



GENDER PAY GAP REPORT 2021

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 and this needs to be remembered 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. 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.

Due to Covid-19, employers were not obliged to submit a Gender Pay Gap Report in 2020, and allowed a delay from April to October 2021 for this report. However, the Office for National Statistics indicated that evidence from the Annual Survey of Hours and Earnings 2020 (ASHE 2020) and the Labour Force Survey (LFS) suggests that coronavirus (COVID-19) factors did not have a notable impact on the gender pay gap in 2020.

According to the latest information published by the Office of National Statistics (April 2020), among full-time employees the median gender pay gap in April 2020 was 7.4%, down from 9.0% in April 2019. The median gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.

3. 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.

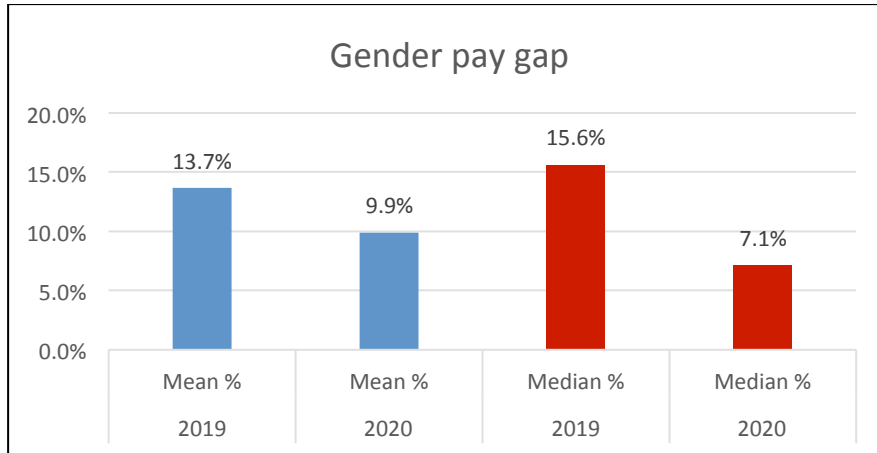
Median - the middle value of a list of numbers. The mean is used as reference to Gender Pay gap throughout the report.

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.

5. HOMERTON COLLEGE PAY GAP EXPLAINED

5.1 Gender Pay Gap: Comparison of mean and medians from 2019 to 2020

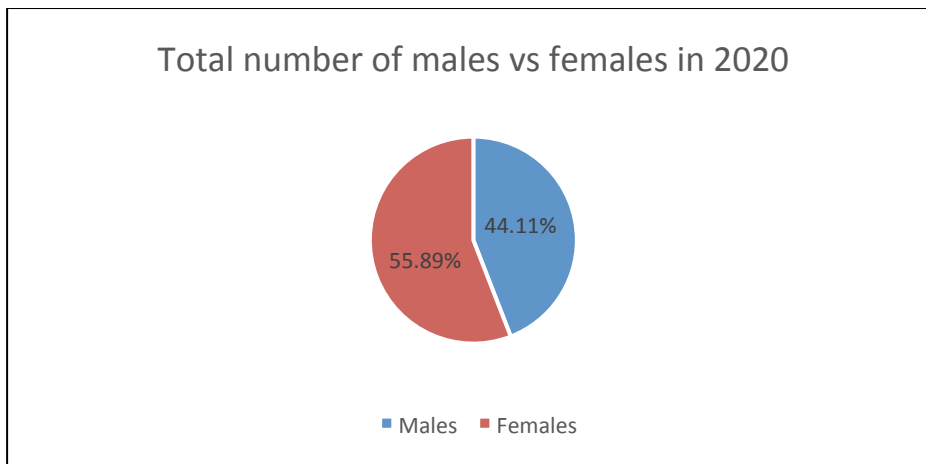


There was a decrease from 2019 to 2020. All employees and workers on the payroll on 5 April of a given year is taken into consideration when calculating the gender pay gap, including casuals. We have a fluctuating workforce when it comes to DoS/Tutor and casuals.

These figures are significantly lower than the national average. It is, however, important to look at the breakdown of information within the various quartiles to get a better picture of where the College need to focus their attention.

