

Protected Characteristics Pay Gaps Report 2017 to 2019

Key Findings

Overall Hourly Rates Distribution

Though the total number of University of Westminster (UoW) Colleagues has fallen for each year the Hourly Rates and Gender pay Gaps have been analysed (3346 in 2017, 2924 in 2018, and 2786 in 2019) the overall shape of the distribution of the hourly rates has not changed. The rates which mark the boundaries of each quartile have consistently risen and as such so have the median and average hourly rates in each quartile.

Overall Mean Gender Pay Gap

The overall Mean Gender Pay Gap for UoW Colleagues has consistently grown between 2017 to 2019, increasing on average by 0.7% each year. If this trend continues then in 2020 the projected Gender Pay Gap would be just above 10%. This is below the National Gender Pay Gap of 17.9% (figure taken from the ONS website <https://www.ons.gov.uk>) and the HE sector Mean Gender Pay Gap of 14.9% (See Appendix I).

Overall Gender Distribution

The Gender Distribution of UoW has remained steady between 2017 and 2019 and around 45% male and 55% female. This is despite the Employee Release Scheme (ERS) in August 2017 and the University Restructure in August 2018. The ERS and the Restructure have meant that each year the total number of UoW colleagues in the analysis has fallen (approximately 3350 in 2017, 2900 in 2018, and 2800 in 2019). The Gender Distribution in the Hourly Rate Quartiles has remained very steady between 2017 and 2019. In the lowest hourly rate quartile women make up 66% of the population, but in all other quartiles they make up around 50%. The only quartile where men are more represented than women is in the highest hourly rate quartile (approximately 53% men to 47% women).

Ethnicity

There has been a small but steady increase between 2017 and 2019 in the number of UoW colleagues recorded as BAME, with the total in 2019 at 24.91%. The BAME Average Hourly Rate Pay Gap to the White Average Hourly Rate has stayed quite steady from 2017 to 2019, with the figure in 2019 being 14.38%. The proportion of women who make up the BAME group has fluctuated between 2017 and 2019 while the Gender Distribution of White UoW colleagues has remained steady.

Between 2017 and 2019 the Ethnicity Gender Pay Gap has increased in both the BAME and White Groupings, though the rise is steeper in the BAME grouping (8.35% in 2017 to 10.50% in 2019). The Gender Pay Gap in the BAME grouping has also been consistently higher than the Overall UoW Gender Pay Gap while in the White grouping it has been consistently lower.

Sexual Orientation

Many UoW Colleagues are missing information on their Sexual Orientation. The proportion of UoW Colleagues missing this information has steadily fallen from 2017 to 2019 but in 2019 31.69% of UoW Colleagues do not have any entry against their Sexual Orientation. This does not include those that have answered Prefer not to Say which makes up a further 9.30% of UoW Colleagues in 2019. This will significantly impact the validity of the reporting of Pay Gaps in this area.

Of those who have up to date Sexual Orientation entries the distribution has remained quite steady from 2017 to 2019. The Pay Gaps to the Heterosexual/Straight group have varied but in general those in the Heterosexual/Straight group have been paid less than even the Average Hourly Rate for All UoW Colleagues. It is only in 2019 that the LGBTQ+ group were paid less than the heterosexual/Straight group, with a Pay Gap of 3.40%.

The very high negative Pay Gap between the Unrecorded records and those of the Heterosexual/Straight group (15.32% higher Average Hourly Rate for those Unrecorded than Heterosexual/Straight) would mean that the reported pay gaps for Sexual Orientation may not be properly indicative of the true situation.

Disability

The Distribution of UoW Colleagues reporting as Has a Disability (or previously had one) has stayed very steady at just under 5% from 2017 to 2019. The Pay Gap between the Has a Disability (or previously had one) group and the No Known Disability group has fluctuated between -2.08% in 2017 and 1.79% in 2019. The high pay gaps in the Prefer not to say group and the Unrecorded group can be explained by the very small number of UoW Colleagues in these groups, as of 2019 0.22% and 0.43% of all UoW Colleagues respectively.

The Gender Distribution of both the Has a Disability (or previously had one) group and the No Known Disability group has remained steady between 2017 and 2019, and very close the overall UoW Gender distribution. The Gender Pay Gap in the Has a Disability (or previously had one) group has been consistently below the overall UoW Gender Pay Gap, ranging from 1.85% in 2017 to 4.30% in 2019. The Gender Pay Gap in the No Known Disability group has been consistently higher than the overall UoW Pay Gap, ranging from 8.22% in 2017 to 9.82% in 2019.

Age

The distribution of UoW Colleagues across Age groups has remained consistent from 2017 to 2019, displaying very close to a normal distribution. The Age Group Pay Gaps to the overall UoW Average Hourly Rate has shown broadly shown that as age increases so the Pay Gap falls, and that UoW Colleagues

below 35 are paid less than the overall UoW Average Hourly Rate, those 35 to 44 are paid almost exactly the overall UoW Hourly Rate, and those aged 45 to 65+ are paid more than the overall UoW Average Hourly Rate. This would be expected with career progression.

The Gender distributions within Age Groups have remained consistent between 2017 and 2019; these show that as Age increases so the proportion of women that make up that age group falls. The Gender Pay Gaps for UoW Colleagues aged from 25 to 44 have fluctuated slightly from 2017 to 2019 but have stayed below 5%. The Gender Pay Gaps for UoW Colleagues aged 45 to 64 have consistently increased in favour of men from 2017 to 2019 and in the 55 to 64 years Age group is now higher than the overall UoW Gender Pay Gap (55 to 64 is 11.68% in favour of men while the overall UoW Gender Pay Gap is 9.37% in favour of men). In the 65+ years Age group the Gender Pay Gap has been consistently in favour of women from 2017 to 2019, though this Pay Gap is falling (7.66% in 2017 to 5.02% in 2019).

Religious Belief

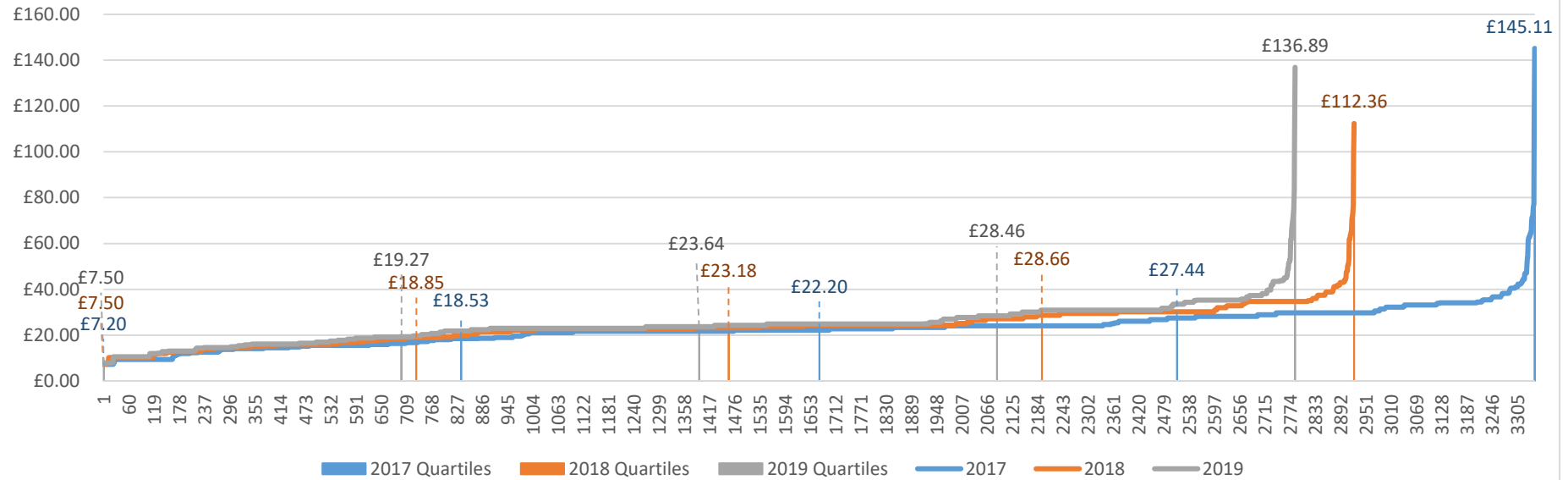
Many UoW Colleagues are missing information on their Religious Belief. The proportion of UoW Colleagues missing this information has steadily fallen from 2017 to 2019 but in 2019 32.70% of UoW Colleagues do not have any entry against their Religious Belief. This does not include those that have answered Prefer not to Say which makes up a further 8.90% of UoW Colleagues in 2019. This will significantly impact the validity of the reporting of Pay Gaps in this area.

The Unrecorded group shows a significant negative Pay Gap to the overall UoW Average Hourly Rate meaning the Average Hourly Rate for those in this group is 8.86% higher than the UoW Average Hourly Rate in 2019. All other groups show positive Pay Gaps to the UoW Average Hourly Rate, but it follows that these would be reduced by bringing down the number of Unrecorded entries. In the No Religion and Prefer not to say groups the Pay Gaps to the UoW Average Hourly Rate have fluctuated a little but, in both groups, this has stayed below 4%. In the Religious Belief group the Pay Gap to the UoW Average Hourly Rate has consistently fallen from 2017 to 2019, from 7.33% to 6.41%.

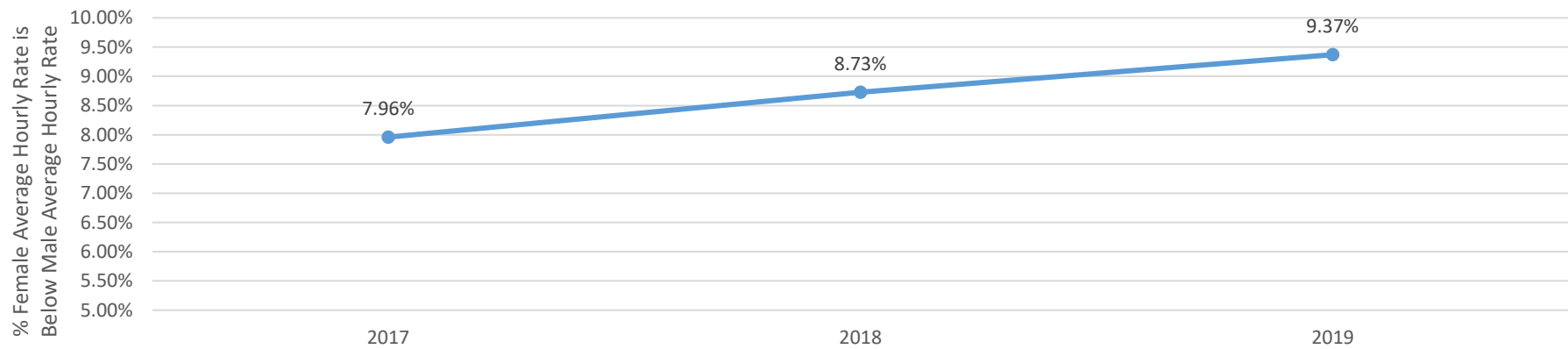
The Gender Distribution in the Religious Belief groups has remained stable from 2017 to 2019, with all groups but Religious Belief being around a 50:50 split. The Religious Belief group has a female proportion of 63.12% in 2019. The Gender Pay Gaps in the Religious Belief groups have fluctuated between 2017 and 2019 but overall show a decreasing Pay Gap in favour of men. In 2019 in all Religious Belief groups the Gender Pay Gap was below the overall UoW Gender Pay Gap.

