



UNIVERSITY OF
WEST LONDON
The Career University

University of
West London
**Gender Pay Gap
Report 2017**





Our commitment to equality and diversity

The University of West London is committed to providing and supporting an environment that promotes Equality and Diversity.

By way of explanation the mean calculation is based on the average hourly salary. The median calculation is based on hourly pay at the middle point of the distribution of pay. The distribution of gender by pay quartile is collated by splitting the workforce into four groups based on their pay.

The University's median gender pay gap is less than 3% and 48% of women make up the upper quartile for pay. This is also true of the senior team, with 45% of the Vice-Chancellor's Executive being women.

We value the diversity of our community and aim to create an environment of respect and inclusivity, where all are treated equally and where staff and students can reach their full potential.

The University's commitment to equality extends into how we approach the way we reward and remunerate our staff. We operate a pay structure based on the New Joint Negotiating Committee for Higher Education Staff (JNCHES) pay scale.

All roles excluding our most senior staff have their roles evaluated using the Hay Job Evaluation scheme which ensures further parity. The salary of senior staff are set by the Remuneration Committee and decisions are made based on a range of internal and external salary benchmarking data.

Context

The University recruits large numbers of its own students in what are predominantly ambassadorial and support roles usually paid hourly at the lower pay grades.

These hourly paid roles provide students with essential work skills, experience as well as an opportunity for students to earn an income. These roles are paid in line with the National Living Wage. Females are overrepresented in these roles (which reflects

the University's student body composition). This has an impact on the mean gender pay gap of 8.43%.

If these hourly paid roles were excluded from the calculations, the University's mean gender pay gap would be 4.09% and median gender pay gap would be 0.16%.

All staff in post who held substantive contracts with the University were given a 2% recognition award in view of a very successful year in terms of student satisfaction, financial stability,

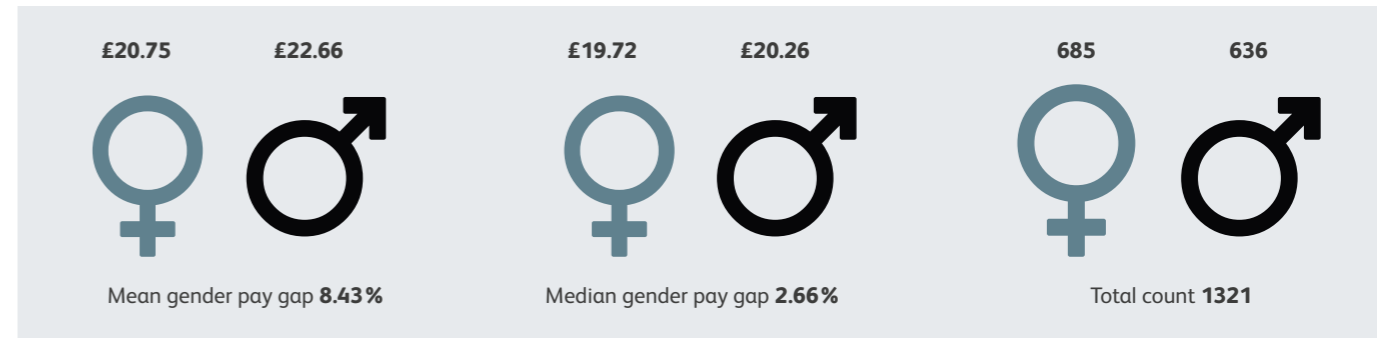
continued good reputation and performance. The bonus gender pay gap calculation was based on actual pay. The payment was therefore awarded pro-rata to part-time staff and a higher percentage of female staff are employed part-time.

Bonus was paid as a percentage of salary for the period of reporting. A higher proportion of male staff were in the upper quartile of pay for the period of reporting, contributing to this gap.



