



## GENDER PAY GAP REPORT 2025

This report is based on information as at 5 April 2024

### 1. GENDER PAY GAP vs EQUAL PAY

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues to consider when reading this report.

The gender pay gap measures the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings e.g. women earn 15% less than men. This report is about Homerton's gender pay gap. Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of roles are dominated by a single sex.

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement.

Homerton's gender pay gap as at 5 April 2024 is 6.84%

### 2. A GUIDE TO THE FIGURES

The regulations require us to report the difference between the mean and median hourly rate of men compared to the mean and median hourly rate of women, expressed as a percentage of the men's figure.

Mean - the average of a set of numbers.

Median - the middle value of a list of numbers. **The median is used as reference to Gender Pay gap throughout the report.**

Pay quartiles - rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals. The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

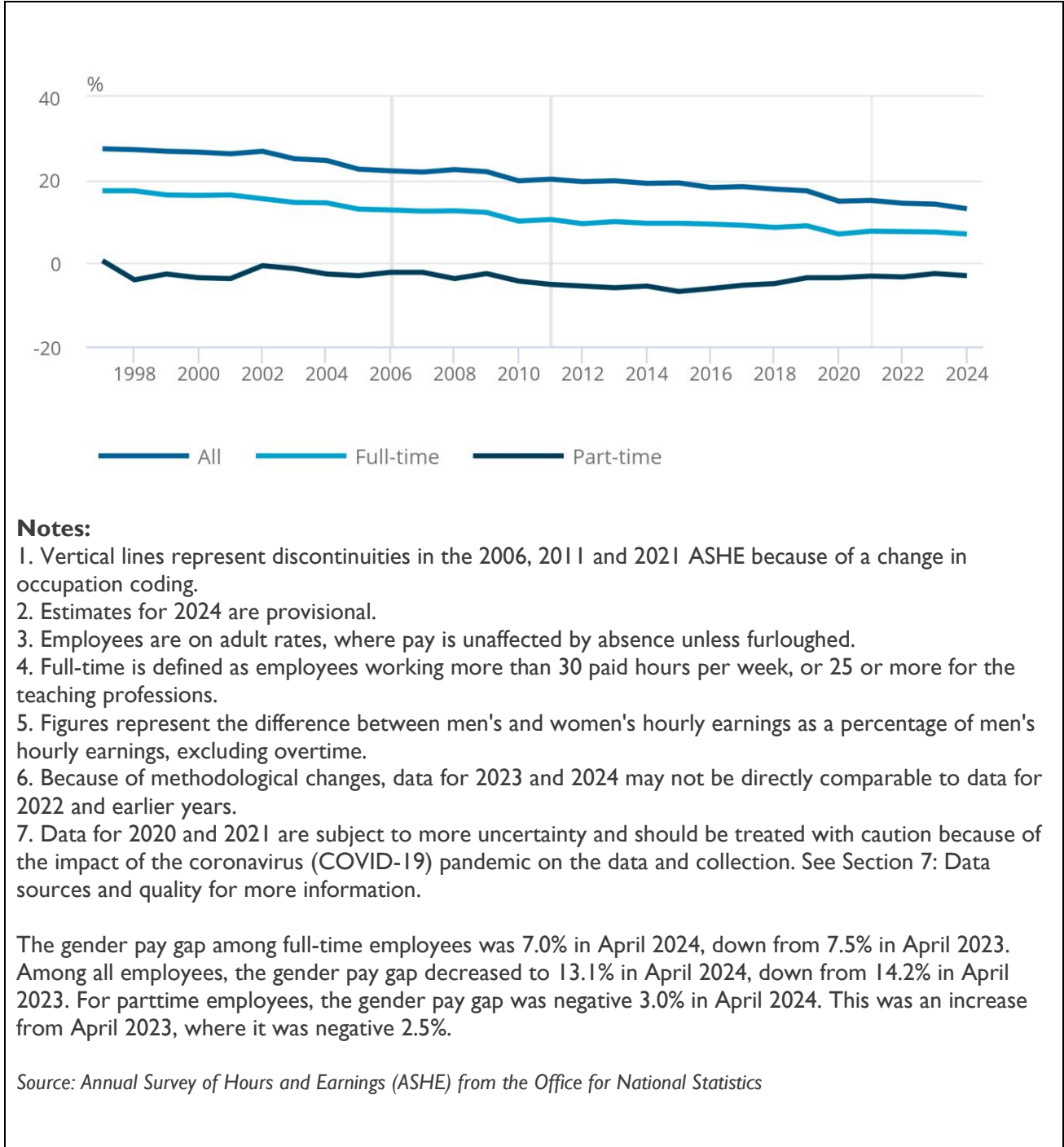
Bonus - the regulations also require us to publish the same measures as above on bonus payments, but as Homerton College does not make any bonus payments our figures will be zero in this category.

