

Gender pay gap

Report 2019

Since March 2018 all organisations in the UK employing more than 250 people have been required by law to publicise annually their gender pay gap – the difference between the average hourly pay of men and women within the workforce. This is a different measure to “equal pay” which means that men and women in the same employment performing the same work must receive the same pay.

The 2019 gender pay gap report for Royal Holloway, University of London, indicates an improvement in both the mean (average) and the median (midpoint) gender pay gap, at 24.9% and 31.9% respectively.

We are committed to championing gender equality and the modest improvement is welcomed. Over the coming year Royal Holloway will be working to achieve further improvements that will create a more equal gender distribution across all levels of our workforce.

The figures in this report refer to a snapshot date of 31 March 2018 – twelve months following the data published last year. All staff members, including our student workers, must be included in this comparison, and the gender pay gap highlights where men and women are represented within the workforce. Royal Holloway published this data for the first time in 2018, when a mean gender pay gap of 27.2% and a median gender pay gap of 33.8% were reported.

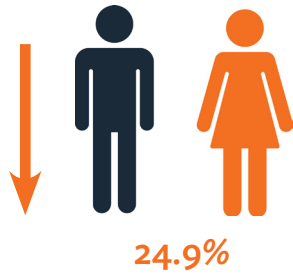


Pay

Mean gender pay gap

Mean hourly pay £21.93* £16.47*

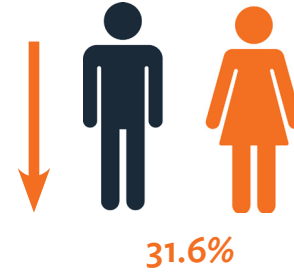
Fall in pay gap
-2.3%



Median gender pay gap

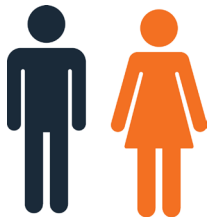
Median hourly pay £19.00* £12.99*

Fall in pay gap
-2.2%

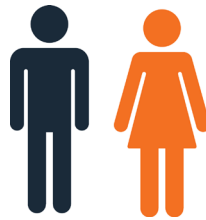


* Snapshot as of 31 March 2018

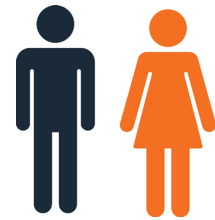
Bonuses



Mean gender bonus gap
25.7%*



Median gender bonus gap
0.0%*



Proportion receiving a bonus
1.0%* 1.2%*

* Snapshot as of 31 March 2018

The Gender Pay Gap Regulations also require the reporting of mean and median gender bonus gaps, and these are shown above. In last year's report both the mean and median gender bonus gaps were significantly in favour of women, the mean gap was reported as -15% and the median -50%. In this year's report, the university reports the payment of a very small number of bonuses (performance awards) in 2017/18 – 35 in total. Fifteen of these were paid to men and twenty to women and the mean gender bonus gap has reversed in favour of men, while there is no gap in the median rate.

Proportion of men and women in each quartile pay band

Lower quartile



31.3% 68.7%
Last year
28% 72%

Lower middle quartile



34.7% 65.3%
Last year
35% 65%

Upper middle quartile



44.4% 55.6%
Last year
47% 53%

Upper quartile

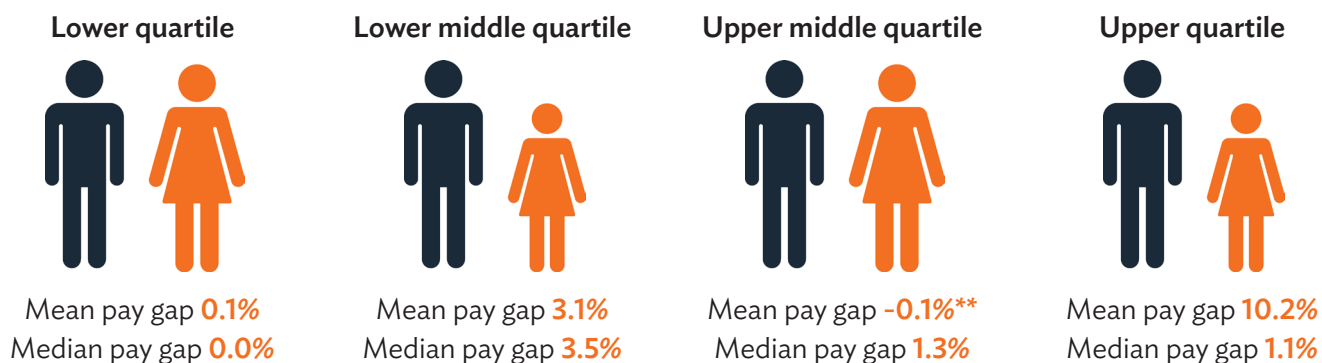


61.3% 38.7%
Last year
62% 38%

* Snapshot as of 31 March 2018

The distribution of men and women in each pay quartile is shown above. These figures illustrate where changes in workforce distribution have contributed to the fall in the mean and median gender pay gaps.

