

UNIVERSITY OF ROEHAMPTON

GENDER PAY GAP

2018

1. SUMMARY

This report provides an annual analysis of pay comparing gender for 2018. The report is based on a snapshot of pay data taken at 31 March 2018. The performance of the University of Roehampton to that of the whole employment market and the higher education sector for 2018 is not currently available in sufficient volume to for 2018, however, Roehampton were in the top Decile for University's for 2017 coming in at 11th best performance for the sector - <https://wonkhe.com/blogs/digging-beneath-the-gender-pay-gap-headlines/>, 6th best position for post-92 Universitys and 7th best position for London Universities. The 2017 report also confirms that our gender pay gap is significantly lower than the UK and higher education sector averages.

The findings of the 2017 report confirmed that, on balance, the University does pay men and women equally for equal work. However, Roehampton remain committed to reducing the gender pay gap. Following analysis of its 2017 data and publication of its Gender pay report from March 31 2018, Roehampton committed to:

1. Developing an all-encompassing set of University pay principles and framework
2. Work to improve gender representation in specific roles/grades
3. Explore alternative job evaluation arrangements and pay benchmarking for posts exceeding national Higher Education 51 point Pay Spine by December 2018.

At the time of compiling this report, work has commenced on all three actions, with a set of pay principles due to be drafted by December 2018, an exercise to evaluate senior roles is taking place in December 2018 and ongoing work to ensure our roles/vacancies are attractive and accessible to applicants of any gender by March 2019.

The University can realistically expect the above actions to reflect an improvement in the University's gender pay gap in its 2020 gender pay gap report.

2. GENDER PAY 2018

A fresh data set was taken on 31 March 2018, a few weeks after the University's 2017 gender pay report was published. The new data demonstrated that that Roehampton has retained its median gender pay gap of 5.21%, however the University's mean gender pay gap has risen to 8.17%.

The Median pay gap has remained the same year on year, which is what the University would expect as the actions it committed to following its 2017 gender pay gap report have not yet reached fruition. The 2 staff groups which exceeded a 3% gender pay gap were senior managers and facilities staff (caretakers and security) which are predominantly male oriented.