Overall Hourly Rates	2017	2018	2019
Lowest Hourly Rate:	£7.20	£7.50	£7.50
Median Hourly Rate:	£22.20	£23.18	£23.64
Average Hourly Rate:	£22.92	£23.60	£24.18
Highest Hourly Rate	£145.11	£112.36	£136.89
Ratio of Lowest Hourly Rate to Highest Hourly Rate:	20.15 : 1	14.98 : 1	18.25 : 1
Ratio of Average Hourly Rate to Highest Hourly Rate:	6.33 : 1	4.76 : 1	5.66 : 1
Lower Quartile Hourly Rates	2017	2018	2019
Range:	£7.20 to £18.53	£7.50 to £18.85	£7.50 to £19.27
Variance:	£11.33	£11.35	£11.77
Median:	£14.45	£15.06	£16.14
Average:	£13.94	£14.57	£15.08
Lower Middle Quartile Hourly Rates	2017	2018	2019
Range:	£18.53 to £22.20	£18.85 to £23.18	£19.27 to £23.64
Variance:	£3.67	£4.33	£4.37
Median:	£21.63	£22.58	£23.03
Average:	£21.20	£21.86	£22.58
Upper Middle Quartile Hourly Rates	2017	2018	2019
Range:	£22.20 to £27.44	£23.18 to £28.66	£23.64 to £28.46
Variance:	£5.24	£5.48	£4.82
Median:	£24.02	£24.43	£24.92
Average:	£24.09	£24.89	£25.30
Upper Quartile Hourly Rates	2017	2018	2019
Range:	£27.44 to £145.11	£28.66 to £112.36	£28.46 to £136.89
Variance:	£117.67	£83.70	£108.43
Median:	£29.74	£30.25	£30.85
Average:	£32.43	£33.07	£33.94

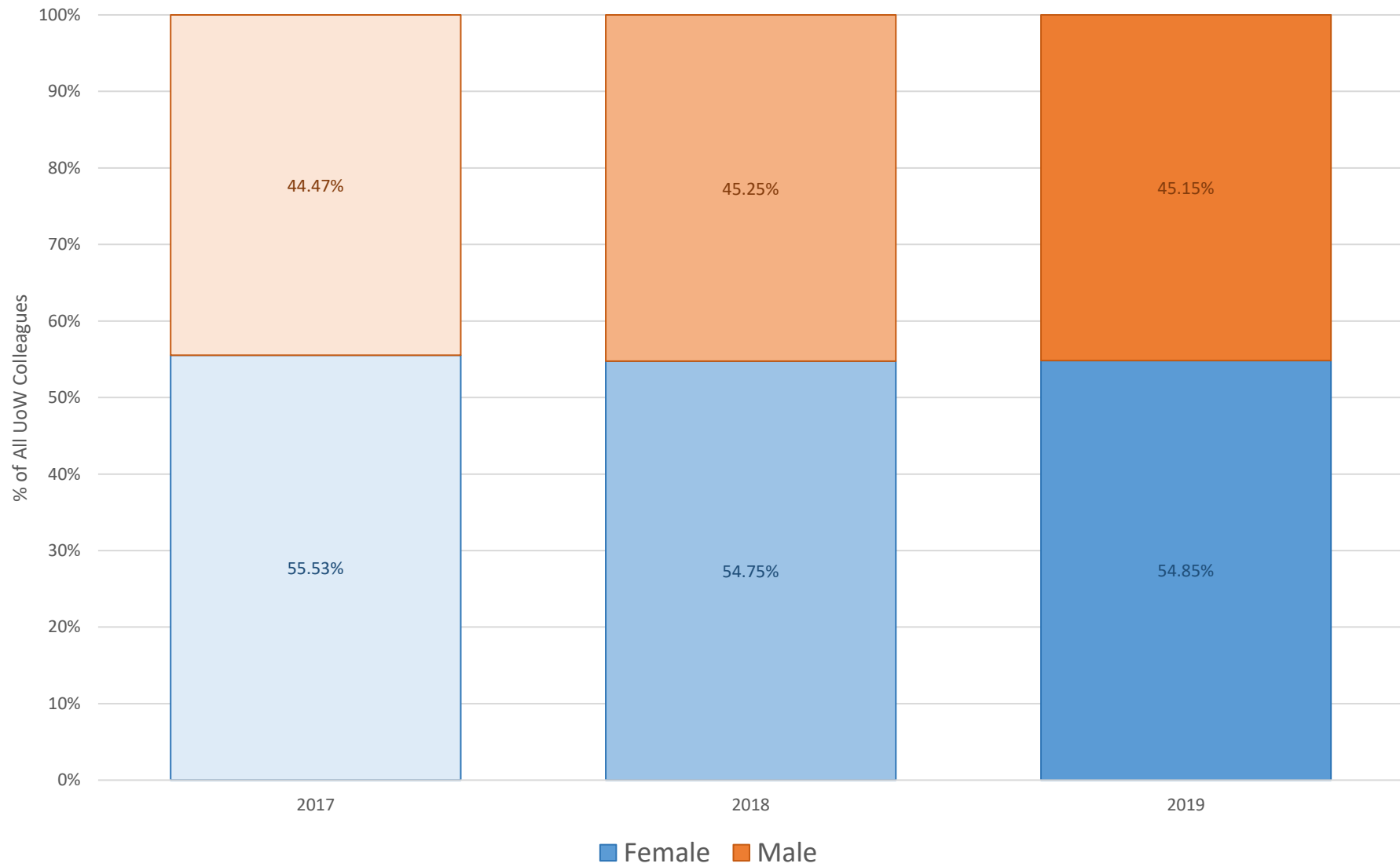
Hourly Rates Distribution Comparison 2017 to 2019



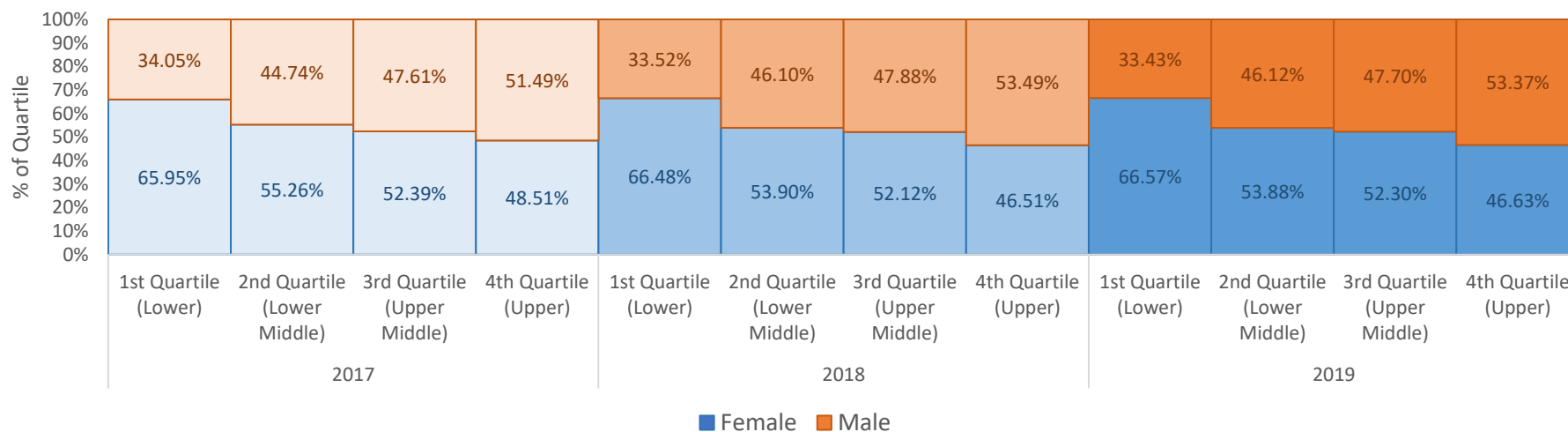
Gender Pay Gaps 2017 to 2019



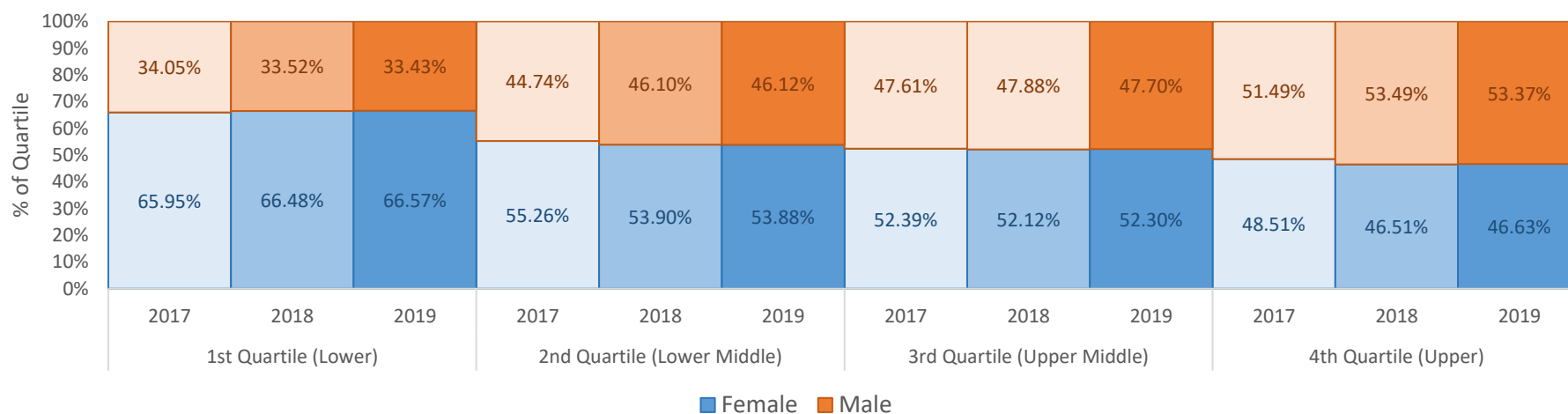
Gender Distribution of All UoW Colleagues 2017 to 2019



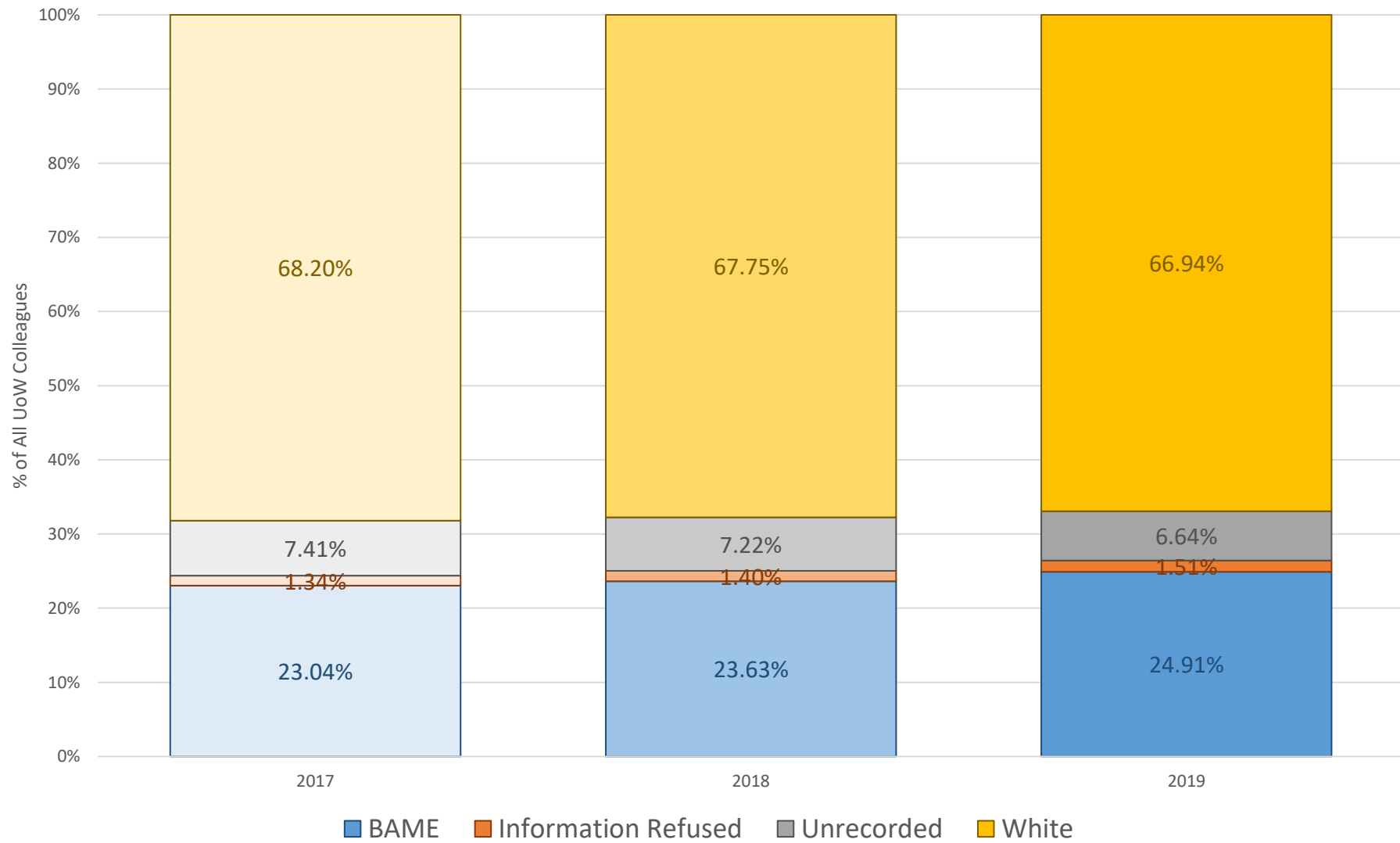
Gender Distribution in Quartiles 2017 to 2019 (Grouped by Year)



