

Gender Pay Gap- March 2023

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2022. The University of Westminster's pay approach supports the fair treatment and reward of all colleagues irrespective of gender.

The University's Pay System

The University's pay system covers grades including administrative, technical, academic, research and managerial level. Grades vary according to the level of responsibility that colleagues have. Each grade has a set pay range and colleagues are expected to move through the pay range for their grade.

Comparison of mean hourly pay shows a gap in favour of men of 7.4%, whilst comparison of median hourly pay shows a gap in favour of men of 7.6%

When we breakdown the gender pay gaps within the pay quartiles these gaps are reduced

- In favour of men
- + In favour of women

| | |
|-----------------------|--------|
| Lower Quartile | -1.50% |
| Lower Middle Quartile | -0.10% |
| Upper Middle Quartile | +0.40% |
| Top Quartile | -4.10% |

Bonus Pay

In line with published guidance, we have included payments outside of an individual's normal salary as bonus pay, including the following categories;

- Responsibility/Acting up Allowance
- Honorarium/one off payment
- Long Service Award
- One off exceptional payment for work above normal duties
- Market Supplement
- Fixed Allowance

The last two categories market supplement and fixed allowance applied to 4 colleagues only during the period of data capture. We have been continuing to significantly reduce these types of payments, from 24 colleagues receiving these payments three years ago.

We recognise that these payments have had a significant impact on the median and the mean bonus pay figures, which is why we continue to review them annually and seek to reduce their use. Market supplements are reviewed annually.

A total of 20 individuals (0.72% of colleagues when compared to the total number of people in the analysis) received a payment outside of their normal salary, as defined above, during the period of data capture. Of these 12 were male and 8 were female.

Nine bonus payments are honorariums which are awarded to Professors as part of a robust and rigorous annual performance process. Due to a late running of the process in 2021, honorariums for that year were processed in April 2021 instead of March 2021. This means

that for the reporting period for this year's gender pay gap, we are incorporating honorarium payments from both 2021 and 2022 (April 2021 and March 2022) which has increased the number this year, and in some cases some male colleagues have received two bonus payments. If we were to remove these late payments, the median bonus pay gap becomes 0.00%.

We have continued to reduce the use of bonus payments in general, which helps to support a fair and transparent pay system. However, the reduction in bonus payments means there is now a small sample group, in which a payment to one individual can make a large difference to the overall mean and median figures.

Pay by quartiles

65.7% of colleagues in the lower quartile are women, however within the other three quartiles the percentage of men and women is more evenly spread; 54.8% women in lower middle quartile; 50.4% women in the upper middle quartile; and 47.4% women in the top quartile.

Workforce Profile

Overall the University workforce is made up of 45.4% men and 54.6% women.

The University is committed to fair pay irrespective of gender and will continue to monitor gender pay closely.