



UNIVERSITY OF
WEST LONDON
The *Career* University

[Gender Pay Gap Report 2023



Gender Pay Gap Reporting

Summary

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 sets out the details of the gender pay gap reporting duty for the University. As the University employs more than 250 employees, we are required to publish this data annually.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women expressed as a percentage. The rules on who is counted as an employee are complex and the University data includes hourly paid lecturers, external examiners as well as student ambassadors.

As part of the successful Athena Swan application, six key issues were described in our five-year action plan, one of which details current and future activities to reduce the gender pay gap.

Gender Pay Gap Reporting Requirements

Under the regulations, employers are required to publish:

- the difference in mean pay between male and female employees;
- the difference in median pay between male and female employees;
- the difference in mean bonus pay between male and female employees;
- the difference in median bonus pay between male and female employees;
- the proportion of male and female employees who received bonus pay; and
- the proportion of male and female employees in each quartile of their pay distribution.



Employees employed by the University on what is referred to as the snapshot date of 31 March 2023, include substantive, fixed term contract employees, hourly paid and any ad hoc paid staff where payment is made via payroll i.e. external examiners, student ambassadors, hourly paid lecturers, payments made to international workers on a UK contract etc. Overtime payments are excluded from the mean and median gender pay gap reporting calculations.

For the bonus mean and median calculations, the information is based on payments made 12 months preceding the snapshot date. Bonus calculations include payments such as honorarium payments made that are incentive or performance related or one-off retention/attraction payments made for roles that are difficult to recruit or retain.

For agency staff employed via an agency, the reporting duty falls with the agency progressing the payroll for this group.

University Data on the Gender Pay Gap Summary

The data on the University's gender pay gap report is summarised as at **Appendix 1**. The mean gender pay gap is **8.17% (down)** from 9.63% in 2022) and the median gender pay gap is **11.94% (up)** from 11.82%. Comparative statistics are provided in **Appendix 2**.

The mean bonus pay gap for the University is 9.19% and the median bonus pay gap is 8.51%.

All staff in post who held substantive contracts with the University were given a 2.0% recognition award plus an additional £500.00 cost of living payment on top of this recognition payment in view of the very successful year in terms of student satisfaction, financial stability and rises in reputation. The bonus payment gender gap is higher as the calculation is based on full bonus payments and not hourly pay. The payment was given pro-rata to part-time staff and a higher percentage of female staff are employed part-time. Another factor was the bonus payment was paid as a percentage of salary and there was at the time a higher proportion of male staff in the upper quartile.

Neil Henderson

Director of Human Resources and Organisational Development
May 2023

Appendix 1: Gender Pay Gap Data 2023

Gender Pay Gap

	Count	Mean	Median	Mean Gap	Median Gap
Female	1,035	£31.71	£30.39	8.17%	11.94%
Male	926	£34.53	£34.51		
Total	1,961				
Female %	52.78%				
Male %	47.22%				

UWL Bonus Gender Pay Gap (mean and median data)

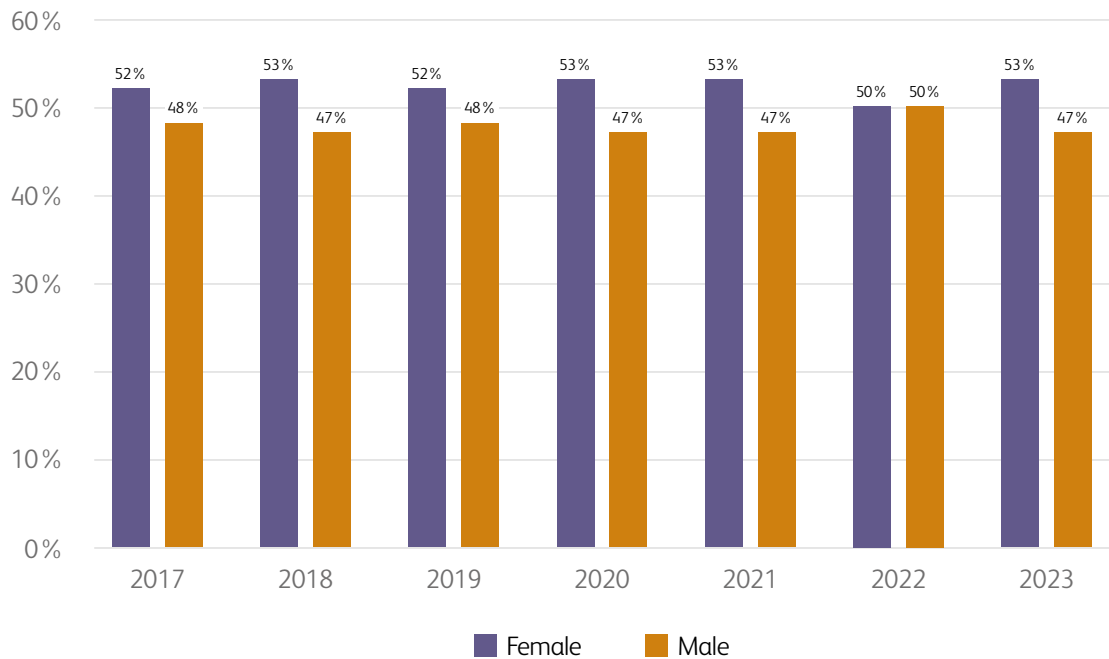
	Count	Mean	Median	Mean Gap	Median Gap
Female	464	£1,426.10	£1,395.56	9.19%	8.51%
Male	370	£1,570.44	£1,525.40		
Total	834				
Female %	55.64%				
Male %	44.36%				

