



GENDER PAY GAP REPORT 2018

WHAT IS THE GENDER PAY GAP?

As from April 2018 public, private and voluntary sector organisations with 250 or more employees will have to report on their gender pay gaps. From then on these organisations will have to report their figures 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.

Why is this happening?

In 2016 the gender pay gap for full time employees was 9.4% meaning that average pay for full time female employees was 9.4% lower than for full time male employees. The gap for all employees full time and part time was 18.1%. The Government is committed to closing the gender pay gap within a generation.

Productivity

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 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 first time we have published our gender pay gap. The data collected for the 2018 report takes into account all employees employed by Homerton on 5 April 2017 and includes full time and part time employees and casual workers on the payroll on that day. Both

academic and non-academic employees were included in the data. The data takes into account basic pay plus any allowances but does not include overtime payments.

PAY GAP - DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

	MEAN %	MEDIAN %
PAY GAP	18.5	25.4

PAY QUANTILES	MEN %	WOMEN %
UPPER	60.8	39.2
UPPER MIDDLE	44.6	55.4
LOWER MIDDLE	34.2	65.9
LOWER	35.1	64.9

Homerton is confident the pay gap is not an equal pay issue. This difference is largely due to the differing roles taken by men and women and is most marked in the lower quartiles.

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 Equal Opportunities Committee termly and report annually to the Governing body.

Our pay gaps are due to the College having 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.

It is also worth noting that most academic employees eg. Director of Studies, Tutors, Praeceptors etc. do not have a specific hourly rate. Such employees are usually paid an allowance based on the number of students they have allocated to them. For such employees

an intercollegiate hourly rate has been agreed for gender pay calculations based on supervision rates. These employees are concentrated within the upper two pay quartiles.

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

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