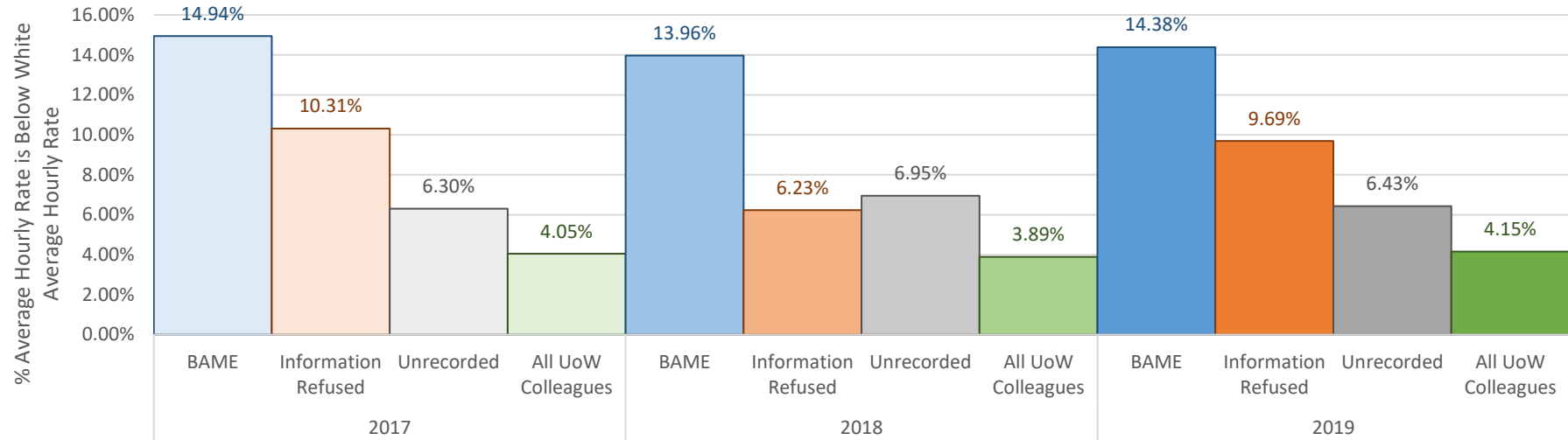
Gender Distribution in Quartiles 2017 to 2019 (Grouped by Quartile)



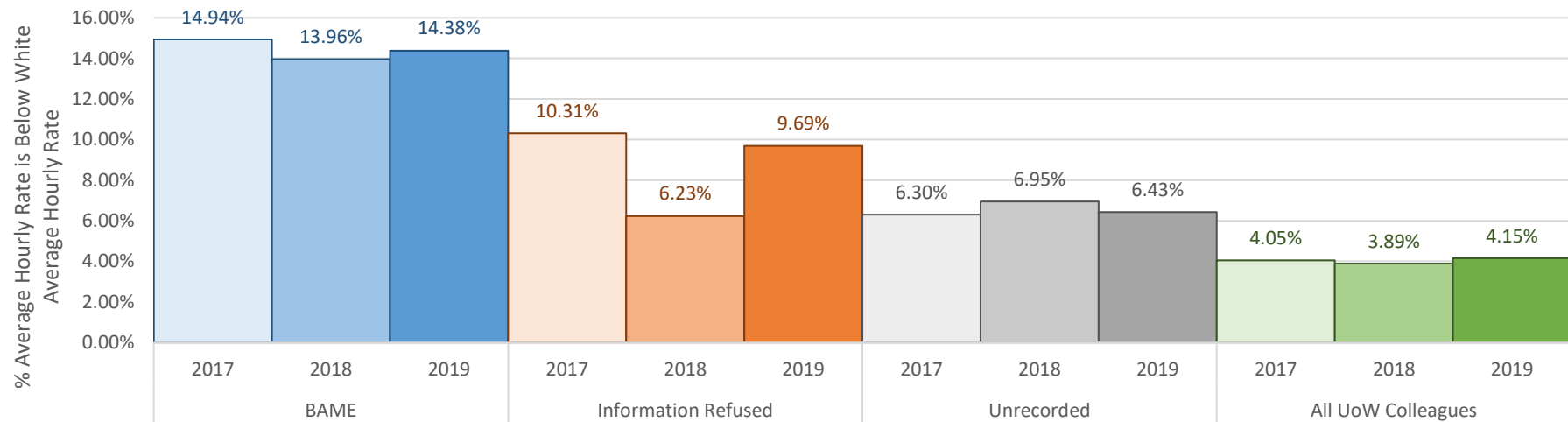
Ethnicity Distribution of All UoW Colleagues 2017 to 2019



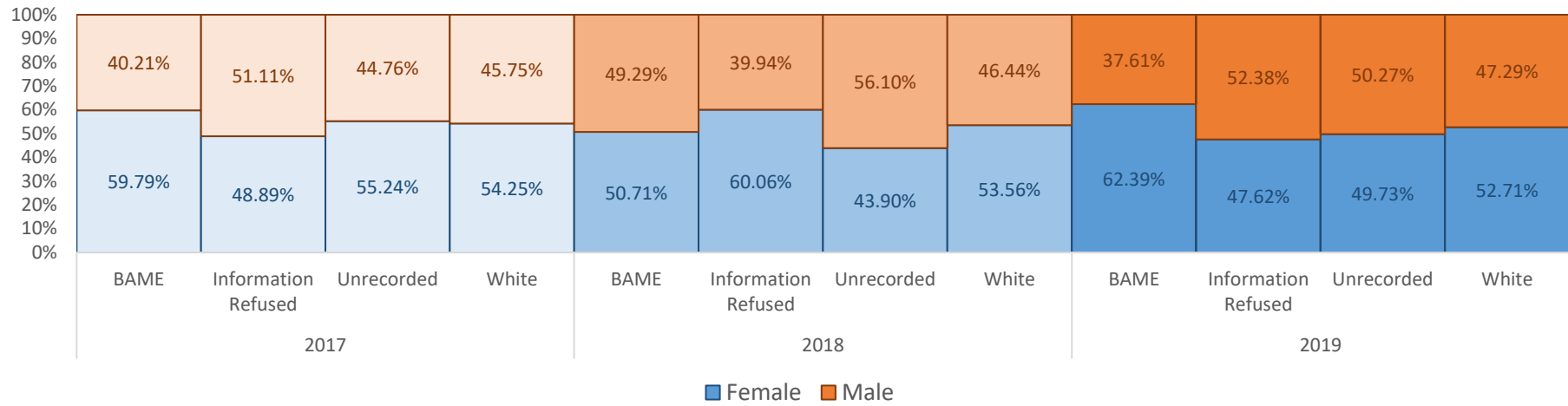
Ethnicity Pay Gaps to White 2017 to 2019 (Grouped by Year)



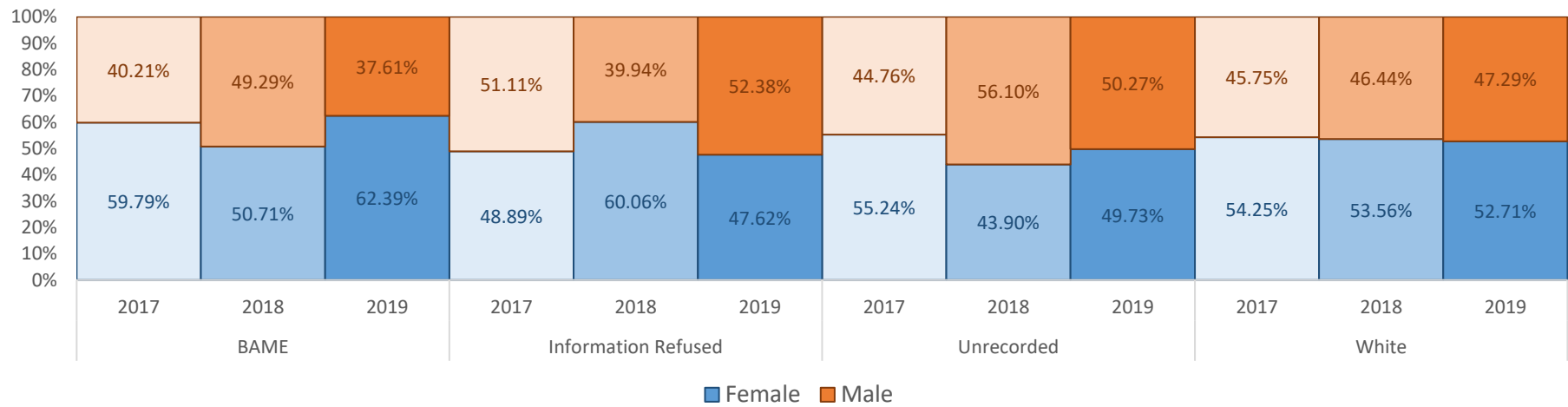
Ethnicity Pay Gaps to White 2017 to 2019 (Grouped by Ethnicity)



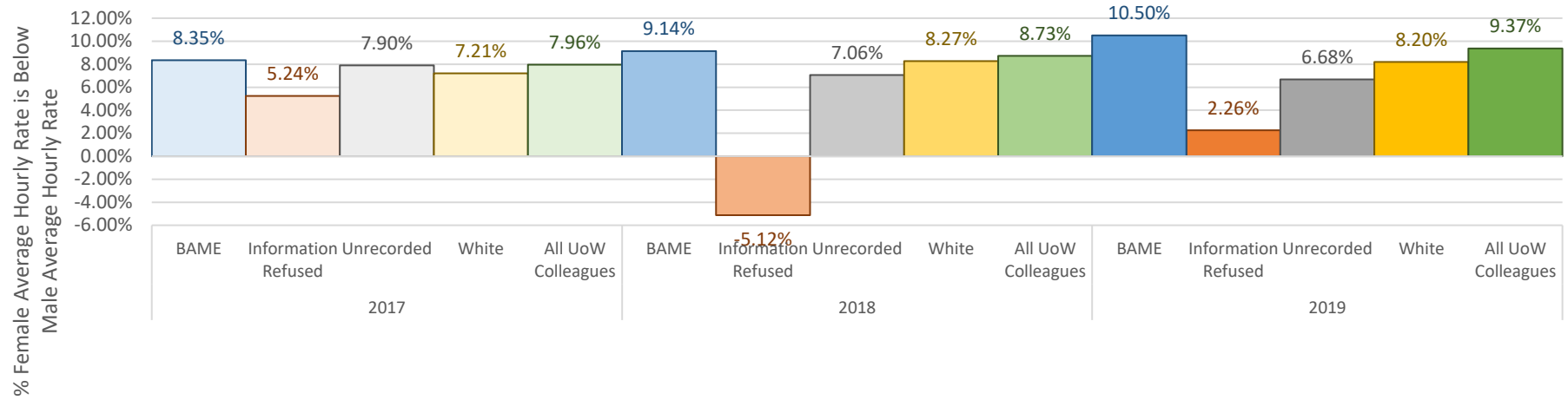
Ethnicity Gender Distributions 2017 to 2019 (Grouped by Year)



