

# Gender Pay Gap Report 2023



## **Gender Pay Gap Summary Data**

This report is based on data as at 31 March 2022.

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# 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.

This report outlines several actions we have taken to advance pay equality. We are disappointed that our pay gap did go up slightly this year to 7.09% (mean) and 10.21 (median), although both remain lower than sector benchmarks. We have significantly reduced our gender bonus gap to 5.42% (mean) and eliminated the median gender bonus pay gap for 2022.

It is vital that we have a targeted focus on understanding the underlying causes for our gender pay gaps. To this end this we have worked hard on a new Athena SWAN action plan this year and will commission an equal pay audit in the next academic year. We will continue to use data, insights, and innovation to ensure our interventions are evidence-based, working in partnership with staff and students to advance gender equality.

**Alex Bush**  
Group Chief People Officer  
People and Organisational Development

## Gender pay gap summary

This report presents the gender pay gap data for London South Bank University (LSBU), using a snapshot of data for 31st March 2022. The data has been collected following the methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

LSBU has historically seen a gradual decline in the size of the gender pay gap for staff. Last year, we reported for the first time a slight increase in the size of the mean pay gap and from 4.40% to 6.05%. This year we have seen another slight increase in the mean pay gap at LSBU, which has risen from 6.05% to 7.09%. There has also been an increase in the median gender pay gap at LSBU, which has risen from 5.3% to 10.21%. However, during the same period, LSBU has reported a large reduction in the bonus pay gap for 2022.

LSBU continues to have a lower mean gender pay gap than the post-1992 sector average of 11.2%, (which rises to 15.5% for the whole sector) as reported by the University and College Employers Association (UCEA) for 2021/22. The median pay gap at LSBU also remains below the post-1992 sector average of 11.4% (12.3% for the whole sector), although the average for London HEIs is 10.1%.

Key contributors to our gender pay gaps in 2022 were: a reduction in the proportion of women in the upper pay quartile; an increase in the number of women in lower-paid roles, and some changes to our pay practices around pensions. We have also made changes in the way we have calculated the pay gaps, to ensure we are fully compliant with the legislation, and this has highlighted that more work is needed to investigate apparent gender differences in allowance payments.

We have taken a number of actions to improve gender equality since the Gender Pay Gap Report 2022, which are summarised at the end of the report. Areas for future action are highlighted to reduce these pay inequalities and realise our commitment to a transformational and inclusive culture.

### Mean difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	25.04	25.52	24.46	23.76	23.84	23.43
Female	23.27	23.98	23.38	22.53	22.27	21.86
% diff.	7.09	6.05	4.40	5.18	6.59	6.70

**Key** – higher than previous year, lower than previous year.

### Median difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	23.108	23.98	22.77	22.28	21.90	21.54
Female	20.748	22.72	21.91	21.14	20.74	20.38
% diff.	10.21	5.26	3.76	5.12	5.30	5.39

**Key** – higher than previous year, lower than previous year.

# Terms explained

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The mean is the average of a set of numbers. It is calculated by adding up all 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 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. Gender pay gaps can spotlight areas that require investigation by employers, including highlighting areas where men and women are concentrated in different occupations or different levels of the workforce, typically with women underrepresented in the senior levels and overrepresented in the lower levels.

The gender pay gap is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised. We recognise that the legislation uses a binary definition of gender (female and male), which are therefore the terms used in this report and analysis.

# Breakdown in gender pay gap data

The mean and median gender pay gaps for academic staff are consistently lower than the overall gender pay gaps. There is a consistently higher mean gender pay gap for professional services staff. This reflects the broader grade structure for professional services, where posts range from Grade 2 to Grade 13, compared to academic contracts where lecturers start at Grade 7.

## Academic staff

When considering the mean gender pay gap for academic staff, we see that the trend matches that of the overall gender pay gap, with slight increases in the mean in 2021 and 2022. This is likely to reflect an increase in the number of Hourly Paid Lecturers (HPLs) following the coronavirus pandemic, with an increase in the proportion of female HPLs in 2022 (from 51% to 55%). Work is underway to reduce the use of these academic contracts from September 2024.

