

Gender pay gap report

2024

Introduction

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Promoting gender equality is a priority for the University- we are committed to fostering an inclusive culture which promotes equality, values diversity and maintains a healthy working, learning and social environment for students and employees irrespective of their diversity characteristics. As an employer with more than 250 employees it is a legal requirement for us to report our gender pay gap based on the snapshot date of 5 April 2024. 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

The Office of National statistics reports that the UK gender Pay Gap is 13.1%, with the gap in Higher Education at 10%. In comparison, Regent's University London mean gender pay gap is 9.60% with the median standing at 0, which has led to recognition from Higher Education Policy Institute as an institution leading the way towards gender pay equity, with only five other Universities in the UK achieving this.

This is our eighth gender pay gap report and it is pleasing that we have maintained our median gender pay gap at 0. The fact we continue to have a mean gap is not in itself surprising as tackling this at Regent's University London, and across all companies, will not be a quick fix - the Office of National Statistics 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, RUL is committed to narrowing its gender pay gap and will do what it can to achieve this and mitigate the factors outlined by Office for National Statistics. This report sets out, alongside the data, the steps we have taken to achieve this.



What data needs to be reported

Included in the data is salary information on the 5th April 2024 as well as bonus payments made in the 12 months up to the 5th April 2024. 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 female employees 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 employees 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 employees. These are then ordered from lowest to highest and the midpoint salary for both male and female employees identified. The percentage difference between the male and female medians (mid-point) is then calculated and shown in table 1.

Table 1.

Salary	2023/24
Mean	9.60
Median	0

Regent’s University London Bonus Pay Gap

Table 2 shows the bonus pay gap. This takes all bonuses received by male and female employees in the 12 months preceding the 5 April 2024. The mean and median bonus for male and female employees is then calculated with the percentage difference presented in table 2.

Table 2.

Bonus	2023/24
Mean	53.68
Median	11.11

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	2023/24
Male	9.22
Female	8.39

Quartiles

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

Table 4.

Quartiles	Male proportion	Female proportion
1	40	82
2	68	55
3	41	82
4	68	55

The pay gaps do not indicate that men and women are being paid differently for equal work. The data above shows women make up a higher proportion of colleagues in the lowest quartile. Conversely male colleagues make up a larger proportion of the highest quartile.

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

Actions to close the gap

We are 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

We have 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 has to be a robust PDR process which has been reviewed and bedded in over the past two years. For 2023/24, we have strengthened the link with the PDR and pay. 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. In 2023/24, just over 60 per cent of colleagues receiving the highest performance awards (“Exceeds” or “Outstanding”) were female.

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, which 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. There is 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 University London all offers are made centrally by the HR team who can ensure a consistency in approach.

Equality, Diversity and Inclusion Committee

To support our institutional commitment to equalities, we have an active Equalities, Diversity and Inclusion Committee, with representatives from across the organisation. The group is chaired by the Chief People Officer and attended by representatives and our CEO demonstrating the top-level commitment.

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 equalities related matters.

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



Maternity and Paternity Leave

To be part of the challenge against some of the societal issues described earlier, Regent’s University London now provides for six months full pay adoption, maternity and paternity leave and launched a buddying scheme for returning parents to the workplace. This signals a push against the traditional view of caring responsibilities.

Flexible Working

Regent’s University London is a keen supporter of flexible working and continues to promote alternative working patterns, such as, job-sharing and part-time hours. Colleagues can request flexible working from day one or even as part of recruitment process, which can support the representation of women in higher positions. On 22 November 2023 Fawcett reported on their research that flexible working was key to reducing the gender pay gap.

We have also successfully introduced Blended working guidelines to promote flexibility more broadly in an informal way.

Equality Training

A mandatory equalities e-learning module is included, amongst a suite of mandatory e-learning training modules which colleagues have to complete. This provides colleagues with a clear understanding of the law, protective characteristics, unconscious bias and bystanding and how good practice should apply in the workplace.

Progression

We will always promote vacancies internally first if we believe we have the skillset and we nurture our own talent and encourage them to apply. As part of the revised PDR process, there will be space for meaningful career conversations as well as personal development.

We continue to support the Aurora Programme, which is a sector wide initiative to support female development. In recent years, over 30 colleagues have benefited from this programme and our next group of colleagues will enrol this autumn. At the time of this report, 60 per cent of the colleagues being considered for academic promotion are female. In addition, across 2024, 81 per cent of colleagues who had a form of progression were female.

Declaration

We confirm that data reported by the 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.

Valerie De Saegher
Chief People Officer