Proportion of male and female employees in each quartile of their pay distribution

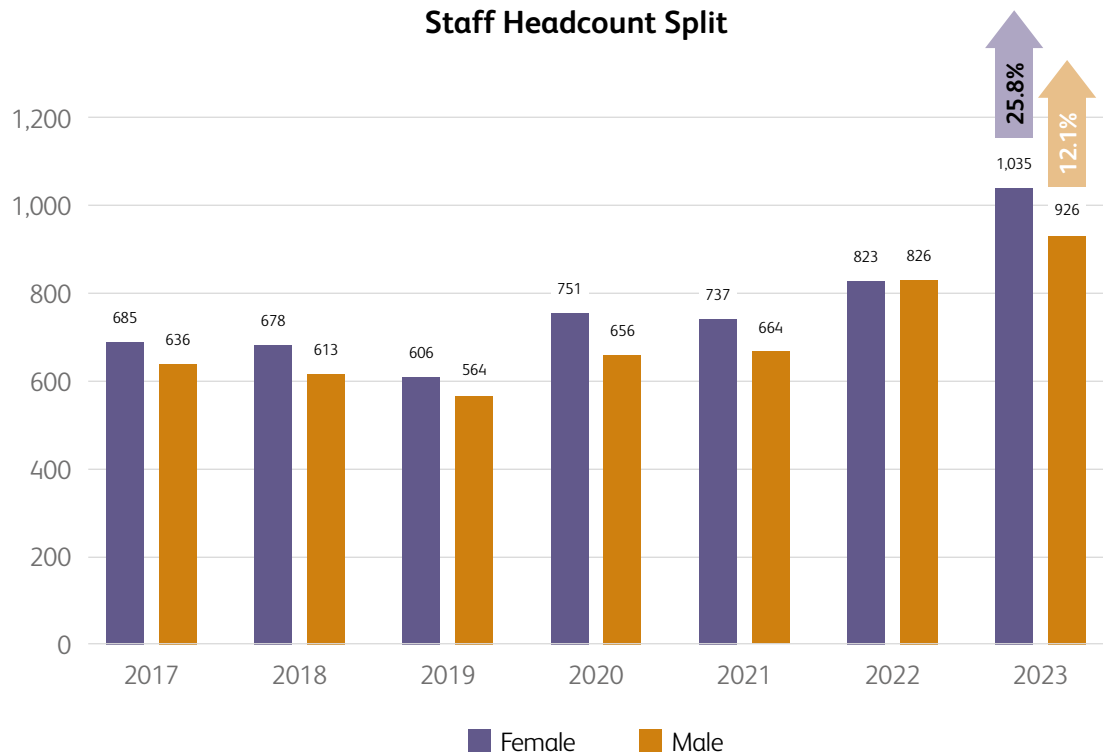
	Lower Quartile	Q2	Q3	Upper Quartile
Female	294	273	231	237
Male	196	217	259	254
Female %	60.00%	55.71%	47.14%	48.27%
Male %	40.00%	44.29%	52.86%	51.73%

