

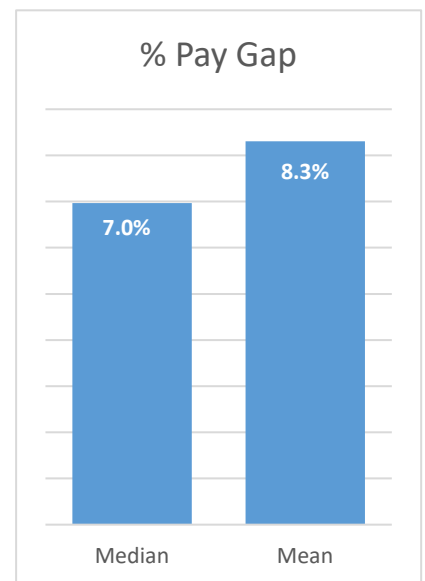
## University of the Arts London Mean and Median Gender Pay Gap – March 2020

UAL has a lower gender pay gap compared to the higher education sector as a whole and other universities of our size. This gap would be even lower if we exclude student employment from our calculations.

We look at two measures of the pay gap: the median and the mean.

The median gender gap compares the salary midpoint for women and men when all individual staff salaries are arranged from lowest to highest paid. The median is the middle salary. In our view, this best reflects the standard pay gap for the “typical” member of staff at UAL.

Mean pay divides the total pay of all staff at UAL by the number of individuals. It can be changed by just a few individuals with very high or low salaries. It therefore does not necessarily reflect the standard pay gap for the “typical” member of staff.



- UAL’s median gender pay gap: 7.0%
- Median total hourly rate: £23.50 for women and £25.26 for men
- HEIs with a similar income to UAL median gender pay gap: 15.2%
- The HE Sector median gender pay gap: 13.0%
- UAL’s mean gender pay gap: 8.3%
- Mean total hourly rate: £28.05 for women and £30.59 for men
- HEIs with a similar income to UAL mean gender pay gap: 14.8%
- The HE sector mean gender pay gap: 14.7%