

## **Gender Pay Gap- March 2020**

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 2019. The University of Westminster's pay approach supports the fair treatment and reward of all staff 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 staff have. Each grade has a set pay range and staff are expected to move through the pay range for their grade.

Comparison of mean hourly pay shows a gap in favour of men of 9.2%, whilst comparison of median hourly pay shows a gap in favour of men of 5.1%

### **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 24 members of staff only (11 women and 13 men), during the period of data capture.

We recognise that these payments have had a significant impact on the median and the mean bonus pay figures.

Market supplements are reviewed annually.

A total of 50 individuals (1.8% of University staff) received a payment outside of normal salary, as defined above, during the period of data capture. Of these, 48% were male and 52% were female.

### **Pay by quartiles**

66.6% of staff in the lower quartile are women, however within the other three quartiles the percentage of men and women is more evenly spread; 53.9% women in lower middle quartile; 52.3% women in the upper middle quartile; and 46.7% women in the upper quartile.

### **Workforce Profile**

Overall the University workforce is made up of 45.1% men and 54.9% women.

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