



UNIVERSITY OF
WEST LONDON
The **Career** University

Gender Pay Gap Report 2021



Our continued and demonstrable commitment to equality, diversity and inclusion

The University of West London (UWL) continues to be recognised as an inclusive, welcoming and supportive place to work as latest figures show it is outperforming the sector in many areas of equality and diversity among its staff.

The latest UWL equality statistics place the University consistently above the sector average for its numbers of female academic staff, and gender balance within management and professional services.

The University also exceeds the sector average for its numbers of Black and other ethnic minority employees across all areas of academic staff, management and professional services, and support staff, some highlights as follows:

- The University employs a higher number of female to male, at a ratio of 56:44, this now places UWL above the sector average.
- 52 % of UWL's top earners are female which is well above the sector average.
- 38 % of UWL staff are from Black and ethnic minority backgrounds, which compares favourably with the higher education sector average of 13 %.
- 30 % of our Professors and Associate Professors are from black and minority ethnic backgrounds and 28 % of this group are female.

Our [People and Organisational Development Strategy](#) that was launched in March 2020 celebrates our inclusivity and diversity at its core as well as being one of the five strategic themes.

We pride ourselves on being a supportive employer, helping people build their careers while retaining the right work-life balance - and this includes giving people the time, resources, and flexibility they need when they need it. We have recently introduced a range of staff networks to involve and engage the staffing community across a range of different groups including a Women's network and one for LGBTQIA+ colleagues.

We value all of our staff members for the contributions they make to our university community. To know that people from all walks of life are attracted to working with us, and that they feel supported to stay with us as they progress their careers, is something we are incredibly proud of.

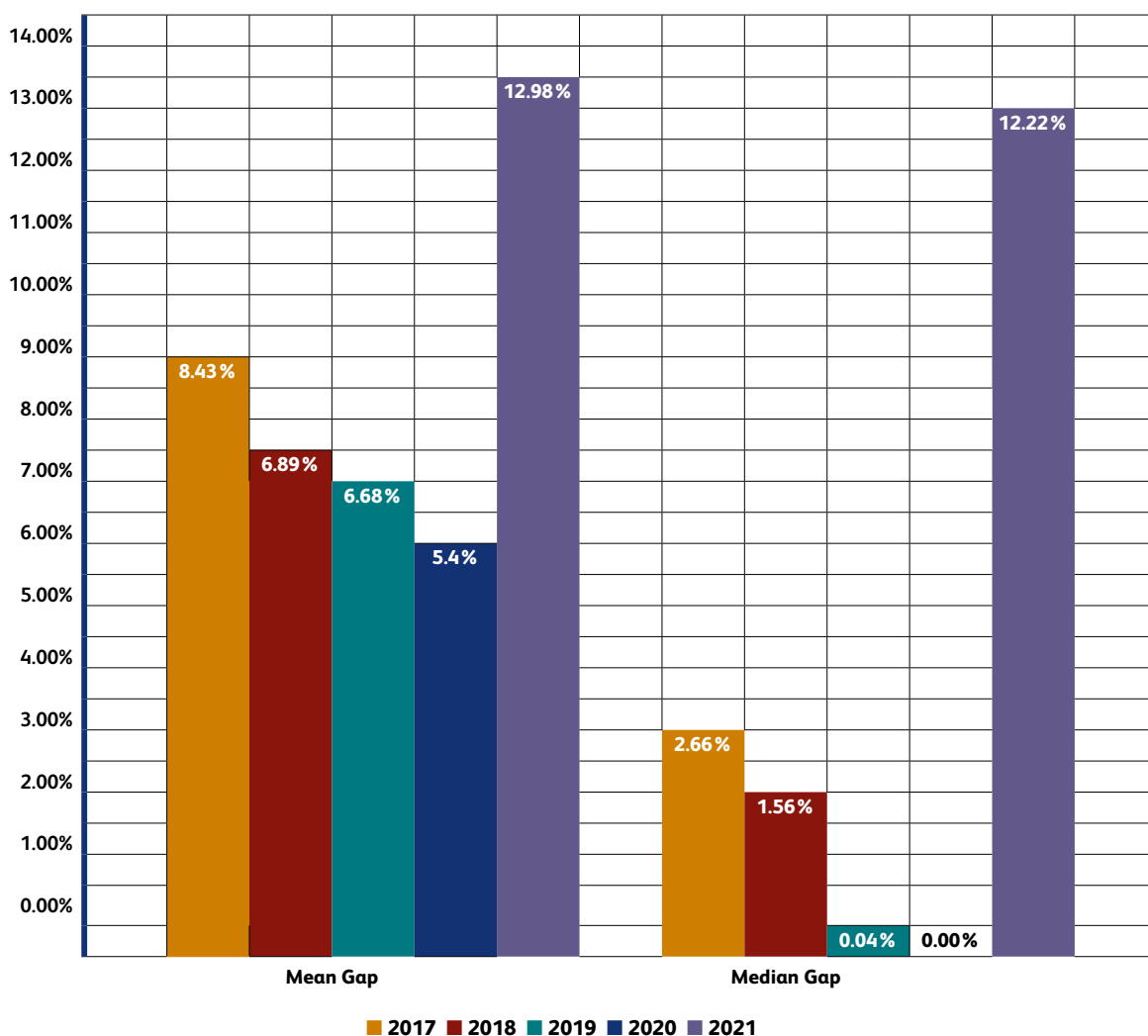


Context as at March 2021

The University remains committed to gender equity and to reducing the gender pay gap and indeed any inequalities for women within the workforce. The University's gap has unfortunately increased from the previous year; however this is explained by a number of factors. Firstly, there was a significant shift in the gap in the upper

