



UNIVERSITY OF
WEST LONDON
The *Career* University

[Gender Pay Gap Report 2022



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.

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 2022, 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 processing the payroll for this group.

University Data on the Gender Pay Gap Report summary

The statutory reporting requirements are such that our pay gap must include all those categories as detailed above, this does then include our student ambassadors.

The data on the University's gender pay gap report is summarised as at Appendix 1. The mean gender pay gap is **9.63%** and the median gender pay gap is **11.82%**.

The mean bonus pay gap for the University is **30.01%** and the median bonus pay gap is **10.36%**.

The bonus payment gender gap is higher as the calculation is based on full bonus payments and not hourly pay.

Since the census date of March 2021, the following has occurred which seem to have reduced the gap for the March 2022 census date:

- there have been a larger number of female leavers in the lower quartile than male
- an increase in females being appointed in the upper quartile
- 52% of our top 5% of earners are female
- a significant increase (as at April 2022) of female staff across the University to 56%

This analysis shows movements again with the earning quartiles as follows:

- a reduction of females in the lower quartile to 54.1% (from 67.2%) and an increase in males to 45.9% (from 32.8%)
- there has been an 8% increase of females in the lower middle quartile to 57.3% (from 49.7%) and consequently male representation in this quartile reduces to 42.7% (from 50.3%)
- a slight increase in females in the upper quartile (to 41.6% from 40.6%) and subsequent reduction of males has assisted in reducing the gap.

Neil Henderson

Director of Human Resources and Organisational Development
June 2022

Appendix 1: Gender Pay Gap, based on March 2022 Data

Gender Pay Gap

	Count	Mean	Median	Mean Gap	Median Gap
Male	826	£34.26	£34.02	9.63%	11.82%
Female	823	£30.96	£30.00		
Total	1649				
Male %	50.09%				
Female %	49.91%				

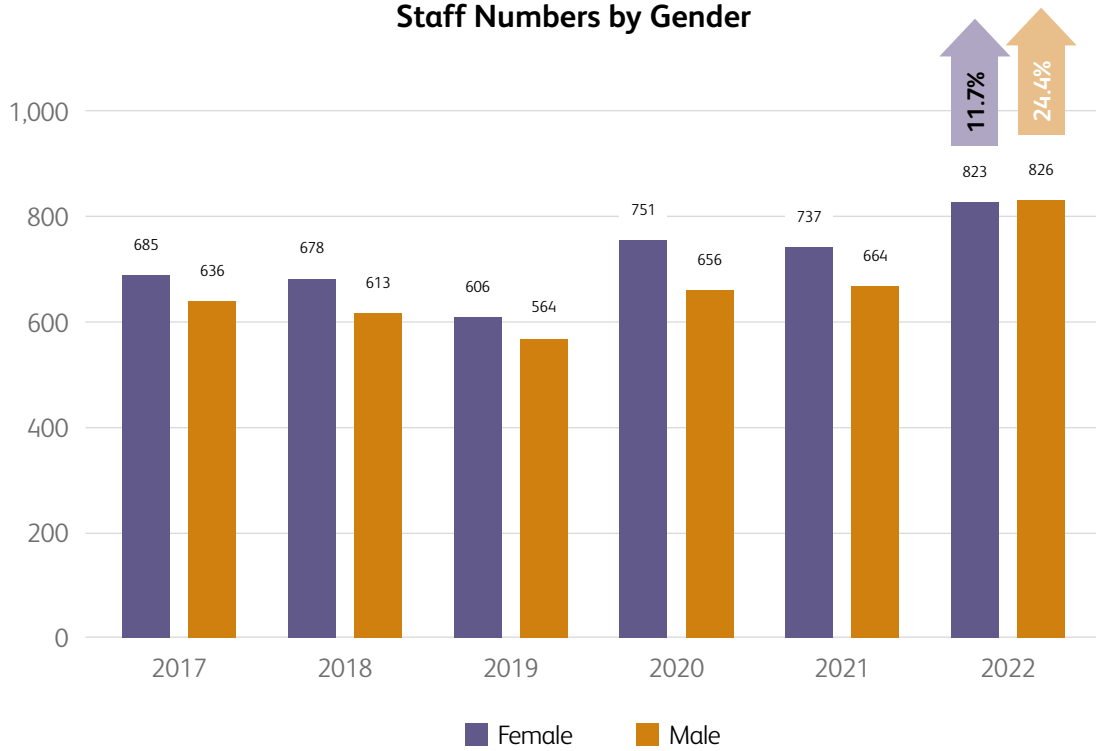
UWL Bonus Gender Pay Gap (mean and median data)