### Mean difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	26.81	27.53	26.44	26.09	25.83	24.99
Female	25.60	26.94	26.14	25.69	25.22	24.82
% diff.	4.49	2.17	1.15	1.52	2.38	0.67

Key – higher than previous year, lower than previous year.

### Median difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	25.01	27.13	25.28	24.83	24.40	23.36
Female	24.34	27.13	25.80	24.89	25.06	26.05
% diff.	2.68	0.00	-2.06	-0.26	-2.70	-11.53

Key – higher than previous year, lower than previous year.

## Professional services staff

In 2022, the mean gender pay gap for Professional Services Group (PSG) staff rose for the first time since 2017, to 8.88%. The median also nearly doubled, from 5.25% in 2021 to 10.05% in 2022.

These increases in 2022 are likely to be linked to an increase in the number of Grade 2 Student Ambassador roles from 42 to 102, of whom 61% are female. The introduction of salary sacrifice for PSG pensions and a higher number of PSG staff receiving allowances may also have contributed, and need to be investigated further.

### Mean difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	22.72	25.52	22.11	20.94	21.00	21.21
Female	20.71	23.98	20.57	19.29	18.64	18.46
% diff.	8.88	6.03	6.97	7.90	11.24	12.97

**Key** – higher than previous year, lower than previous year.

### Median difference in hourly pay

	2022	2021	2020	2019	2018	2017
Male	19.78	23.98	19.15	18.12	18.24	19.37
Female	17.80	22.72	17.98	16.80	16.47	16.20
% diff.	10.05	5.25	6.10	7.30	9.71	16.35

**Key** – higher than previous year, lower than previous year.

## Types of employment

In 2022 there was a reduction in the mean gender pay gap for fixed-term and part-time staff compared to 2021, which is encouraging as women are typically more likely to be on fixed-term and part-time contracts. This is likely to result from the fact that there was a greater increase in part-time and fixed-term contracts at Grade 7 (HPLs) than Grade 2 (Student Ambassadors). However, overall, there was still a higher mean pay gap for fixed-term employees (7.24%) compared to permanent employees (6.28%). Median pay gaps also increased for all contract types in 2022.

	Mean		Median	
	2022	2021	2022	2021
Contract type				
Permanent	6.28%	5.96%	5.67%	5.04%
Fixed-term	7.24%	7.26%	2.62%	0.00%
Contract type				
Full-time	5.57%	5.39%	5.41%	3.12%
Part-time	3.17%	4.50%	1.33%	0.02%

**Key** – larger gap than previous year, smaller gap than previous year.

## Pay quartiles

This analysis looks at the distribution of male and female staff pay across LSBU. In 2022 there was a more even balance between men and women in the upper and upper middle pay quartiles, however, this included a significant reduction in the proportion of women in the upper quartile to below 50% (from 56% to 49%). The under-representation of men in the lowest quartile has also got worse in 2022, reducing by 3% to 37% since 2021.

The proportion of women in the upper quartile reduced because more new recruits were male (66%); there was a broadly even gender split between leavers and internal promotes. This may

be because women were less likely to change employers during the coronavirus pandemic but further investigation is needed.

These changes in vertical segregation make an important contribution to the increases in the gender pay gaps since 2021. It also highlights that addressing gender pay gaps requires work to address both under-representation of women in more senior roles and the over-representation of women in lower graded roles. A full equal pay audit will help us understand which of these roles women are clustered in and to support progression to higher graded roles, where appropriate.

Pay Quartile	2022				2021			
	Male		Female		Male		Female	
	Actual	%	Actual	%	Actual	%	Actual	%
Upper	230	51%	222	49%	175	44%	223	56%
Upper Middle	220	49%	232	51%	209	53%	190	48%
Lower Middle	205	45%	247	55%	193	48%	205	52%
Lowest	169	37%	284	63%	158	40%	240	60%

**Key** – under representation (below 50%)

## Gender bonus gap

LSBU has reported a large reduction in the bonus pay gap for 2022. The mean bonus gap has reduced by £33.72 from 2021, and a median bonus gap has reduced by £23.16 resulting in the elimination of a median gender bonus gap. This reflects an improvement in the moderation processes for performance-related pay, which have been improved further during 2022/23.

