

Gender pay gap

Report 2020

Introduction

This report presents Royal Holloway's gender pay gap statistics as of 31 March 2019. All organisations in the UK employing more than 250 people have been required by law, since March 2018, to publicise their gender pay gap annually. This represents the difference between the average hourly pay of men and women within the workforce and is a different measure to 'equal pay' which refers to men and women in the same employment doing the same work receiving the same pay.

As the gender pay gap is calculated on the average pay of all men and women, it highlights the gender distribution in different roles at the university. It demonstrates that men are more represented in higher paid roles than women, and also that women are more represented in lower paid roles than men. It is this imbalance that produces the gender pay gap.

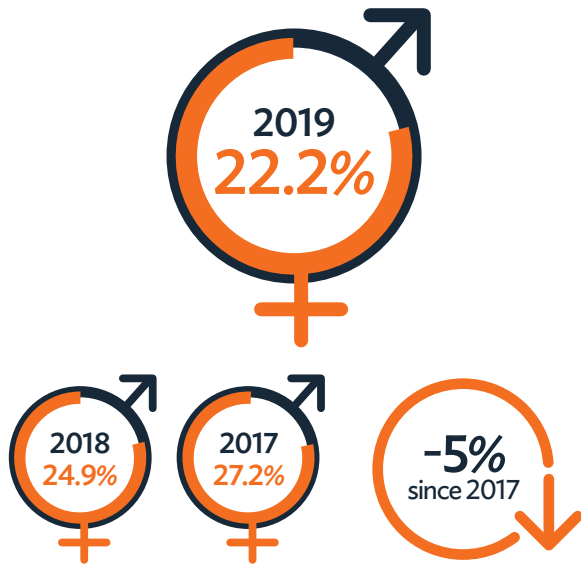
This year's statistics indicate a further improvement in both the mean (average) and the median (midpoint) gender pay gap, which are at 22.2% and 22.6% respectively. This compares to last year (2018) where the gap was 24.9% and 31.6% respectively and represents a fall of 5% and 11.2% in the mean and median gender pay gap respectively since 2017.

We continue to be committed to championing gender equality and it is clear that, despite this improvement, there is still some way to go to achieve this. In the coming weeks, students, colleagues, and partners will be invited to participate in a consultation on the university's new strategy; the issues of equality, diversity and inclusion are a key part of this.

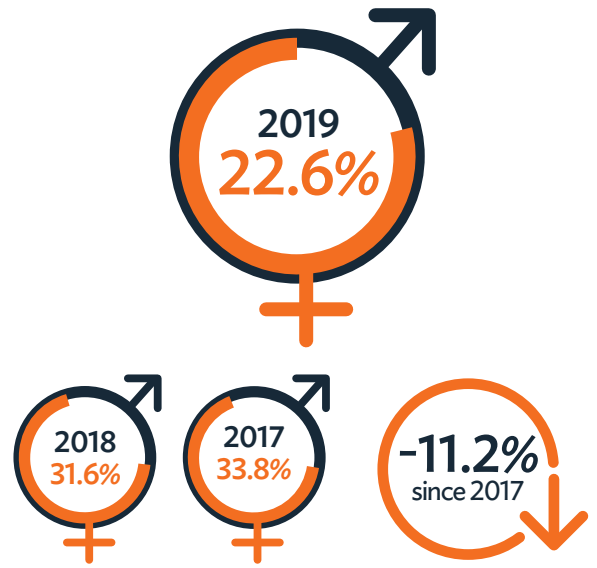


Gender pay gap statistics – snapshot as of 31 March 2019

Mean gender pay gap

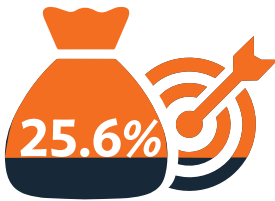


Median gender pay gap



Mean and median gender bonus gaps 2019

Mean gender bonus gap



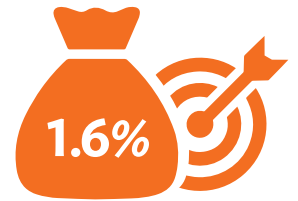
Median gender bonus gap



Male employees receiving a bonus



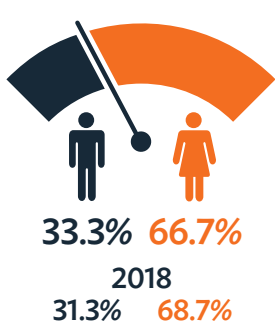
Female employees receiving a bonus



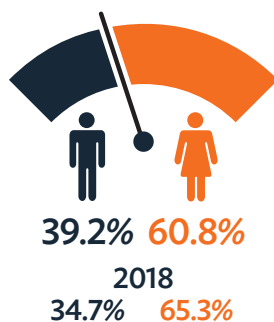
42 bonuses (performance awards) were paid in 2018/19 – 25 to women and 17 to men. As the number of bonuses paid annually is relatively small, the distribution of them between men and women varies significantly year on year. Last year's data showed bonus pay gaps in favour of men – the previous year showed bonus pay gaps in favour of women.

