

Gender Pay Gap Report 2019



Our continued and demonstrable commitment to equality and diversity

The University of West London (UWL) continues to be recognised as a welcoming and supportive place to work as latest figures show it is out-performing 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.

The report highlights that 44% of the University's top earners are now women. This is across all areas and 28% of professors are women.

Our gender equality is matched by our BAME profile where the University also exceeds the sector average across all areas of academic staff, management and professional services staff with 33% from BAME backgrounds.

The University also increased the number of associate professors and professors from BAME backgrounds last year to 29%. The numbers outlined in our recent review show the University is sector leading in having 5 black Professors (2 of whom are female).

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.

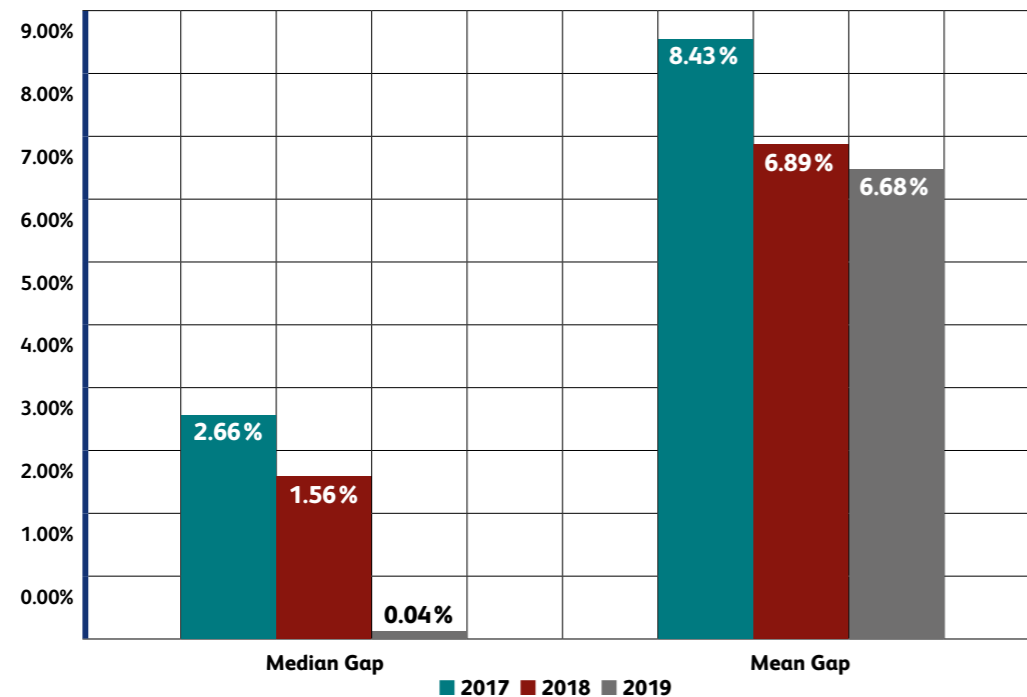


Context

The **mean pay gap** for the University has reduced this year to **6.68%**, a 1.75 % reduction from 2017 data that showed the gap at 8.43%. The **median pay gap** has reduced from 1.56% in 2017 to **0.04%** 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 the 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 minimal pay gap that has been achieved through many of the activities and actions we have taken over a number of years. The table below is based on data from

UCEA for the 2018 pay gap returns, where UWL's position can clearly be seen as being well below many averages and we are confident this year's report gaps, both mean and median will continue to demonstrate this trend.

