



UNIVERSITY OF
WEST LONDON
The Career University

University of
West London
**Gender Pay Gap
Report 2018**





Our commitment to equality and diversity

The University of West London is committed to promoting and supporting equality and diversity. We value the diversity of our community and we aim to create an environment of respect where all are treated equally and where staff and students can reach their full potential.

We are committed to providing the highest quality working environment where all staff are welcomed. No one should experience less favourable treatment or discrimination because of their age; any disability they may have; ethnicity, colour or national origin; their gender, their gender identity or reassignment; marital or civil partnership status; being pregnant or recently having had a baby; their religion or beliefs, their sexuality and sexual orientation. The University also recognises that students and staff members may have varying needs and that these may also be shaped by their family responsibilities and/or their socio-economic backgrounds.

The University recognises that members of staff and students may have a range of aspirations and goals. The University wishes to provide a positive working and learning environment which accommodates these. All staff and students should have equal access to the full range of institutional facilities and adjustments to working and learning practices are considered wherever appropriate in order to support a more diverse University community.

The University's commitment to gender equality extends into how we approach Equal Pay, and we operate a grade structure based on the new JNCHES pay scale. All staff outside our most senior staff have their roles evaluated using the HERA job evaluation scheme which ensures that pay is based on the role. The salaries of senior staff are set by our Remuneration Committees which consider a range of internal and external salary data when setting pay levels, including gender pay gap data.

Context

The mean pay gap for the University has reduced this year to **6.89%**, a 1.5% reduction from 2017 which showed a gap of 8.43%. Figures provided by the Guardian show that in 2017, nine out of 10 public-sector organisations paid men more than women, with an overall gender pay gap of 14%. The HE sector pay gap in 2017 was 14.3%.

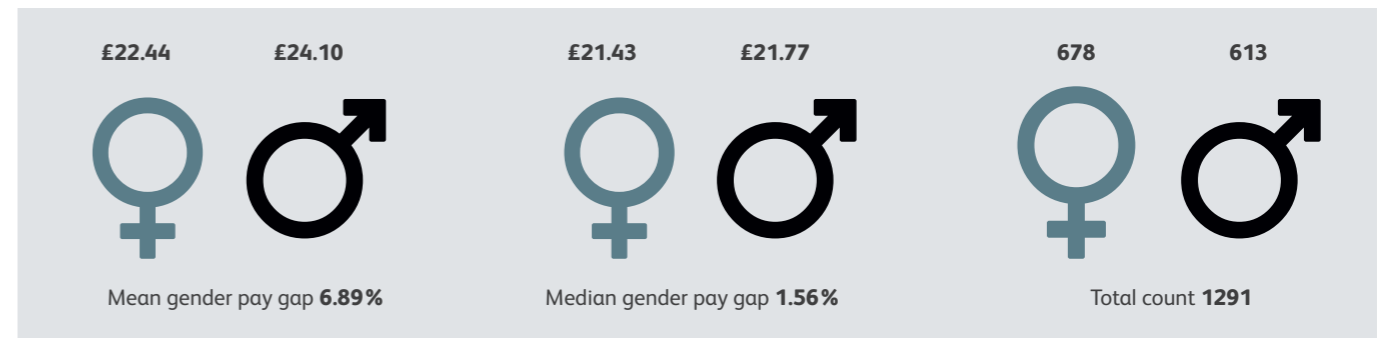
As part of its role and mission the University recruits large numbers of its own students in what are predominantly ambassadorial and support roles usually paid at the lower spinal points. Reflecting the student body composition, females are overrepresented in these roles. This has a significant impact on the overall gender gap as 5.25% of average gender gap can be attributed to this factor. By excluding this group, the University's mean pay gap reduces to **1.64%**. Although we are pleased with this reduction, mainly due to increase numbers of female staff in senior roles, there still remains work to be done.

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 than the overall pay gap 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. 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.



