



GENDER PAY GAP REPORT 2019

What is the gender pay gap?

Since 2018 public, private and voluntary sector organisations with 250 or more employees have had to report on their gender pay gaps annually.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings, e.g., women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

According to the latest calculations from the Office of National Statistics (November 2018) the national average pay gap for all employees, full time and part time, is 17.9%

Productivity

The Government is committed to closing the gender pay gap within a generation. Closing the gender pay gap isn't just about achieving gender equality, it is also about boosting the economy. It is estimated that the underutilisation of women's skills costs the UK economy 1.3-2% of GDP every year and that eradicating the full time gender pay gap would contribute an additional spending into the economy of £41 billion each year.

Pay transparency

In addition pay transparency is increasingly being demanded by employees. It helps them assess the fairness of the way in which pay is allocated and the gender pay gap reporting requirements are part of that trend. Gender pay does not specifically ask who earns what but what women earn as compared with men. It provides a framework by which organisations can evaluate why gender pay gaps exist and what to do about them.

HOMERTON COLLEGE

This is the second time we have published our gender pay gap. The data collected for the 2019 report takes into account all employees employed by Homerton on 5 April 2018 and includes full time and part time employees and casual workers on the payroll on that day. Both academic and non-academic employees are included in the data. The data takes into account basic pay plus any guaranteed allowances but does not include overtime payments.

PAY GAP - DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

PAY GAP	MEAN %		MEDIAN %	
	2018	2017	2018	2017
	11.7	18.5	14	25.4

PAY QUANTILES	MEN % 2018		WOMEN % 2018	
	2018	2017	2018	2017
UPPER	50	60.8	50	39.2
UPPER MIDDLE	47.8	44.6	52.2	55.4
LOWER MIDDLE	37.7	34.2	62.3	65.9
LOWER	37.7	35.1	62.3	64.9

This year's figures demonstrate a very positive change in the pay gap between our male and female employees. The pay gap is now significantly below the national average. This has been largely due to a reduction in the number of females employed in the lower quartiles relative to the number of men. Likewise, in the upper quartiles the number of women has increased relative to the number of male employees. In addition the hourly rate used in certain categories has been refined to better reflect the actual salary paid.

Homerton is confident that what pay gap there is, is not an equal pay issue. The pay gap is largely due to the differing roles taken by men and women and is most marked in the lower quartiles. The College continues to have a large group of mainly female employees/workers on part time or casual contracts in the lower quartiles. The flexibility of these contracts is important to them and the College. Many of these employees have lots of work and life experience and are essential in ensuring that the College runs smoothly and efficiently every single day.

The College recognises the importance of a fair, consistent and transparent pay and pay review process and is committed to retaining and fairly rewarding all its employees. Across the College for both academic and non-academic employees, men and women are paid equally for the same or equivalent roles at each level of the organisation.

In determining reward for our staff, we balance a number of factors, including the general economic climate, other Colleges and universities, and the external market for the types of role that we offer.

In addition all employees are eligible to receive the Universities and Colleges Employers Association and Trade Union annually negotiated increase to their salary.

The College is also committed to ensuring diversity and inclusion in our recruitment practices. We monitor diversity through our Equal Opportunities Committee termly and report annually to the Governing Body.

Going forward we will continue to agree and review our aims and actions to address any gaps and also continue to make sure our policies and practices continue to be fair.

Deborah Griffin
Bursar