	Count	Mean	Median	Mean Gap	Median Gap
Male	322	£1,179.59	£767.29	30.01%	10.36%
Female	412	£825.56	£687.81		
Total	734				
Male %	43.87%				
Female %	56.13%				

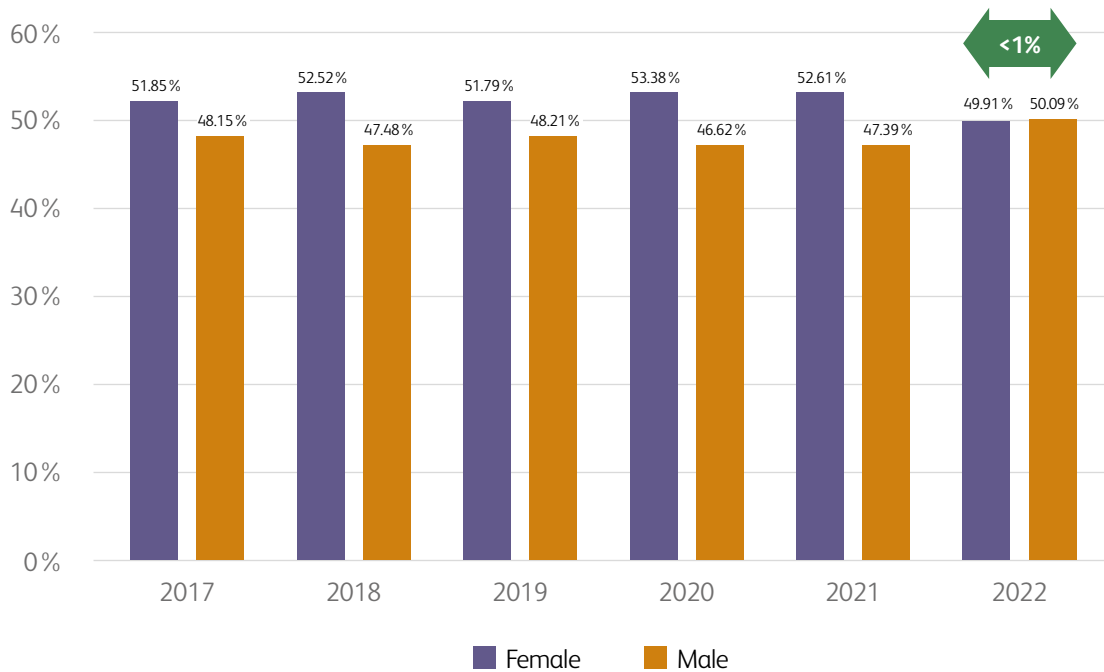
Proportion of male and female employees in each quartile of their pay distribution

	Lower Quartile	Q2	Q3	Upper Quartile
Male	189	176	219	242
Female	223	236	193	171
Male %	45.87%	42.72%	53.16%	58.60%
Female %	54.13%	57.28%	46.84%	41.40%