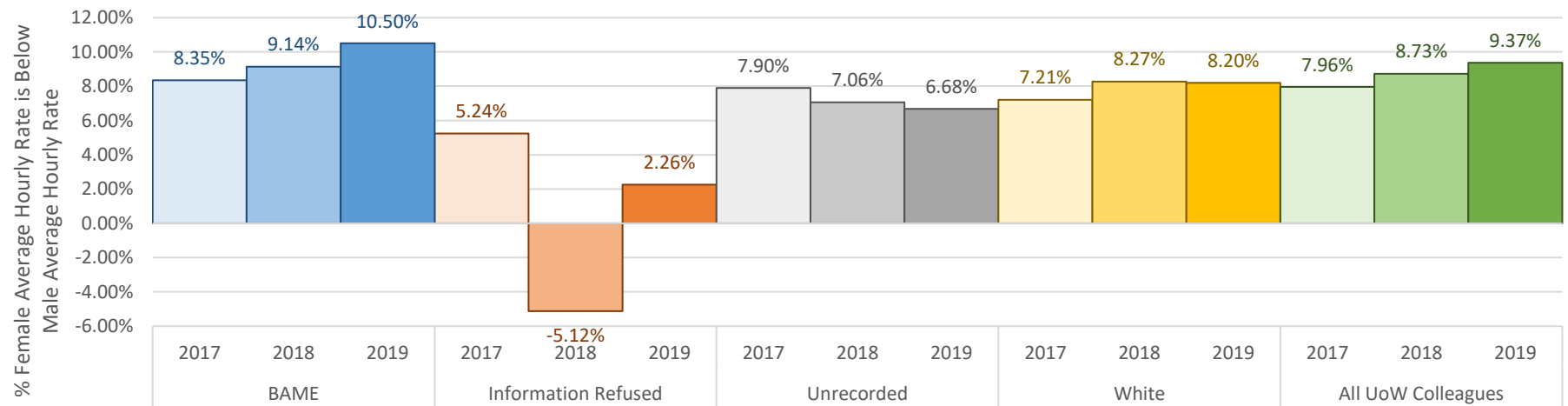
Ethnicity Gender Distributions 2017 to 2019 (Grouped by Ethnicity)



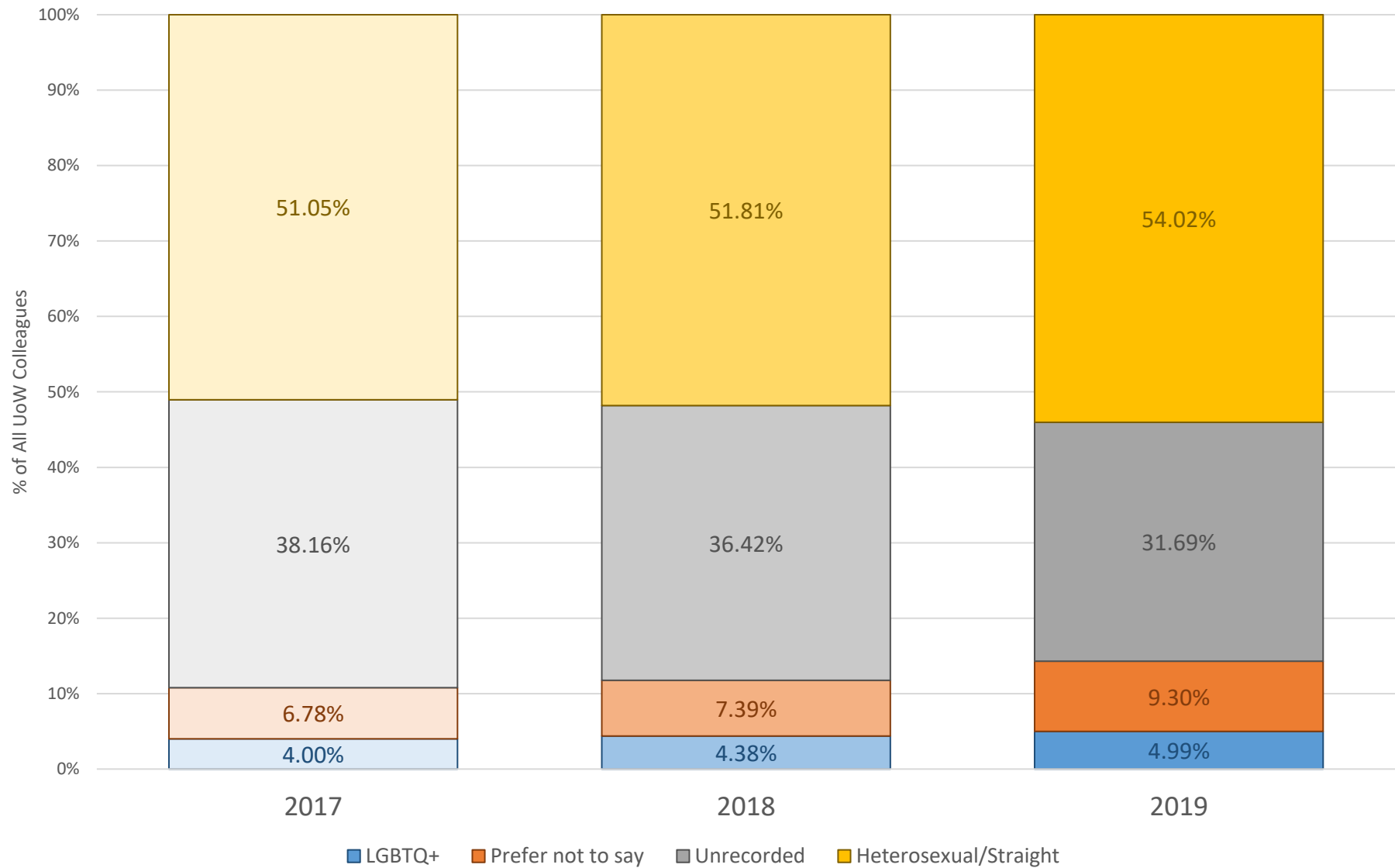
Ethnicity Gender Pay Gaps 2017 to 2019 (Grouped by Year)



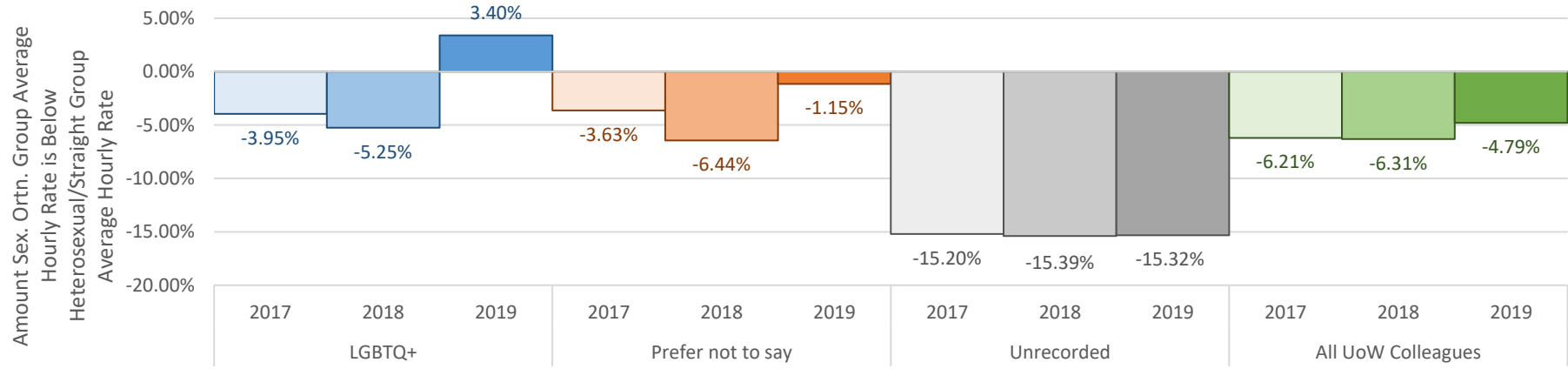
Ethnicity Gender Pay Gaps 2017 to 2019 (Grouped by Ethnicity)



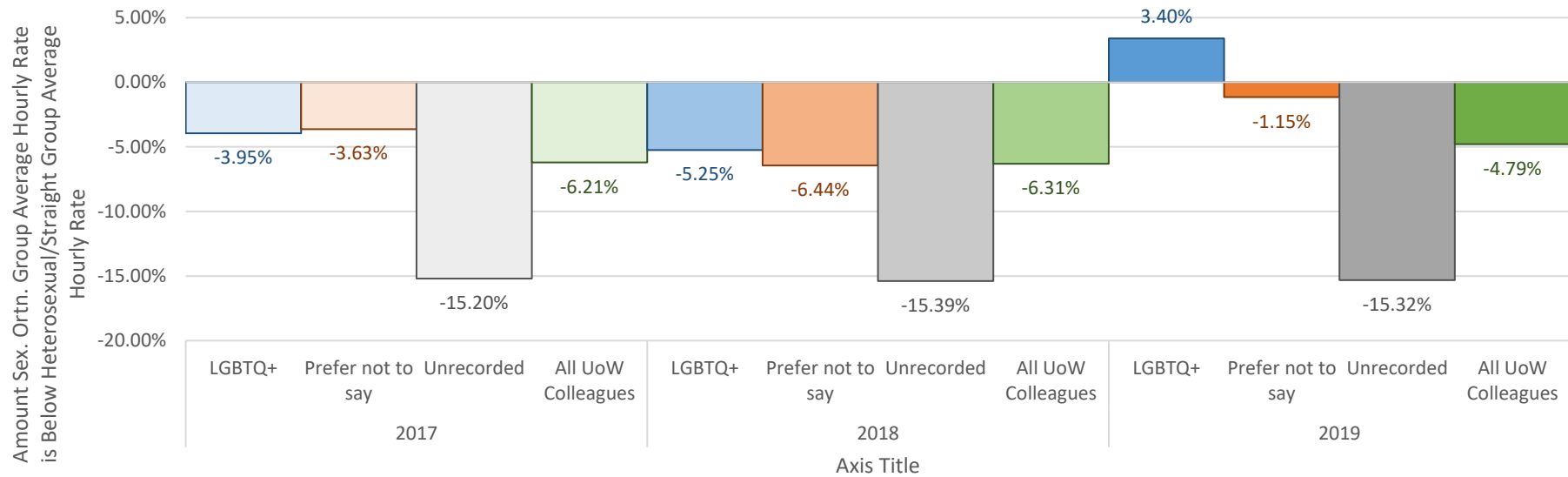
Sexual Orientation Distribution of All UoW Colleagues 2017 to 2019



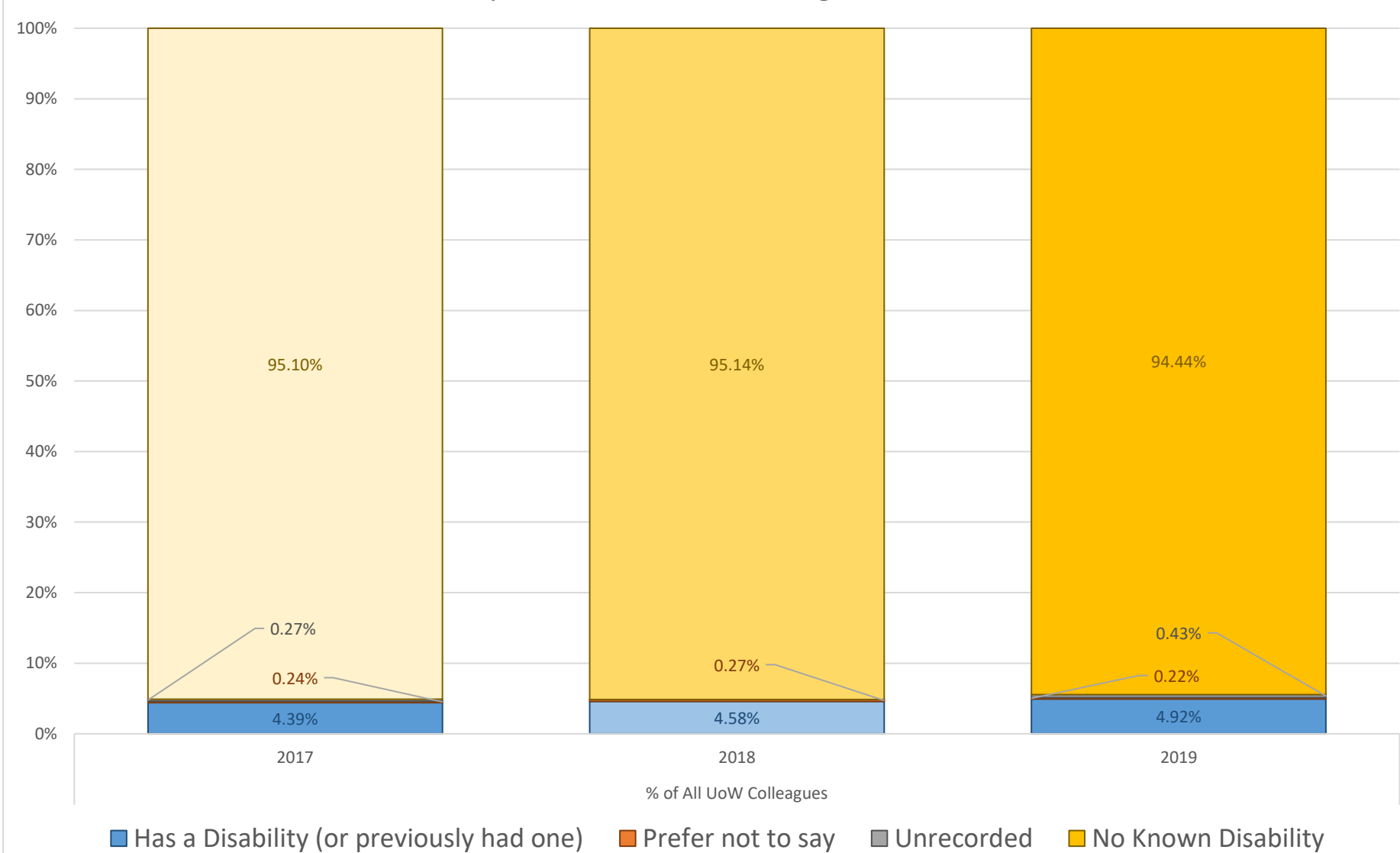
Sexual Orientation Pay Gaps 2017 to 2019 (Grouped by Orientation)



