

## **Gender Pay Gap Report**

### **University of Roehampton**

#### **Reporting on data as of 31<sup>st</sup> March 2019**

#### **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 31 March 2019 shows:

- Mean gender pay gap was 6.86%. This means the average hourly salary of all female colleagues taken together (regardless of role) was 6.86% lower than the average for male members of staff.
- Median gender pay gap was 5.32%. This means the average hourly salary in the middle of our female colleagues taken together (regardless of role) was 5.32% lower than the equivalent male salary.

The University does not have a formal bonus scheme.

Comparing our 2019 data with 2018, our mean gender pay gap has reduced by 1.34% from 8.2% to 6.86% and median pay gap rose slightly from 5.2% to 5.32%.

In April 2019, the Times Higher Education reported that on average the Higher Education sector gender pay gap was 15.1% (mean) and 14.8% (median). Details here [Times Higher Education](#)

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	58.78%	41.22%
Lower Middle	61.07%	38.93%
Upper Middle	59.92%	40.08%
Upper Quartile	53.05%	46.95%

The overall profile of our staff population on 31 March 2019 was 58% women and 42% men.

The data above suggest that our gender pay is essentially a structural issue which results from those higher paid roles available at the University being filled by 5% fewer women than the overall profile of the total staff population, which is 58% female. Equally, there are 3% fewer men in roles paid in the lower middle quartile than the overall profile of the staff population. 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 include significant female representation and we are continuing to roll out unconscious bias training for all interviewers
- Where we use search companies to recruit into senior roles, equality practices are an integral part of the search company selection processes
- Our professional promotions practices take career breaks into account
- The University has secured its first Daphne Jackson fellowship to support STEM academics who have taken a career break to return into a research career

- We support staff through external women-only leadership development programmes such as Advance HE's Aurora women's leadership programme
- We are exploring the introduction of a Women's Leadership Network
- 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. This included the removal of all gendered language in University procedures and committee terms of reference
- We are continuing to identify sector best practices that may aide the University further in reducing its gender pay gap

We do not use zero hours' contracts. To develop further work in this area, the University intends to work with internal stakeholders to explore what other initiatives could be developed and progressed to work at closing our gender pay gap.

### **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.