### 3. NATIONAL STATISTICS ON 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. According to The [Office for National Statistics](#), the gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among full-time employees. In April 2024, it stood at 7.0%, down from 7.5% in 2023. The gender pay gap is larger for employees aged 40 years and over than those aged under 40 years. The gender pay gap is larger among high earners than among lower-paid employees. In April 2024, the gender pay gap was highest in skilled trades occupations and lowest in the caring, leisure and other service occupations.

Figure 3.1 below shows that the national gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees.

Figure 3.1: Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997-2023



#### 4. HOMERTON COLLEGE PAY GAP REPORT AS AT 5 APRIL 2024

Due to Covid-19, the College was not required to publish a Gender Pay Gap report in April 2020 (i.e for data as on 5 April 2019) and data as on 5 April 2020 was published in October 2021 as per amended regulations.

The mean and median gender pay gap figures for 2019/20 were, however, calculated and summarised below for reference purposes. The latest figures, as at 5 April 2024, are also included below:

As on 5 April 2024 median: 6.84%	2024 mean: 7.02%
As on 5 April 2023 median: 2.8%	2023 mean: 5.6%
As on 5 April 2022 median: 0%	2022 mean: 4.2%
As on 5 April 2021 median: 13.7%	2021 mean: 11.2%
As on 5 April 2020 median: 7.1%	2020 mean: 9.9%
As on 5 April 2019 median: 15.6%	2019 mean: 13.7%

The data collected for this 2024 report takes into account all employees on the Homerton payroll on 5 April 2024 and includes full time and part time employees and casual workers on the payroll on that day, totalling 273. Both academic and non-academic employees are included in the data. The data includes basic pay plus any guaranteed allowances but does not include overtime payments.

A further breakdown of the figures is provided below and figures for 2022 and 2023 are also included in the comparison for ease of reference.

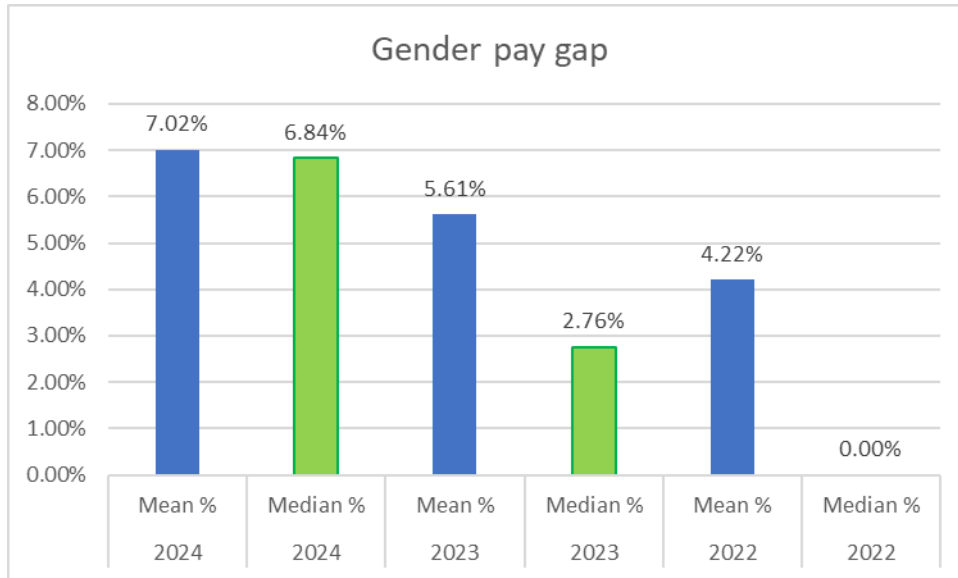
### Gender Pay Gap Report – summary of figures for 2022 to 2024