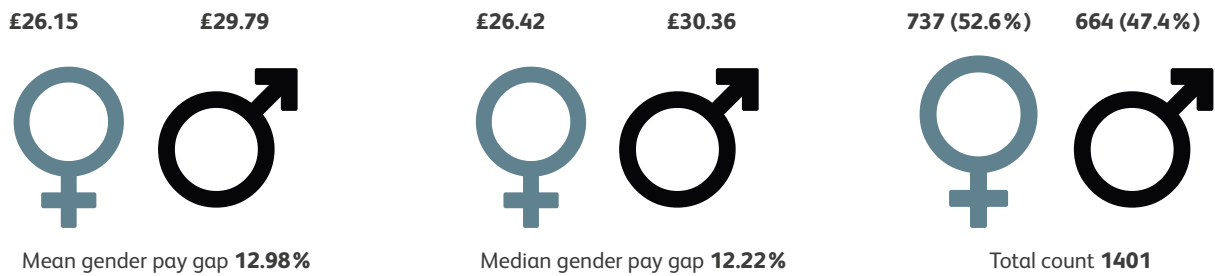
quartile with male representation here increasing to 59.4% (from 52.4%) and female reducing to 40.6% (from 47.5%). Secondly a reverse shift has taken place in the lower quartile where female representation has increased to 67.2% (from 56.5%) and male representation reduced to 32.8% (from 43.5%).

Mean and median pay gap percentages

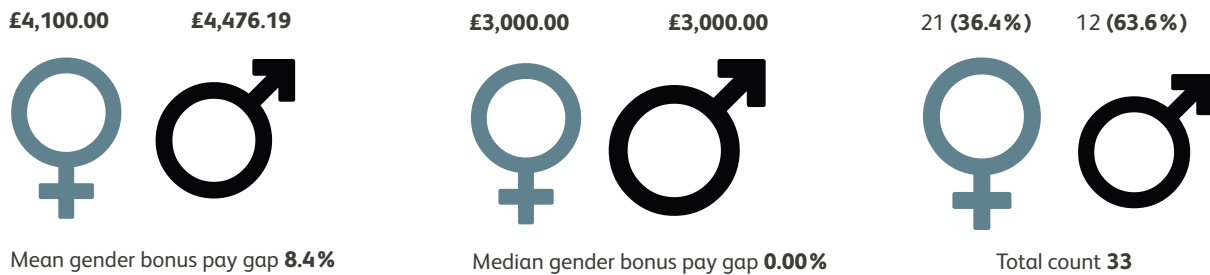


UWL's Gender pay gap reporting data – March 2021

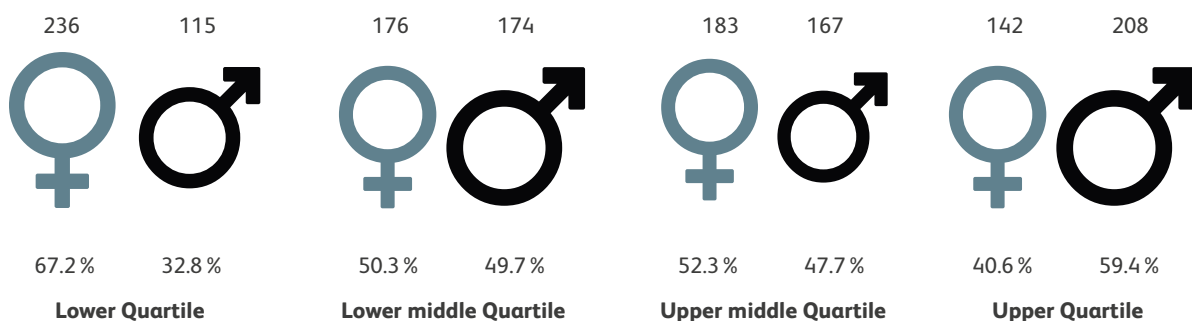
Pay Gap



Bonus Pay Gap



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



Continued action to reduce the gender pay gap

Since the census date of March 2021, the following has occurred which will assist in reducing the anticipated gap for the March 2022 census date:

- 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 %

These have been achieved through ongoing work on equality and diversity. The University has already revised its Dignity at Work Policy and Procedure supported by training for managers which has been delivered to promote an inclusive and positive work environment. Mandatory training on Equality, Diversity and Inclusion as well as for Recruitment and Selection is in place for all staff and our unconscious bias training has been revamped and is now a two-part programme entitled “Beyond Inclusion”.

The University has reviewed its recruitment processes to ensure that UWL continues to attract and retain a diverse high calibre staff and internal process for promotion and progression of all staff have been implemented.

Other new and continued activities the University is committed to in respect of gender pay equity are as follows:

- The University has begun the process and set up a Self-Assessment Team with the ambition of submitting an application for the HE sector recognised **Athena Swan charter mark**, by November 2022.
- A five-year action plan is being developed following analysis of a range of staff data through the Athena Swan process to ensure an intersectional approach to identify gaps and undertake any necessary action.
- Broadening staff recruitment advertising and making selection processes more inclusive and values based and where appropriate use of anonymous shortlisting.
- Implement actions in response to UUK and EHRC reports of sexual harassment and misconduct in HE.
- Continued support for a range of staff networks and to increase the numbers of these to reach out to a wider cross section of the university community.
- Analyse and understand responses from the inaugural staff questionnaire to identify areas for improved engagement across the university.





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