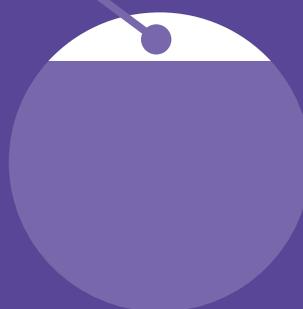


# Gender Pay Gap report

2019/20

5.2%



**London  
South Bank**  
University

EST 1892

## Introduction

LSBU is committed to promoting equality of opportunity by creating a values-based culture with inclusivity and wellbeing at its heart and employee voice as a key influencer in decision making. Equality, fairness and inclusion are part of our DNA.

Since 2009, LSBU's gender pay gap has steadily reduced from 13.25% (mean) to today's figures of 5.2% (mean) and 5.1% (median). This is significantly lower than the higher education sector (16.1% and 15% respectively) and that across the UK industry (17.1% and 17.8% respectively).

We have a balanced workforce in terms of gender: 53% of our staff are female and 47% male. The pay quartiles are balanced in all but the lowest pay quartile (39.9% male and 60.1% female). 29% of our Executives are female and a small number of our staff receive bonuses (28 employees). We're focusing our attention on initiatives and action that improves this position along with continuing to implement recommendations from our Athena Swan submission.

Whilst we're pleased that our GPG trajectory is reducing, we're not complacent. We know that there is much more we can do as we start to broaden our thinking and use our data, insights, best practice and innovation to ensure that our interventions accelerate the pace of change.

Our new EDI Framework and Strategy enables us to continue to work in collaboration with staff, students and partner agencies in advancing gender equality, with LSBU's values underpinning our work on equality, diversity and inclusion.

### **Marcelle Moncrieffe-Johnson**

Group Director of People and Organisation Development

*March 2020*

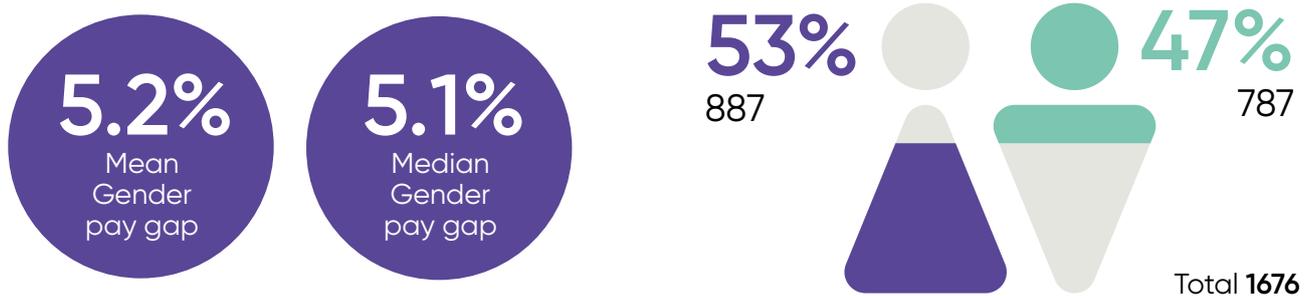


## The Data

This data is based on a snapshot date of 31 March 2019. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

