

# Gender Pay Gap Report 2021



REGENT'S  
UNIVERSITY LONDON





# Introduction

I'm pleased to present the annual Gender Pay Gap report for 2020. Promoting gender equality is a priority for Regent's University London. We're committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all colleagues and students are respected.

As an employer with more than 250 employees it's a legal requirement for the University to report its gender pay gap based on the snapshot date of 5 April 2020. As part of this, we report the following data:

- 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

For 2020, The Office of National Statistics reports a mean gender pay gap of 14.6% while the Higher Education mean is 17.7%. In comparison, Regent's University London's mean gender pay gap was 8.08%.

This is the University's fourth gender pay gap report and it's encouraging that we have seen a reduction in the mean gender pay gap during this time. The fact we continue to have a gap is not surprising as tackling this at Regent's, and across all companies, will not be a quick fix. The Office of National Statistics (ONS) reported that a number of societal issues such as age, occupation, tenure, family structures, education, the number of children and other caring responsibilities will all 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. This report sets out, alongside the data, the steps the University has and will take to achieve this.

Valerie De Saegher  
Director of Human Resources

## What data needs to be reported

Included in the data is salary information in the relevant pay period that includes the 5 April 2020 as well as bonus payments made in the 12 months up to the 5 April 2020. It uses all basic pay after salary sacrifice, allowances and paid leave but excludes overtime.

### Gender pay gap and equal pay

It's 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 males 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 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 identified. The percentage difference between the male and female medians (mid-point) is then calculated and shown in table 1.

Table 1

Salary	2019/20
Mean	8.09%
Median	10.17%



# 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 the 5 April 2020. The mean and median bonus for male and female staff is then calculated with the percentage difference presented in table 2.

Table 2

Bonus	2019/20
Mean	14.76%
Median	15.13%

The bonus figure includes colleagues who have reached the top of their pay band and therefore could not benefit from the 2019/20 pay award. Instead, they received a non-consolidated amount equivalent to the pay uplift. This is termed a non-consolidated bonus and as such has to be included in the calculations. However, it is a non-typical bonus and if removed the calculations the bonus pay gap becomes minus 12.09%.

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 below:

Table 3

Proportions of Bonus pay	2019/20
Male	11.48%
Female Bonus	7.92%

## Quartiles

The final analysis, shown 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 4 sections with an equal number in each. Table 4 shows the percentage of male and female staff in each quartile.

The pay gaps do not indicate that men and women are being paid differently for equal work. The data shows women make up a higher proportion of colleagues in lower grades. Male colleagues make up a larger proportion of the highest grades.

Table 4

Quartiles	Male proportion	Female proportion
1	40.77	59.23
2	40.91	59.09
3	47.33	52.67
4	58.14	41.86

In quartile 4, there has been a small shift in female since the 2020 report, from 38.4% to 41.86%. The trend of male been more represented in the higher quartiles is typical across all sectors including Higher Education. 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 within the pay band structure 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 must be a robust PDR process. This process 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 that interview panel members can form more favourable impressions of people similar to themselves. This can have a negative impact on the diversity and gender balance of new recruits to an organisation. We have run unconscious bias training and have incorporated awareness of this into the recruitment and selection training. We also, wherever possible, look to ensure gender balanced recruitment selection panels.

I'm further encouraged that we have filled some of our senior vacancies with women in senior positions in the University including myself, the Chief Commercial Officer, and our Head of Governance & Compliance. There is also a high representation of women in our Senior Academic posts, Director of People and Director of Content.

There's a large amount of evidence that 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 this limits differentials and ensures 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 consistency in approach.

### Equality, Diversity and Inclusion Steering Group

To support our institutional commitment to equalities, we have established an Equalities, Diversity and Inclusion Steering Group, with representatives from across the University.

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 identifying and overseeing improvements. It also acts as a forum for discussing any equality related matters.

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

### Flexible Working

Regent's University London 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 support the representation of women in higher positions. We have also introduced blended working to promote flexibility more broadly in an informal way.

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## Equality Training

A mandatory equalities e-learning module is included amongst a suite of compulsory e-learning training modules which colleagues have to complete upon joining the University. This provides them 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. As part of the revised PDR process, there will be space for meaningful career conversations as well as personal development.

The University supports the Aurora Programme, which is a sector wide initiative to support female development. In recent years, 20 colleagues have benefited from this programme.

## Declaration

We confirm that data reported by Regent's University London 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.

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