

# Gender Pay Gap Report 2020–21



# Foreword



LSBU continues to be committed to promoting equality of opportunity by creating a values based culture with inclusivity and wellbeing at the centre, with our employee voice as a key driver 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 4.4% (mean) and 3.8% (median). This is significantly lower than the higher education sector (15.5 median) and than across the UK industry (15.5 median).

We have a balanced workforce in terms of gender: 52% of our staff are female and 48% male. We have increased the proportions of women at senior levels. With 40% of the actions in our Athena SWAN action plan completed, 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. Our new EDI Strategy will give us further impetus to continue to work in partnership with staff, students, and the local community in advancing gender equality, with LSBU's values underpinning our work on equality, diversity, and inclusion.

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People and Organisational Development  
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# Gender pay gap summary data

This report analyses and discusses the gender pay gap and the gender bonus gap. The data are based on a snapshot date of 30th March 2020 and are 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.

Since 2009 we have seen our gender pay gap continue to steadily reduce from 13.25% (mean) to today's levels of 4.4% (mean) and to 3.8% (median) which is significantly lower than the Office of National Statistics (ONS) UK as a whole data 15.5% (mean) and 15.5% (median) and the Higher education sector data at 14.7% (mean) and 13% (median). This can be attributed to the gender distribution in mid-senior levels. School data show grades 8-10 with a slightly higher percentage of women than men (11% M and 12% W). At the highest grades there is a slightly higher percentage of men at 3% with women at 2%. For Professional Service Group grade distribution there are a slightly lower percentage of women in grades 8-10 (6% M and 5% W) but at senior levels there are the same percentages of men and women at 2% each.



# Summary of Mean and Median Gender Pay Gap Data

Group	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
LSBU Snapshot 2017	6.7	5.4
LSBU Snapshot 2018	6.6	5.3
LSBU Snapshot 2019	5.2	5.1
LSBU Snapshot 2020	4.4	3.8
ONS Data 2020	15.5	15.5
UCEA HEA 2020 <i>(Update 2020: Based on 108 HEIs in England where reporting is statutory and excludes sector agencies.)</i>	14.7	13.0
UCEA HEI 2019	14.8	13.7

In the ONS Data report it has been confirmed that the evidence from the Annual Survey of Hours and Earnings (ASHE) and the Labour Force Survey (LFS) suggests that coronavirus (COVID-19) factors did not have a notable impact on the gender pay gap in 2020.

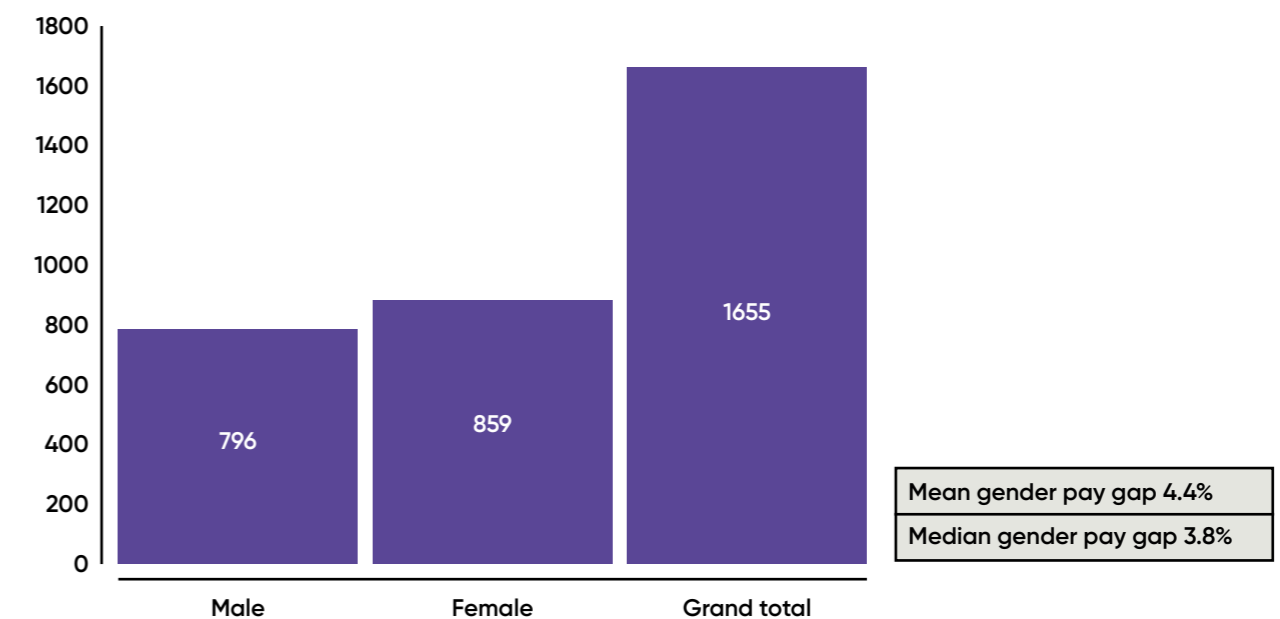
The report shows that the hourly rate gender pay gap (median) is moving in the right direction and the gap between male and female hourly rates is closing £1.14 (2019) to £0.86 (2020).

