REGENT'S
UNIVERSITY LONDON

London's Independent University

Gender pay gap report 2019

Introduction

From 6 April 2017, organisations with more than 250 employees have been required by the Government Equalities Office to publish gender pay data on the following basis:

- Gender pay gap (mean and median averages)

- Gender bonus gap (mean and median averages)

- Proportion of men and women receiving bonuses

- Proportion of men and women in each quartile of the organisation's pay structure

In 2018, 10,444 companies published their gender pay gap figures. Those figures showed that women's mean hourly pay was 13.1% lower than men's. Within higher education, the mean gap was 15.1%. The Office of National Statistics (ONS), using a different data set including organisations of all sizes, separately reported a gender pay gap of 17.3%. In comparison, the mean gender pay gap at Regent's University London was 14.49%.

From this report, you will see Regent's continues to have a gender pay gap. As with many companies across the UK, this is not a surprising result. Tackling this issue will not be a quick fix but we are committed to achieving this cause.

According to ONS, there are a number of societal issues such as age, occupation, tenure, family structures, education, the number of children and other caring responsibilities that impact on the gender pay gap. However, Regent's is committed to narrowing its gender pay gap and will do what it can to achieve this and mitigate the factors outlined by ONS.

While Regent's pay gap remains below the reported sector norm, we will not be complacent in trying to close the gap. This report sets out, alongside the data, the steps the University has and will take to achieve this.

Sue Shutter

Director of Human Resources and
Pro Vice Chancellor
Regent's University London

What data needs to be reported

Included in the data is salary information in the relevant pay period that includes the 5 April 2019 as well as bonus payments made in the 12 months up to this date. It uses all basic pay after salary sacrifice, allowances and paid leave but excludes overtime.

Gender pay gap and equal pay

It is important to note that the gender pay gap is not the same as equal pay. The gender pay gap looks at averages of male and female salaries across an organisation. Equal pay concerns paying male and females the same for like work. An employer might have a gender pay gap if a majority of men are in higher paid posts, despite paying male and female employees the same amount for doing similar work.

Regent's University London gender pay gap

(based on an hourly rate of ordinary pay)

Table 1 shows the mean and median gender pay gap. For the mean, it takes the hourly rate for all male and female staff from which can be calculated the mean arithmetical average. The percentage difference between the male and female means is then calculated and shown in table 1.

For the median, it again takes the hourly rate for all male and female staff. These are then ordered from lowest to highest and the midpoint salary for both males and females can be identified. The percentage difference between the male and female medians (midpoint) is then calculated and shown in table 1.

Table 1

Salary	2018/19
Mean	14.49
Median	10.27

To note:

- At the data collection point, the University employed a female apprentice. Apprenticeships are paid an hourly rate which is significantly lower than normal salaries. This will skew the data.

- The calculations do not take into account people leaving in the middle of the month. For example, if someone leaves on 8 April, they will receive a reduced monthly salary. However, the calculations will take this value as a full month's payment and therefore skew the data. If you remove this date, the gender pay gap is 13.99%.

Regent's University London bonus pay gap

Table 2 shows the bonus pay gap. This takes all bonuses received by male and female staff in the 12 months preceding 5 April 2019. The mean and median bonus for male and female staff is then calculated with the percentage difference presented in table 2.

Table 2

Bonus	2018/19
Mean	59.22
Median	79.57

As part of the bonus pay analysis there is a requirement to report the percentage of male and female colleagues who received a bonus, which is presented in table 3:

Table 3

Proportions of Bonus pay	2018/19
Male	4.41
Female Bonus	5.92

Quartiles

The final analysis, presented in table 4, shows the ranking (from low to high) of all female and male staff by their hourly pay rate. It then breaks staff down into four sections with an equal number in each. Table 4 shows the percentage of male and female staff in each quartile.

Table 4

Quartiles	Male proportion	Female proportion
1	43.65	56.34
2	41.26	58.73
3	48	52
4	61.6	38.4

According to ONS, one of the reasons for the differences in the gender pay gap between age groups is that women over 40 are more likely to work in lower-paid occupations and are less likely to work as managers, directors or senior officials in comparison to younger women.

The pay gaps do not indicate that men and women are being paid differently for equal work, but the data shows there is a higher proportion of women in junior grades and lower representation at senior levels, which affects the average and median pay for each gender.

Our plans to address the gender pay gap and to have more female representation at higher grades is presented in the next section of this report.

Actions to close the gap

Regent's University London is committed to closing the gender pay gap and detailed below are the actions that we either have already put in place or plan to take.

Pay scales

The University has introduced transparent pay scales for each grade, which brings a consistent approach to pay as colleagues are on published pay points within their grade, rather than variable spot rates. The pay bands are based on a systematic job evaluation process (Hays) and posts are placed in a pay band using this methodology as applied by a panel of trained evaluators.

To underpin the pay system there is a robust PDR process, which is currently being reviewed. This will facilitate the movement through a pay band and ensure progression is based on an individuals' performance rather than any other factors, such as gender.

Pay on appointment

With regard to recruitment and selection, there is a lot of evidence to suggest interview panel members can form more favourable impressions of people similar to themselves, which can have a negative impact on the diversity and gender balance of new recruits to an organisation. We have therefore introduced unconscious bias training for all those on Academic Promotion Panels and have incorporated awareness of this into the recruitment and selection training for all managers. We also, wherever possible, look to ensure gender balanced recruitment selection panels.

It is pleasing that we have been able to appoint females to senior posts in the University including the Head of Alumni & Development, the Head of Marketing, Brand & Communications and most recently DVC Provost.

There is a large amount of evidence that suggests when negotiating starting salaries women do not perform as well as men. By having clear pay regulations with controls on where new members of staff are appointed, we can limit differentials and ensure decisions are made on justifiable business reasons.

In addition, it has been reported that one of the potential reasons behind a gender pay gap is individual managers, from across an organisation, making salary offers on recruitment. At Regent's, all offers are made centrally by the HR team who can ensure a consistent approach.

Equality, diversity and inclusion

The importance of this work is recognised by the Board of Trustees. To demonstrate our institutional commitment to equalities, we have established an Equalities, Diversity and Inclusion Steering Group, with representatives from across the University. The trustee lead on equality, diversity and inclusion is an active member of this group

The purpose of this group is to establish and oversee a strategy and action plan for equality, diversity and inclusion issues and monitor and review data with a view to identify and oversee improvements. It also acts as a forum for discussing any equalities related matters.

There are also designated Equality Champions to embed best practice and promote equalities across departments and the faculties.

Flexible working
Regent's is a keen supporter of flexible working and continues to promote alternative working patterns, such as homeworking, job-sharing and part-time hours. Colleagues can request flexible working, which can help improve the representation of women in higher positions.

Equality training
Staff must now complete a mandatory equalities e-learning module, which is included in a wider suite of compulsory e-learning training modules. This provides staff with a clear understanding of the law, protective characteristics, and how good practice should apply in the workplace.

Progression
Wherever we can, we nurture our own talent and encourage internal promotion for job vacancies. In 2018/19, seven female colleagues were promoted to more senior positions.

The University is supporting eight female staff to undertake the Aurora programme in 2019/20, which is a sector-wide initiative that supports female development. The University has also started working with senior female academics to look at how academic female development can be enhanced. Our Academic Promotions panel is now 70% female members, enhancing both the experience for female applicants, but allowing development for the new members themselves. The Women's Network Group has also been established and is running events focused on female development.

Declaration
We confirm that data reported by Regent's is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

To find out more, contact

HR@regents.ac.uk