

Gender Pay Gap Report (2019-2020)

Gender pay gap reporting requires employers with 250 or more employees to publish statutory information every year showing the pay gap between male and female employees.

For the University of Westminster, the following data was calculated for the snapshot date of 31 March 2019.

The hourly rate for women compared to men

These figures show:

1. the difference between the mean hourly rate of pay of relevant male employees and that of relevant female employees
2. the difference between the median hourly rate of pay of relevant male employees and that of relevant female employees

Mean	Median
9.2% lower for women	5.1% lower for women

Pay quartiles

These figures show the number of men and women who are in each quarter of the employer's payroll. The lower quartile represents lowest salaries and the upper quartile represents the highest salaries.

	Men	Women
Top quartile	53.3%	46.7%
Upper middle quartile	47.7%	52.3%
Lower middle quartile	46.1%	53.9%
Lower quartile	33.4%	66.6%

Women's bonus pay

These figures show:

1. the difference between the mean bonus pay for female employees compared to male employees

Mean
29.7% lower

2. The difference between the median bonus pay for female employees compared to male employees

Median
69.9% higher

The proportion of staff receiving bonus pay

These figures show the proportions of relevant male and female employees who were paid bonus pay in the relevant 12 month period.

Men	Women
1.9%	1.7%