Group	Median hourly rate (£)	
	Male	Female
LSBU Snapshot 2017	21.54	20.38
LSBU Snapshot 2018	21.90	20.74
LSBU Snapshot 2019	22.98	21.14
LSBU Snapshot 2020	22.77	21.91
ONS Data 2020 <i>(Higher education teaching professionals)</i>	29.27	26.38

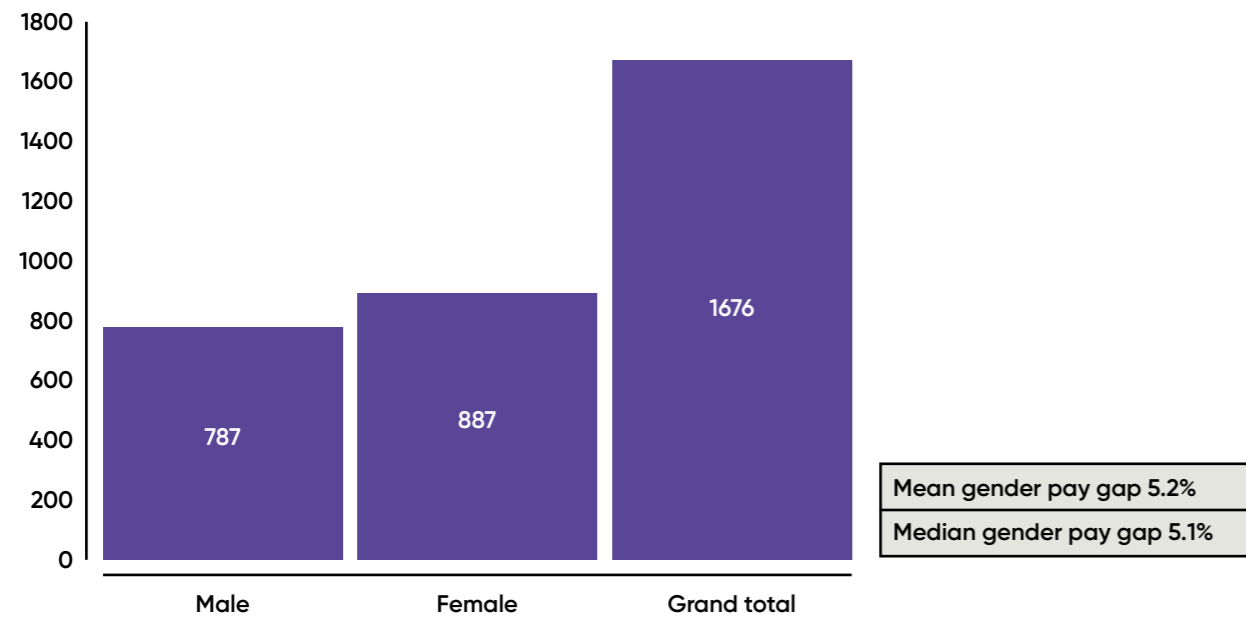
This reduction follows the pattern that is being seen in the ONS Data and this year the largest fall is among managers, directors, and senior officials, from 16.3% to 9.9%, reflecting some signs of more women holding higher-paid managerial roles this year. This occupation group has the highest median pay of any occupation £21.90 per hour, excluding overtime, compared with £15.07 among all employee jobs and therefore has a strong impact on the gender pay gap.