Workforce distribution – pay quartiles 2019

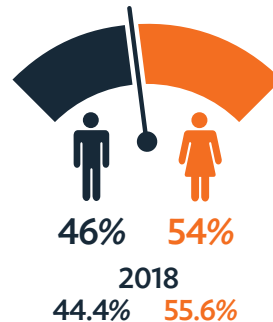
Lower pay quartile



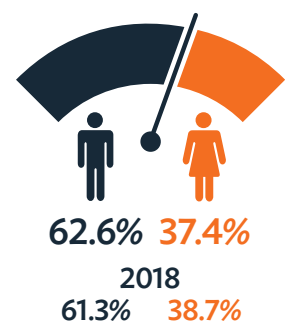
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



What has changed since last year?

This year's report includes 59 fewer men than last year, and 238 fewer women. The size of the reported casual workforce has fallen by 240 staff (19%). This has caused a realignment in the distribution of men and women in the four pay quartiles, and a reduction in the proportion of women in each. The reason for the reduced number of casual staff is unclear; the university is not consciously employing fewer casual staff and it may be that more effective processes are ensuring casual staff are removed from the system in a timely manner when they are no longer engaged.

In last year's report, three key reasons were highlighted for our gender pay gap:

1. Under-representation of women in the upper pay quartile.

Last year we reported that the upper quartile had a 17.8% impact on the university's overall pay gap, meaning that if we remove the upper pay quartile from the figures, the university's mean gender pay gap falls by 17.8%. This year, although the number of women in the upper pay quartile has fallen marginally, the impact of this group on the overall mean gender pay gap has fallen to 14.9%. In recent years, the university has made substantial efforts to increase the number of senior female academics, and this is producing good results. Since 2014, the number of female professors has increased by 82%, and women now make up 32.4% of the professoriate. This is ahead of the UK national benchmark, which for 2017/18 was 25.6% (figure from HESA).

In the last three years of academic promotion, 65% of women who applied were successful, compared to 56% of men. In professorial banding advancement, 65% of women who applied since 2014 have been successful, compared to 48% of men.

2. Under-representation of men in the casual workforce.

Ninety per cent of staff in the lower pay quartile are casual, carrying out roles such as student ambassador and catering assistant. There has been an increase in the number of men in the lower pay quartile, but this quartile still accounts for 7.3% of the median gender pay gap. The casual workforce has now fallen from 38% to 33% as a proportion of the overall workforce, and this has contributed to a significant drop in the median (midpoint) gender pay gap this year.

3. Under-representation of men in the lower middle pay quartile.

There has been a 4.5% increase in the number of men in the lower middle pay quartile. Despite this increase, this group still accounts for 7.3% of the median pay gender pay gap, and this is due to the under-representation of men in this quartile.



Next steps

Following the publication of last year's statistics, a working group was set up involving staff from different departments, disciplines and career stages, and representation from the three trade unions. This group was tasked with examining the issues and recommending potential ways to reduce the gender pay gap.

The working group made a number of proposals for a gender pay gap reduction strategy, including recommendations around recruitment, career development, academic promotion and senior management accountability. To help to ensure that we develop the most effective response to this issue, the working group's proposals

were reviewed by an external consultant from the Institute of Employment Studies. They have given us comprehensive feedback on our approach and a useful insight into trends in both the Higher Education sector and beyond.

Following the group's work and the independent review, Council have set up an oversight group to help steer ambition and strategy on this issue. A sub-group of the union JNCC has also been set up for consultation. The following are examples of the actions being considered as part of the strategy.

Recruitment

- Specifically welcome applications from the under-represented gender in job advertisements
- Ensure gendered language is not used in job advertisements and role descriptions
- Introduce anonymised applications and shortlisting

Reward

- Regularly review the promotion and banding criteria to ensure that they are clear and can be demonstrated
- Ensure regular application and review for all professors to the professorial advancement process

Careers

- Develop an internal 'academy' for early career research and teaching fellows on fixed-term contracts and support them through network development, career guidance and mentoring
- Develop career pathways in professional services to demonstrate what individuals need to do/learn/develop in order to transition to different roles

Other

- Explore how flexible working could operate at a senior level
- Produce school/professional service gender pay gap figures annually

A new university committee directly reporting to the Executive is being established to oversee this work, which will be chaired by Professor Katie Normington, Deputy Principal (Academic). Royal Holloway has also committed to producing its March 2020 gender pay gap statistics by the end of July 2020, providing a further update on this important work.