

Gender Pay Gap Report 2018



Our Mission:

“Positively impacting students’ lives at Warwick and beyond”

Warwick SU Gender Pay Gap Report 2018

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 the official snapshot date, which is 5th April each year.

The SU is not legally obliged to publish its gender pay gap for 2018 as it did not employ on its payroll over 250 staff on the snapshot date. However, Warwick SU is voluntarily publishing its figures in an effort to be as open and transparent as possible.

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.

What is the gender make up of our workforce?

On the date of the snapshot (5th April 2018) there were 142 members of staff on the payroll. This comprised of 90 females and 52 males.



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 **0.83%**.
- The difference in median pay between male and female employees at Warwick SU is **6.96%**.
- 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 **1.09%** of women.
- The number of Warwick SU's male and female employees in each quartile of their pay distribution are as follows:
 - Lower quartile – **31.5%** are male, **68.5%** are female
 - Lower middle quartile – **36%** are male, **64%** are female
 - Upper middle quartile – **41.5%** are male, **58.5%** are female
 - Upper quartile – **37%** are male, **63%** are female

What does this data mean?

When looking at the snapshot data alone, there is no mean pay gap (in fact, there is a positive pay gap in favour of females). This is an improvement on the 2017 mean pay gap figure of 5.9%. However, there is still a median pay gap of almost 7%, which is an increase on the 2017 figure of 5.6%.

There are fewer females in the upper middle quartile in our organisation than the other quartiles. However, there remain more women than men across all quartiles, including in the most senior roles in the organisation, the upper quartile. A small long service award voucher was issued to a female staff member in accordance with the SU's Long Service Policy. This is classed as a "bonus" payment under Gender Pay Gap legislation. Using the Government's official calculator, this actually gives a 0% mean bonus figure and median bonus figure.

How we are addressing our gender pay gap

After reviewing the 2017 pay gap figures, the Trustees and the leadership team of Warwick SU implemented several actions to attempt to close the gender pay gap.

Our actions to decrease the gender pay gap included:

- 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.

In the last year, four female staff members requested a flexible working arrangement (and one male). Requested arrangements included working from home and changing hours to accommodate childcare requirements, all of which were approved.

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

23 members of management staff have currently completed Unconscious Bias training, and a further 15 have been asked to complete it.

- We said we would 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 have not currently had the need to implement such a scheme for this specific purpose during 2018. However, it can be noted that from the five staff members for whom we have sourced external coaching during 2017/2018, four are female members of staff.

- We committed to using 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.

We have examples whereby we have recruited candidates of equal merit to other candidates, who have a protected characteristic that is under represented in our workforce.

- The SU is committed to working towards the Living Wage rate, which is set by the Living Wage Foundation.

This year, the Trustees approved a 7% pay increase to the bottom point of the SU pay scale, which took the lowest rate of pay within the organisation to within 96% of the Living Wage Foundation rate. The Trustees also awarded higher “cost of living” pay increases to the lower grades on its pay scale in a reflection of its commitment to addressing the issue of low pay. This was the fourth year that the Trustees had approved higher increases for the lowest paid in the organisation.

Further Actions

The Trustees and leadership team of Warwick SU remain fiercely committed to eliminating any gender pay gap. As well as continuing with the actions implemented last year, the Trustees of Warwick SU have agreed to implement the following additional actions in an effort to continue to erode our gender pay gap:

1. Appoint diversity managers. A diversity manager monitors recruitment or promotion processes – aiding in reducing biased decisions. These managers can have visibility of internal data, are in the position to ask for more information about why decisions were made and are empowered to develop and implement diversity strategies.
2. Encourage the uptake of shared parental leave. The gender pay gap widens after women have children but it could potentially be reduced if women and men were able to share childcare more equally.
3. More actively target places where returners from career breaks are likely to be looking for work.
4. The SU will review its statistics in terms of which new recruits requested a higher starting salary – and whether it was agreed – showing a male/female split, and information on accelerated or discretionary pay increases which were requested (and then approved or declined) on a male/female split basis.
5. The SU will investigate further into promotion statistics – i.e. number of females and males who applied for internal promotion opportunities at the SU and the rate of success for each gender.



Jacqui Clements
Chief Executive



Liam Jackson
Chair-Board of Trustees

