

Gender Pay Gap Report

University of Roehampton

Reporting on data as of 31st March 2020

Background

The gender pay gap is a measure of the difference between the average hourly earnings of male and female staff across all staff in an organisation. The University of Roehampton has a statutory duty to report this data.

Employers with more than 250 members of staff must report this information under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which require us to report on a number of metrics as of 31st March in a given year.

These metrics are:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile band

The gender pay gap differs from equal pay, which requires that men and women in the same employment performing equal work must receive the same pay. Both the gender pay gap and equal pay are measurements, which address the disparity of pay women receive in the workplace.

The Equality and Human Rights explains the difference between equal pay and gender pay here <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>

Gender Pay Gap at the University of Roehampton

Data as of 31st March 2020 shows:

- Mean gender pay gap was 6.4%. This means the average hourly salary of all female colleagues taken together (regardless of role) was 6.4% lower than the average for male members of staff.
- Median gender pay gap was 5.2%. This means the average hourly salary in the middle of our female colleagues taken together (regardless of role) was 5.2% lower than the equivalent male salary.

The above data includes all substantive staff and visiting lecturers.

The University does not have a formal bonus scheme.

Comparing our 2020 data with 2019, our mean gender pay gap has reduced by 0.46% from 6.86% to 6.4% and the median pay gap reduced from 5.32% to 5.2%.

Although, there is work to do at the University in reducing the gender pay gap, we note that we appear to continue to be significantly lower than the sector average. We will continue to develop and progress work that supports aiming to reduce our gender pay gap further.

Pay profile by quartile at the University

Quartile	Female	Male
Lower Quartile	59.3%	40.7%
Lower Middle	68.6%	31.4%
Upper Middle	59%	41%
Upper Quartile	55.9%	44.1%

The pay profile by quartile is determined by establishing four equal sized groups of staff based on their hourly pay in order of highest to lowest paid.

The overall profile of our staff population (including active visiting lecturers) on 31st March 2020 was 61% female and 39% men.

The data above appears to suggest that our gender pay is essentially a structural issue which results from those higher paid roles available at the University being filled by fewer women than the overall profile of the total staff population, which is 61% female. The University is developing and has a number of ongoing initiatives that aim to support further closing our gender pay gap. In particular:

- All interview panels for senior staff continue to include significant female representation and we have developed unconscious bias e-learning that all interview panel members will be required to undertake..
- Where we use search companies to recruit into senior roles, we ensure that equality practices are an integral part of the search company selection processes.
- Our academic promotions practices will continue to take career breaks into account.
- We will continue to support staff through external women-only leadership development programmes such as Advance HE's Aurora women's leadership programme.
- A member of our staff community has launched a Women's Leadership Network that is sponsored by our Provost and Deputy Vice Chancellor.

- We are continuously working to support the identification of areas where there is a under representation of women and exploring initiatives to address this.
- We are working to achieve our Athena SWAN action plan. The University currently holds Athena Swan Bronze.
- We are continuing to review processes and procedures to ensure no gender biases.
- We are continuing to identify sector best practices that may aide the University further in reducing its gender pay gap.

Review of actions and initiatives

A number of our initiatives are linked to staff recruitment, promotion, and development.

Reviewing our new starters and staff promoted between 1st April 2019 and 31st March 2020 our data indicates as follows.

New Starters

Grade	Academic Staff		Professional Services	
	Female	Male	Female	Male
PTH	1	1	1	2
RS03	0	1	0	1
RU10	1	0	0	0
RU09	6	3	1	0
RU08	6	3	1	2
RU07	5	0	14	4
RU06	0	0	3	5
RU05	0	0	15	11
RU04	0	0	7	4
RU03	0	0	0	3
Total	19	8	42	32

The above data indicates that 70% of new academic staff were female whilst 30% were male. For professional services, the data indicates that approximately 57% of new starters were female whilst 43% were male.

Note – PTH is staff employed on a “personal to holder” salary and not on the main salary scale. RS03 is the salary scale that most senior staff are employed on.

Promotions

Grade	Academic Staff		Professional Services	
	Female	Male	Female	Male
RS03	1	2	0	0
RU10	7	2	1	2
RU09	8	5	0	0
RU08	0	1	0	1
RU07	0	0	3	3
RU06	0	0	3	0
RU05	0	0	3	1
RU04	0	0	2	0
Total	16	10	12	7

The above data indicates that 61% of academic staff that were promoted were female whilst 39% were male. For professional services, the data indicates that approximately 63% of promotions were female whilst 37% were male.

At this stage, with the data available and as the above information should be regarded as our baseline data, it would be premature to state that our initiatives and actions are impacting on reducing our gender pay or we are on a path in supporting reducing the gap further. Therefore, firm conclusions should not be drawn at this time. However, the university is committed to improving the work we do associated with reducing our gender pay gap and moving forward it is introducing a new approach to undertaking work associated with our gender pay gap report. Further details are detailed below and attached.

Gender pay gap work moving forward

Data with regard to the gender pay gap is based on 31st March each year. For our 2021 gender pay gap report the University will be initiating work in May 2021 with internal stakeholders to explore what other initiatives could be developed and progressed to address closing our gender pay gap.

The attached plan at appendix a details the planned approach to undertaking work associated with our 2021 gender pay report.

Ensuring Equal Pay for Equal Work

As with most other universities, the University operates a grade structure based on the new JNCHES single pay spine. Annual pay increases in relation to the single pay spine are negotiated nationally between the Universities and Colleges Association and the sector recognised Trade Unions. All roles outside the JNCHES single pay scale are benchmarked using relevant and appropriate data.

Roehampton uses the “higher education role analysis” (HERA) evaluation tool to evaluate roles that are paid on our single pay spine. Role evaluation outcomes are mapped onto our grading structure to ensure equal pay for equal work. For example the median average pay for our female academics is the same as that for our male academics at £53,218.

Governance

Prior to publication, these figures have been reported to the Vice Chancellor's Advisory Group, Equality, Diversity, and Inclusion Committee, Senate, Remuneration Committee, and Council.