### Mean difference in bonus pay

	2022	2021	2020	2019	2018	2017
Male	676.36	763.70	8582.11	5898.72	7890.23	6749.55
Female	639.73	464.79	5216.20	4065.43	4320.3	3416.11
% diff.	5.42	39.14	39.22	31.08	45.24	49.39

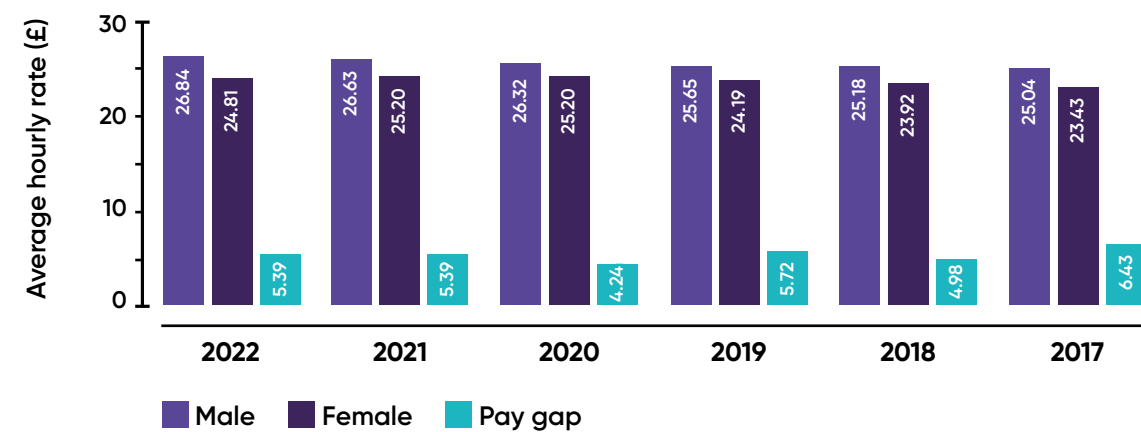
**Key** – higher than previous year, lower than previous year.

### Median difference in bonus pay

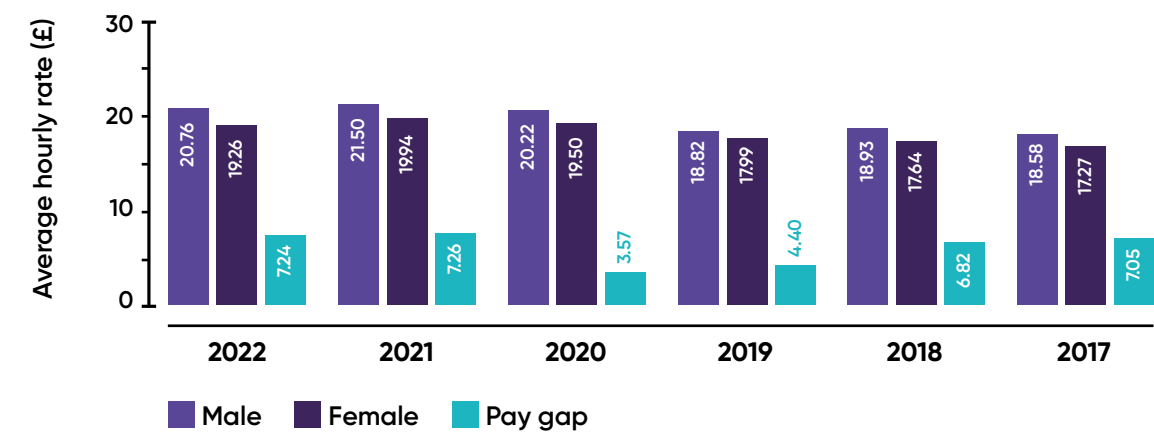
	2022	2021	2020	2019	2018	2017
Male	600	4599478	5905.98	4327.50	6579.00	5514.00
Female	600	353.4082	2791.86	2275.00	3649.50	1946.00
% diff.	0.00	23.16	52.73	47.43	44.53	64.71

