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**LSBU**

# Gender Pay Gap Report 2022



## **Gender Pay Gap Summary Data**

This report is based on data as at 31 March 2021.

## Foreword



LSBU continues to be committed to promoting equality of opportunity by creating a values based culture with inclusivity and wellbeing at the centre. Equality, fairness, and inclusion are part of our DNA. Our pay gap did go up slightly this year, however since 2009, LSBU's gender pay gap has steadily reduced from 13.25% (mean) to today's figures of 6.05% (mean) and 5.3% (median). This is significantly lower than the higher education sector (16.4 median) and than across the UK industry (15.4 median).

We have a balanced workforce in terms of gender: 52% of our staff are female and 48% male. We continue to increase the proportions of women at senior levels. With 40% of the actions in our Athena SWAN action plan completed, and a number of schools in the process for applying for their own awards, we are well on the way to continuing to improve this position.

There is still more to do however, and we will continue to use our data, insights, and innovation to ensure that our interventions are evidence based so that sustainable accelerated change is achieved. The implementation of our EDI Strategy over the last year has enabled us to work in partnership with staff, students in advancing gender equality, with LSBU's values underpinning our work on equality, diversity, and inclusion.

### Alex Bush

Acting Group Chief People Officer  
People and Organisational Development

## Gender pay gap summary data

This report analyses and discusses the gender pay gap and the gender bonus gap. The data is based on a snapshot date of 30th March 2021 and calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. Public sector organisations including Universities must publish by 30 March each year.

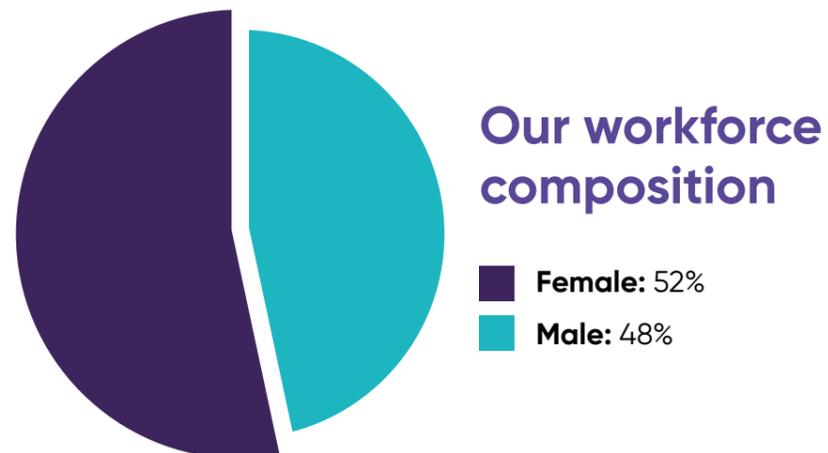
The data shows that the gender pay gap (median) has increased from 3.8% to 5.3%. In terms of hourly pay this means that mean gender pay gap has increased from 4.40% to 6.05%. Even though our pay gap has gone back up to just over 5% this year, it is important to note that our pay gap has normally been around the 5% mark since 2017. Our pay gap at 5% is still lower than the national average of 15.4% and the HE average of 16.2%.

As the data for 2020 was affected by both the coronavirus (COVID-19) pandemic, in terms of wages and hours worked in the economy, and disruption to the collection of data, this means that comparisons with 2020 need to be treated with caution and we will focus on the longer-term trends rather than year on year changes.

## Terms explained

The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is the middle value of a set of numbers. It is calculated by ordering all of the values in a data set from lowest to highest and identifying the middle value.

The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce, using the mean and the median. It is different from equal pay which requires men and women to be paid the same for the same work or for work of equal value.



## Our gender pay gap

Group	Median Gender Pay Gap (%)
LSBU Snapshot 2017	5.4
LSBU Snapshot 2018	5.3
LSBU Snapshot 2019	5.1
LSBU Snapshot 2020	3.8
LSBU Snapshot 2021	5.3
UCEA – Higher Education (Data provided to members)	13.0
ONS Data for Teaching and Education Professionals	7.1
ONS Data 2021	15.4
ONS Data 2020	15.5
ONS Data 2019	17.4

*\*Source: ONS ASHE, 2009, 2019 (provisional). Based on median gross hourly earnings excluding overtime for all employees (full-time and part-time).*

The data shows that the hourly rate gender pay gap (median) has increased and the gap between male and female hourly rates has increased from £0.86 (2020) to £1.26 (2021).