	2024		2023		2022	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
Gender pay gap	7.02%	6.84%	5.61%	2.76%	4.22%	0.00%
Pay quartiles	Men %	Women %	Men %	Women %	Men %	Women %
Top quartile	54.41%	45.59%	36.51%	63.49%	58.06%	41.94%
Upper middle quartile	45.59%	54.41%	63.49%	36.51%	37.70%	62.30%
Lower middle quartile	44.12%	55.88%	55.56%	44.44%	52.46%	47.54%
Lower quartile	42.03%	57.97%	42.86%	57.14%	44.26%	55.74%
Bonus pay gap	Mean %	Median %	Mean %	Median %	Mean %	Median %
	n/a	n/a	n/a	n/a	n/a	n/a
% Receiving bonus pay	Men %	Women %	Men %	Women %	Men %	Women %
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

## 5. HOMERTON COLLEGE PAY GAP EXPLAINED

### 5.1 Gender Pay Gap: Comparison of mean and medians from 2022 to 2024

There was a considerable increase in the gender pay gap from 2.76% in 2023 to 6.84% in 2024. This follows a slight increase in the gender pay gap from 0% in 2022 to 2.76% in 2023. All employees and workers on the payroll on 5 April of a given year is taken into consideration when calculating the gender pay gap, including our casual workers. We have a fluctuating workforce when it comes to casuals. There were 273 employees on the payroll on 5 April 2024.

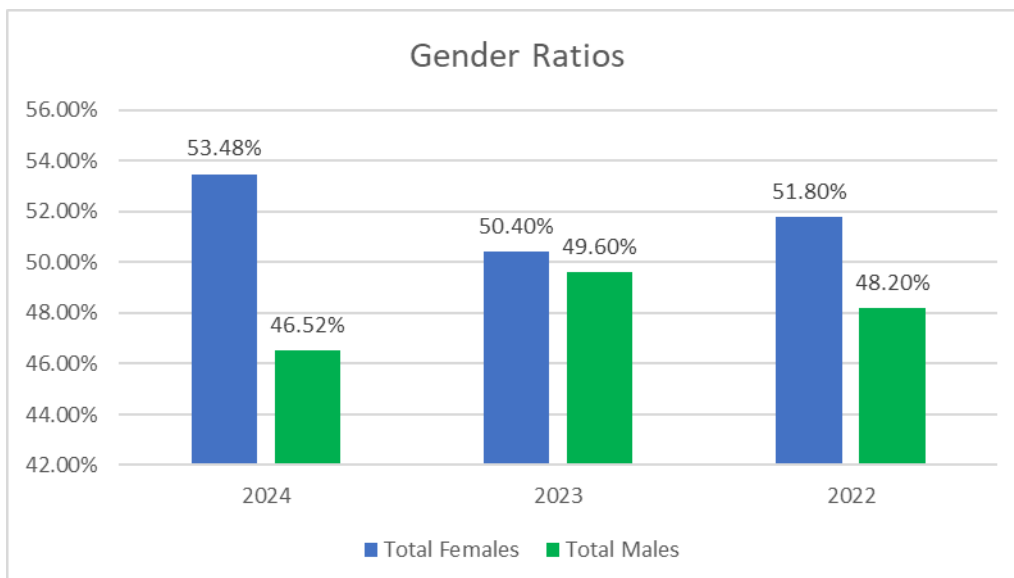


It is, however, important to look at the breakdown of information within the various quartiles to get a better picture of where the College needs to focus its attention. See Point 6 below.