**Key** – higher than previous year, lower than previous year.

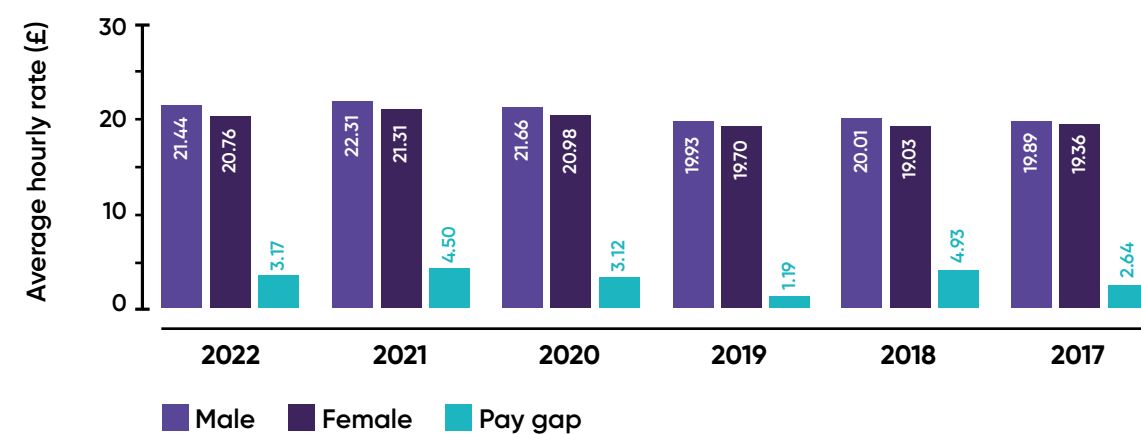
### Mean gender pay gap full time staff



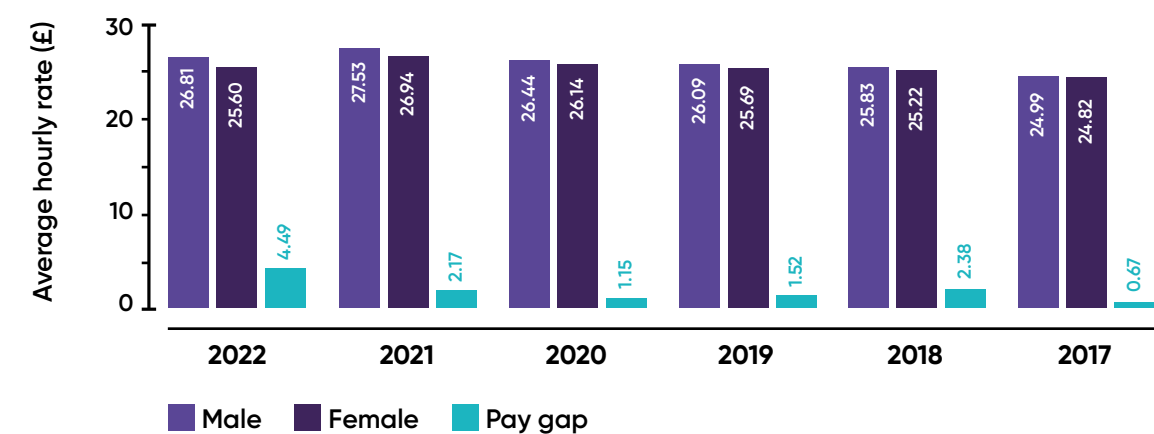
