



UNIVERSITY OF
WEST LONDON
The **Career** University

L Gender Pay Gap Report 2020



Our continued and demonstrable commitment to equality, diversity and inclusion

The University of West London (UWL) continues to be recognised as a 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 BAME 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 57:43, this now places UWL above the sector average.
- 34% of UWL's top earners are female which remains consistent with the sector average.
- 35% of UWL staff are from BAME backgrounds, which compares favourably with the higher education sector average of 13%.
- The University's median ethnicity pay gap as at March 2020 was 2.36%.

[Our People and Organisational Development Strategy](#) that was launched in March 2020 has celebration of 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 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.

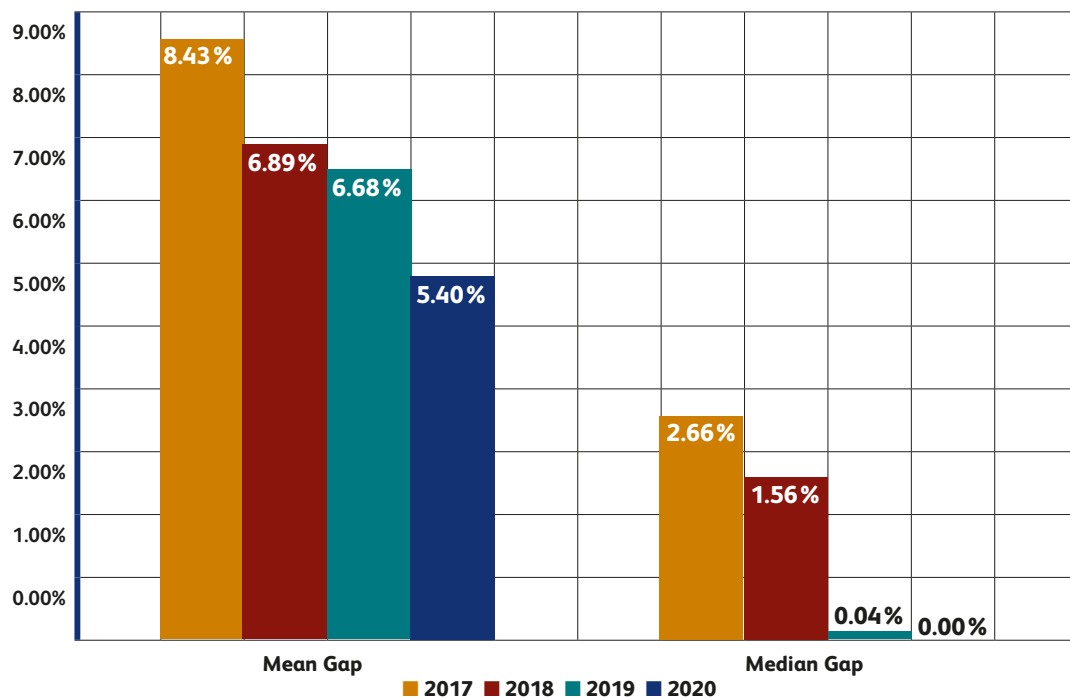


Context

The **mean pay gap** for the University has continued to reduce this year to **5.40%** which is a 3% reduction from 2017 data that showed the gap at 8.43%. The **median pay gap** has reduced to **0.00%** this year. Although we are pleased with

this reduction, there still remains work to be done. The chart below shows our continued progress in reducing and indeed removing the median gap through deeply embedded commitment to equality, diversity and inclusion:

Mean and median pay gap percentages



The university is proud to be able to say that we have a sector leading 0% median pay gap that has been achieved through many of the activities and actions we have taken over a number of years. All staff in post who held substantive contracts with the University were given a 1.5% recognition award in view of the very successful year in terms of student satisfaction, financial stability and rises in reputation. The bonus payment gender gap