The graph below shows the number of male, female and total employees included in the snapshot.

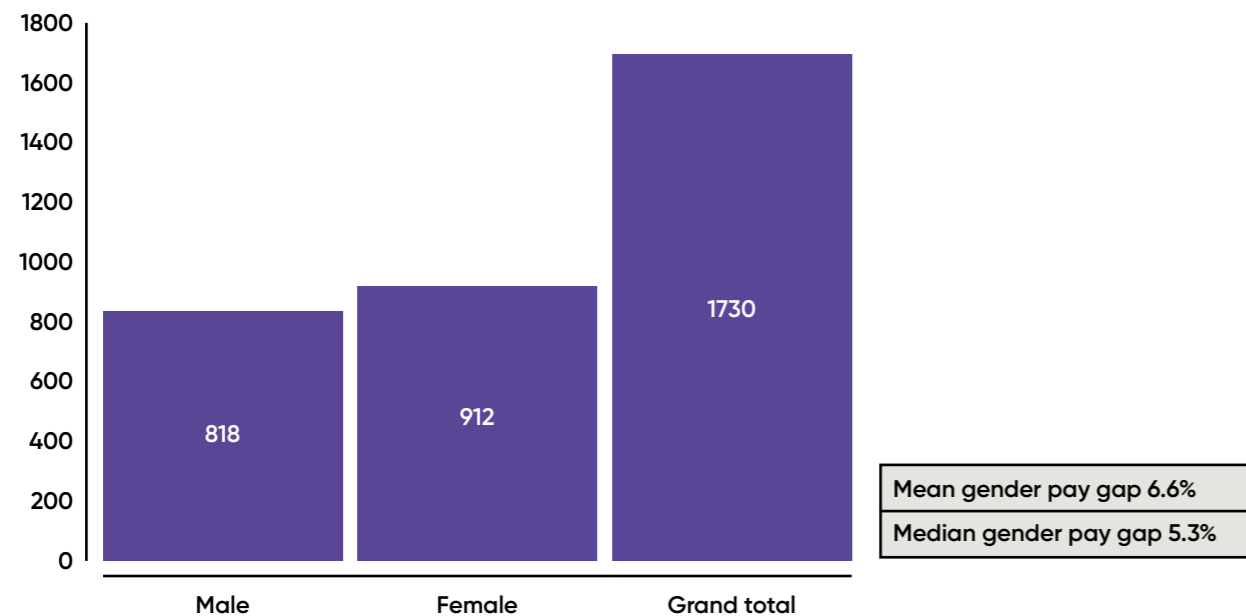
## LSBU Staffing 2020 (those paid in the reporting month)



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LSBU has a balanced workforce in terms of gender: 52% of our staff are female and 48% male.

20% of our Executive at the snapshot date are women and the number of staff who received bonuses is very small (5 employees at the snapshot date). The bonus gap average is tracking up 39.2% (31.1% 2019) and the median has also risen 52.7% (47.4% 2019). The bonus gap data is in an upward trajectory because during the required data period there was a smaller number of female staff who are categorised as senior female leaders. There are two performance related bonus schemes. A scheme for senior leaders where the individual could receive a bonus of up to 3% of their salary and a second scheme for the Executive who could receive a bonus of up to 10% their salary as a bonus.