Group	Median hourly rate (£)	
	Male	Female
LSBU Snapshot 2017	21.54	20.38
LSBU Snapshot 2018	21.90	20.74
LSBU Snapshot 2019	22.28	21.14
LSBU Snapshot 2020	22.77	21.91
LSBU Snapshot 2021	23.98	22.72
ONS Data 2020 (Higher education teaching professionals)	29.27	26.38

In addition to salary, senior managers at grades 11–13 and at executive level are entitled to receive a bonus payment linked to their appraisal rating. The percentage of women entitled to receive a bonus went up slightly in 2021 (41%) compared to (40%) in 2020. The mean bonus gap average is tracking down slightly at 39.14%, (39.2% 2020) and the median bonus pay gap has reduced significantly to 23.16% from (52.7% in 2020).

Additionally we have split the pay gap information by PSG and academic staff and we can see there is a much wider gap with PSG staff and a 0 pay gap with academic staff. We will undertake further interrogation into the differences across the PSG areas to identify any hot spots. We do know that although grading structures are the same for PSG and Schools, staff in Schools will generally be paid between grades 7–13 and PSGs between grades 2–13.

## Academic

Mean	Average hourly rate
Gender	2021
Male	£27.53
Female	£26.94
<b>Gap</b>	<b>£2.17</b>

Median	Average hourly rate
Gender	2021
Male	£27.13
Female	£27.13
<b>Gap</b>	<b>£0</b>

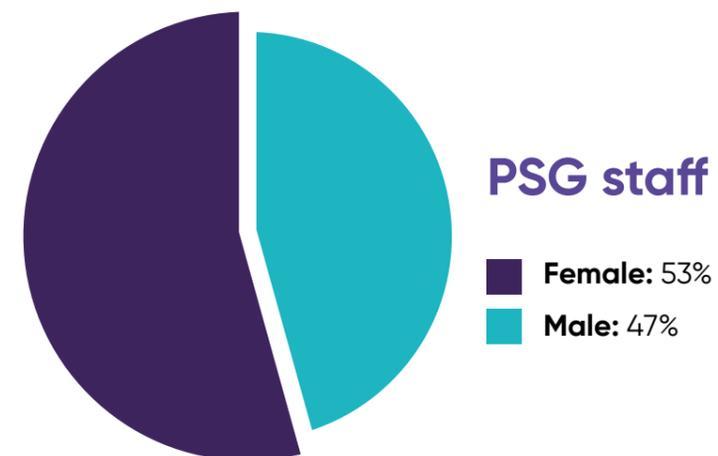
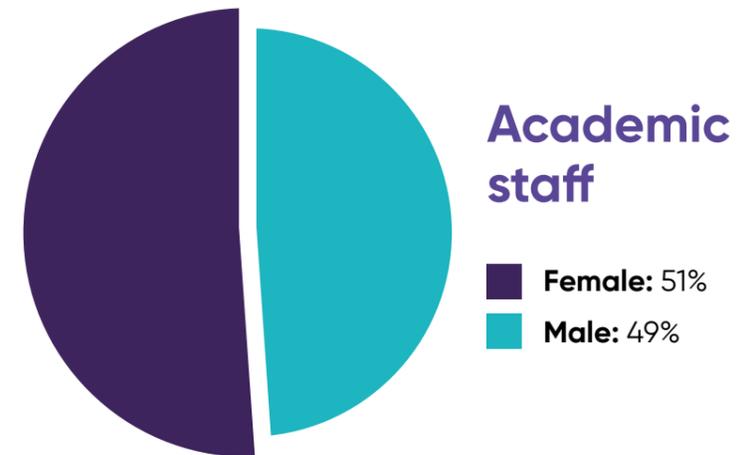
## PSG

Mean	Average hourly rate
Gender	2021
Male	£25.52
Female	£23.98
<b>Gap</b>	<b>£6.05</b>

