

Gender Pay Gap Report

(Reporting on data as of 31st March 2022)

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.

Gender Pay Gap at the University of Roehampton

Data as of 31st March 2022 shows:

- Mean gender pay gap was **6.3%**. This means the average hourly salary of all female colleagues taken together (regardless of role) was 6.3% lower than the average for male members of staff.
- Median gender pay gap was **7.7%**. This means the average hourly salary in the middle of our female colleagues taken together (regardless of role) was 7.7% lower than the average for male members of staff.

The above data includes all substantive staff and visiting lecturers.

The University does not have a formal bonus scheme.

Comparing our 2022 data with 2021, our mean gender pay gap has remained the same at 6.3% and the median pay gap increased from 0.0% to 7.7% based on the data as of 31st March 2022.

The main reason our median gender pay gap has increased appears to be due to the increase of female staff in our lower pay profiles.

Pay profile by quartile at the University 2021

Quartile	Female	Male
Lower Quartile	57.8%	42.2%
Lower Middle	63.7%	36.3%
Upper Middle	58.6%	41.4%
Upper Quartile	53.4%	46.6%

Pay profile by quartile at the University 2022

Quartile	Female	Male
Lower Quartile	60.2%	39.8%
Lower Middle	65.2%	34.8%
Upper Middle	58.3%	41.7%
Upper Quartile	53.1%	46.9%

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.