

## **Gender Pay Gap Report**

**(Reporting on data as of 31st March 2023)**

### **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.

### **Ensuring Equal Pay for Equal Work in the Higher Education Sector**

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 Employers 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.

### **Gender Pay Gap at the University of Roehampton**

Data as of 31<sup>st</sup> March 2023 shows:

- Mean gender pay gap was 5.7%, meaning that the average hourly salary of all female colleagues taken together (regardless of role) was 5.7% lower than the average for male members of staff.
- Median gender pay gap was 2.4%. meaning that the average hourly salary of all female colleagues taken together (regardless of role) was 2.4% lower than the average for male members of staff.

The above data includes all substantive staff and visiting lectures.

The University did not have formal bonus scheme.

*Comparing our 2023 data with 2022, our mean gender pay gap has reduced by 0.6%, from 6.3% to 5.7% and our median pay gap has reduced by 5.3% from 7.7% to 2.4%.*

#### **Pay profile by quartile at the University 2022**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower Quartile	60.2%	39.8%
Lower Middle	65.2%	34.8%
Upper Middle	58.3%	41.7%
Upper Quartile	53.1%	46.9%

#### **Pay profile by quartile at the University 2023**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower Quartile	61.2%	38.8%
Lower Middle	58.8%	41.2%
Upper Middle	62%	38%
Upper Quartile	52.1%	47.9%

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.

#### **Work undertaken in recent years to support reducing the gender pay gap**

- All interview panels for senior staff continue to include significant female representation and all interview panel members are required to undertake unconscious bias e-learning.
- 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.
- Identifying sector best practices that may aide the University further in reducing its gender pay gap.