourly wage of 8.2%. In 2020, women earned 95p for every £1 that men earn, with a median of 5.1%, this suggests the median gender pay gap has improved by 3p over the year.

When comparing mean hourly wages, women's mean hourly wage between 2019 and 2020 we can see an improvement of 4.37% over the year suggesting the difference between the mean women pay and the mean male pay has dropped over 2020.



3. Gender pay gap quartiles

Table 2. Gender quartiles from last three years						
Employee Quartiles	Male %			Female %		
	2018	2019	2020	2018	2019	2020
Lower Quartile	36	36	44	64	64	56
Lower Middle Quartile	36	34	35	64	66	65
Upper Middle Quartile	41	41	40	59	59	60
Upper Quartile	55	52	52	45	48	48

Table 3. Bonus pay gap from last three years				
Year	Proportion of Workforce Receiving Bonus		Mean Bonus Pay Gap	Median Bonus Pay Gap
	Female	Male		
2020	81 (13.0%)	61 (13.3%)	5.7%	0%
2019	75 (12.5%)	58 (14.0%)	31%	14%
2018	113 people (13%)		-25%	-25%

4. Summary Findings of the Gender Pay Gap Analysis

- The University's mean GPG is calculated at 5.3 % and the median GPG at 5.10 %.
- The mean GPG and the median GPG are both significantly lower than the 2019 figures (9.67% and 8.23% 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, April 2020) (<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>)).
- 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 (40% male; 60% female), both figures comparative to 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 relative to the previous year.



5. 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.

6. Areas for continued/future focus:

- 1) A more granular analysis of pay in the upper middle and upper quartiles.
- 2) Monitoring progression into the discretionary pay points.
- 3) Developing Inclusive job descriptions to try and address historic racial and gender divisions of labour.
- 4) Advocating modern ways of working that promote flexibility.
- 5) Development opportunities for staff who are currently underrepresented at senior levels (e.g., continued support for Aurora and Diversifying Leadership (recognising the challenges of intersectionality)).