## 5.2 Gender breakdown

The total number of males and females on the payroll as at 5 April 2024, compared to previous years:

	2024	2023	2022
Total Females	53.48%	50.40%	51.80%
Total Males	46.52%	49.60%	48.20%



## 6. PAY GAP AND GENDER PER QUARTER

Rates of pay are placed on a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals, for this year this number is 68 in all the quartiles except for 69 in the lower quartile due to uneven number of employees. Therefore, individuals who earn the same might be slotted into two different quartiles.

The table below summarises the information for the various quartiles based on data as at 5 April 2024:

Pay quartiles	Gender Pay Gap (median)	Mean	Std	Male Median £	Female Median £	Male	Male %	Female	Female %
Overall/Total	6.84%	7.02%	6.26	£15.39	£14.33	127	46.52%	146	53.48%
Upper/top quartile	-5.11%	3.47%	7.03	£21.25	£22.34	37	54.41%	31	45.59%
Upper middle quartile	2.90%	0.05%	2.21	£18.18	£17.65	31	45.59%	37	54.41%
Lower middle quartile	1.35%	2.78%	1.05	£13.56	£13.38	30	44.12%	38	55.88%
Lower quartile	0.00%	0.03%	0.01	£12.00	£12.00	29	42.03%	40	57.97%

### 6.1. Breakdown of males vs females per quartile:

	2024	2024	2024	2024	2023	2023	2022	2022
Pay quartiles	Men	Men %	Women	Women %	Men %	Women %	Men %	Women %
Upper/top quartile	37	54.41%	31	45.59%	36.51%	63.49%	58.06%	41.94%
Upper middle quartile	31	45.59%	37	54.41%	63.49%	36.51%	37.70%	62.30%
Lower middle quartile	30	44.12%	38	55.88%	55.56%	44.44%	52.46%	47.54%
Lower quartile	29	42.03%	40	57.97%	42.86%	57.14%	44.26%	55.74%

The table above gives an indication of how the percentage of males and females in the various quartiles had changed over the last 3 years. In the last year, the total number of females increased from 127 to 146, whereas the total number of males increased from 125 to 127.

Top quartile: there has been a slight increase in the number of males in this quartile with the current male: female ratio being 37:31. Senior College Officers, Heads of Department, and the academics (including DOS and Tutor) fall within this quartile. It is important to note that 31 (18 male v 13 females) of the 68 employees in this quartile earned the same hourly rate as 17 (7 male v 10 female) of the employees in the Upper Middle Quarter.

Upper middle quartile: the ratio in this quartile is 31(male): 37(female). We continue to see academics at the top of this quartile on the same rate as those in the upper quartile. Support staff in this quartile are mostly on the supervisory level, skilled workers or senior administrative level and is showing a distribution slightly skewed towards females due to more females occupying senior administrative roles.

Lower middle quartile: the ratio in this quartile is 30 (male):38 (female). Some of the Housekeeping assistants fall within this quartile and this department is predominantly female. Lodge Porters also fall in this quarter with 8 being male vs 2 female.

Lower quartile: In this quartile the ratio is 29 (male): 40 (female). It is important to note that 22 people in the quartile above and 20 people within this quartile are on the same hourly rate, and are mostly housekeeping and catering assistants. The casual workers (mostly catering) also fall within this category.