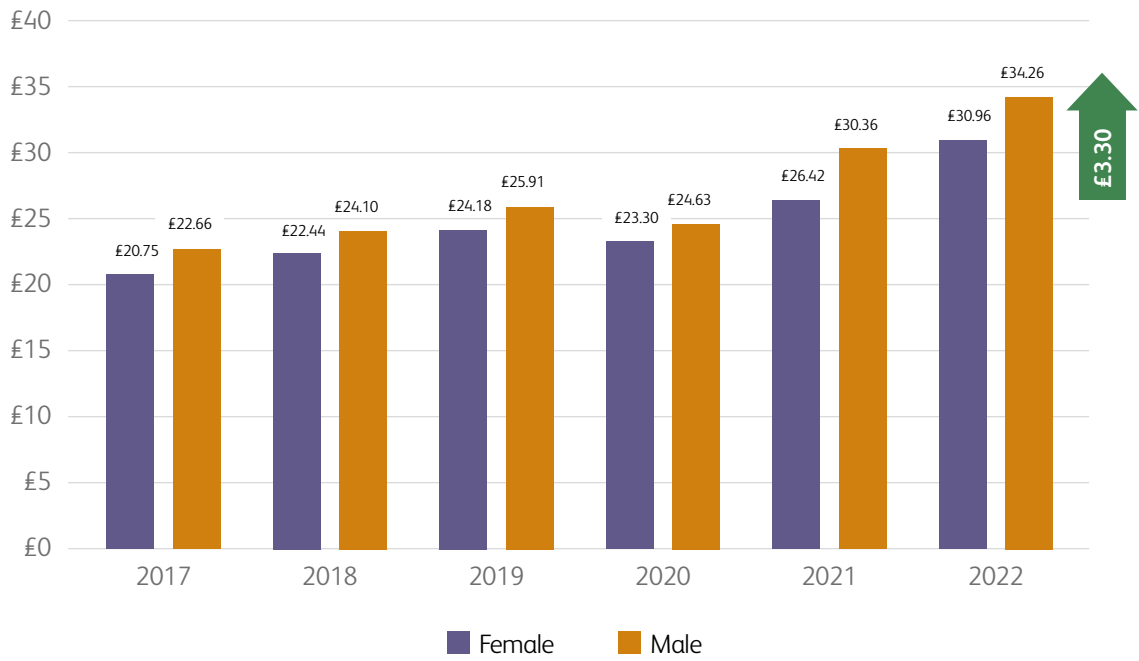
Staff Numbers by Gender



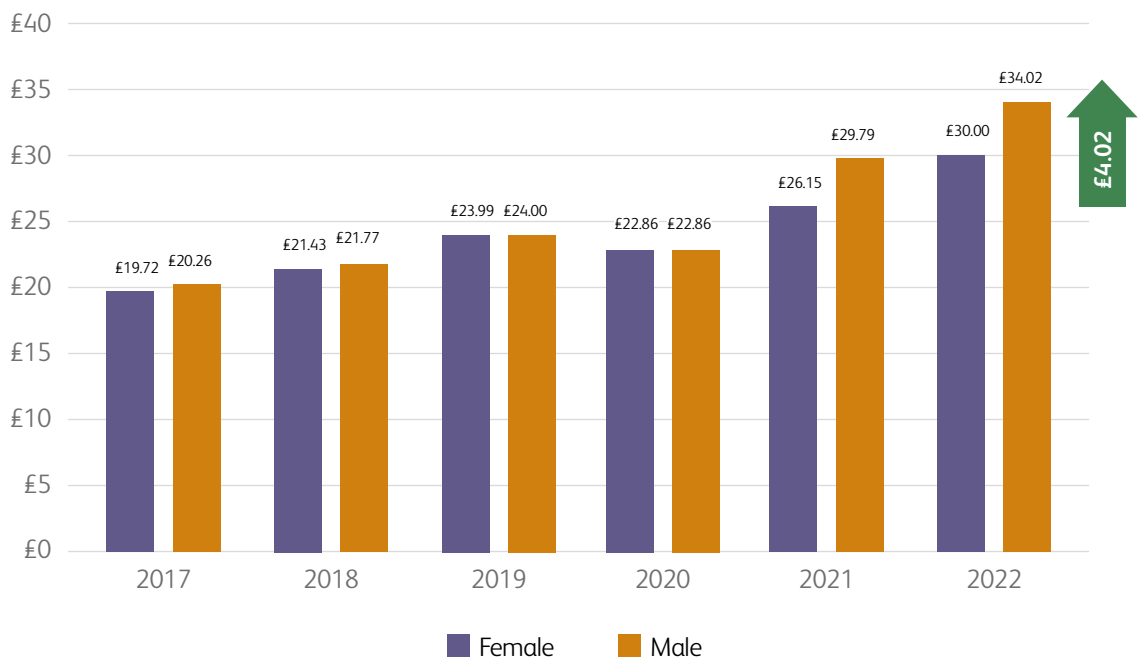
Staff Percentage by Gender



