

University of the Arts London Gender Pay Gap as at 31 March 2017

1 Gender Pay Gap

Gender pay gap reporting is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for 'specified public authorities', which includes higher education institutions like University of the Arts London (UAL). UAL is required to publish its gender pay gap for workers in scope of the regulations as of 31 March each year. This narrative relates to the figures as of 31 March 2017.

2 UAL's Remuneration Approach

UAL's gender profile is 56.7% female and 43.3% male, remaining relatively consistent over the last three years. Our remuneration approach supports the fair treatment and reward of all staff irrespective of gender.

Our pay system covers four career families (academic, professional and admin, technical, and operational) and incorporates the single national pay spine for Higher Education. Seven grades were established by Local Agreement in 2007 and each grade encompasses a set of pay points taken from the national pay spine. Staff are expected to move through the pay range for their grade, as a result of competent conduct of their duties. The longer the period of time someone has been in a grade, the more we would expect them to earn irrespective of their gender.

In addition a senior staff pay structure was established between 2012 and 2014, to encompass all staff outside of the grades covered by the national pay spine. Increases in pay for this group are monitored and agreed by UAL's Governors Remuneration Committee.

3 UAL's Gender Pay Gap

Mean Gender Pay Gap	+5.6%
Median Gender Pay Gap	+7.1%
Mean Bonus Gender Pay Gap	+18.8%
Median Bonus Gender Pay Gap	+11.1%
Proportion of male employees paid a bonus	+6.4%
Proportion of female employees paid a bonus	+5.9%
Proportion of Male & Female Employees in each quartile:	

<u>Quartile</u>	Female	Male
Lower	62.3%	37.7%
Lower Middle	62.2%	37.8%
Upper middle	56.7%	43.3%
Upper	51.1%	48.9%

(+' gap is in favour of men, '-' gap is in favour of women)

4 Analysis of the Gender Pay Gap

Analysis shows that 56.7% of UAL's staff are female. In terms of pay, significantly more of our lower quartile staff are female (62.3%) in comparison to our upper quartile staff (51.1%).

UAL has examined the gender imbalance in the lower quartile and concluded that it is caused by roles being filled predominantly by women. Students are employed in many of these roles and this gender balance accurately reflects our student population. Were we able to change the gender balance to 50/50 in the lower quartile, our mean and median gender pay gaps would be halved (to 2.1% and 2.6% respectively).

It is highly likely that gender segregation and the preponderance of female staff in the lower quartile is the greatest cause of our pay gap.

The actual mean pay gaps at each quartile are low: 2.1% in the lower quartile, 0.3% for the lower middle and upper middle quartiles and 1% in the upper quartile. This means staff are unlikely to be paid a salary that is more than 2% greater or less than their equivalent colleagues (regardless of gender).

The academic career family has an overall pay gap of 2.0% in favour of men. However, at Professor and Dean level the pay gap favours women.

The pay gaps at each grade within the professional and administrative career family are predominantly low, apart from amongst deputy service heads where the gap is in favour of men and at Pro Vice-Chancellor level where the gap is in favour of women.

The technical career family has an overall gap of 3.2% in favour of men, with gaps at each grade significantly lower.

The operational career family overall has a 1.8% pay gap in favour of men, however two of the three constituent grades have gaps in favour of women. There is a predominance of men in the higher grade (which has a very small population of staff), which skews the overall gap.

In summary, the gap at UAL arises from the preponderance of males in the top two tiers of the organisation and of women in the lower quartile. The occupational segregation of women in arts, design and fashion and administrative sectors and men in senior positions in HE is also likely to have an impact.

In real terms, across the University overall, there are only a handful of grades where the pay gap is greater than £1,000 p.a., and in the majority of the grades where a pay gap exists, the gap is less than £500 p.a.

5 Sector comparison

- UAL's gender pay gap of 5.6% (Mean) and 7.1% (Median) in favour of men compares with:
 - UCEA HE benchmark of 14.1% and 14.8%
 - Equality Challenge Unit 2016 benchmark of 18.3% and 13.7%
- This suggests UAL has a significantly smaller gender pay gap than the sector.

6 Gender Equality

UAL continues to support equality throughout the organisation. The following actions and initiatives have been implemented or reviewed in the last 3 years:

- Breaking Bias – an online training tool to support the eradication of unconscious bias throughout the organisation
- Revised recruitment process – online recruitment process which removes identifiable and sensitive data
- Selecting the best – recruitment and selection training to ensure fair and equitable recruitment and selection processes
- Work/life balance and flexible working policies – to support a healthy work/life balance and return from maternity/paternity/adoption leave and caring responsibilities
- Career development initiatives – including coaching, 1 to 1 development workshops, programmes to encourage networking (EXCEED/Lunch and Learn), digital learning workshops and programmes
- Disability, LGBTQ+ and Race network groups
- Policy consultations – encouraging staff groups to feed into changes and amendments to new and existing policies
- Engagement survey – demographical analysis of the results of regular surveys