

University of the Arts London Gender Pay Gap – March 2019

1 Gender Pay Gap

Gender pay gap reporting is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for 'specified public authorities', which includes higher education institutions like University of the Arts London (UAL). UAL is required to publish its gender pay gap for workers in scope of the regulations as of 31 March each year. This narrative relates to the figures as of 31 March 2019, and provides the third set of data for gender pay gaps.

2 UAL's Remuneration Approach

UAL's remuneration approach supports the fair treatment and reward of all staff from all diverse backgrounds

UAL's pay system covers four career families (Academic, Professional and Admin, Technical, and Operational) and incorporates the single national pay spine for Higher Education. Seven grades were established by Local Agreement in 2007 and each grade encompasses a set of pay points taken from the national pay spine. Staff are expected to move through the pay range for their grade, as a result of competent conduct of their duties. The longer the period of time that someone has been in a grade the more we would expect them to earn.

In addition a senior staff pay structure was established between 2012 and 2014, to encompass all staff outside of the grades covered by the national pay spine. Increases in pay for this group are monitored and agreed by UAL's Governors Remuneration Committee.

3 UAL's Gender Pay Gap

	30 March 2019	30 March 2018	30 March 2017
Mean Gender Pay Gap	+6.1%	+7.2%	+5.6%
Median Gender Pay Gap	+7.6%	+7.9%	+7.1%
Mean Bonus Gender Pay Gap	+11.2%	-0.8%	+18.8%
Median Bonus Gender Pay Gap	+10.6%	-5.3%	+11.1%
Proportion of male employees paid a bonus	8.1%	+8.0%	+6.4%
Proportion of female employees paid a bonus	8.4%	+7.2%	+5.9%

Proportion of Male & Female Employees in Each Quartile:

<u>Quartile</u>	Female	Male	Female	Male	Female	Male
Lower	66.9%	33.1%	64.7%	35.3%	62.3%	37.7%
Lower Middle	61.4%	38.6%	61.3%	38.7%	62.2%	37.8%
Upper middle	52.4%	47.6%	55.4%	44.6%	56.7%	43.3%
Upper	58.2%	41.2%	55.0%	45.0%	51.1%	48.9%

(*'+' gap is in favour of men, '-' gap is in favour of women*)

4 Analysis of the Gender Pay Gap

Analysis shows that 59.8% of UAL's staff are female. In terms of pay, significantly more of our lower quartile staff are female (66.9%) in comparison to our upper quartile staff (58.2%).

UAL has examined the gender imbalance in the lower quartile and concluded that it is caused by roles being filled predominantly by women. Most of the roles consist of student employment and this gender balance accurately reflects our student population. Were we able to change the gender balance to 50/50 in the lower quartile, our mean and median gender pay gaps would more than half (to 2.1% and 2.6% respectively).

It is highly likely that gender segregation and the preponderance of female staff in the lower quartile is the greatest cause of our pay gap.

The actual mean pay gaps at each quartile are low: 3.2% in the lower quartile, 0.9% for the lower middle, 1.5% in the upper quartile (in favour of men) and 2.3% for the upper middle (in favour of women). This means that staff are unlikely to be paid a salary that is more than 4% greater or less their equivalent colleagues (regardless of gender).

The academic career family has an overall pay gap of 1.4% (in favour of women), a change of 3.0% over the previous year, with gaps at each grade lower than this (in all but one case).

The pay gaps at each grade within the Professional and Administrative career family are predominantly low, apart from at Service Directors and grade 7 where the gaps are in favour of men.

The Technical career family has an overall gap of 3.6% in favour of men, with gaps at each grade significantly lower.

The operational career family overall has a 4.3% pay gap in favour of men.

In real terms, across the University overall, there are only a handful of grades where the pay gap is greater than £1,000 p.a., and in the majority of the grades where a pay gap exists, the gap is less than £500 p.a.

5 Gender Equality

UAL continues to support equality throughout the organisation. The following actions and initiatives have been implemented or reviewed in the last 3 years:

- Breaking Bias – an online training tool to support the elimination of unconscious bias throughout the organisation
- Revised recruitment process – online recruitment process that removes identifiable and sensitive data
- Selecting the best – recruitment and selection training to ensure fair and equitable recruitment and selection processes
- Work/life balance and flexible working policies – policies that support a healthy work/life balance and return from maternity/paternity/adoption/surrogacy/disability related leave and caring responsibilities
- Career development initiatives – including coaching, 1 to 1 development workshops, programmes to encourage networking (EXCEED/Lunch and Learn), digital learning workshops and programmes
- Disability, LGBTQ+, and Race network groups and equality leads for each College and service area

- UAL has three equality champions' fora - LGBTQ+, Race Champions Forum (RCF), and Disability and Neurodiversity Champions Forum. These fora are chaired by Executive Board members
- In 2018, UAL audited all the university's family friendly policies to ensure that they use gender neutral language
- In 2019 UAL introduced a new structured and systematic way of conducting Equality Impact Assessment on all policies, procedures, and practices to remove any possible adverse impact and ensure that they are inclusive
- UAL is currently participating in the Race Equality Charter that provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students.
- UAL was ranked 302 in the Stonewall 2019 Workplace Equality Index (out of a total of 434 participating organisations), demonstrating that the university is progressing in embedding the principles of equality, diversity and inclusion in all aspects of our university life.
- In 2019 UAL achieved level 2 as a Disability Confident Employer, which recognises the university's endeavour to remove barriers and ensure that disabled people get a fair chance.
- UAL undertakes policy consultations, encouraging staff groups to feed into changes and amendments to new and existing policies
- The University undertakes engagement survey, showing demographical analysis of the results of regular surveys