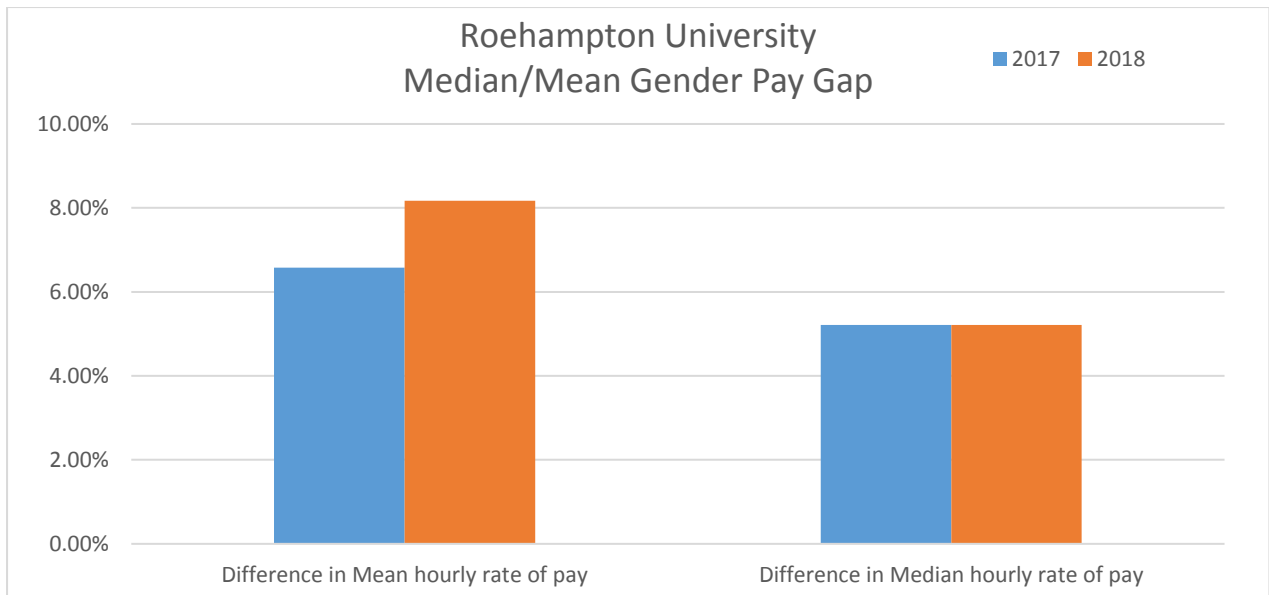


Figure 1 – Median/Mean average Gender Pay Gap, Time series analysis

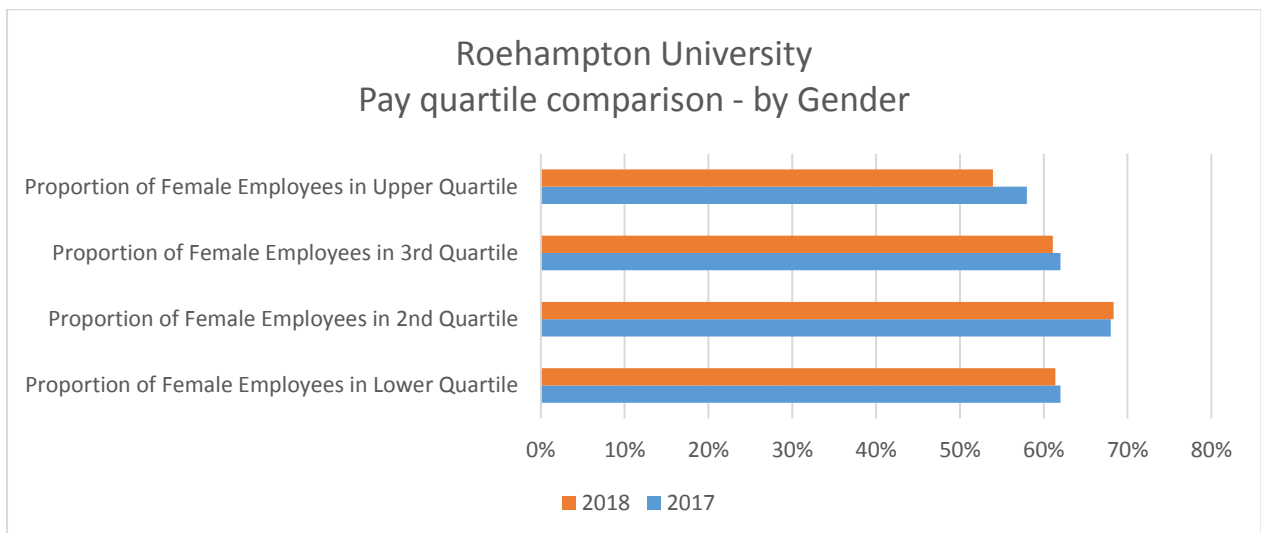


Figure 2 – Pay quartile comparison, Time series analysis

3. INTERPRETATION OF THE UNIVERSITY'S 2018 GENDER PAY GAP

The University's median gender pay gap in 2018 of 5.21% (2017) is largely due to an individual's position in the grade associated to their role, when compared to another individual who has greater experience and length of service in that role. Where a grade structure with incremental spine points is in place, the University may not always have an equal representation of men and women on every spine point within every grade at any single point in time, however, there is always room to examine and improve culture, systems and processes to further support our commitment to employing, developing and rewarding our staff fairly and appropriately.

The University operates the Higher Education Role Analysis (HERA) job evaluation scheme which enables it to value and position work of equal value within the appropriate pay grade. The University operates the higher education 51 point single pay spine, negotiated nationally by the Joint Negotiating Committee for Higher Education Staff (JNCHES). The University does not offer a bonus scheme. The University has 10 pay grades and each pay grade has within it, on average, 5 of the 51 incremental spine points. The difference in hourly earnings between the bottom and the top of each grade is, on average 9.5%. The design of the pay grades was

subject to local negotiation with Unions at the time HERA job evaluation and the 51 point pay spine were implemented in the Higher Education sector.

There are a number of reasons for an increase in mean gender pay difference in 2018:

- The in-housing of the University's temporary staffing service from "Unitemps" to its own URjobs service. The service provides valuable opportunities for students and other temporary workers to obtain work and work experience with the University. The roles undertaken by students, the majority of whom are aged under 25, vary from "Student Ambassador", library reception and some course related work placements. Female student numbers at Roehampton exceed 70% and this is reflected in our URjobs population. Other workers, who attract a higher rate of pay have a higher proportion of male post holders.
- The proportion of new staff entering the Roehampton staff body with significant prior experience and/or their role is subject to a market supplement to recruit and retain appropriately skilled staff, and where a higher proportion of those new starters have been male:
 - Support services posts; Finance and IT
 - Academic posts; specifically in the Business School

The University operates a robust starting pay procedure whereby staff being commenced at a position higher than the bottom of the grade are required to provide evidence of prior experience and pay before a higher pay spine point will be agreed.

