**University of Westminster Gender Pay Gap as of 31st March 2024**

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in

April 2017 requires all employers of 250 or more employees to publish their gender pay gap

for workers in scope as of 31st March 2024. The University of Westminster’s pay approach

supports the fair treatment and reward of all colleagues irrespective of gender.

**Gender Identity**

The University does afford the opportunity for individuals to disclose their Self-Identified Gender, but as of the date of the sample (31st March 2024) only 12.15% of University Colleagues relevant to the calculation of the Gender Pay Gap have responded. Subsequently we have used the values of Male and Female recorded for Payroll purposes as the basis for our Gender Pay Gap calculations which is in line with the government reporting requirements.

**The University’s Pay System**

The University’s pay system covers grades including administrative, technical, academic,

research and managerial level. Grades vary according to the level of responsibility that

colleagues have. Each grade has a set pay range and colleagues are expected to move

through the pay range for their grade.

Comparison of mean hourly pay shows a gap in favour of men of 5.97%, whilst comparison of

median hourly pay shows a gap in favour of men of 2.57%.

When we breakdown the gender pay gaps within the pay quartiles the mean hourly pay gaps are reduced.

+ In favour of men

- In favour of women

Lower Quartile +1.48%

Lower Middle Quartile +0.11%

Upper Middle Quartile +0.08%

Top Quartile +4.51%

**Bonus Pay**

In line with published guidance, we have included payments outside of an individual’s normal

salary as bonus pay, including the following categories;

* Responsibility/Acting up Allowance
* Honorarium/one off payment
* Long Service Award
* One off exceptional payment for work above normal duties
* Market Supplement
* Fixed Allowance

The last two categories market supplement and fixed allowance applied to 5 colleagues only during the period of data capture. We have been continuing to significantly reduce these types of payments, from 24 colleagues receiving these payments five years ago. We recognise that these payments have had a significant impact on the median and the mean bonus pay figures, which is why we continue to review them annually and seek to reduce their use. Market supplements are reviewed annually.

A total of 17 individuals (0.79% of colleagues when compared to the total number of people in the analysis) received a payment outside of their normal salary, as defined above, during the period of data capture. Of these 11 were male and 6 were female.

As a University we only issue a relatively small number of bonus payments, but that does mean a small sample group, in which a payment to one individual can make a large difference to the overall mean and median figures.

**Pay by quartiles**

65.34% of colleagues in the lower quartile are women, however within the other three quartiles the percentage of men and women is more evenly spread; 49.87% women in lower middle quartile; 49.80% women in the upper middle quartile; and 49.73% women in the upper quartile.

The reduction in the Gender Pay Gap compared to the value for 2023 appears to have been mainly caused by an increase in the proportion of men making up the Lower (increase of 1.46%) and Lower-Middle (increase of 3.48%) quartiles. The Upper-Middle and Upper quartiles remained steadier in their representation. In the Upper-Middle quartile the proportion of men rose by 0.47% while in the Upper quartile it fell by 0.54%.

**Workforce Profile**

Overall the University workforce is made up of 46.31% men and 53.69% women. The University is committed to fair pay irrespective of gender and will continue to monitor gender pay closely.