### Mean gender pay gap FTC staff



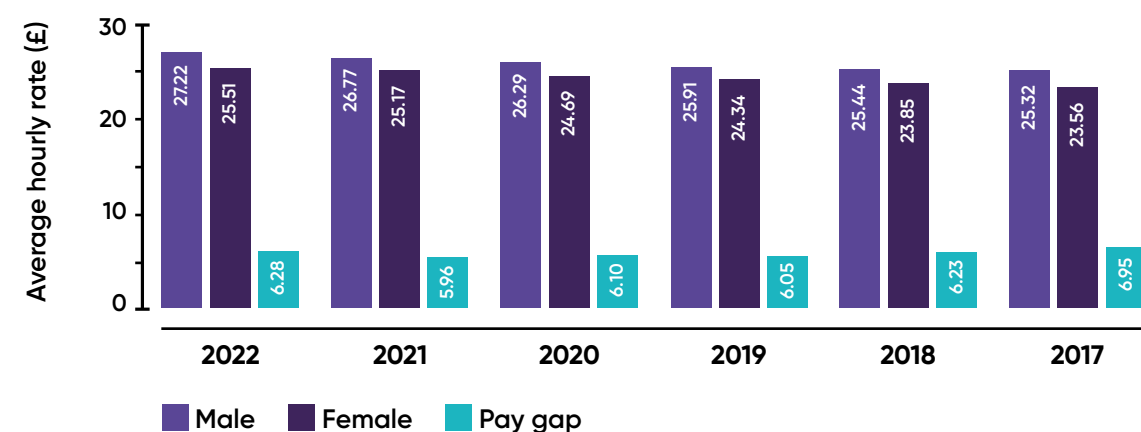
### Mean gender pay gap part time staff



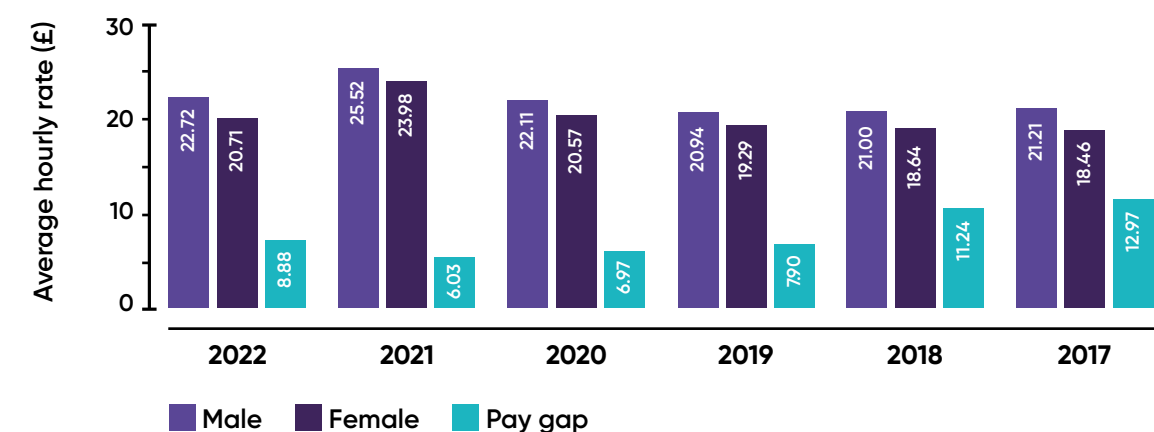
### Mean gender pay gap academic staff



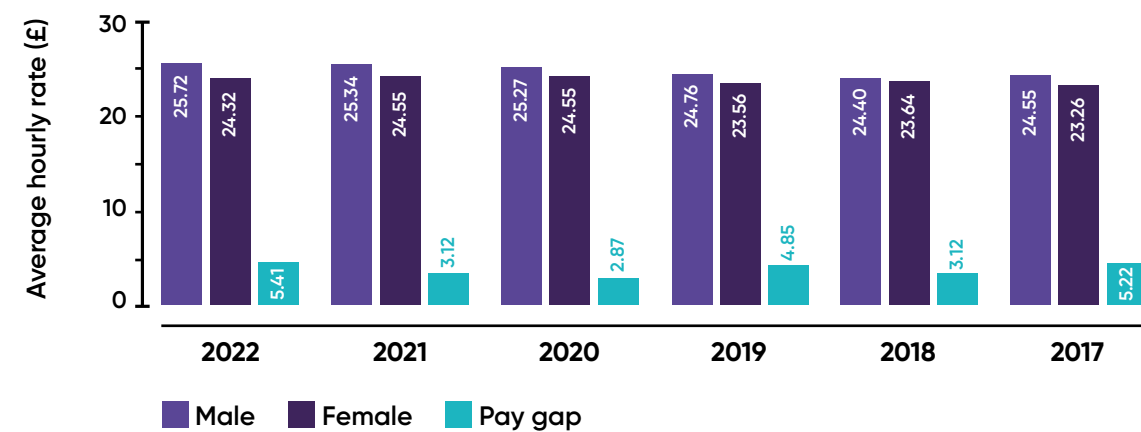
