

GENDER PAY GAP REPORT 2023

This report is based on information as at 5 April 2022

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.

Gender pay gap is a measure of the difference between men's and women's average earnings (excluding overtime) across an organisation. 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 our 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 role 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.

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.

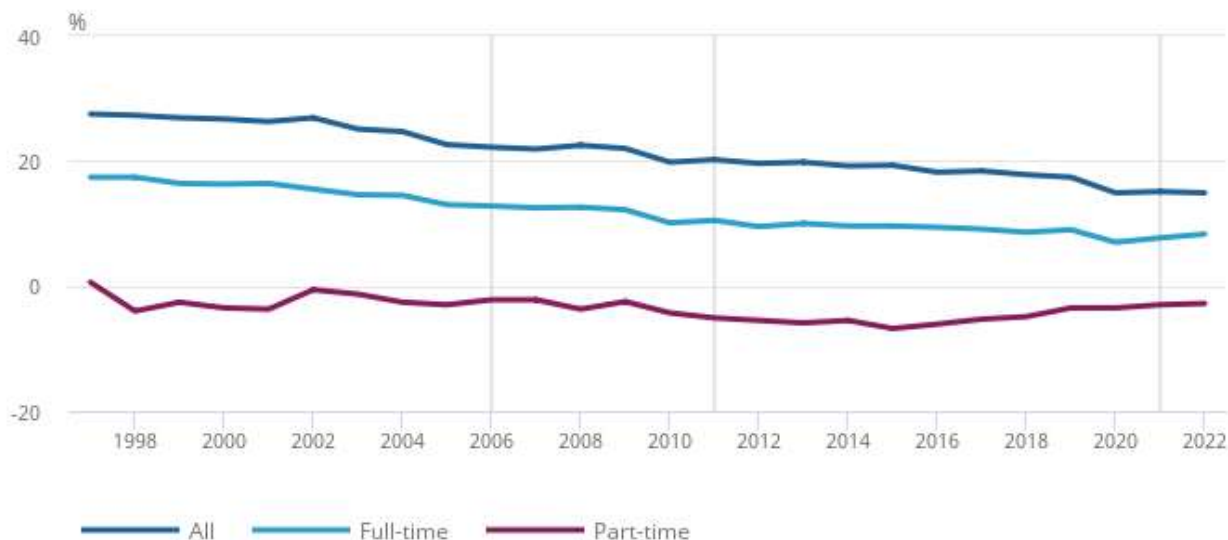
3. NATIONAL STATISTICS ON THE GENDER PAY GAP

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](#), over the coronavirus (COVID-19) pandemic period, earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution; and they would encourage users to focus on long-term trends rather than year-on-year changes. Figure 3.1 on page 2 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.

In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This was still below the gap of 9.0% before the coronavirus pandemic in 2019. Estimates for 2020 and 2021 are subject to more uncertainty than usual due to Covid-19. In 2022, the national gender pay gap among all employees decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%).

Figure 2.1: Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997-2022



Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

Notes:

- Vertical lines represent discontinuities in 2006, 2011 and 2021 ASHE due to a change occupation coding.
- Estimates for 2022 data are provisional.
- Employees are on adult rates, pay is unaffected by absence unless furloughed.
- Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions).
- Figures represent the difference between men's and women's hourly earnings as a percentage of men's hourly earnings.

4. HOMERTON COLLEGE PAY GAP REPORT AS AT 5 APRIL 2022

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 2022, are also included below:

As on 5 April 2022 mean: 4.2%	2022 median: 0%
As on 5 April 2021 mean: 11.2%	2021 median: 13.7%
As on 5 April 2020 mean: 9.9%	2020 median: 7.1%
As on 5 April 2019 mean: 13.7%	2019 median: 15.6%

The data collected for this 2022 report take into account all employees on the Homerton payroll on 5 April 2022 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 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 2020 and 2021 are also included in the comparison for ease of reference.

Gender Pay Gap Report – summary of figures for 2020 to 2022

	2022		2021		2020	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
Gender pay gap	4.2%	0%	11.2%	13.7%	9.9%	7.1%

Pay quartiles	Men %	Women %	Men %	Women %	Men %	Women %
Total	48.16%	51.84%	42.47%	57.53%	44.11%	55.89%
Top quartile	58.1%	41.9%	50.9%	49.1%	47.0%	53.0%
Upper middle quartile	37.7%	62.3%	41.8%	58.2%	46.2%	53.8%
Lower middle quartile	52.5%	47.5%	58.2%	41.8%	54.5%	45.5%
Lower quartile	44.3%	55.7%	18.5%	81.5%	28.8%	71.2%

	Mean %	Median %	Mean %	Median %	Mean %	Median %
	Men %	Women %	Men %	Women %	Men %	Women %
Bonus pay gap	n/a	n/a	n/a	n/a	n/a	n/a
% Receiving bonus pay	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

5. CONCLUSIONS

This year's figures show that there is no pay gap between our male and female employees, a decrease from 2021. There are areas where we might need to consider the gender mix should any vacancies arise eg Porters and IT staff. 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 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 Diversity and Inclusion Committee and report annually to the Governing body.

Andra Hoole

Head of HR,

March 2022