

Gender Pay Gap Report

(Reporting on data as of 31st March 2021)

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 2021 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 **0.0%**. This means the average hourly salary in the middle of our female colleagues taken together (regardless of role) was the same as 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 2021 data with 2020, our mean gender pay gap has reduced by 0.1% from 6.4% to 6.3% and the median pay gap reduced from 5.32% to 0.0% based on the data as of 31st March 2021.

The University has undertaken work in recent years to support reducing the gender pay gap. The data as of 31st March 2021 informing that the median gender pay gap was 0.0% supports the work the university has been undertaking. However, how the gender pay gap is determined is a “blunt instrument” and it should be noted a number of senior male personnel have left the university recently. Therefore, although this years’ data supports the advancement work undertaken, the university should not consider work associated with the gender pay gap as completed. Our mean pay gap is 6.3% and removing our visiting lecturers (who have been included historically in our reporting) from the staff profile would mean that we continue to have a gender pay gap.

However, in any event we note that we appear to continue to be significantly lower than the sector average, which is around 15%. Therefore, we will continue to develop and progress work that is associated with gender equality.

Pay profile by quartile at the University

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%

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 2021 was 58% female and 42% men.

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 we have developed unconscious bias e-learning that all interview panel members are 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.
- We support staff through external women-only leadership development programmes such as Advance HE’s Aurora women’s leadership programme. <https://www.advance-he.ac.uk/programmes-events/aurora>
- The establishment of a Women’s Leadership Network that is sponsored by our Provost and Deputy Vice Chancellor.
- Identification of areas where there is a under representation of women and exploring initiatives to address this.
- Ongoing review of processes and procedures to ensure no gender biases.

- Identifying sector best practices that may aide the University further in reducing its gender pay gap.

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.