## 6.2 Breakdown of Median Pay by quartile from 2022 - 2024

Pay quartiles	2024	2023	2022
Top quartile	-5.11%	1.44%	-1.40%
Upper middle quartile	2.90%	12.05%	12.20%
Lower middle quartile	1.35%	4.84%	20.10%
Lower quartile	0.00%	-6.74%	-7.40%

In summary, males are earning more than females in all the quartiles except in the Top Quartile. A breakdown of quartiles is offered below.

*Median hourly rates per quartile for all employees as at 5 April 2024:*

Pay quartiles	2024 Male Median £	2024 Female Median £	Median Gap 2024	Median Gap 2023	Median Gap 2022
Total Median £	£15.39	£14.33	6.84%	2.76%	0%
Top quartile	£21.25	£22.34	-5.11%	1.44%	-1.40%
Upper middle quartile	£18.18	£17.65	2.90%	12.05%	12.20%
Lower middle quartile	£13.56	£13.38	1.35%	4.84%	20.10%
Lower quartile	£12.00	£12.00	0.00%	-6.74%	-7.40%

Top (Upper) Quartile: The pay gap shows a change from 1.44% in 2023 to -5.11% in 2024, indicating that females are earning more in this quartile than males although there are more males in this quartile (37 male v 31 females). As outlined above, this could be explained by the way the quartile was cut. The majority of DOSes/Tutors fall into the Top and Upper Middle Quartiles. It is important to note that there are 31 DOSes/Tutors towards the bottom of this quartile, predominantly male, all earning the same hourly rate

The male:female ratio of Senior College Officers appointments (eg Principal, Bursar, Senior Tutor, Vice-Principal and other academic positions) is very equal. However, with more DOS/Tutor males being on the lower points of this quartile the female median is therefore higher. Although we do not focus on means in this report, it is interesting to note that the mean for this quartile is 3.47%, indicating that on average males earn more than females in this quartile. The salary range within this quartile is larger than the other quartiles (std is 7.03). This could be attributed to the top earners being males, i.e Principal and Bursar.

Upper Middle Quartile: At a first glance, the gap for the Upper Middle Quartile came down significantly from 12.05% in 2023 to 2.90% in 2024. It must be noted that the male: female ratio changed significantly as well from 40 (males):23 females in 2023, to 31 (males) v 37 (females) in 2024. The gender pay gap could be explained by the fact that Senior Technical staff eg IT and Deputy Heads of department in this quartile are mostly male and higher paid than administrative staff, mostly female who are placed towards the bottom of this quartile. The mean pay gap for this Quartile is 0.05% showing that the average pay gap is almost negligible. The salary range is still relatively large, and the std is 2.21.

Lower Middle Quartile: The gap on this level has closed from 4.84% in 2023 to 1.35% in 2024, with a 30 male: 38 female ratio. A possible explanation could be that the Lodge Porter role falls within this quartile (mostly males) and higher paid than the (mostly female) catering assistant and domestic assistant roles towards the bottom of this quartile (half of which fall in this quartile due to the cut-off point). The mean gap of 2.78% suggests some higher-paid male outliers.

Lower Quartile: The gender pay gap is 0% in this quartile, despite there being significantly more females on this level due the number of domestic assistants being mainly female. Casual workers also fall within this quartile, and we normally see a lot of movement (starters/leavers) so it will fluctuate slightly every year. The median and mean pay gap in this quartile are bot 0%, very small range, and std is 0.01. This shows a very even pay rate distribution on this level.

## **7. CONCLUSIONS**

This year's figures show that there is an increase in the pay gap between our male and female employees from 2023. Homerton is confident that any pay gap outlined above is not an equal pay issue.

The College recognizes 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, internal parity and the external market for the types of roles 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. We also pay the Real Living wage (at least) to all our employees.

As outlined above, the quartiles use for comparison in this report are not linked to pay bands, but rather an equal distribution of all staff in 4 groups of equal size and you will therefore find people on the same salaries in different quartiles.

Andra Hoole

Head of HR

April 2025