

## Gender Pay Gap Report (2020-2021)

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 2020.

### **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

<b>Mean</b>	<b>Median</b>
7.6% lower for women	7.5% 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.

	<b>Men</b>	<b>Women</b>
<b>Top quartile</b>	53.3%	46.7%
<b>Upper middle quartile</b>	49.3%	50.7%
<b>Lower middle quartile</b>	45.8%	54.2%
<b>Lower quartile</b>	36.2%	63.8%

### **Women's bonus pay**

These figures show:

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

<b>Mean</b>
66.2% lower

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

<b>Median</b>
23.5% lower

### **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.

<b>Men</b>	<b>Women</b>
1.6%	1.8%