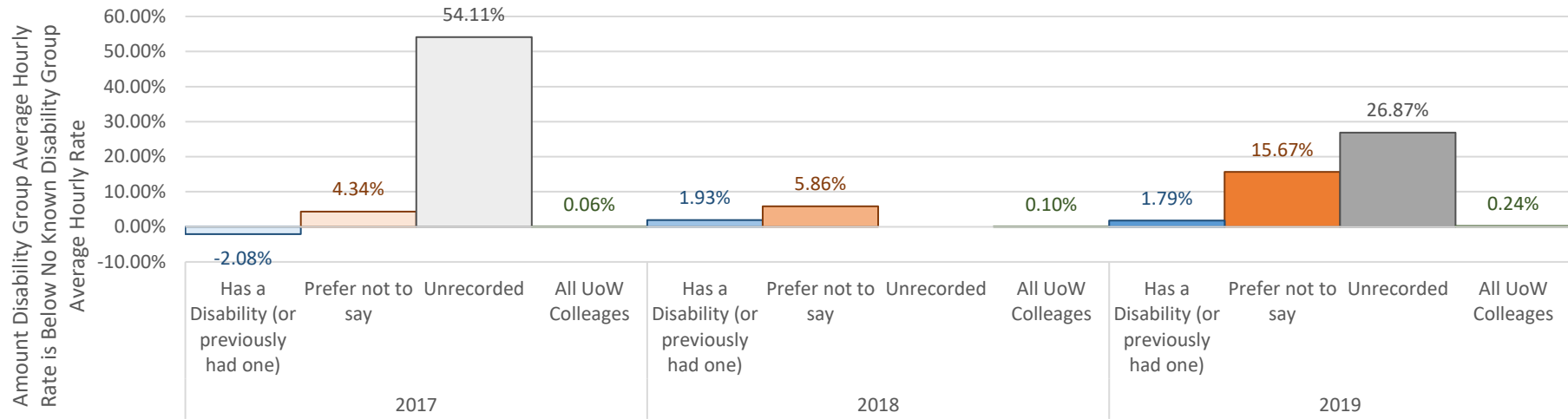
Sexual Orientation Pay Gaps 2017 to 2019 (Grouped by Year)



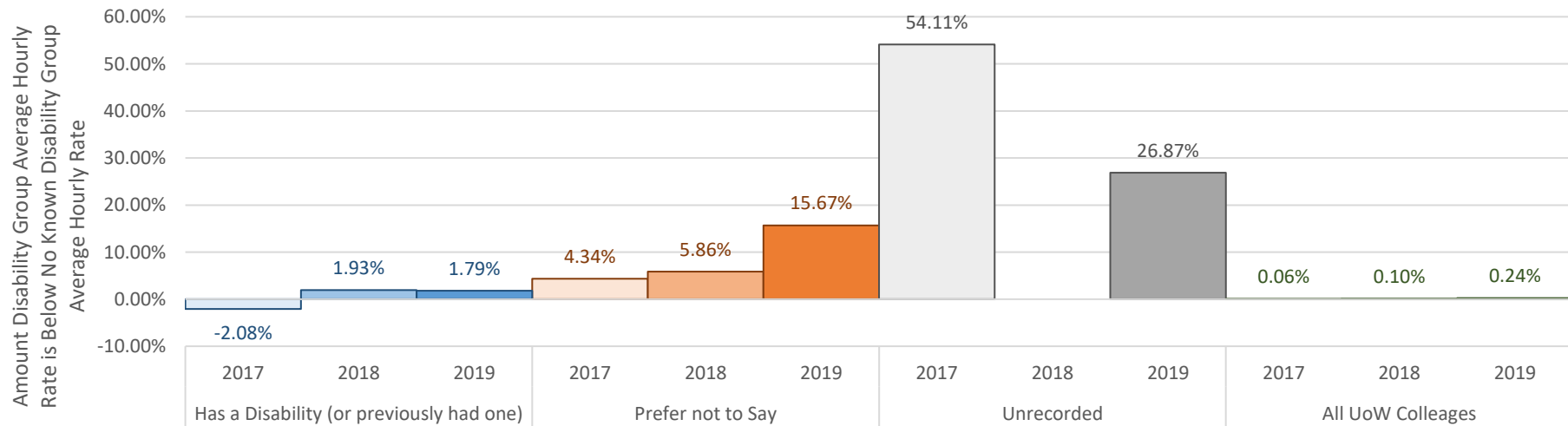
Disability Distribution of UoW Colleagues 2017 to 2019



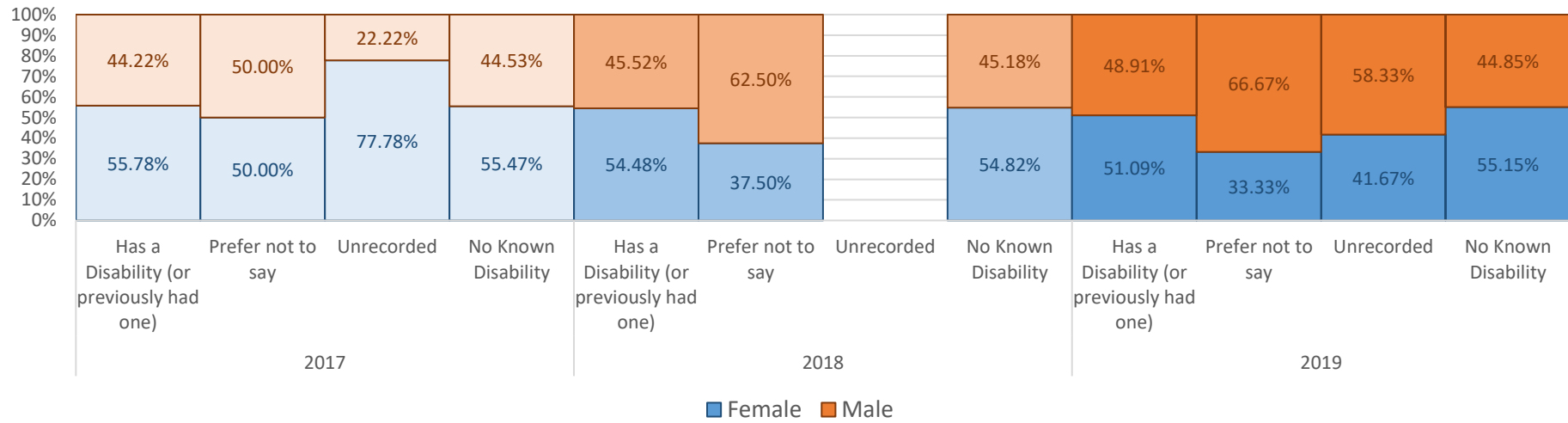
Disability Pay Gaps 2017 to 2019 (Grouped by Year)



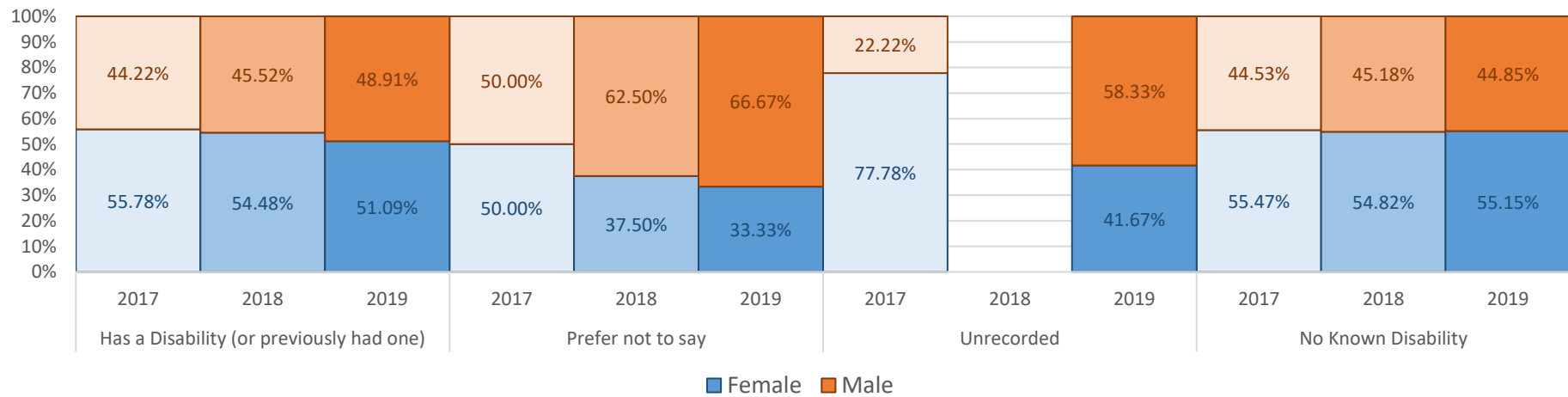
Disability Pay Gaps 2017 to 2019 (Grouped by Disability Group)



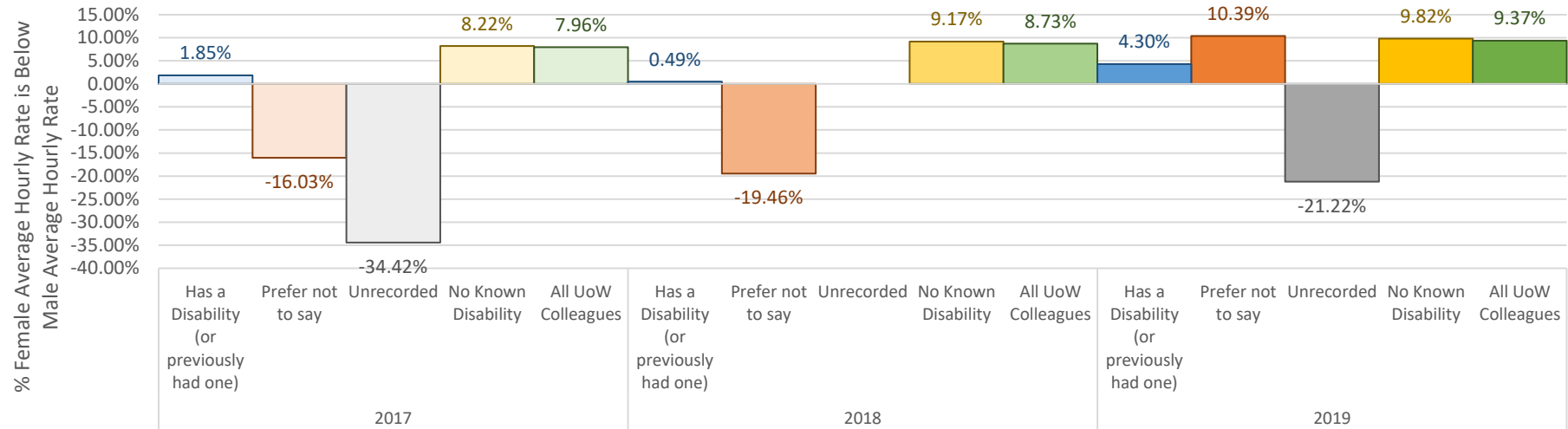
Disability Gender Distributions 2017 to 2019 (Grouped by Year)