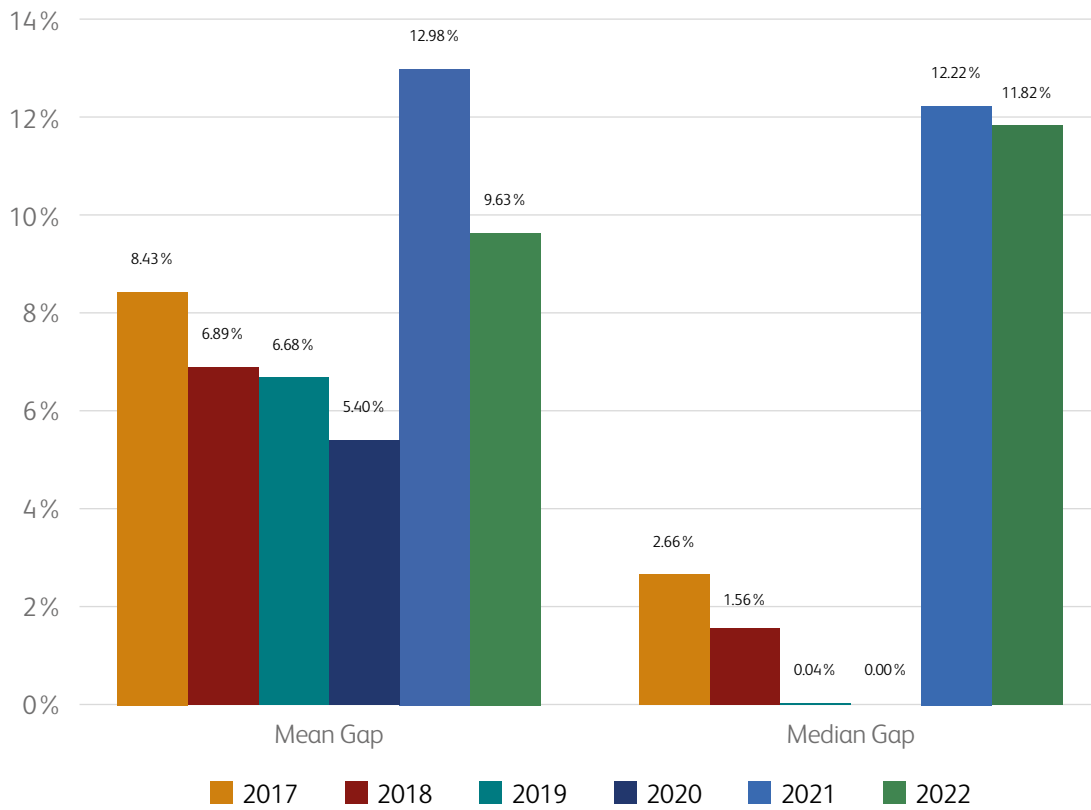
Mean Pay (per hour)



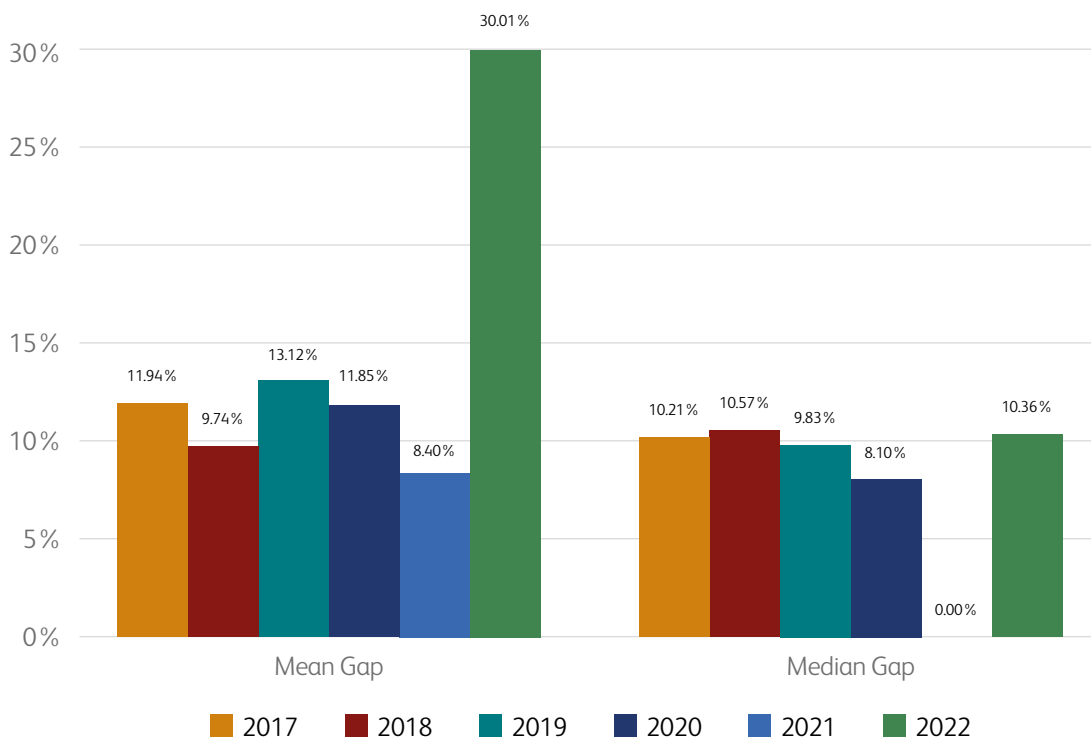
Median Pay (per hour)