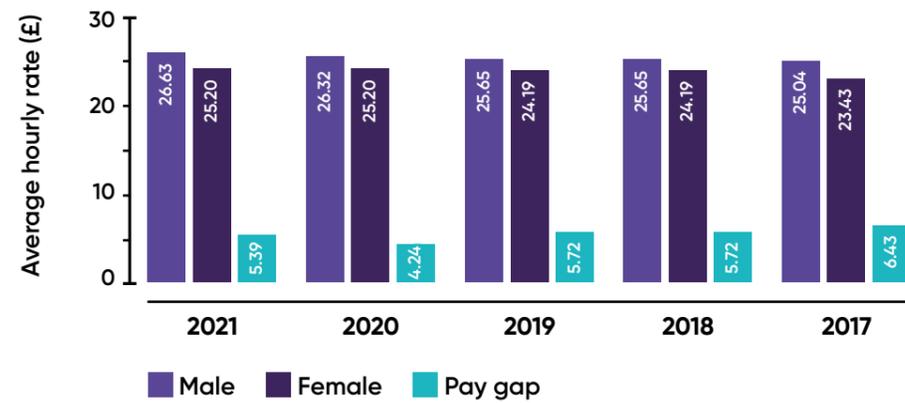
Median	Average hourly rate
Gender	2021
Male	£23.98
Female	£22.72
<b>Gap</b>	<b>£5.26</b>

A major factor contributing to the gender pay gap is the distribution of men and women across our grading structure: we have more men in the higher grades, and more women in the lower grades, although this is continuing to improve. The distribution of men and women varies within the two main populations of Academic and Professional Services staff, as shown in the graphs of Workforce Headcount for Academic staff and Professional Services staff by grade.