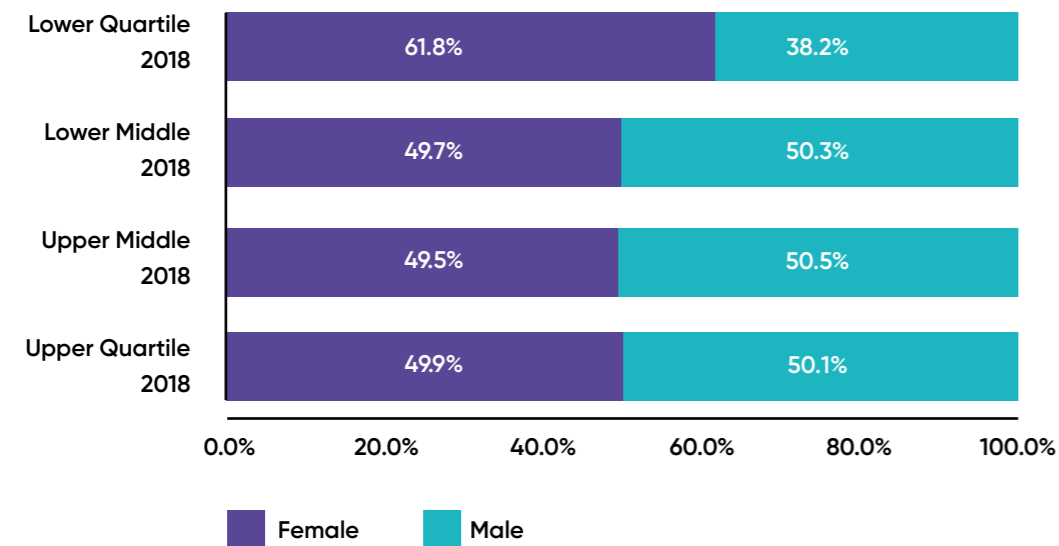
The differential is due to a predominance of men in the most senior positions. The bonus gap is worse than the previous year, due to the lack of senior women on the reporting date.

## Summary of Mean and Median Gender Bonus Gap

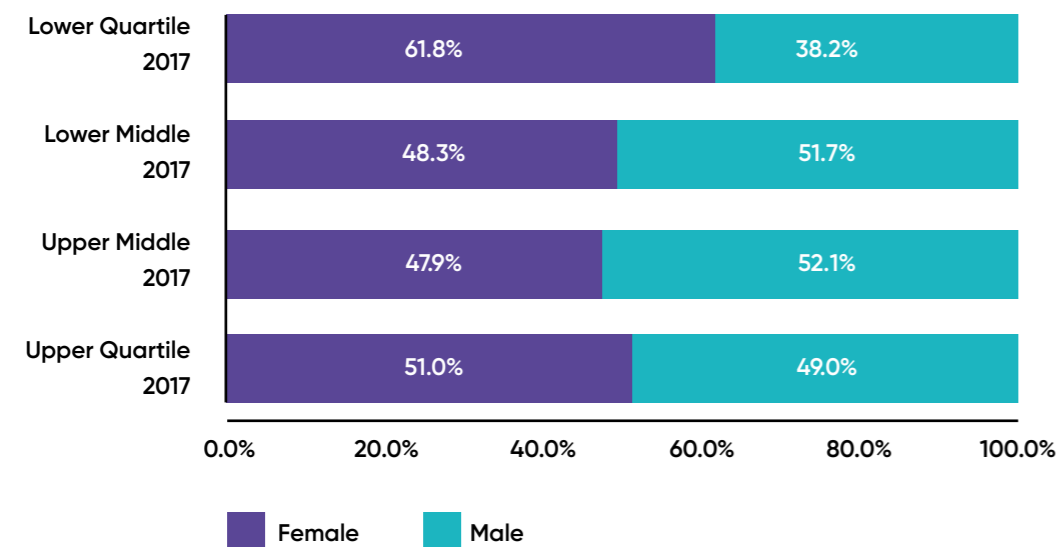
Group	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
LSBU Snapshot 2017	49.4	64.7
LSBU Snapshot 2018	45.2	44.5
LSBU Snapshot 2019	31.1	47.4
LSBU Snapshot 2020	39.2	52.7
UCEA –HE Sector UQ (Update 2020; Bonuses are rarely paid in the HE sector. Only 2.5% of females and 3.1% of males receive this payment.)	0	20.2