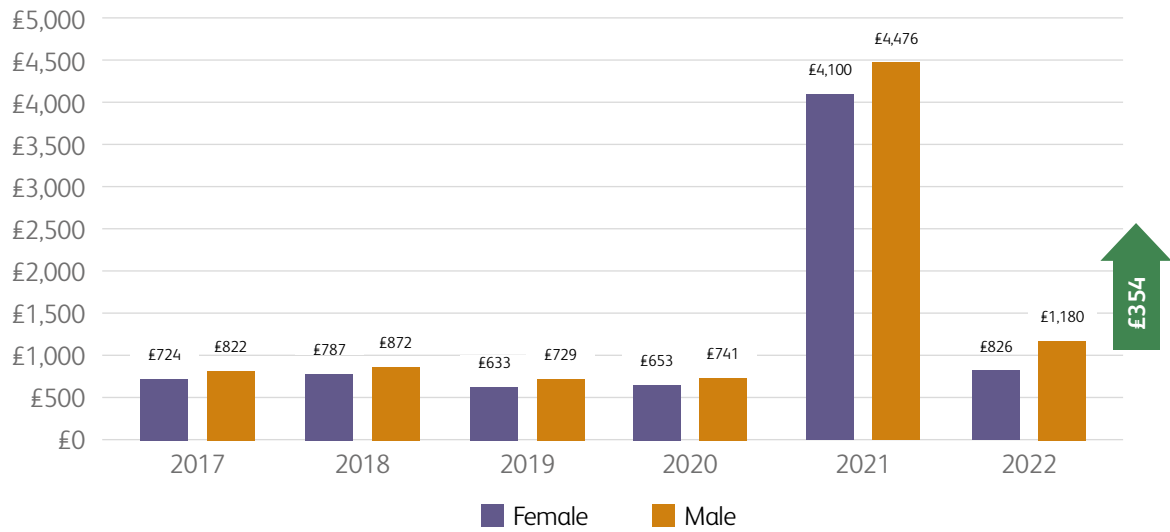
Mean and Median Gender Pay Gap %



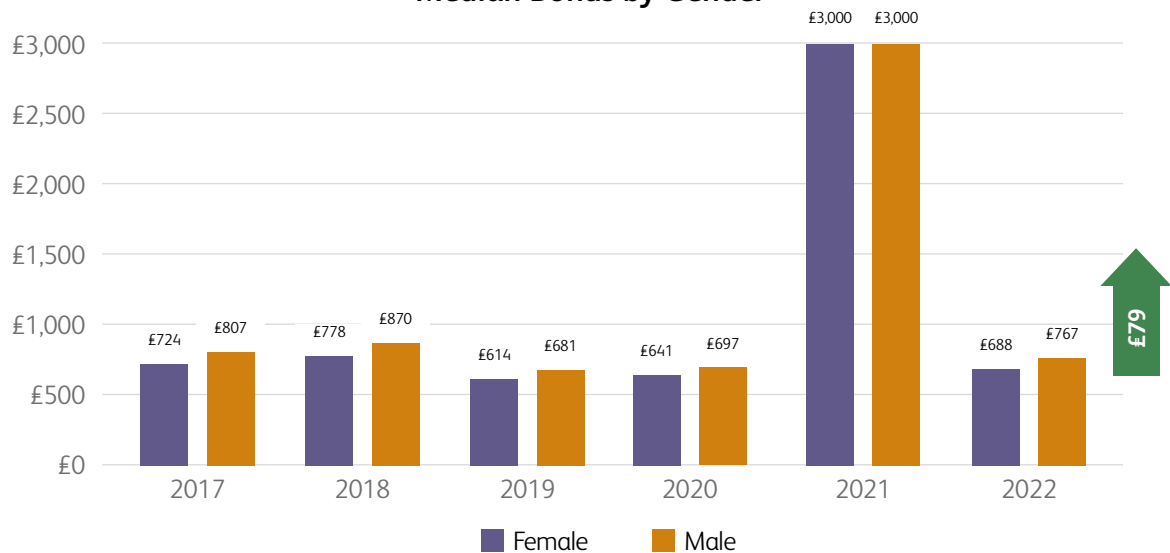
Mean and Median Bonus Pay Gap %



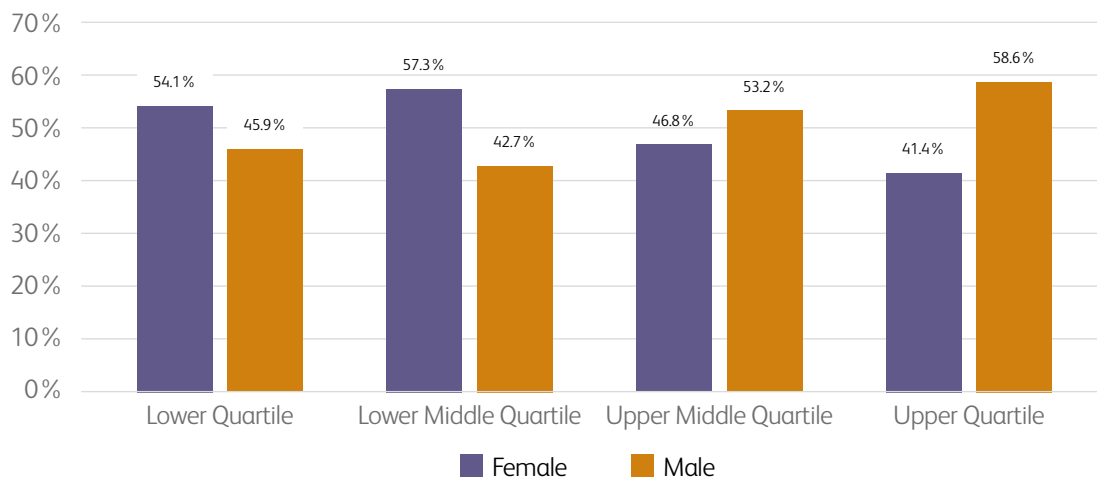
Mean Bonus by Gender



Median Bonus by Gender

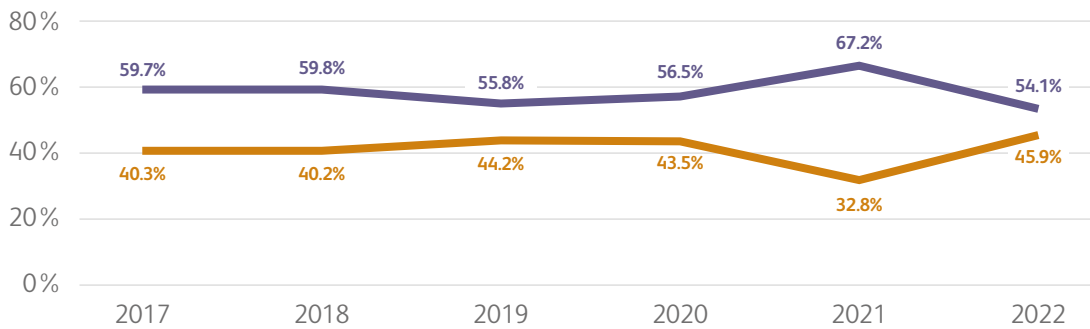


Gender Pay Gap Percentage by Quartile

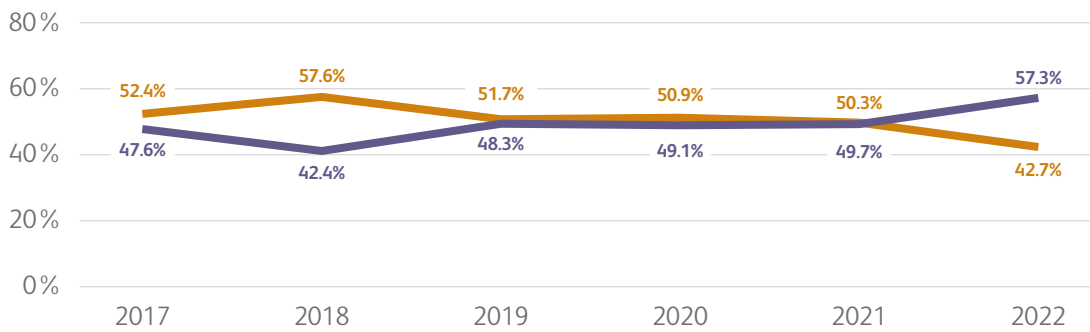