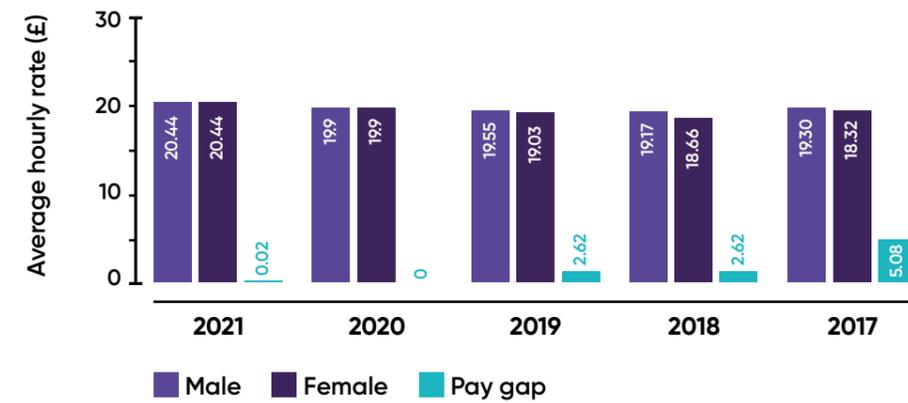
## Gender split



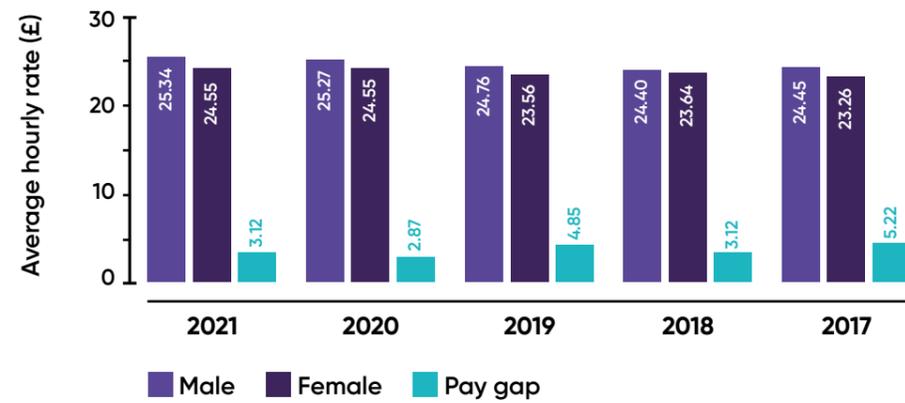
### Mean gender pay gap full time staff



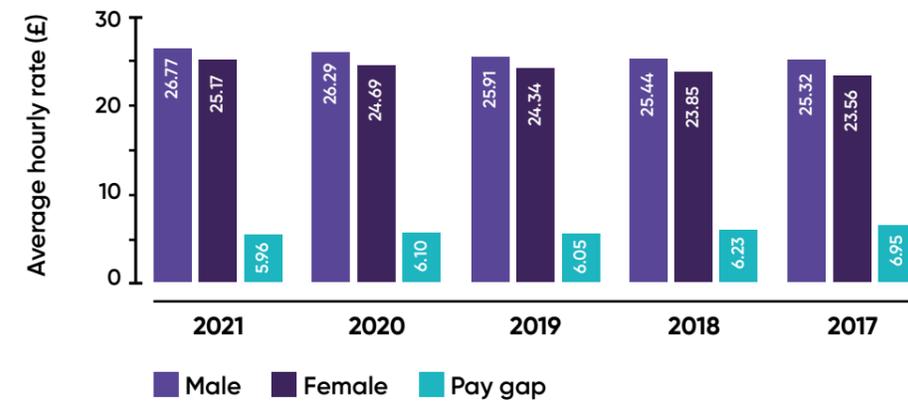
### Median gender pay gap part time staff



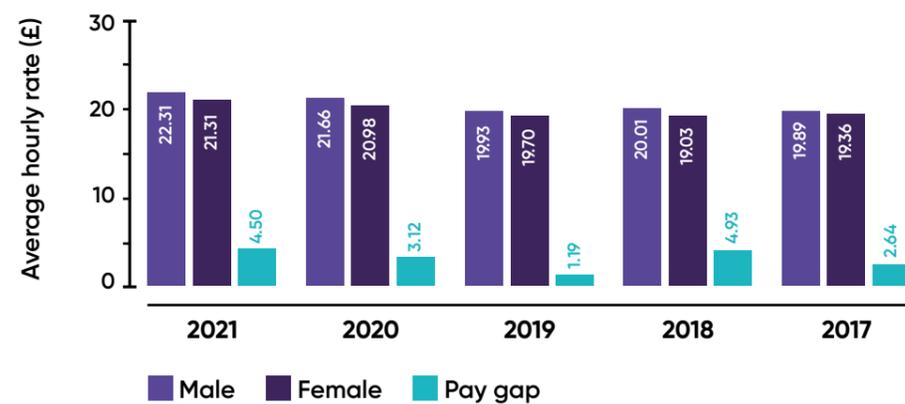
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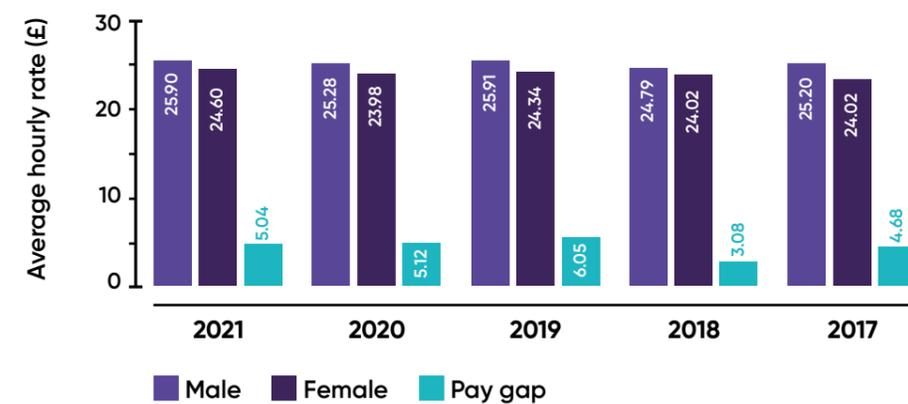
### Mean gender pay gap permanent staff