Pay gaps in each pay band



**Negative figures indicate gap in favour of women

For the gender pay gap report in 2018 the university also presented data on the pay gaps in each pay quartile. This is not a legal requirement but is helpful to understand the distribution of pay across the four pay quartiles. This year's information is presented above.

There is a 4.1% increase in the mean gender pay gap in the upper pay quartile, although this is accompanied by a 3.6% drop in the median gender pay gap in the same quartile. A small increase in the mean and median pay gap has also appeared in the lower middle pay quartile.

Why is there a gender pay gap?

There are three key reasons why Royal Holloway has a significant gender pay gap:

- 1. Under-representation of women in the upper pay quartile** – particularly female academics. Analysis suggests that this is the biggest influencing factor in the **mean** pay gap, increasing it by 17.8% in favour of men. This is a sector-wide issue, and in recent years Royal Holloway has had some success in promoting the careers of female academics. Our award-winning programme “Enabling Women in the Promotions Process” was introduced in 2014, and with this and the introduction of clear promotion criteria, faculty-level panels and anonymised applications, the number of female professors at Royal Holloway has increased from 24.9% in 2014 to 30.5% in 2018. It is clear that there is still work to be done in this area, particularly to encourage and support more women to take up academic careers, and to ensure that they can progress to the highest levels of academic seniority when they do.
- 2. Under-representation of men in the casual workforce.** Royal Holloway has a very wide and diverse workforce. Within this there is a very large casual workforce of more than 1200 workers - 38% of the overall workforce. Two thirds of casual workers are women, and 94% of the staff in the lower pay quartile are casual. This is the biggest influencing factor in the overall **median** pay gap, increasing it by around 14.8% in favour of men.
- 3. Under-representation of men in the lower middle pay quartile.** Women outnumber men in the lower middle pay quartile by nearly 2-1, and particularly in regard to posts at admin grades 2-5. Analysis suggests that this influences the overall **median** gender pay gap by 7.1%. Currently around twice as many applications for these posts are received from women than from men. The university will consider what more could be done to encourage all qualified applicants to apply for roles irrespective of gender.



What are we doing to close the gap?

Because the gender pay gap is about the roles that men and women are employed to do and the level at which these sit, addressing the gap is a long term undertaking. The university is fully committed to championing gender equality and we are looking at all possible approaches, while acknowledging that there is no easy formula to achieving this quickly.

Royal Holloway has a long history in working towards gender equality, which is consistently reinforced through initiatives such as Athena Swan, which is held institutionally at bronze level. Three departments also hold Athena Swan at silver level, and two at bronze. The university continues to be committed to taking action to close the gap through generating a more equal gender distribution in its workforce, particularly in the representation of women in senior roles.

Significant action has already taken place or is planned to reduce the gender pay gap:

Recruitment and Selection

- Revision of recruitment policy including guidance on inclusive job descriptions, person specifications and advertisements
- Taglines to encourage applications for roles where one gender is under-represented
- Anonymised recruitment process via Stonefish
- Mandatory Recruitment & Selection and Unconscious Bias training for recruiters

Career Progression

- Clear academic promotion criteria, faculty level panels and anonymised applications
- Focus on personal and career development as part of Performance Development Review
- New academic professional practice promotion route
- Enabling Women in the Promotions Process programme
- Teaching Focused Promotion Programme
- Career development programmes including Aurora, Springboard, Mandala Programme as well as Career Development Workshops

HR Policy

- Revised family friendly policies
- Revised recruitment policy
- Review and revision of pay policies
- Revision of promotion and grading policies eg professional practice route
- All policies subject to Equality Impact Assessment

Professional and Personal Development

- Mandatory training for all line managers including Unconscious Bias
- New leadership and management development framework
- On-Track researcher development programme
- Educational Development, Capital and InSTiL
- Coaching & mentoring networks and work-shadowing schemes

Next Steps

A working group to look at what more needs to be done to address the gender pay gap has been set up, involving a cross-section of staff from across the university and representatives from the trade unions. As the year progresses the university will update colleagues regularly on the discussions and progress of this group.

If you have any questions, comments or ideas about the university's gender pay gap please email orgdev@royalholloway.ac.uk