Roehampton University undertakes the following actions to monitor and act upon pay equality:

- Carries out annual equal pay analysis for all staff groups reflecting all protected characteristics, including gender and monitors the impact on pay equality during pay review exercises
- Evaluates job roles and consistency within pay grades to ensure a fair pay structure. Salary ranges for each grade are clearly articulated within job advertisement.
- Ensures that any third party provider is contracted to pay all staff the voluntary London Living Wage.
- Is creating an evidence base to identify barriers to gender equality and inform priorities for action:
 - The University successfully achieved its Athena Swan Bronze Accreditation in 2018 led by its Provost - Professor Anna Gough-Yates
 - Professor Marilyn Holness leads the University's work towards its Race Equality Charter Submission and leads the University's BAME network.
 - The University's Pro Vice-Chancellor, Reggie Blennerhassett leads the Roehampton Pride Group (LGBT+) along with the University's Stonewall work.
- The University monitors its culture and support for personal development using its staff survey, putting in place targeted departmental action plans. The University has also been reviewing all of its relevant procedures to strengthen and encourage inclusive behaviour
- The University has clear recruitment shortlisting and interviewing processes and starting pay guidelines for all staff groups as well as clearly articulates its expectations for progression and promotion within its academic roles. Starting salaries, progression and promotion are in place and monitored for our administrative and support roles, albeit the academic career pathway is currently more structured. Realistic assessment of new candidates is embedded within our academic recruitment processes and will continue to be more widely operated within our support roles.
- The University monitors recruitment, progression and promotion activity to assess impact in relation to different staff groups/protected characteristics and agree actions. Annual reports are shared with Staffing Group, Equality, Diversity and Inclusion Group and Committee, along with Council.

- Run Equality and Diversity Training and Unconscious bias training for new staff, within their Induction program. Existing staff are expected to renew their training every three years to ensure they remain up to date.
- Has enhanced its maternity/paternity/adoption and shared parental leave pay benefits in 2018. The University now provides maternity/paternity and shared parental leave pay equivalent to 26 weeks full pay, along with 4 weeks paid paternity leave.
- An exercise to develop and promote career pathways in our professional services departments will take place during 2019.

4. **THE PROPORTION OF UNIVERSITY'S EMPLOYEES IN EACH QUARTILE PAY BAND**

The University's population comprises 39% male and 61% female staff. Figure 2 demonstrates the higher quartile has a variance of 7% proportionately and this has reduced in 2017 due to staff turnover. The higher quartile reflects senior management posts which is a key area of focus in the University's gender pay action plan.

5. **ADDRESSING THE GENDER PAY GAP**

The University will seek to reduce its gender pay gap, using the following strategies, systems and processes:

5.1 **Develop an all-encompassing set of University pay principles and frameworks by March 2019.**

At present elements of pay guidance and process are contained within a specific activity, for example starting pay is referred to in Recruitment and Selection Guidance.

- Considering barriers to accessing development and promotion for all staff and addressing them wherever possible.
- Effective job evaluation.
- Management and monitoring of:
 - starting pay, market supplements/recruitment and retention (and other) allowances
 - Encouraging promotion and monitoring of promotion/progression

5.2 **Explore alternative job evaluation arrangements and pay benchmarking for posts exceeding national Higher Education 51 point Pay Spine – Project completing in December 2018.**

- Ensuring there is a clear pay framework for determining pay for senior staff who are paid outside of the 51 point pay spine, including Professors and Senior Managers.

Whilst there is no evidence, without objective justification, of a specific gender pay concern for senior staff, it would enable greater transparency if the university utilised a job evaluation scheme designed specifically for cross sector senior corporate roles and employed mechanism for transparent robust assessment of appropriate market pay rates for the roles. Analysis demonstrates that when senior managers and professors are isolated from the University's gender pay gap analysis, the University's gender pay gap falls to below 3%.

The University, already employs a high proportion of women professors. The University is conscious that to continue to attract world class talent it has to provide an attractive salary, to compete with its national, European and international competitors. Professorial pay is determined taking into account the quality, prestige and reputation of an individual's research along with their expected contribution overall to the University and its community. Historically, and for ongoing societal reasons, male professors may join us having previously earned a higher salary than their female counterparts. The University is committed to keeping professorial pay frameworks under review and considering what, if any, targeted action it should take.

5.3 **Work to improve gender representation in specific roles/grades**

Work to improve gender representation in specific roles/grades in our Estates and Facilities department and our entry level administrative roles, using role design and seeking to make roles more attractive and accessible to both genders by March 2019

When looked at in more detail the difference within the lower middle pay quartile reflects that there are fewer male staff undertaking entry level administration roles. We also know that within our lowest quartile the University employ a greater number of grade 1 female domestic assistants and more grade 3/4 male security and caretaking staff.

The University will undertake a piece of work to explore potential strategies to rebalance gender representation across identified roles during 2018/19. . Specifically work is taking place to look at the gender balance of our security department, to ensure that security staff better reflect our student and staff populations.

The information within this report is confirmed as accurate and its interpretation reviewed by the University's Council at its meeting November 26th 2018.