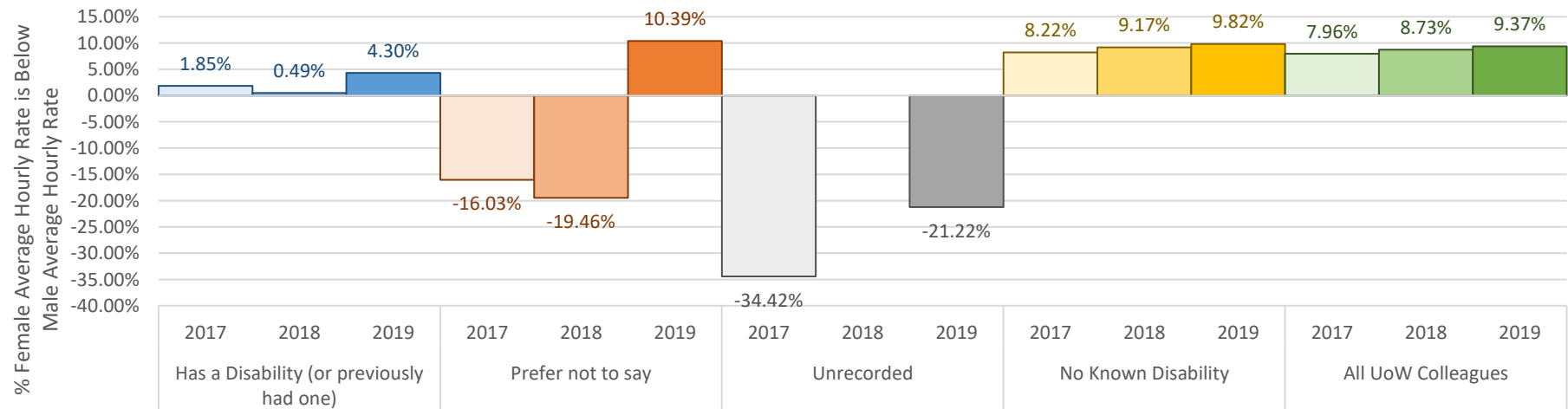
Disability Gender Distributions 2017 to 2019 (Grouped by Disability)



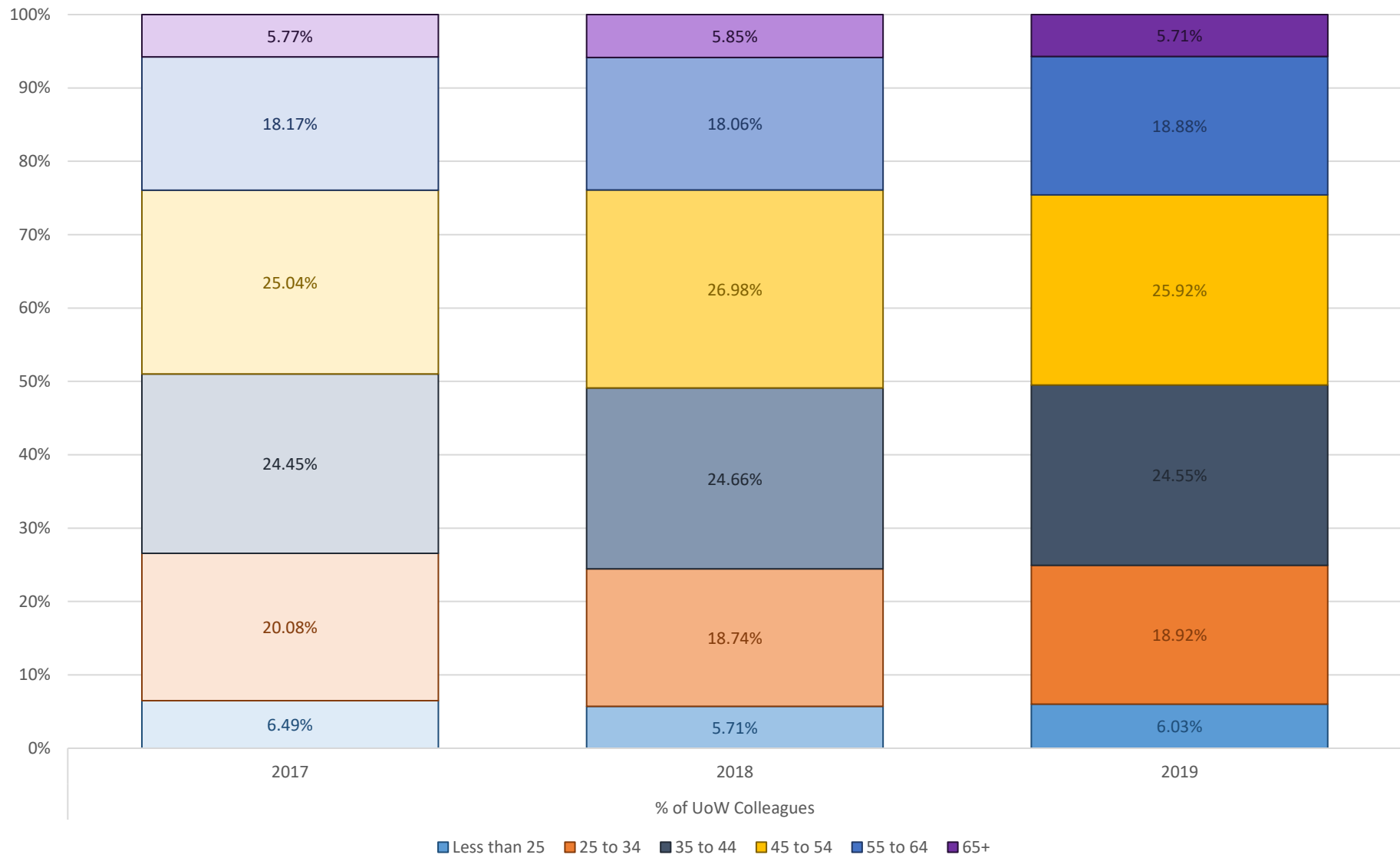
Disability Gender Pay Gaps 2017 to 2019 (Grouped by Year)



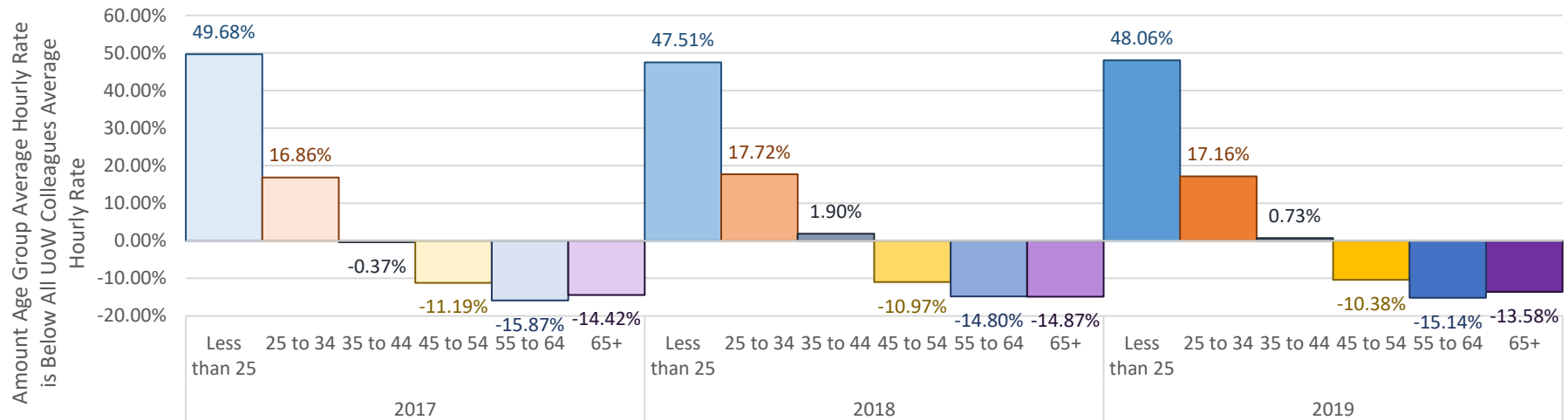
Disability Gender Pay Gaps 2017 to 2019 (Grouped by Disability Group)



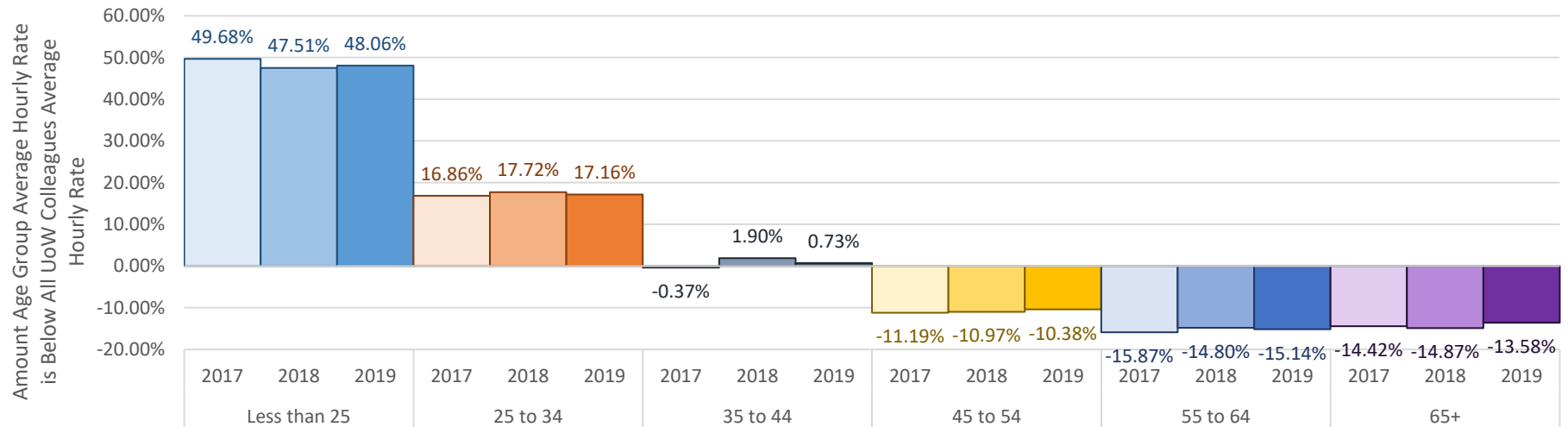
Age Group Distribution 2017 to 2019 (Grouped by Year)



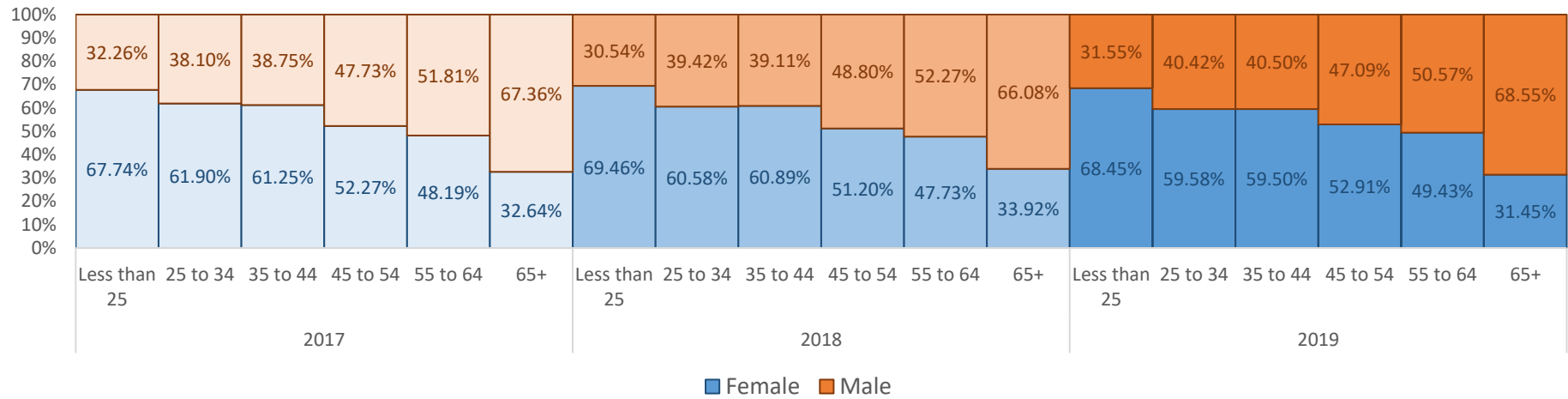
Age Group Pay Gaps to Average Hourly Rate (Grouped by Year)



