



**London
South Bank
University**

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London South Bank University gender pay gap report 2017/18

Introduction

LSBU is committed to promoting equality of opportunity for its staff. Our strategic aim is to create an environment which attracts and fosters the very best staff, and within which all staff feel their achievements are equally and fairly valued and rewarded.

Since 2009 we have seen our gender pay gap steadily reduce from 13.25% (mean) to today's levels of 6.7% (mean) and 5.4% (median) which is significantly lower than the higher education sector and the UK as a whole.

We have a balanced workforce in terms of gender: 52% of our staff are female and 48% male; we have an equal proportion of female staff (49%) in the upper quartile salary band and 49% of our professoriate are female. But there is more to do. We still have a higher proportion of female (62%) than male staff in the lowest pay quartile. 22% of our Executive and Operations Board are women and whilst the number of staff who received bonuses is very small (which makes the figures difficult to interpret) this year's bonus pay gap is too high and needs to be monitored and reviewed to ensure we improve year on year.

Our gender pay gap data is detailed below with a commentary on our aims, challenges and plans. We believe we can build on the sound structures we have in place to continue to reduce and ultimately eliminate our gender pay gap and fully deliver our equality, diversity and inclusion agenda.

Mandy Eddolls

Executive Director of People and Organisation
March 2018

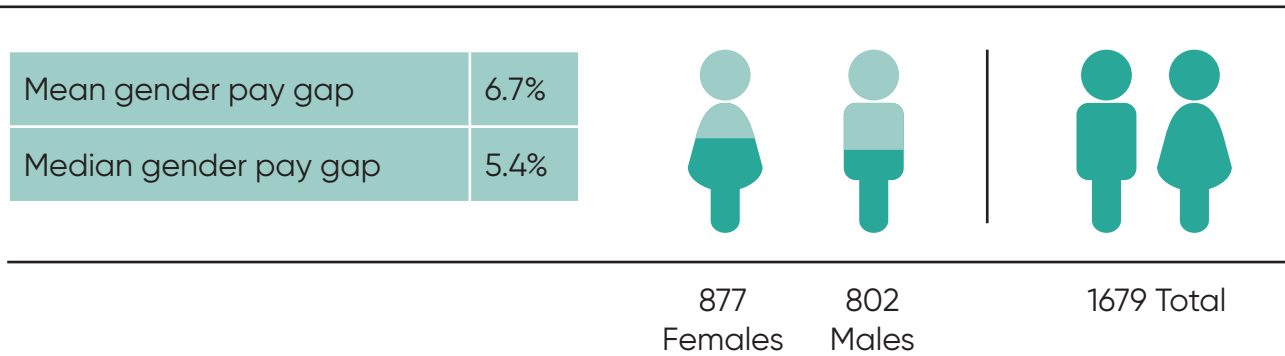


The Data

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

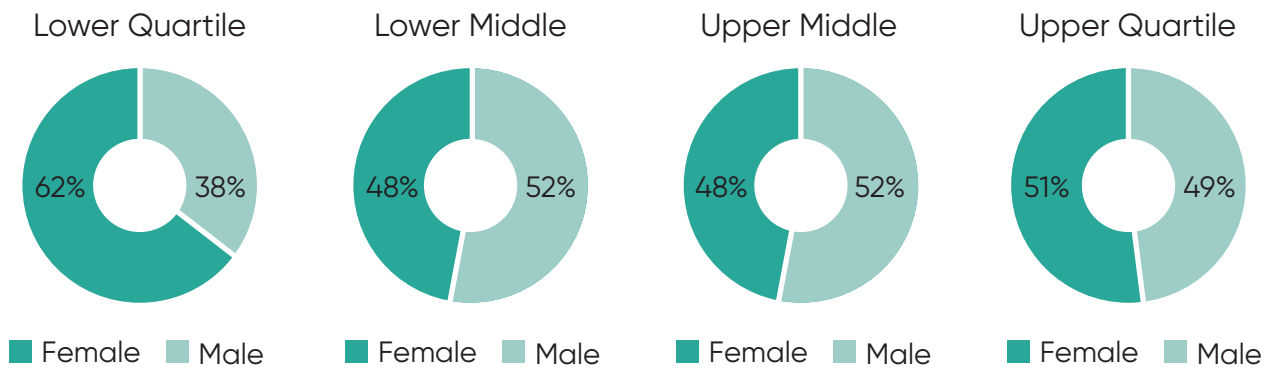
Gender Pay Gap

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



Pay Quartiles

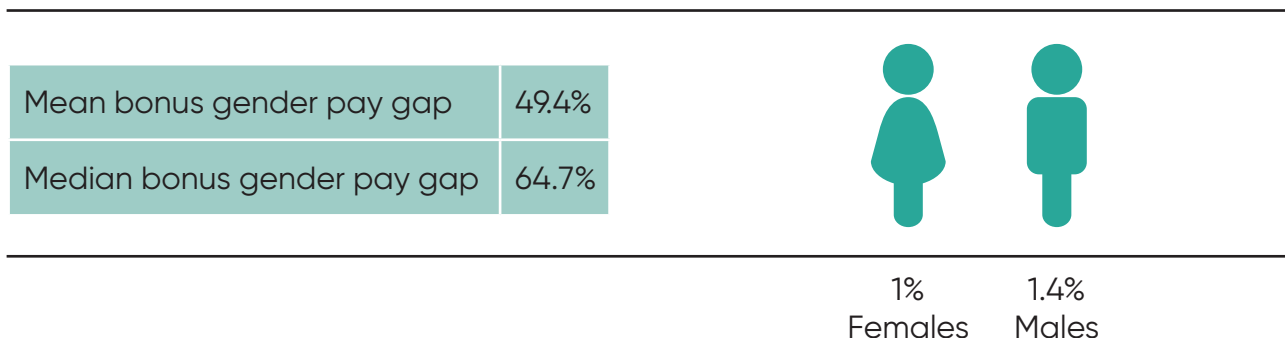
This is the proportion of male and female employees in each of four pay bands, where the Lower Quartile represents the lowest salaries and Upper Quartile represents the highest salaries:



Bonus Pay Gap

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

Proportion of employees receiving a bonus:



What we have done so far:



Since 2009 we have undertaken **regular pay audits** and over that period our (mean) gender pay gap has reduced from 13.25% to 6.7%. Our results have shown both an improving situation and one that compares favourably against the higher education sector and very favourably against the UK as a whole.



Job evaluation, rationalisation of grading structures and harmonisation of terms and conditions – Much of the foundation work for the better than sector results was done between 2007 and 2011 when an extensive factor based job evaluation project rated all jobs, reduced the number of grading structures and spine points. This resulted in lower paid manual and administrative staff being upgraded and receiving additional pay increases – the majority being women. Work has also been done to harmonise terms and conditions although complete parity is yet to be achieved.



In 2016 we introduced an **Academic Framework** that provides an objective methodology for assessing academic work and development. This has led to 66% of academic promotions being awarded to women, and our Professoriate is now 49% women.

What we are going to do next:

Work still needs to continue to eliminate the pay gap, though this lies less in the structural framework of pay and more in the recruitment and development of women particularly into our most senior posts on the Executive and Operations Board. To do this we plan to:



Continue to focus on **professional and personal development** with increased emphasis on women's leadership development working with external partners such as The Leadership Foundation for Higher Education to complement the already successful LSBU Leadership Academy, our Leadership Development Programme.



Achieve the **Athena SWAN Charter** and deliver our action plan to address unequal gender representation across academic disciplines and professional functions.



Monitor the gender bonus gap. The small number of bonuses paid (20) means that it is difficult to interpret based on one year's figures whether there is a systemic issue as the sample size is small.



Continue to move to **modern, flexible working** for professional services staff, supported by an agile working climate and good mobile technology, which will increase our ability to recruit and retain staff that require flexibility to meet family and other commitments.

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.