Appendix 2: Gender Pay Gap Comparison Tables 2017-2023

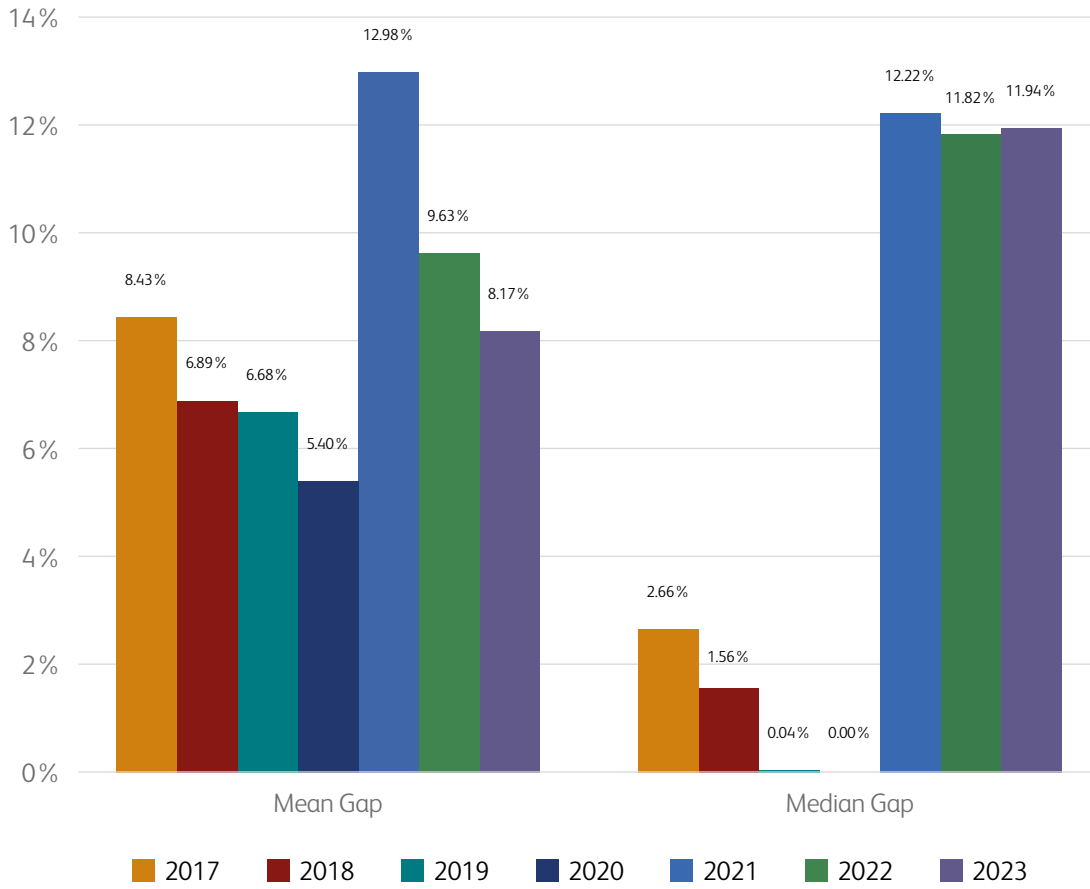
Staff Gender Split



Staff Headcount Split



