

Gender Pay Gap- March 2022

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 2021. The University of Westminster's pay approach supports the fair treatment and reward of all colleagues 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 colleagues have. Each grade has a set pay range and colleagues are expected to move through the pay range for their grade.

Comparison of mean hourly pay shows a gap in favour of men of 7.2%, whilst comparison of median hourly pay shows a gap in favour of men of 3.1%

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 5 colleagues only (2 women and 3 men), during the period of data capture. We have been continuing to significantly reduce these types of payments, from 24 colleagues receiving these payments two years ago.

We recognise that these payments have had a significant impact on the median and the mean bonus pay figures, which is why we continue to review them annually and seek to reduce their use.

Market supplements are reviewed annually.

A total of 18 individuals (0.65% of colleagues when compared to the total number of people in the analysis) received a payment outside of their normal salary, as defined above, during the period of data capture. Of these 7 were male and 11 were female.

We have continued to reduce the use of bonus payments in general, which helps to support a fair and transparent pay system. However, the reduction in bonus payments means there is now a small sample group, in which a payment to one individual can make a large difference to the overall mean and median figures, and this is why we have seen a significant increase in the median difference for bonus payments this year. This can be satisfactorily explained by a small number of responsibility allowance payments, all of which have been reviewed and aligned to appropriate salary scales in line with University processes.

Pay by quartiles

64.9% of colleagues in the lower quartile are women, however within the other three quartiles the percentage of men and women is more evenly spread; 51.6% women in lower middle quartile; 54.3% women in the upper middle quartile; and 46.5% women in the upper quartile.

Workforce Profile

Overall the University workforce is made up of 45.7% men and 55.3% women.

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