## 2018 Quartile Data of Male to Female pay



## 2017 Quartile Data of Male to Female pay

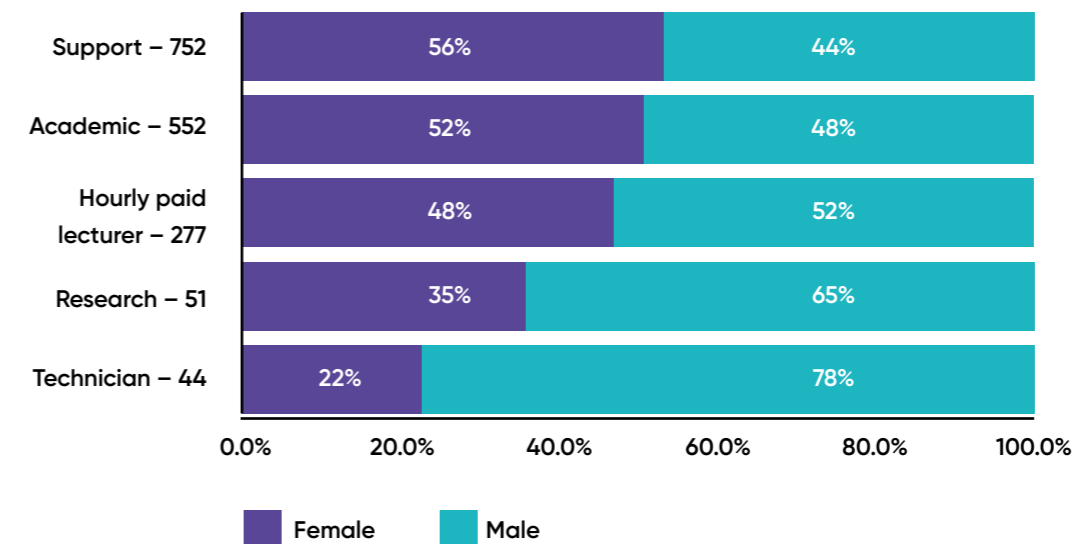


## LSBU Horizontal Segregation

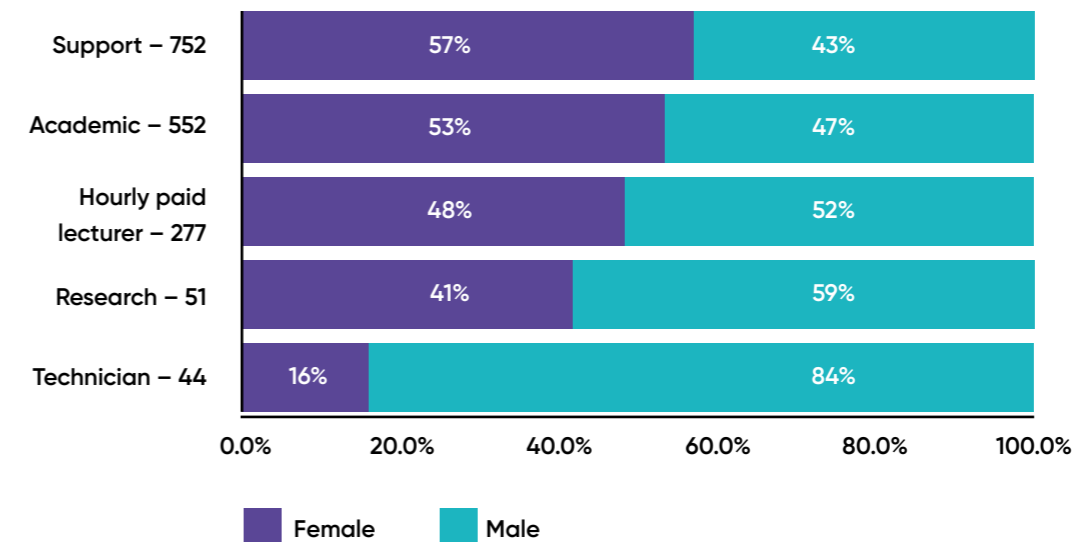
Both the horizontal and vertical segregation are not a mandatory requirement, but they provide greater context to the pay gap information detailed in this report. Horizontal segregation can be broadly defined as the concentration of men and women in different kinds of jobs. The data below shows the gender split across the different sections of the organisation.