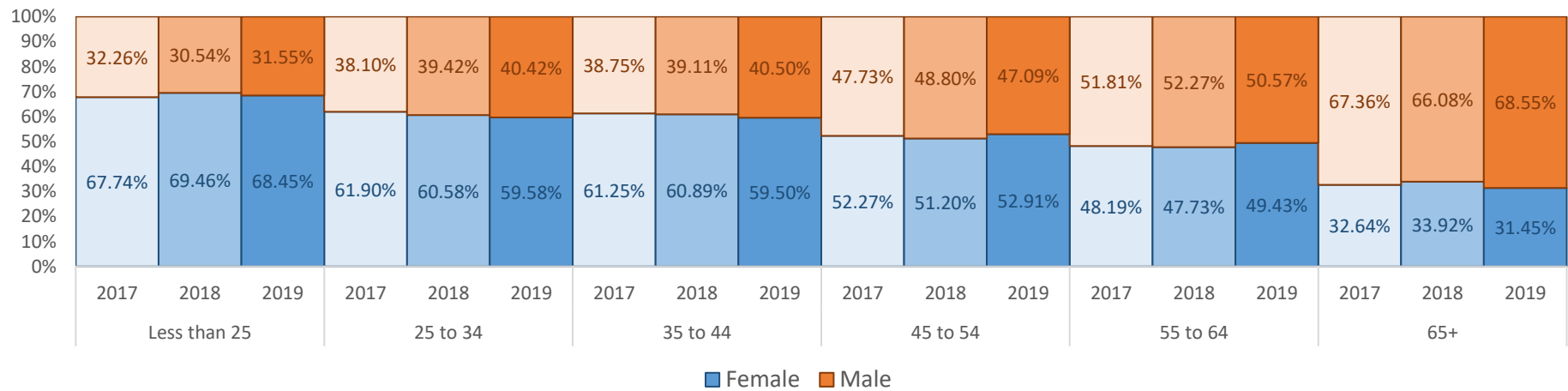
Age Group Pay Gaps to Average Hourly Rate (Grouped by Age Group)



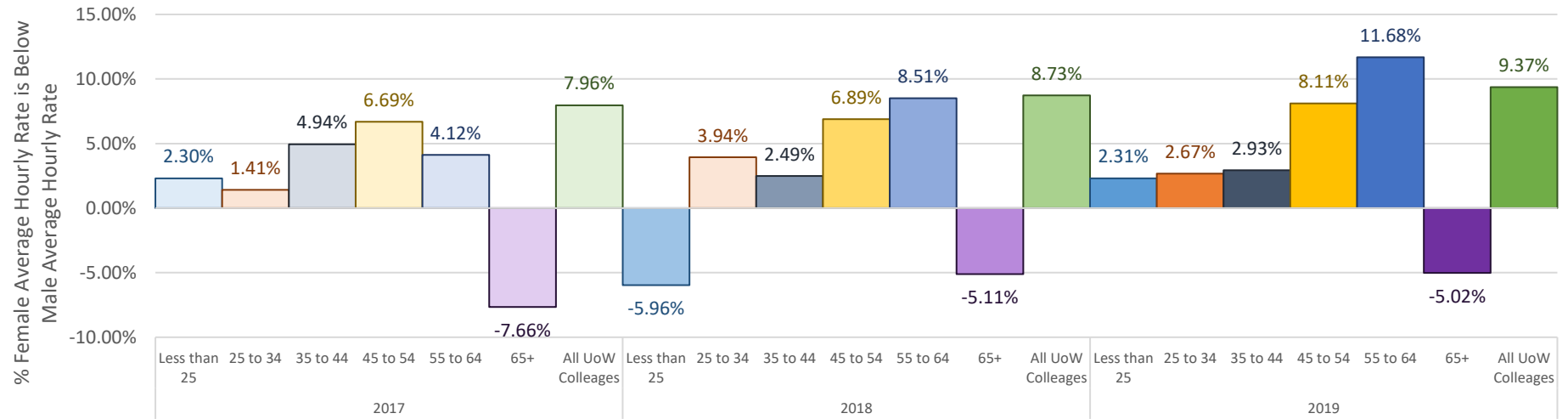
Age Group Gender Distributions 2017 to 2019 (Grouped by Year)



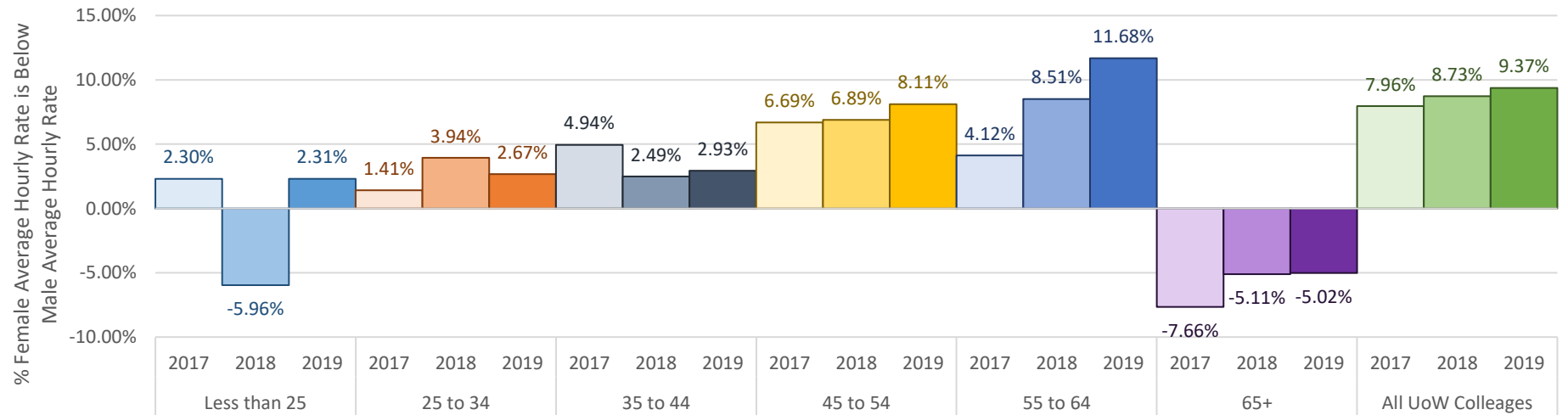
Age Group Gender Distributions 2017 to 2019 (Grouped by Age Group)



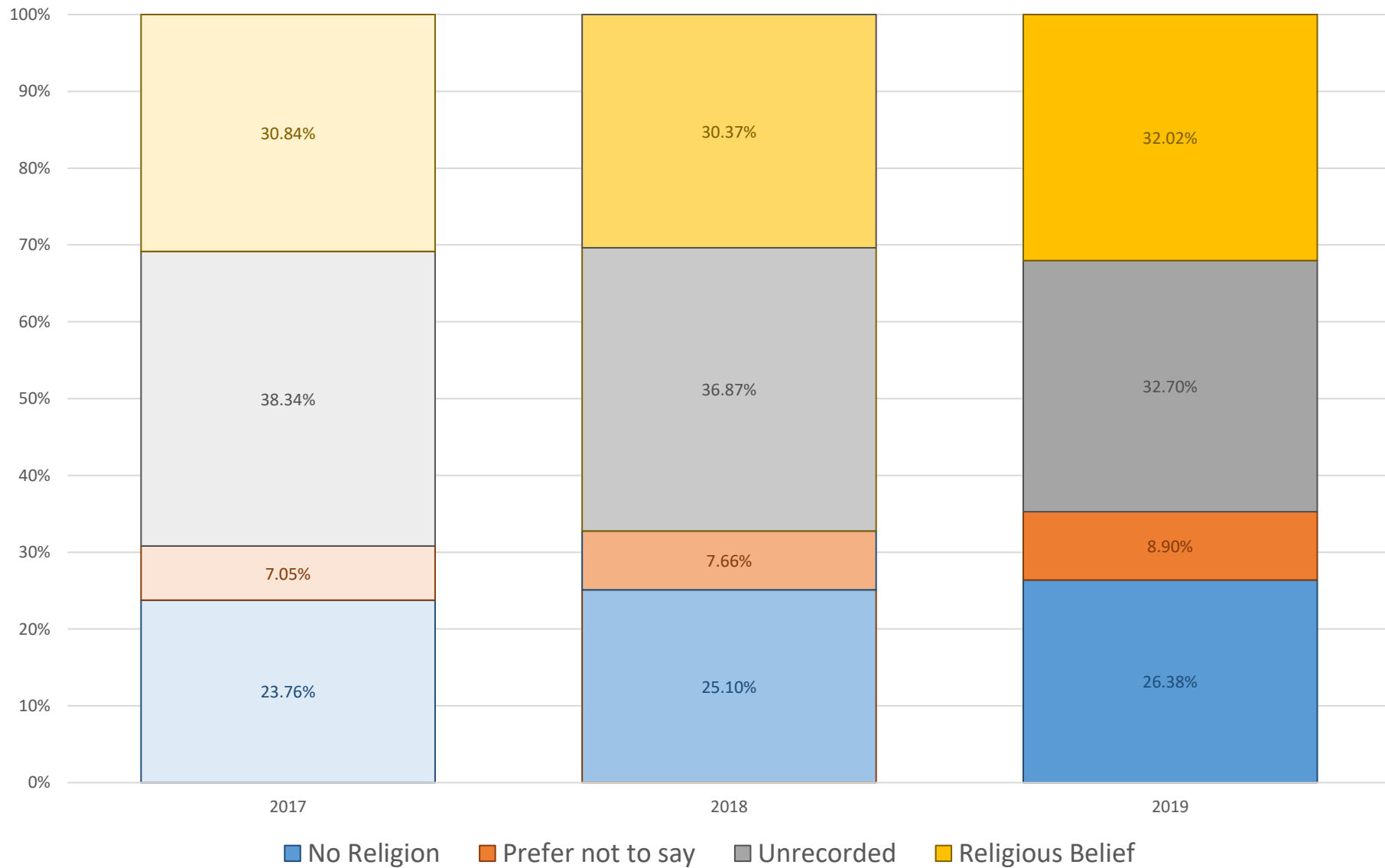
Age Group Gender Pay Gaps 2017 to 2019 (Grouped by Year)



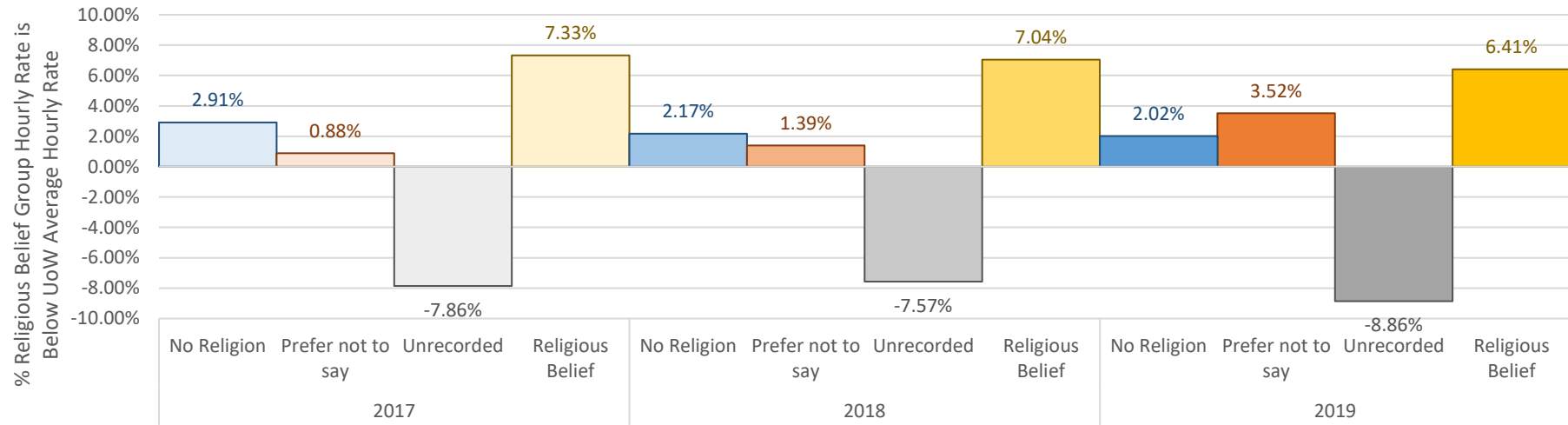
Age Group Gender Pay Gaps 2017 to 2019 (Grouped by Age Group)