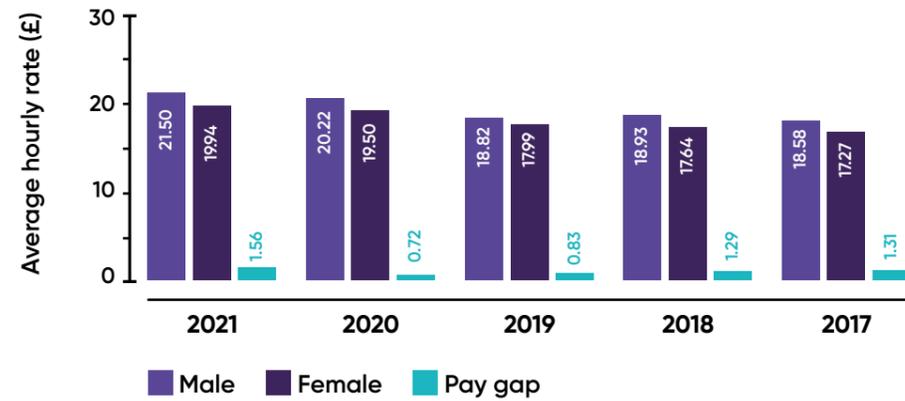
### Mean gender pay gap part time staff



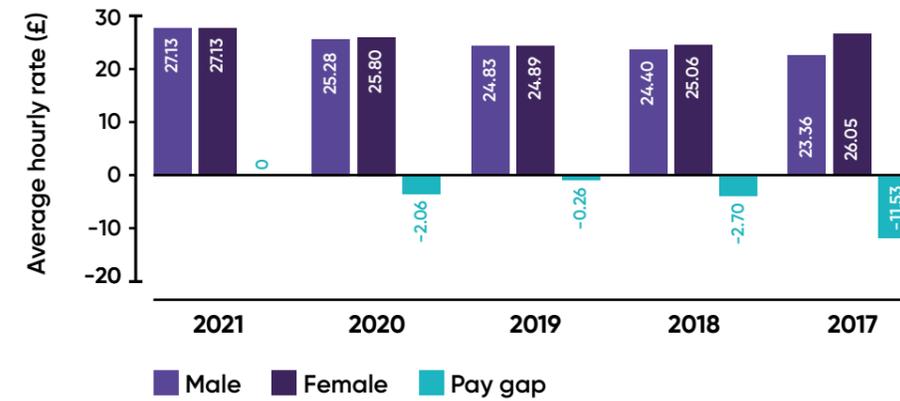
### Median gender pay gap permanent staff



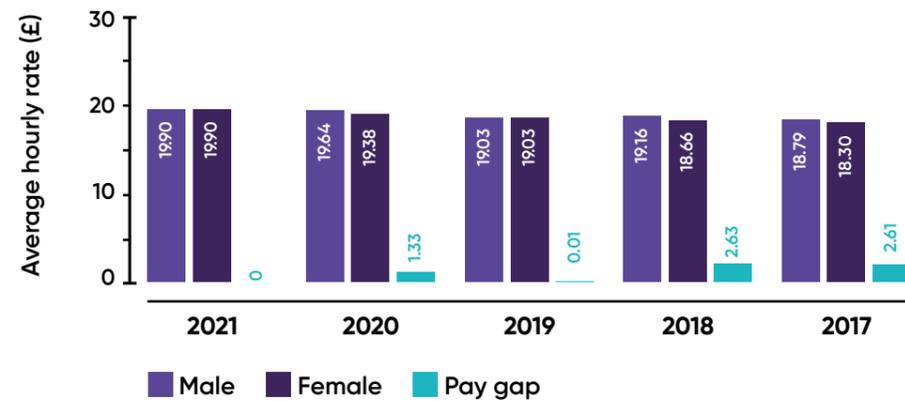
### Mean gender pay gap FTC staff



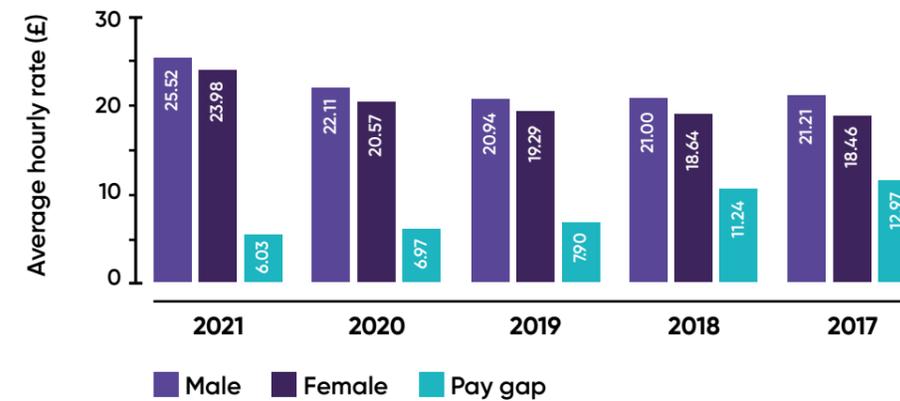
### Median gender pay gap academic staff