There are no significant changes in most of the sections in the organisation, except in research which has seen a 7% rise in men shifting this area into a more balanced gender percentage.

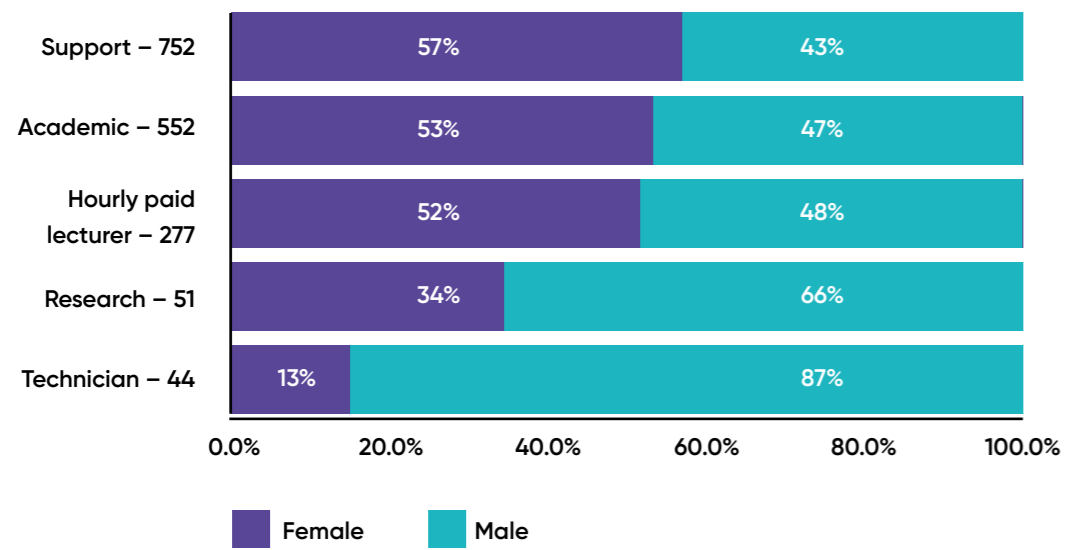
### Horizontal Organisation Chart 2020



### Horizontal