

# UNIVERSITY OF ROEHAMPTON

## Gender Pay Gap Report 2024

### 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 each 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

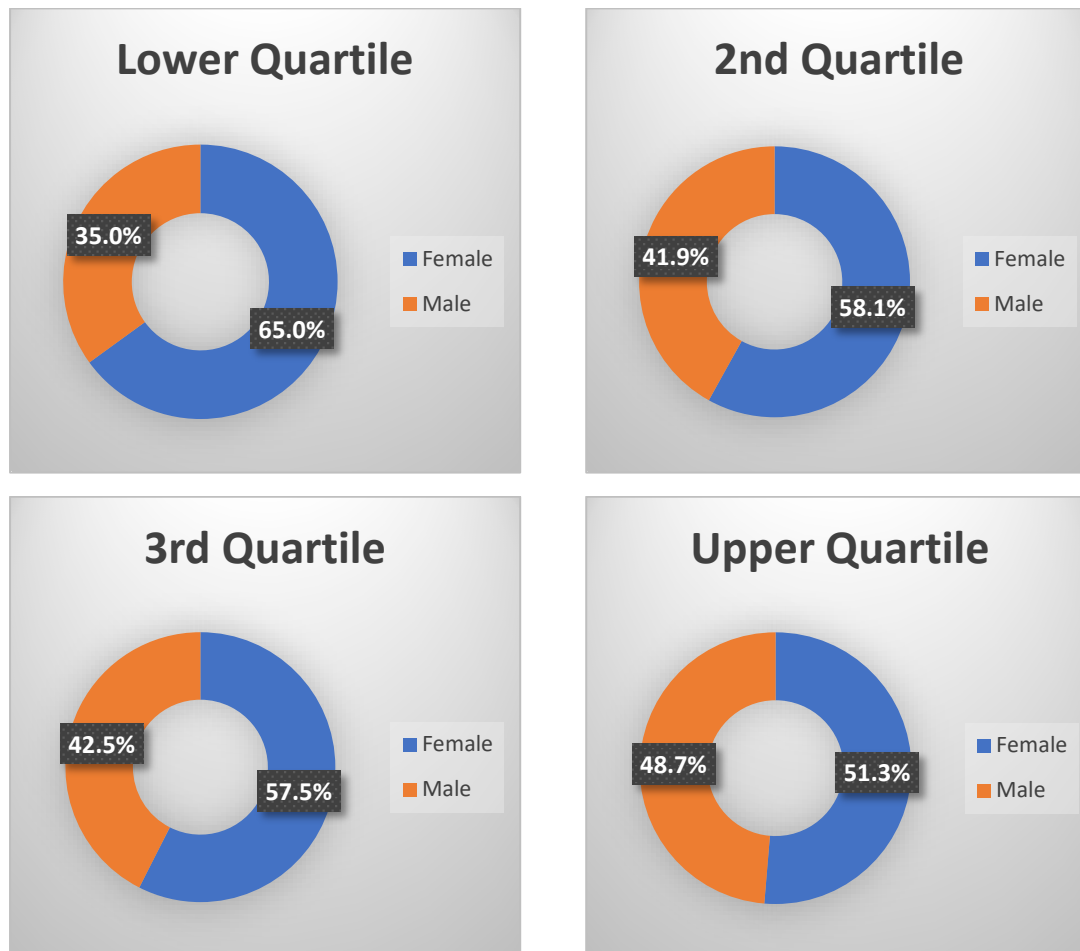
Calculation	2024
Mean Pay Gap	6.8%
Median Pay Gap	7.7%

The table above shows the University of Roehampton's overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date, 31 March 2024.

- Mean gender pay gap was 6.8%, meaning that the average hourly salary of all female colleagues taken together (regardless of role) was 6.8% lower than the average for male members of staff.
- Median gender pay gap was 7.7%. This means that on average, female staff are paid 7.7% less than male staff across the university.

The above data includes all substantive staff and visiting lecturers.

## Pay quartiles.



The above data illustrates the gender distribution at the University of Roehampton across four equally sized quartiles.

### Initiatives to Reduce the Gender Pay Gap

Over the years, we have implemented a range of targeted initiatives and robust processes that reinforce the University's ongoing commitment to gender equality and its efforts to close the gender pay gap.

- **Diverse Interview Panels:** All interview panels for senior staff roles include significant female representation. Additionally, all panel members are required to complete unconscious bias e-learning.
- **Inclusive Recruitment Practices:** When engaging search companies for senior roles, we ensure that robust equality practices are integrated into the selection process.
- **Support for Leadership Development:** We facilitate participation in external women-only leadership development programs, such as Advance HE's Aurora Women's Leadership Programme.
- **Ongoing Process Reviews:** Regular reviews of recruitment and employment processes are conducted to eliminate gender bias.
- **Benchmarking Best Practices:** We actively seek and adopt sector best practices to further reduce the gender pay gap.

## **Further action we are taking: Advancing Gender Equality Programme**

As part of our Equality, Diversity, and Inclusion (EDI) strategy, we are dedicated to advancing gender equality through a targeted local programme of work. This initiative aims to work at addressing the gender pay gap and remove obstacles that may be apparent at key career development stages, thereby increasing the representation of women in senior leadership roles—including positions such as Associate Professor, Professor.

The programme is structured around targeted initiatives designed to drive measurable progress in gender equality. We anticipate that these efforts will not only reduce the gender pay gap but also foster a more inclusive environment where more women can progress into senior positions across the university.

A dedicated team, led by Professor Laura Peters, PVC RKE, Academic Development and Transformation, will oversee the programme of work. As Sponsor, Professor Laura Peters will guide the team, whose members have been selected through an expressions-of-interest process. These individuals are expected to actively lead, support, and engage in efforts to achieve the programme's objectives.

Following initial team meetings, a detailed action plan with specific timelines will be developed. The team will convene monthly to review progress. The programme will report to the Equality, Diversity, and Inclusion Committee as well as the University Executive Board. With an initial duration of three years, the programme of work will undergo regular assessments to evaluate its effectiveness.

### **Key Strands of Work**

- **Data Analysis:** Understanding key insights from data to inform our actions, identifying needs, and supporting colleagues in achieving gender equality goals.
- **Career Progression and Academic Promotions:** Developing clear pathways and support systems to enhance career progression opportunities for women in academia.
- **In-depth Analysis of Gender Pay Gap:** Conducting a thorough review of the gender pay gap to better understand its root causes and implement targeted solutions.
- **Learning and Development:** Offering development programs, such as Advance HE's Aurora, to empower and equip colleagues with the skills and confidence needed for career advancement.
- **Network Engagement:** Strengthening connections with external networks, such as the Women in Higher Education Network, and collaborating with peer institutions excelling in gender equality.
- **Integration of Current Initiatives:** Bringing existing university initiatives under this program's umbrella to unify efforts in advancing gender equality.

This programme of work represents an integrated approach to advancing gender equality, with a structure designed for sustained impact and measurable progress. Through collaborative effort, regular evaluation, and a commitment to equity, we aim to create a more inclusive and supportive environment for all.