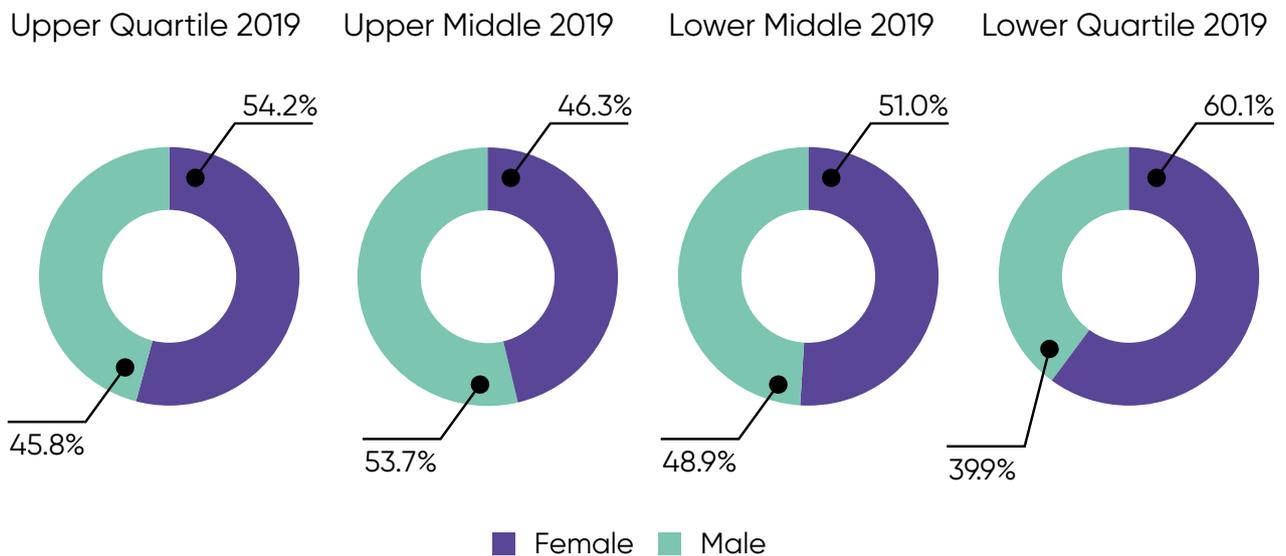
### Gender Pay Gap

This is the percentage gap in the average (mean) and middle values (median) of salaries, including bonus payments, of males and females based on standard hourly rates of pay:



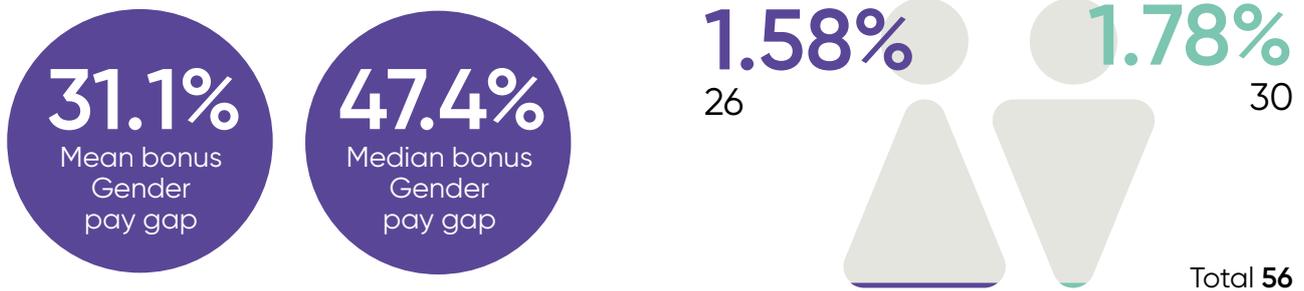
### Pay Quartiles

This is the proportion of male and female employees in each of four pay bands, where the Lower Quartile represents the lowest salaries and Upper Quartile represents the highest salaries:



## Bonus Pay Gap

This is the mean and median bonus pay gap and the proportion of males and females receiving bonus payments:



## Horizontal and vertical segregation

Both the horizontal and vertical segregation are not a mandatory requirement, but they provide greater context to the concentration of males and females in different kinds of jobs.

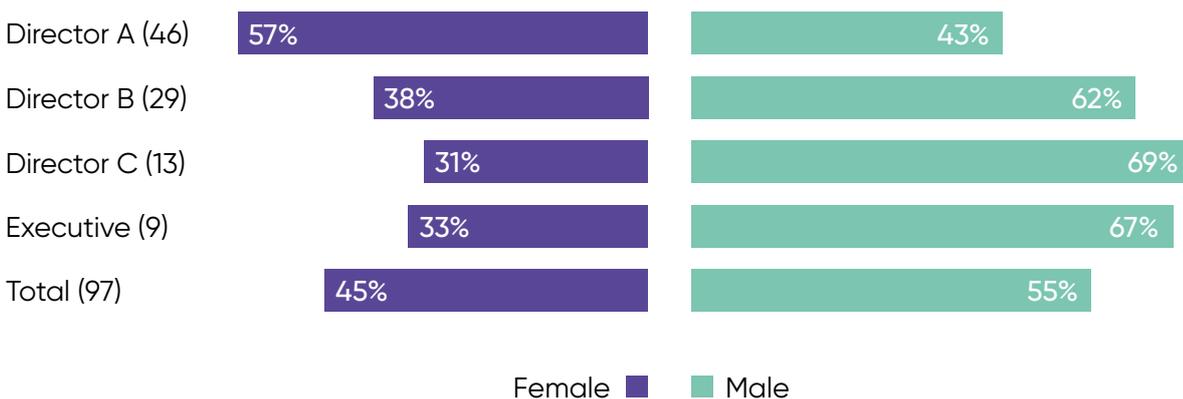
The horizontal segregation chart shows a broadly equal gender split across the University in all areas apart from in Research and Technical Services.