### Mean gender pay gap permanent staff



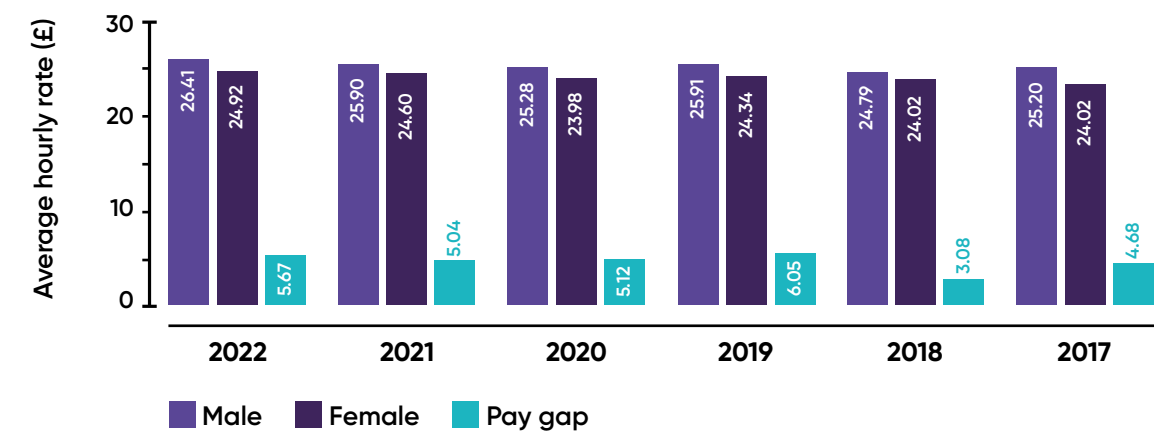
### Mean gender pay gap support staff



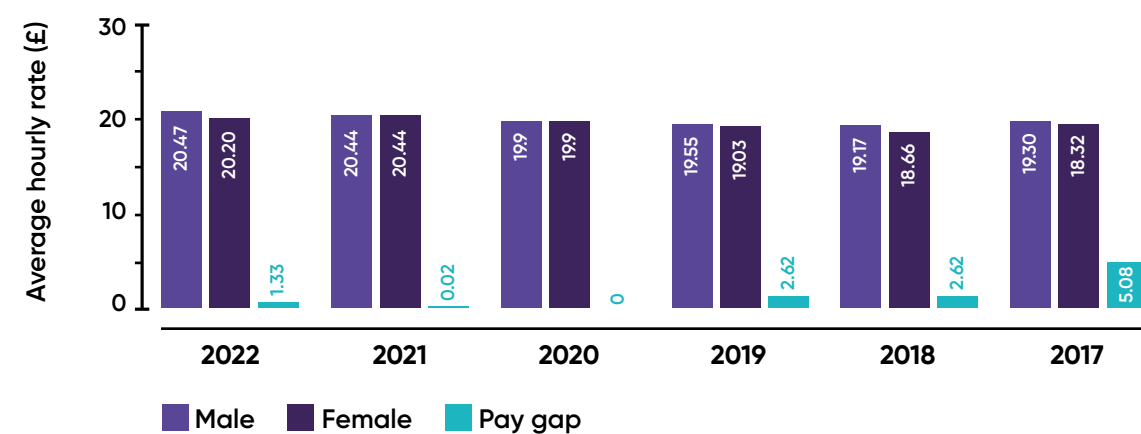
### Median gender pay gap full time staff