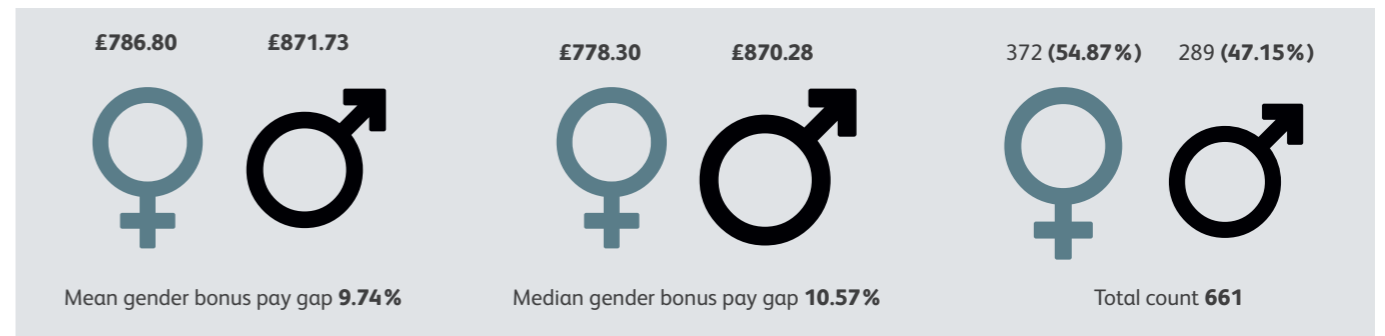
Data

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



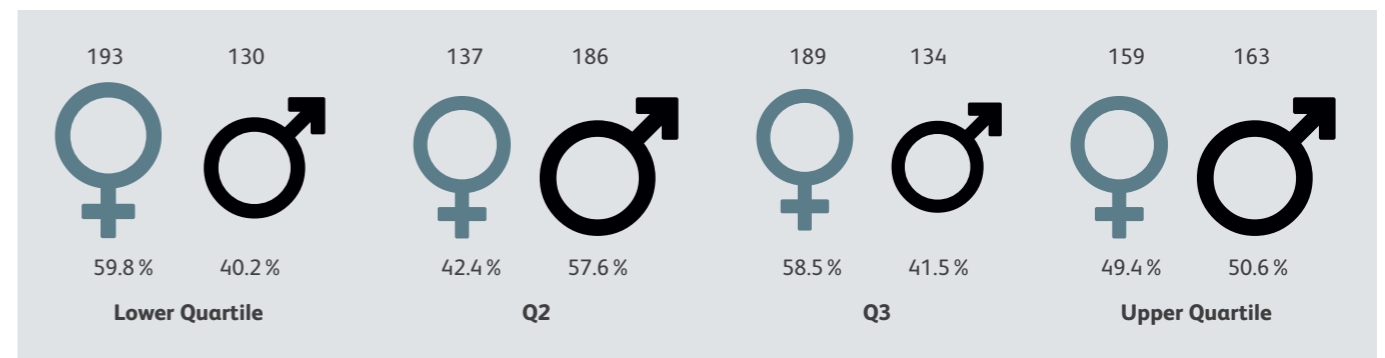
The data set in the above table includes all employees on full pay including hourly paid lecturers (HPLs), hourly paid support staff (HPSS) and the London College of Music (LCM) examiners on the snapshot date of 31st of March 2018 as is required by the calculations for the statutory mean and median gender 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 2018 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





Action 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 equality and diversity it has already revised its Dignity at Work Policy and Procedure 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 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 staff from a diverse range of backgrounds and also to review promotion and senior level appointments to ensure equality.

Having considered the data on the pay gap, the University is committing to:

- Review the **reward systems** to ensure that they are fair and equitable. This is already being undertaken for academic promotions and work is underway to develop effective pay progression for all staff and recognition for outstanding contributions. Work will also be undertaken in the forthcoming year to harmonise terms and conditions and pay scales to ensure greater equity across the University.
- 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 bonuses are given to ensure that they are fair and transparent ensuring that the University's Honorarium and Additional Payments policy is fit for purpose.

Professor Peter John
Vice-Chancellor and Chief Executive





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

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

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

Tel: 0800 036 8888
Int: +44 (0)20 8231 2468

uwl.ac.uk