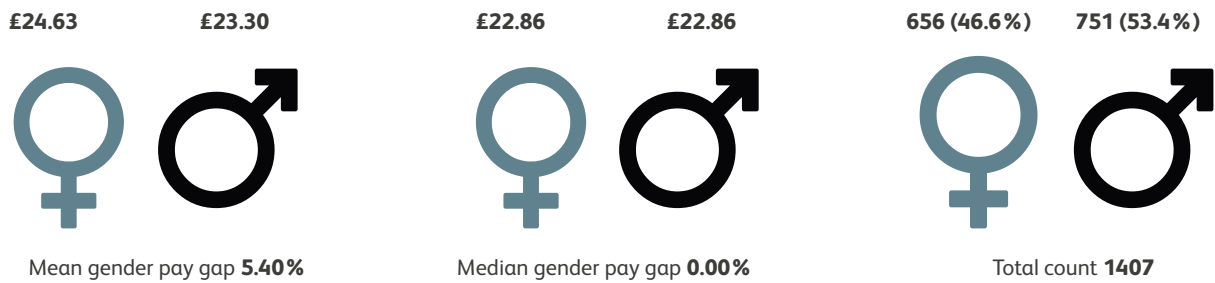
is higher as the calculation is based on full bonus payments and not hourly pay. The payment was given pro-rata to part-time staff and a higher percentage of female staff employed part-time. Another factor with the bonus payment was paid as a percentage of salary and there was at the time a higher proportion of staff in the upper quartile were male.

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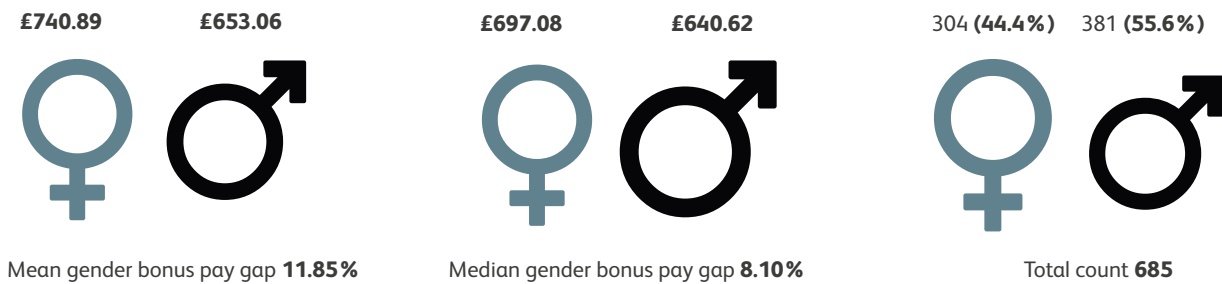
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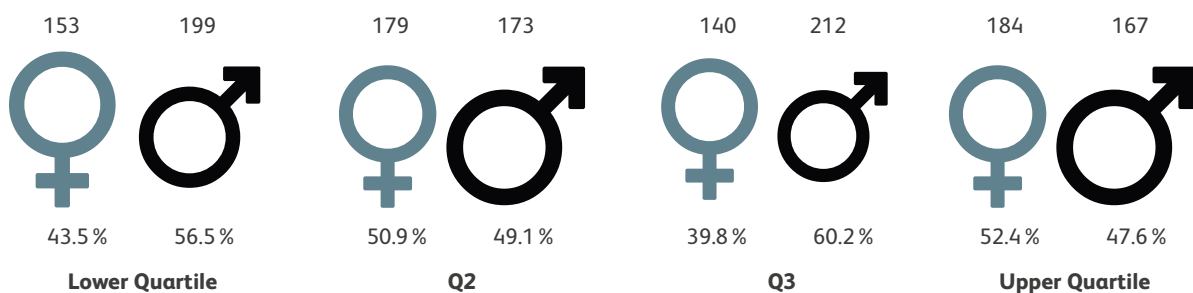
Gender pay gap



UWL Bonus Gender Pay Gap (mean and median data)



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



Continued action to reduce the gender pay gap

The University remains committed to gender equity and is demonstrating this by continually reducing the gender pay gap and indeed any inequalities for women within the workforce. As part of its ongoing work on equality and diversity, it has already revised its Dignity at Work Policy and Procedure supported by training for managers has been delivered to instil an inclusive and positive work environment. Mandatory training on Equality and Diversity is in place for all staff and unconscious bias training has been held for all managers and rolled out across the institution.

The University is currently working to review its recruitment processes to ensure that UWL continues to attract and retain a diverse high calibre staff and also to review promotion and senior level appointments to ensure equality.

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.
- Analysis of gender ethnicity, and age pay data 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.
- Use the outcomes from the REF Equality Impact Assessment to develop action plan to equitably develop research profiles of female staff.
- Implement actions in response to UUK and EHRC reports of sexual harassment in HE.
- The launch of an internal Women's Network.





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