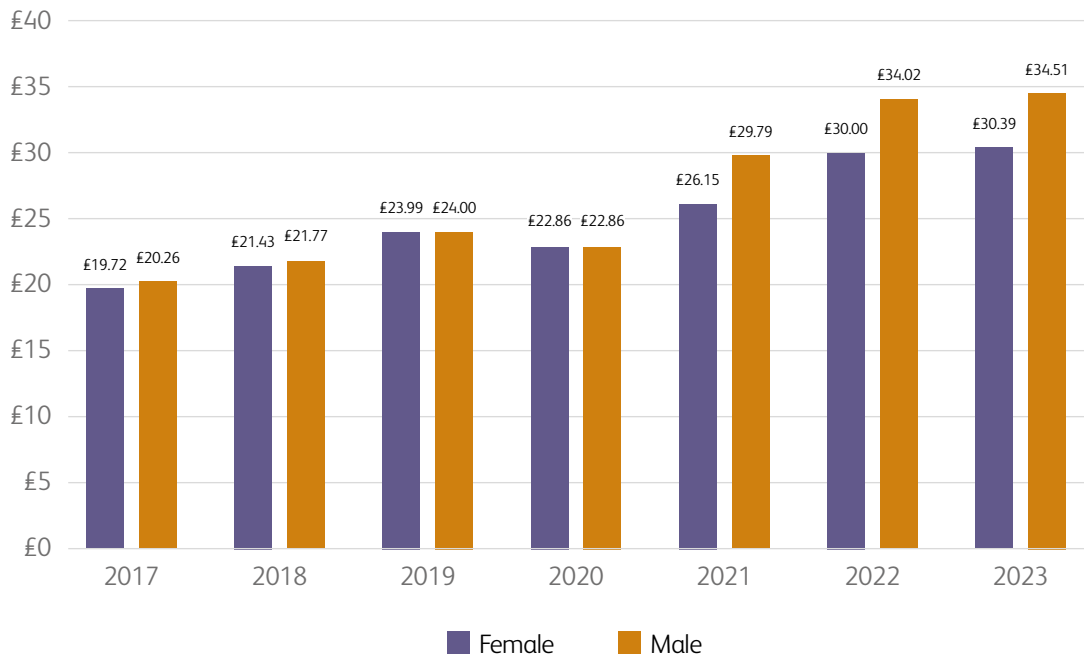
Mean and Median Pay Gap %



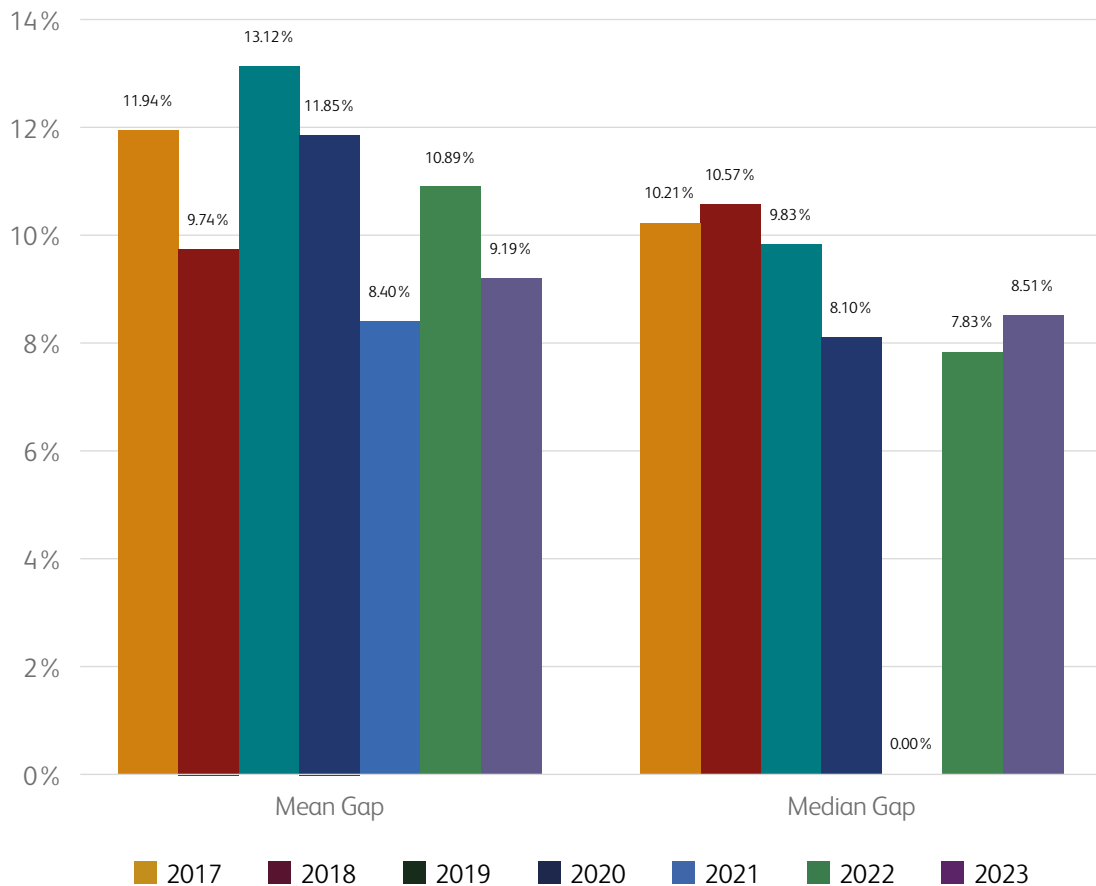
Mean Pay (per hour)



Median Pay (per hour)