Organisation Chart 2019



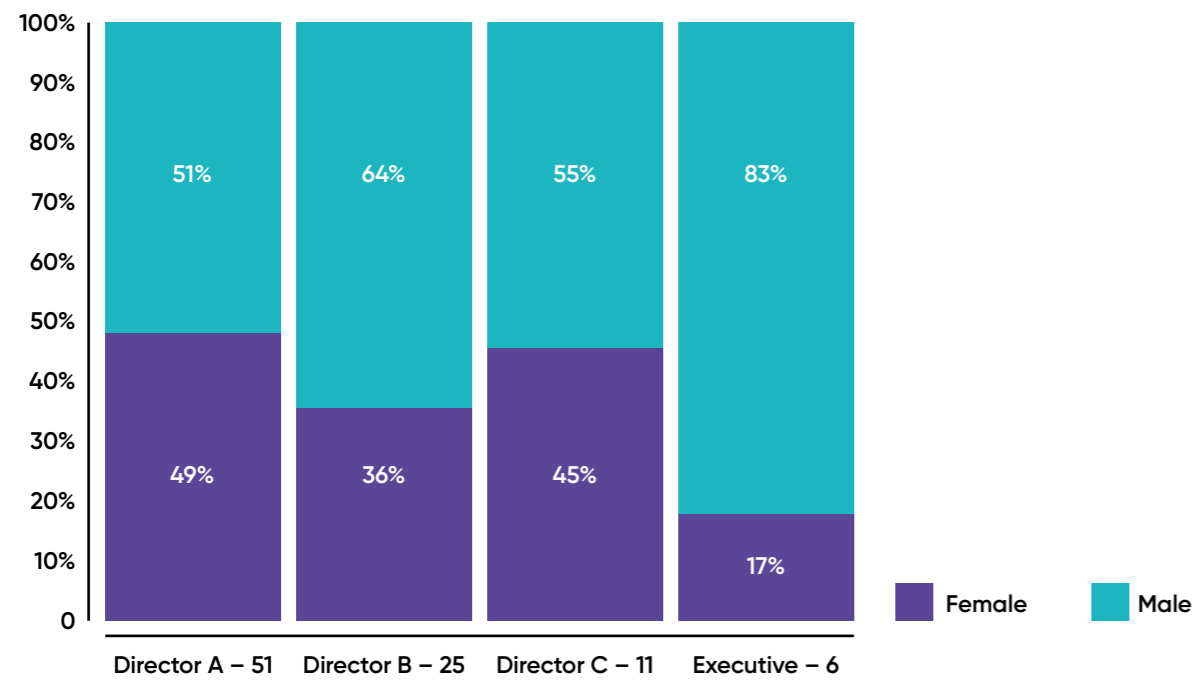
## Horizontal Organisation Chart 2018



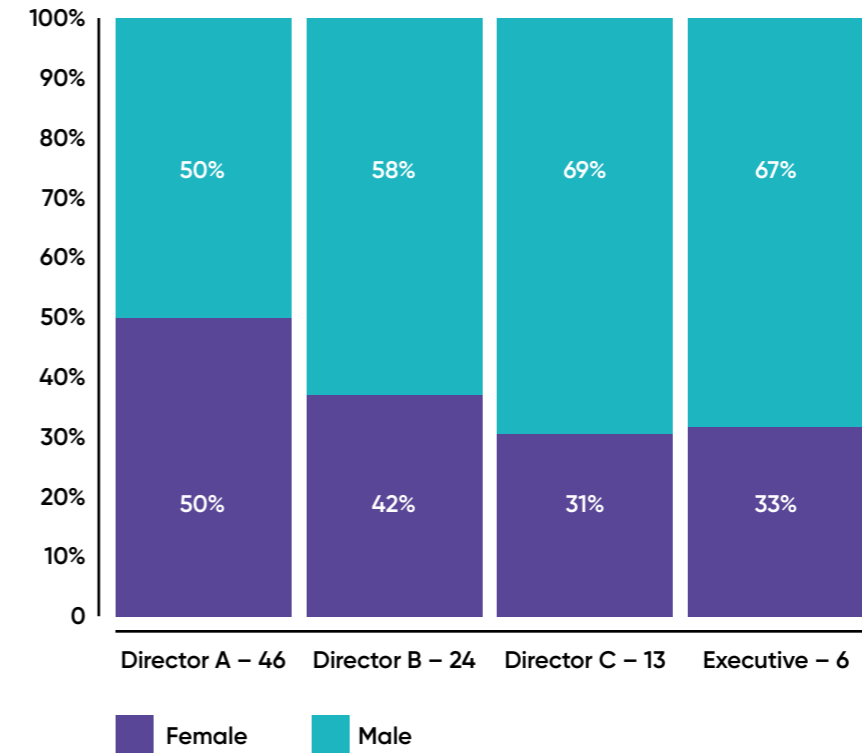
## LSBU Vertical Segregation

This is the concentration of women and men 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.