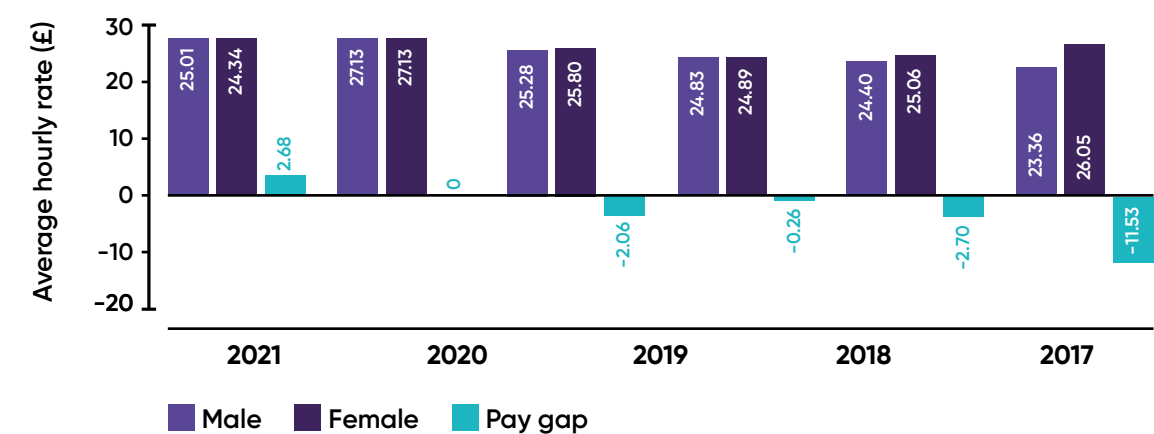
### Median gender pay gap permanent staff



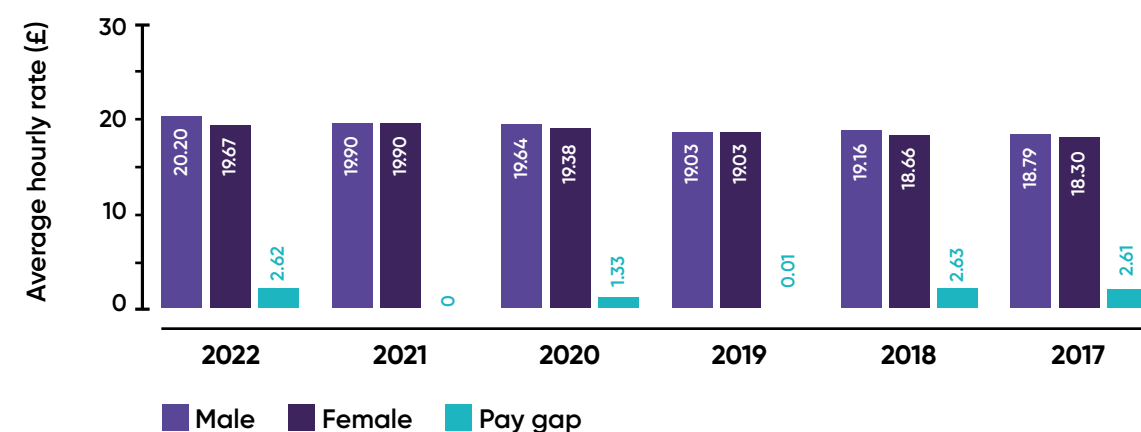
### Median gender pay gap part time staff



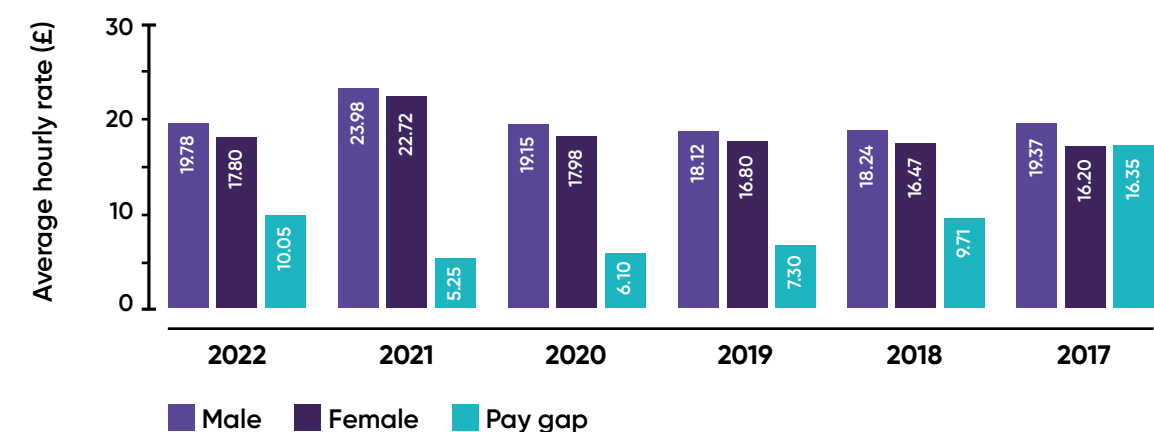
### Median gender pay gap academic staff