Proportion of Male and Female Employees in each Quartile

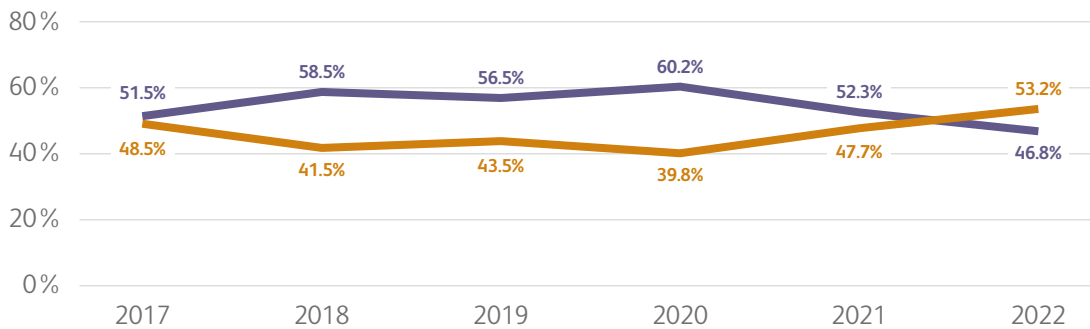
Lower Quartile



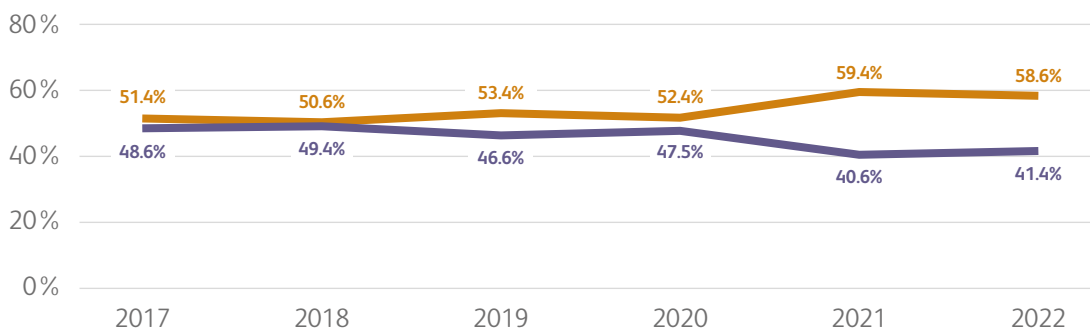
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





■ Female ■ Male

 UniWestLondon

 uniwestlondon

 UniversityWestLondon

 University of West London

 University of West London

The University of
West London
St Mary's Road
Ealing
London W5 5RF

The University
of West London
Boston Manor Road
Brentford
Middlesex TW8 9GA

The University of
West London
Fountain House
2 Queens Walk
Reading RG1 7QF

Drama Studio London
Grange Court
1 Grange Road
Ealing
London W5 5QN

Ruskin College
Ruskin Hall
Dunstan Road
Old Headington
Oxford OX3 9BZ