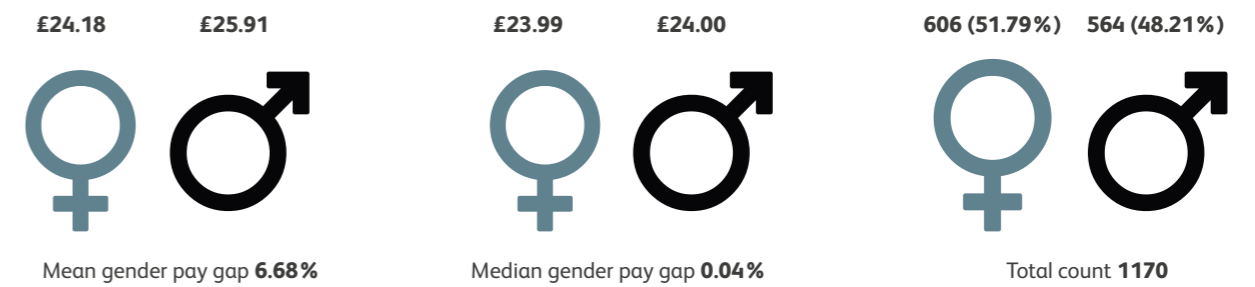
	2018 Median Pay Gap			
	Post 92	London and the Southeast	500 to 999 Employees	UWL
Median Pay Gap	12.90%	12.00%	13.40%	1.56%
Percentage of females in the top quartile	47.95%	45.10%	45.10%	49.40%

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-

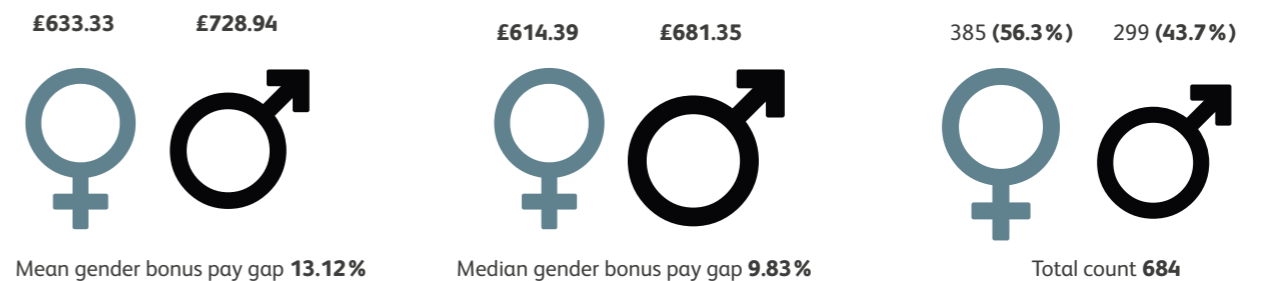
time staff and a higher percentage of female staff employed part-time.

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.

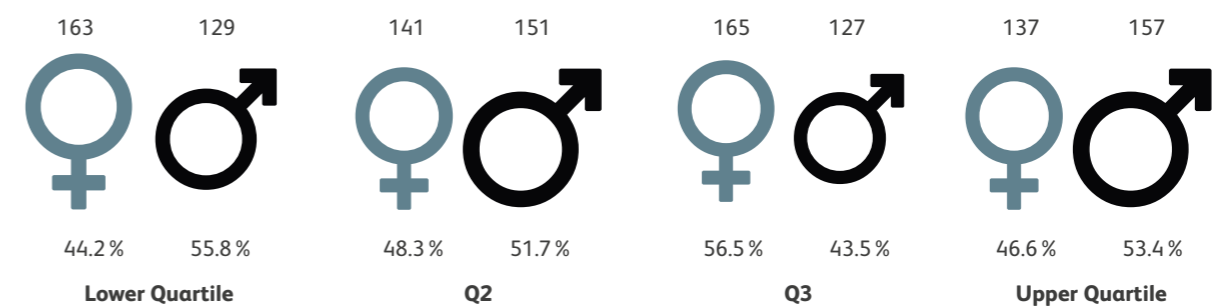
Gender pay gap



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 has recently broadened its commitment to diversity by revising our previous commitment to become an Equality, Diversity and Inclusion statement that looks at the intersectionality links across all protected characteristics.

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 signed up and committed to achieving the HE sector recognised **Athena Swan charter mark**, which provides focus and senior level sponsorship in promoting gender equality in the work place for both students and staff.
- Undertake continued analysis of the data to ensure that there are not 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 including the University's Honorarium and Additional Payments policy in ensuring that this is fit for purpose.



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