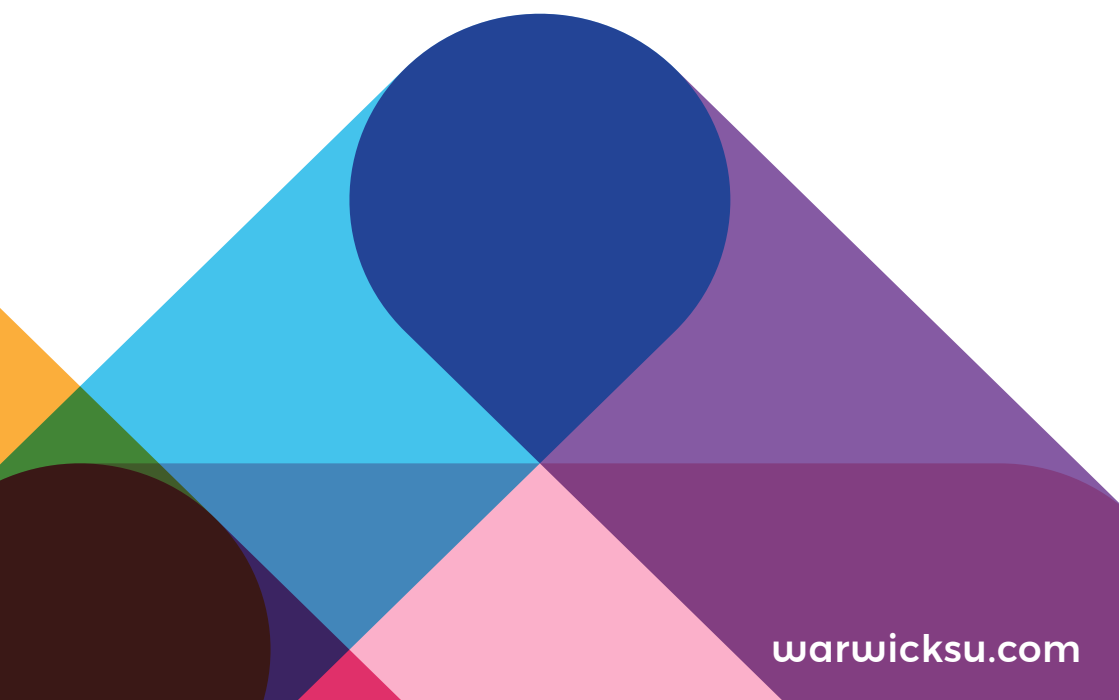




Warwick SU Gender Pay Gap Report 2017





Our Mission:

**“Positively impacting students’
lives at Warwick and beyond”**

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Why report on the Gender Pay Gap?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1st October 2016. They require all private and voluntary sector employers with 250 or more employees to publish prescribed information about their gender pay gap. The gender pay gap calculations must be based on an hourly rate of pay for each employee. The information must include certain allowances and any bonuses paid over the previous 12 months from 5th April 2017.

In 2016, the UK's estimated gender pay gap for all employees – including part-time – was 18.1%. This is the official figure used by the Office for National Statistics (ONS), meaning that on average women earned around 18.1% less than men.

What is the gender make up of our workforce?

On the date of the snapshot (5th April 2017) there were 121 females and 69 males recorded as being paid by Warwick SU. This means our workforce at that time was comprised of 64% female employees and 36% male employees.

What are our gender pay gap figures?

Our gender pay gap figures are formally reported as follows:

- The difference in mean pay between male and female employees at Warwick SU is **5.9%**.
- The difference in median pay between male and female employees at Warwick SU is **5.6%**.
- The difference in mean bonus pay between male and female employees at Warwick SU is **0%**.
- The difference in median bonus pay between male and female employees at Warwick SU is **0%**.
- The proportion of male and female employees who received bonus pay at Warwick SU is **0%** of men and **0%** of women.
- The number of Warwick SU's male and female employees in each quartile of their pay distribution are as follows:
 - Lower quartile – **29.8%** are male, **70.2%** are female (14 males, 33 females)
 - Lower middle quartile – **31.9%** are male, **68.1%** are female (15 males, 32 females)
 - Upper middle quartile – **36.9%** are male, **63.1%** are female (17 males, 29 females)
 - Upper quartile – **42.5%** are male, **57.5%** are female (20 males, 27 females)

What does this data mean?

Warwick SU's gender pay gap is driven primarily by gender imbalance in the lower quartiles.

Our quartile reporting shows a lower representation of females in senior roles in our organisation than the lower three quartiles. However, there remain more women than men across all quartiles, including in the most senior roles in the organisation.

No bonuses are paid to any members of SU staff, which is why our reporting shows a 0% figure.

What are we going to do about it?

The Trustees and the leadership team of Warwick SU are fiercely committed to eliminating any gender pay gap.

Our actions to decrease the gender pay gap will include offering more flexible working arrangements wherever feasible, ensuring that policies centred on returning to work from maternity/paternity/adoption leave are accessible and support the transition back to work. We will support those whose childcare arrangements may require them to flex their working hours and we will enable parents and those with dependents to balance home and working life.

We will work to address unconscious bias in the workplace and in selection processes. We will ensure that management staff who are responsible for recruitment receive appropriate and robust training in this area.

We will work to assist women who are returning to the workplace after a career break by offering appropriate mentoring/coaching schemes that meet their specific needs.

We will use positive action provisions to attempt to increase diversity in our workforce when recruiting and promoting candidates. By this, we mean we will recruit or promote a candidate who is of equal merit to another candidate but who we reasonably believe has a protected characteristic (as defined by the Equality Act 2010) that is under-represented in our workforce.

Other information about Warwick SU

On the snapshot date, the SU employed significantly more female staff than male staff.

Warwick SU uses a Job Evaluation scheme and associated incremental pay scale structures to ensure equal pay for work of equal value as assessed by this scheme. We award men and women fairly for similar work.

Warwick SU has worked to award higher “cost of living” pay increases for the lower grades on its pay scale for the last three years and remains committed to continuing to address the issue of low pay.

All Warwick SU staff are paid at least the Adult rate National Living Wage, regardless of age.

We are committed to working towards implementing the Living Wage rate which is set by the Living Wage Foundation.

Warwick SU staff who do not identify as male or female are omitted from Gender Pay Gap calculations, in accordance with the guidance from HMRC. We are obliged to produce data based on how gender is recorded for HMRC purposes, however, Warwick SU does not believe in the gender binary. We believe that gender is a spectrum and is not just limited to two possibilities, and we hope that in time, the Gender Pay Reporting legislation will be amended to allow reporting for non binary employees as well.

Warwick SU is strongly grounded in principles of social justice and ethical behaviour. Our organisation’s remuneration policy details the framework for fairness under which our reward principles operate. The policy also details the fact that the top to median pay multiples are reported to the Trustee board every year via its Performance Indicator reporting.

Who is included in these figures?

From April 2017, pay information from a specific pay period is used in the gender pay gap calculations. The bonus information must be based on the preceding 12-month period.



Jacqui Clements
Chief Executive



Hope Worsdale
Chair-Board of Trustees

Our values:

Student Focused | Democratic

Welcoming | Enriching

Independent