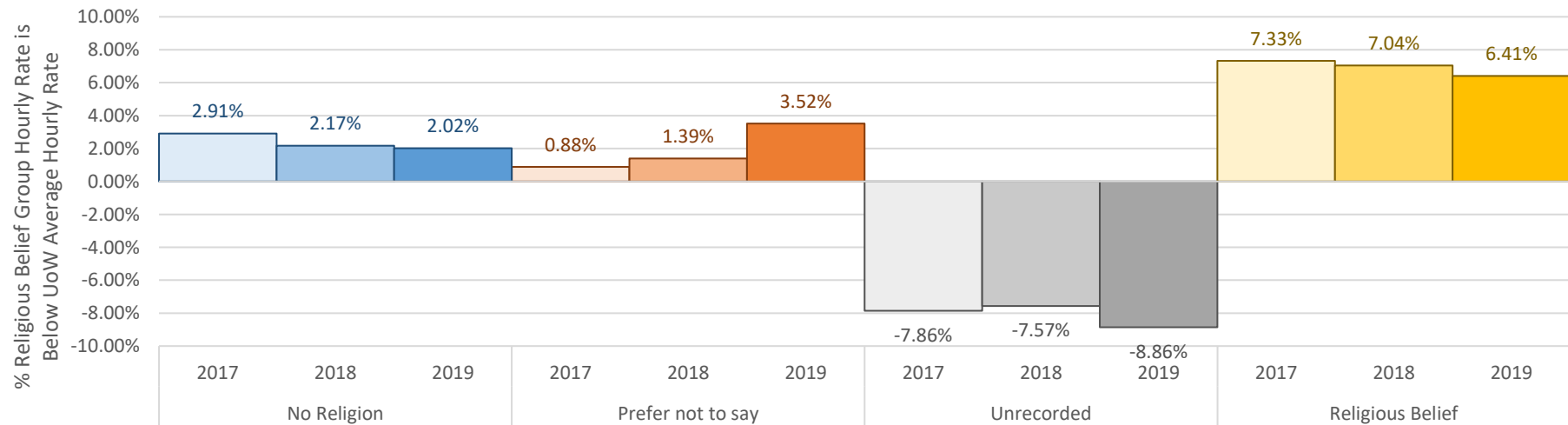
Religious Belief Distribution of UoW Colleagues 2017 to 2019



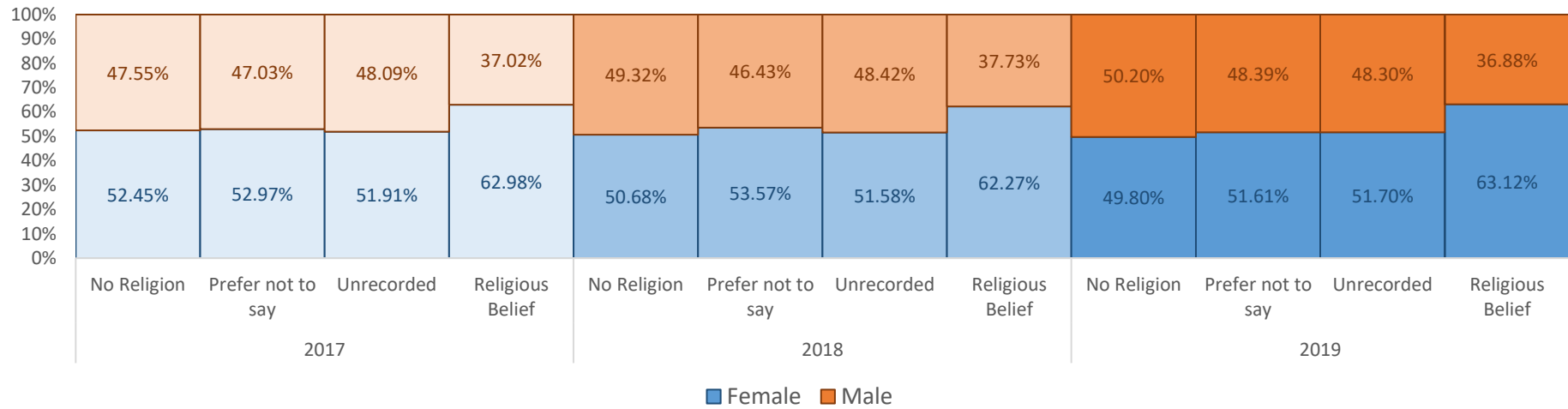
Religion Pay Gaps to Average Hourly Rate 2017 to 2019 (Grouped by Year)



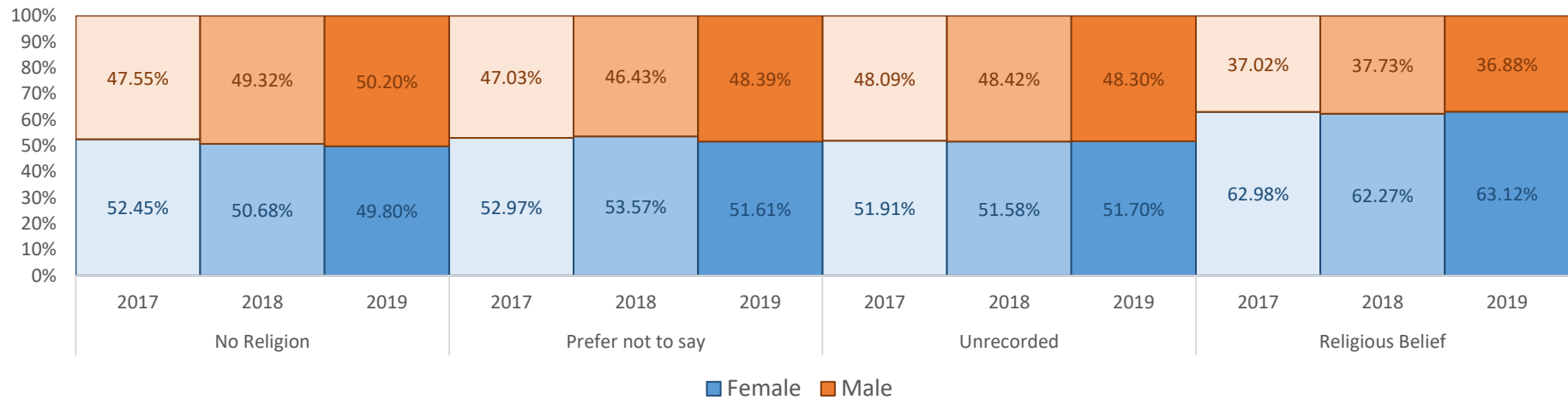
Religion Pay Gaps to Average Hourly Rate 2017 to 2019 (Grouped by Religion)



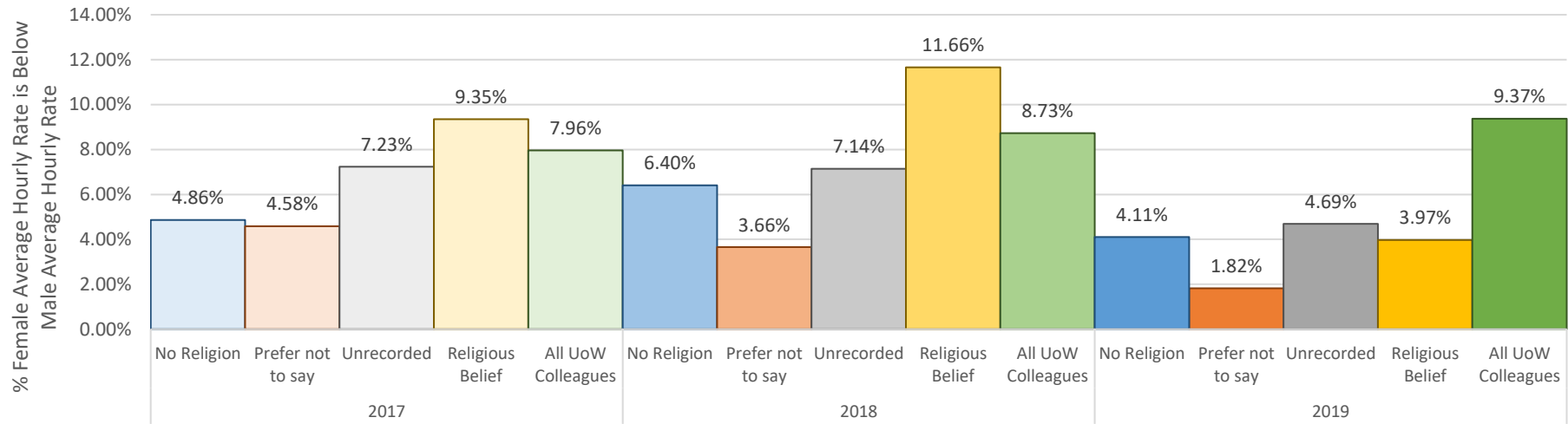
Religious Belief Gender Distribution (Grouped by Year)



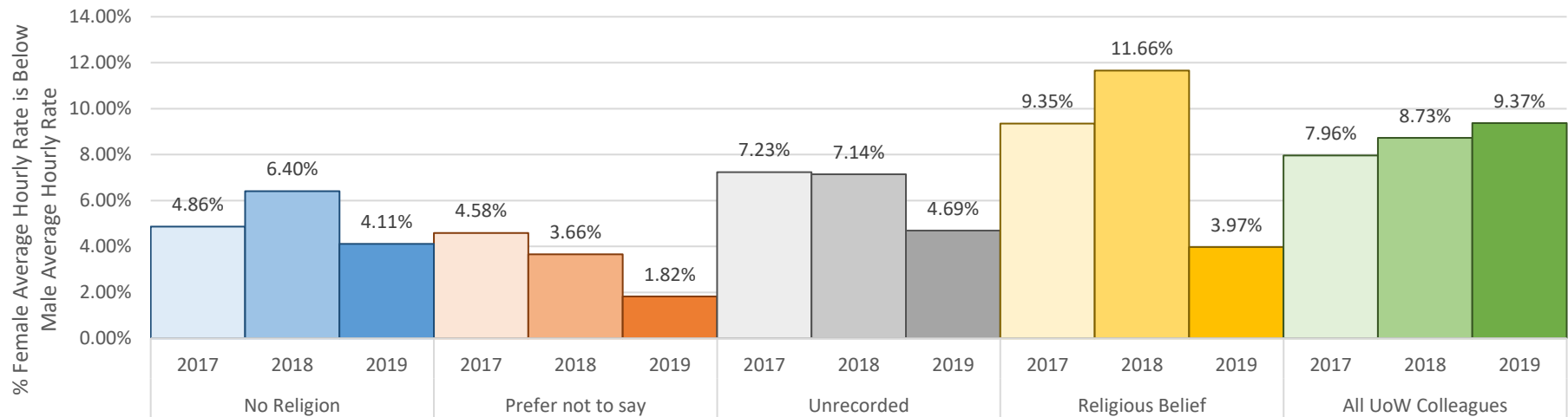
Religious Belief Gender Distribution (Grouped by Religion)



Religious Belief Gender Pay Gaps 2017 to 2019 (Grouped by Year)



Religious Belief Gender Pay Gaps 2017 to 2019 (Grouped by Religion)



Appendix I

Analysis of HE Sector gender Pay Gap Results – comparison HE Sector & Westminster

Published March 2019

	HE sector LQ	HE sector median	HE sector UQ	Westminster
Mean gender pay gap (percent)	10.4	14.9	19.2	8.9
Median gender pay gap (percent)	8.6	13.7	19.0	5.1
Mean bonus gender pay gap (percent)	0	12.4	56.8	16.0 (higher for women)
Median bonus gender pay gap (percent)	0	0.2	32.6	148.7 (higher for women)
Percentage of males receiving a bonus payment	0.25	2.8	7.8	7.8
Percentage of females receiving a bonus payment	0.1	1.9	7.0	5.7
Percentage of males in the bottom quartile	30.8	33.9	38.0	33.5
Percentage of females in the bottom quartile	62.1	66.1	69.3	66.5
Percentage of males in the lower middle quartile	35.7	39	42.8	46.1
Percentage of females in the lower middle quartile	57.2	61	64.4	53.9
Percentage of males in the upper middle quartile	41.1	46	49.2	47.9
Percentage of females in the upper middle quartile	50.8	54	58.9	52.1
Percentage of males in the top quartile	50.1	55.8	61.1	53.5
Percentage of females in the top quartile	38.95	44.2	49.9	46.5

The table presents the full results of gender pay gap calculation for the HE sector. Based on information published by 127 HEIs in England and Wales, the sector median gender pay gap using mean hourly pay is 14.9%, with an interquartile range of 10.4% to 19.2%. The median gender pay gap using median hourly pay is lower (13.7%) with a more stretched interquartile range (from 8.6% to 19.0%).

Based on information provided by 127 HEIs in England and Wales (5 HEIs).