Vertical segregation is the concentration of females and males in different grades, levels of responsibility or positions. The data below show the gender split across the senior salary scales, with grades increasing from left to right.

### Horizontal segregation – All staff



### Vertical segregation – Senior managers



## What we have achieved so far

Since 2009 we have undertaken regular pay audits. The (mean) gender pay gap has reduced from 13.25% to 5.2%. The results have shown both an improving situation and one that compares favourably against the higher education sector and UK as a whole.

Our commitment to the London Living Wage and adherence to the National Joint Council means that staff on the lowest salary scale point are receiving a higher hourly rate than the London Living Wage.

We've recently been awarded the Mayor's Good Work Standard, recognising our commitment to fair pay, excellent working conditions and diversity in the workplace.

Our recruitment adverts have addressed gender bias phrasing and utilised inclusion hashtags to encourage a diverse candidate pool to apply to our vacancies.

Monitoring of our recruitment processes and challenging our hiring managers on the gender and ethnicity make up of interview panels is ongoing.

We have increased our offering of staff coaching on relevant topics such as career progression and we're reviewing how we maximise our sponsorship and mentoring activity.

Our Leadership and Management Training, which forms part of the Leadership Academy programme, offers a portfolio of management and leadership development opportunities including a module on unconscious bias training that we've seen positively impact leadership style and decision making.

We've undertaken further analysis of our data, to ensure our staff are equally and fairly assessed. Through this deep dive activity, we were able to identify staff groups who may be less likely to apply for promotion. In response, we created a series of staff workshops in which participants were offered personalised support and the opportunity to access a mentor. This forms part of our wider activity to encourage a broader diversity of applications for promotion and includes a review of our Academic Promotions Board and Bonus Moderation Panel processes.

## Our actions going forward

Whilst we're pleased with the trajectory of our gender pay gap, we know we can strengthen our approach so that our interventions are embedded in our strategic priorities and are sustainable. Importantly, we're ensuring that our staff not only benefit from our interventions but are key stakeholders in their design and implementation.

We now know that two main issues affect our pay gap: a) females being disproportionately represented in the lowest pay quartile and b) females are significantly less likely to apply for roles as a Technician and a Researcher.

We've committed to a broad range of gender equality initiatives as part of our new Equality, Diversity and Inclusion Framework and Strategy and these complement our existing activity that responds to the recommendations in our Athena Swan submission.

## Focus for this year

**Targeted advertising** that will utilise specialist websites and the use of inclusive language and imagery to ensure that LSBU attracts and increases applications from a diverse pool of candidates.

**A Mentoring Programme** that gives under-represented groups an opportunity to access a mentor.

Working with our five staff networks, we'll continue the delivery of the **role models programme** and will broaden our approach to ensure intersectionality is a focus.

We'll run more targeted communication about staff **training and development** to underrepresented groups. In addition, there will be further development of buddying, coaching and sponsorship programmes.

We are amending our **policy development** procedures to incorporate staff networks and staff voice.

We will continue to **monitor** the gender bonus gap and the vertical segregation within the organisation and in addition bi-annual **reports** on the Gender Pay Gap to include gender levels within each grade and **data** on all protected characteristics will be presented to LSBU Senior Management and Executive Boards.

## **Our LSBU Values**

### **Excellence**

We are known for working to a high standard and providing a quality service to all.

### **Professionalism**

Everyone takes personal accountability and responsibility, leads by example and inspires others.

### **Integrity**

We communicate with transparency and respect, creating a working and learning environment based on trust.

### **Inclusivity**

We celebrate being a diverse and vibrant community, where there are no barriers to inclusion and where we view the differences between people as a source of strength.

### **Creativity**

We are innovative, generating ideas and opportunities that are useful in solving problems and enhancing the reputation of the University.