### Median gender pay gap FTC staff



### Median gender pay gap support staff





## Progress on 2022 actions

What we said we'd do	What we did
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.	Several departments are preparing to submit their Athena Swan applications in 2023, and we're aiming for all departments to have submitted applications by 2025. The application process involves a self-assessment of the school's current gender equality context, consultation with staff and students, and the development of an action plan to improve gender equality over the coming years.
We will continue to support staff with leadership development as part of the Advance HE Aurora leadership programme for women.	We have continued to support staff on external leadership programmes including the Aurora programme for women. In 2022/23 we supplemented these programmes with in-house development sessions and career tracking, including monitoring promotions (4 so far this year).
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.	We conducted an Equality Impact Assessment as part of the last academic promotions round and have held focus groups with female staff to understand the barriers to progression which may currently exist. A number of actions are being taken forward from this feedback.
Implement our Behavioural Framework for recruitment.	The LSBU Behaviour Framework sets expectations about how work should be completed, as well as the task itself. "Inclusive working" is one of the seven behaviours, with others including commitments that support EDI such as championing difference and supporting fairness of opportunity. The BF has so far been included in appraisals, training courses and recruitment.

What we said we'd do	What we did
Review our flexible and hybrid working policies and practices.	Flexible and hybrid working policies have been reviewed in line with changing government guidance regarding Covid-19. All staff are able to make flexible working requests which are reviewed on a case-by-case basis.
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.	We have revised the guidance for appraisals which includes clearer guidelines around appraisal ratings. We have seen a significant reduction in the gender bonus gap this year which suggests the introduction of this guidance has been helpful for introducing a consistent approach to the appraisal process.
Monitor the impact of the inclusive recruitment project and introduce workshops on good practice on inclusive recruitment.	A new training course for recruiting managers has been implemented, including potential sources of bias and how to assess "inclusive working". A best practice review has been completed and the Recruitment and EDI teams are developing a joint inclusive recruitment action plan.
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.	We have held a number of focus groups for female academic staff to understand barriers for progression. Actions taken forward to support part time academics have included greater clarification in the academic promotions guidance notes about how criteria are adapted for applicants working part time.
Roll out Career Pathways for PSG staff linked to a wider review for schools.	Eight job families have been developed within professional services and were launched alongside the new appraisal process in June 2023.

## Additional next steps for 2023

Action	Deadline	Measure	Person Responsible	Action Owner
By July 2023, launch the new PSG career pathways framework.	July 2023	PSG career pathways framework is launched.	Group Director of OD and EDI	OD Consultant
Support the School of Applied Sciences and the School of Arts and Creative Industries to submit applications for the Athena Swan Charter by the end of 2023.	December 2023	Two departmental applications are submitted to Advance HE and a clear timetable for future School applications.	Provost (as LSBU Athena Swan Champion)	EDI Project Manager – Athena Swan
We will support Aurora delegates to develop a 5-year career action plan to support their academic promotion applications and raise their public profile.	December 2023	Increase in success rates through 2023 academic promotions round compared to 2022. Increase in delegates public visibility e.g. through speaking at events and publications made.	Head of EDI	Head of EDI
Investigate higher and increased gender pay gaps, including an equal pay audit" then continue as drafted.	March 2024	An equal pay audit has been completed and actions identified to address the gender pay gap for fixed term contracts. A reduction in the gender pay gap in March 2025.	Head of EDI	EDI Project Manager – Athena Swan
Implement interim institutional Athena SWAN action plan, which in 2023/24 includes additional support for part time women considering applying for promotion and work to increase engagement with and feelings of belonging for Hourly Paid Lecturers.	July 2024	Completion of milestones by deadlines specified in plan, leading to increase in part-time promotion applications and higher engagement scores for HPLs in staff survey.	Group Director of OD and EDI	EDI Project Manager – Athena Swan