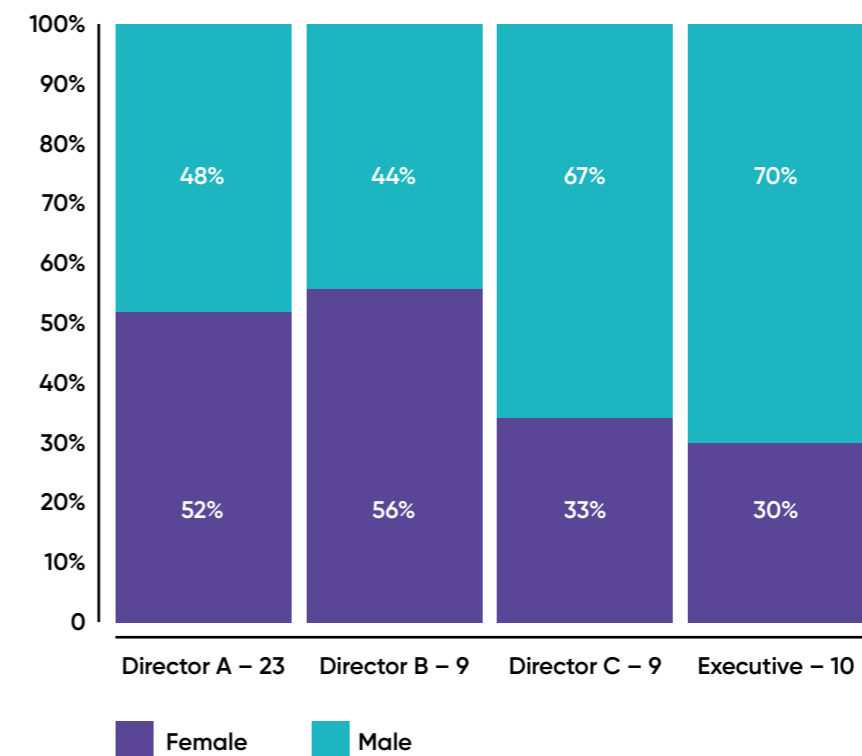
## Vertical Organisation Senior Grades Chart 2020



## Vertical Organisation Senior Grades Chart 2019



## Vertical Organisation Senior Grades Chart 2018



## What we have achieved so far

Over the last three years the mean gender pay gap has reduced from 6.7% to 4.4% and the results compare favourably against the higher education sector and UK. The median gender pay gap has reduced significantly from 5.4% to 3.8% and is lower against the higher education sector and UK.

We have committed to the London Living Wage and adherence to the National Framework Agreement for the Modernisation of HE Pay Structures (2003) which was developed by UCEA and the Higher Education trade unions, through JNCHES (the Joint Negotiating Committee for Higher Education Staff). This means that staff on the lowest salary scale point of 2 (staff in the lower quartile (A)) are receiving a higher hourly rate than the London Living Wage at £12.24 p/h to £10.55 p/h.

The People and Culture five-year Strategy released in 2020 provides a roadmap of 5 Core Pillars of which Inclusivity is one, which specifically addresses the Gender Pay Gap as part of its action plan. We will also continue to undertake regular pay audits.



## Our Actions going forward

Following our bronze Athena SWAN award last year, we have a robust road map with actions spanning the next four years to ensure we continue progress, including a mentoring programme, annual tracking of fixed term contracts and inclusive language in training and development of policies. 40% of the actions in the Athena SWAN action plan have now been successfully completed and sustained work over the next four years will work towards most of the actions here being completed by the renewal.

Our inclusive recruitment project will work to optimise the content of our job adverts to ensure that we are speaking to as wide a range of candidates as possible. We will review our approach to how we write our job descriptions so that we reduce bias. We will review and modernise our promotion and career pathways for both academic and professional service groups to ensure fairness and transparency. We will support staff to access the Aurora women's leadership development programme run by Advance HE, with follow up activities at the University to complement and segment their learning.