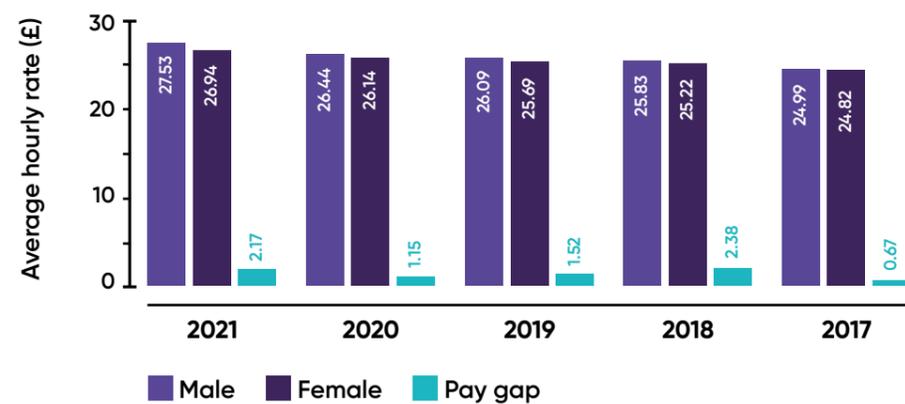
### Median gender pay gap FTC staff



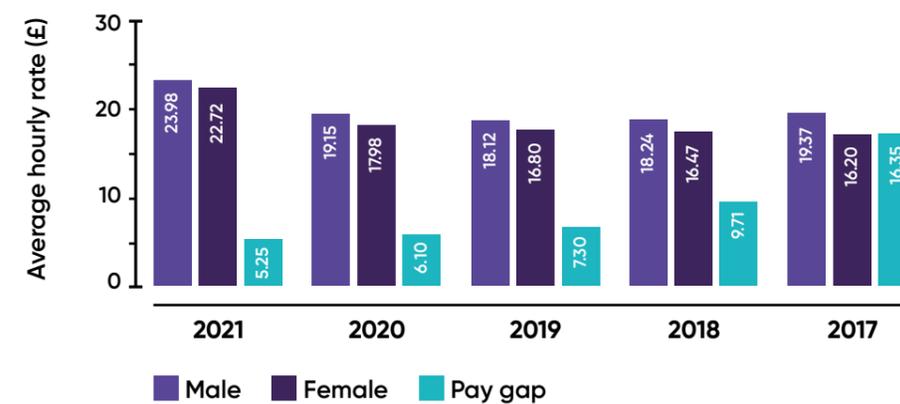
### Mean gender pay gap support staff



### Mean gender pay gap academic staff



### Median gender pay gap support staff



## Ways we are embedding inclusive HR practices across the University

The gender pay gap is a helpful indicator of the impact of our ongoing work and we are able to use the data to measure the impact and effectiveness of what we do and ensure our resources are used effectively.

### In the short term we will:

- Work has taken place for departments to now apply for their Athena SWAN awards in addition to the University having a bronze award. This will be supported by the EDI Leads in the schools. We will revise our action plans based on this data to support our institutional Athena SWAN award submission.
- We will continue to support staff with leadership development as part of the Advance HE Aurora leadership programme for women
- Enhance the women academic promotion workshops and monitor the outcomes of the annual academic promotion round using the data to inform any barriers to progression which may exist as part of the process.
- Implement our Behavioural Framework for recruitment
- Review our flexible and hybrid working policies and practices
- To address the bonus pay gap, LSBU have revised the guidelines and definitions that correspond with the appraisal rating and will undertake briefings take place for the executive and line managers to explain the changes. This will ensure a more consistent approach to the process and reduce the risk of bias.

### In the long term we will:

- Monitor the impact of the inclusive recruitment project and introduce workshops on good practice on inclusive recruitment
- Continue to support Let's Talk sessions led with our gender staff network to gain better understanding of barriers to progression for women
- Continue work to understand the differences between full and part-time academic careers, how this contributes to the pay gap and what steps need to be taken. This includes using a mixture of surveys and focus groups with part-time academics
- Roll out Career Pathways for PSG staff linked to a wider review for schools.



## Staff Networks

The LSBU GenderNet staff network champions issues of gender equality across the University, working with University leadership and supported by People and Organisational Development. The network has a rolling annual programme of events including international women day, that are advertised through articles on the Staff intranet and through the electronic newsletter. GenderNet also partners with other university networks such as the LGBT network and BAME network to offer intersectional events for all colleagues. The Parent and Carer's network was established by colleagues to be a source of information sharing and support for any colleagues who are parents or have any other form of caring responsibility for children or young people. The network holds regular events with invited speakers where staff can connect with other members and listen to talks on relevant topics, such as the effect of the pandemic on carer's.