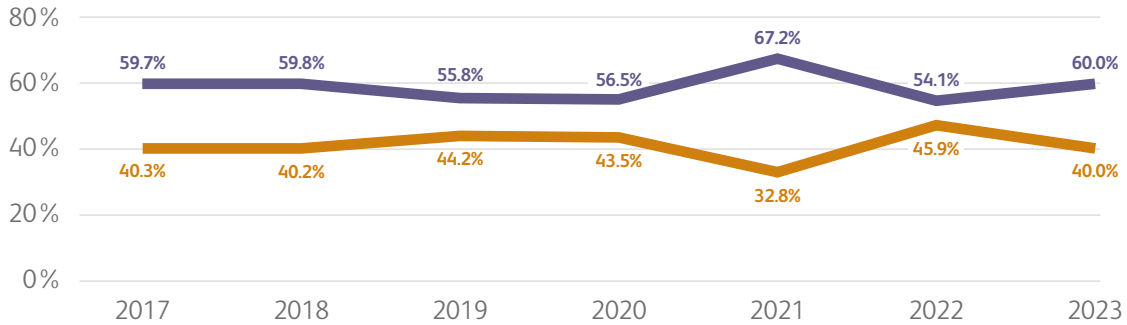


Mean and Median Bonus Pay Gap %

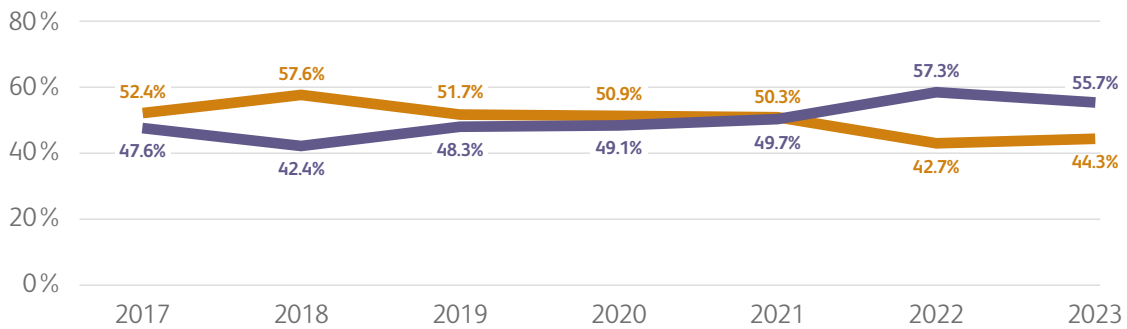


Proportion of Male and Female Employees in each Quartile

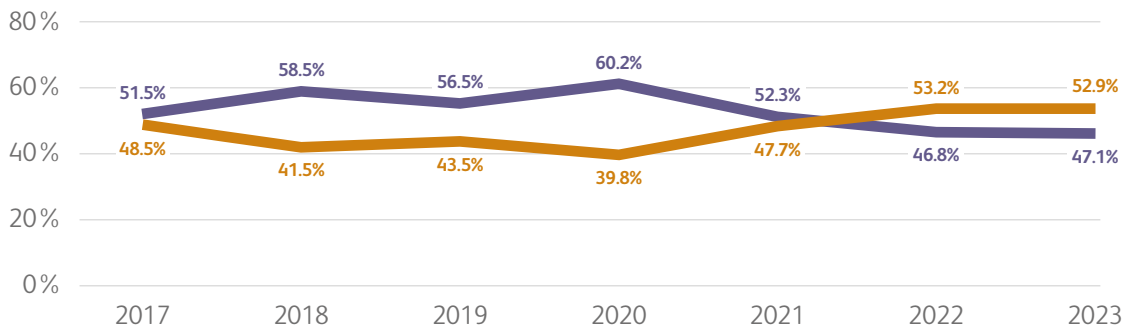
Lower Quartile



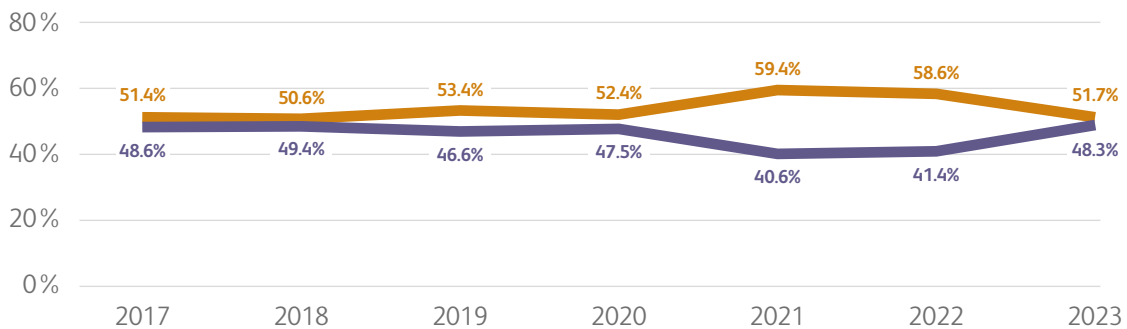
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile




■ Female ■ Male

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