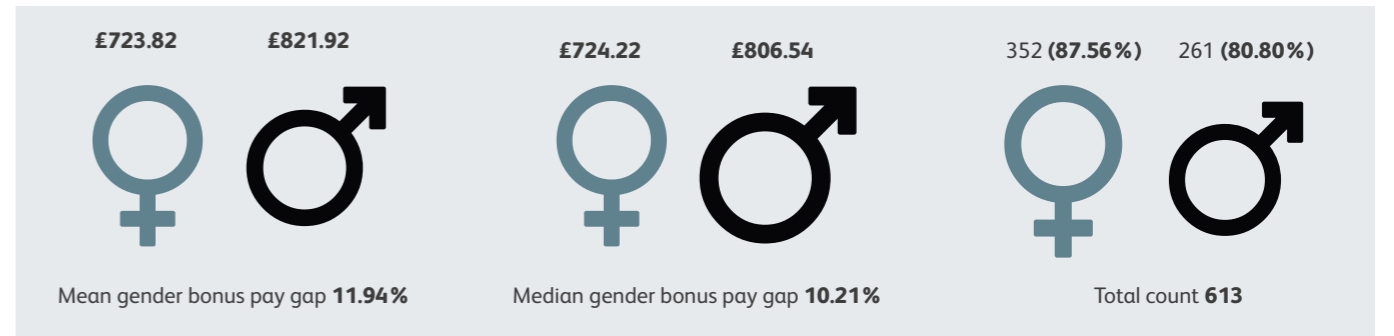
Data

UWL mean and median gender pay gap - based on an hourly rate of pay



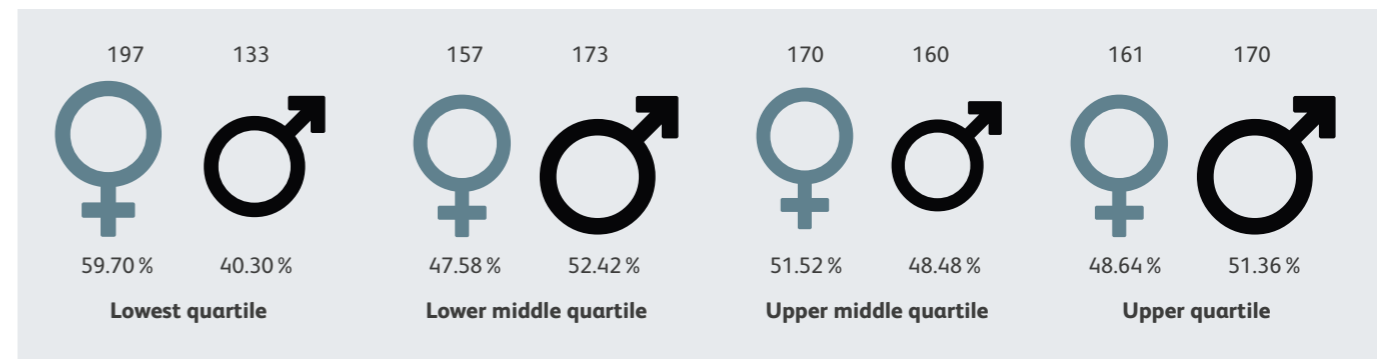
The data set in the above table includes all employees on full pay including hourly paid lecturers (HPLs), hourly paid support staff (HPSS) and the London College of Music (LCM) examiners on the snapshot date of 31st of March 2017 as is required by the calculations for the statutory mean and median gender pay gap reporting.

UWL bonus gender pay gap (mean and median data)



The base includes all employees employed on the snapshot date of 31st of March 2017 as required by the calculations for the statutory bonus mean, median gender pay gap reporting. Bonus paid relates to the 12 months preceding the snapshot date.

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



The upper quartile represents roles that are higher paid versus the lower quartile representing roles paid at lower grades.



Working to reduce the gender pay gap

The University is committed to reducing the gender pay gap and indeed any inequalities for women within the workforce. As part of its ongoing work on promoting equality and diversity.

The University has in place a Dignity at Work Policy and Procedure, supported by training for managers, 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 is being rolled out across the institution.

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

The University considered the data on the gender pay gap and is committing to:

- Review the reward systems to ensure that they are fair and equitable. This is already being done for academic promotions and discussions are ongoing about reward systems for support staff. The issues regarding gender pay should also be brought to the attention of the Remuneration Committee.
- Undertake further analysis of the data to ensure that there are no disparities between different schools and services and in the Senior Management Group.
- Review how any future bonuses are given to ensure that they are fair and transparent including the University's Honorary and Additional Payments Policy in assuring that this is fit for purpose.
- Work towards the Athena Swan charter mark which provides focus and senior level sponsorship in promoting gender equality in the work place for both students and staff. This encourages the University's commitment in widening participation.



Professor Peter John
Vice Chancellor and Chief Executive



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