5.2 2021 Report - Gender breakdown

Total number of males vs females:



In total there were more females than males, however the median gender pay gap is 7.1%, meaning that females earn 7.1% less than males. More information is provided in 5.3 below by looking at the various quartiles.

Breakdown of males vs females per quartile:

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. Therefore, individuals who earn the same might be

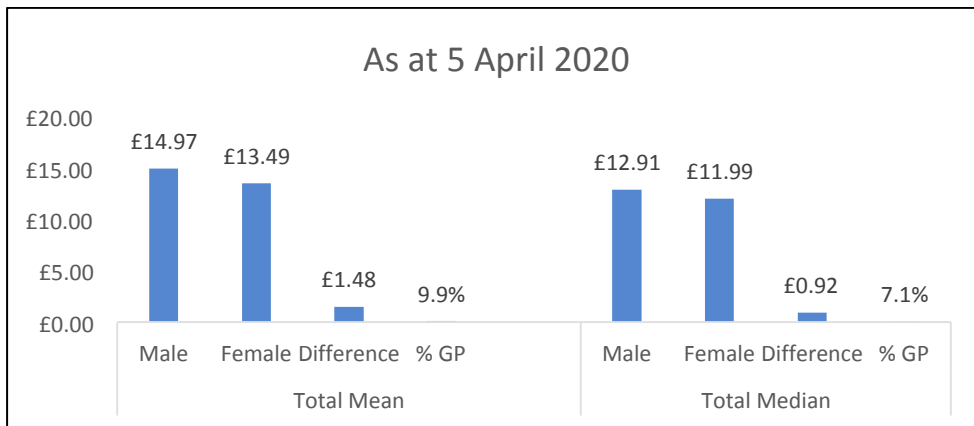
slotted into two different quartiles but the graph above indicate that there are more females than males in most of the quartiles, except lower middle quartile. There is a significant difference in the distribution of male vs female in the lower quartile which is an indication that more females are employed in the entry level roles or lower paid roles.

The table below gives an indication of how the percentage of males in the top quartiles decreased and % females increased; and the inverse for the lower quartiles where the percentage of females have decreased. The proportion of females in the lower quartiles are traditionally higher due to the part-time or flexible nature of most of the roles on these levels.

	2018	2019	2020	2018	2019	2020
Pay quartiles	Men %	Men %	Men %	Women %	Women %	Women %
Top quartile	50.0%	53.7%	47.0%	50.0%	46.3%	53.0%
Upper middle quartile	47.8%	47.8%	46.2%	52.2%	52.2%	53.8%
Lower middle quartile	37.7%	47.8%	54.4%	62.3%	52.2%	45.5%
Lower quartile	37.7%	25.4%	28.8%	62.3%	74.6%	71.2%

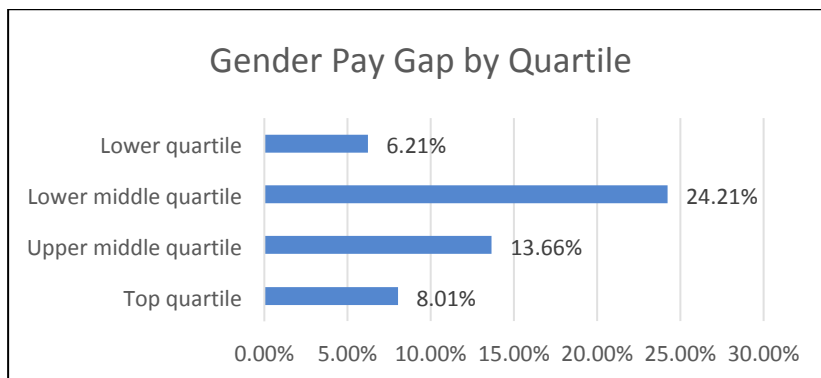
5.3 2021 Report – hourly rates and gender pay gap per quartile

Mean and median hourly rates for all employees:



Females earn £1.48 less per hour than males. As above, it is important to note that there are more females in the lower quartile (71.2% females vs 28.8% males).

Median Gender Pay Gap by quartile:



It should be noted that there are more males than females in the Lower Middle Quartile (54.4% males) which could be an explanation for the Gender Pay gap being significantly higher for this particular quartile.

6. CONCLUSIONS

This year's figures demonstrate a positive change in the pay gap between our male and female employees from 2019. The pay gap is now significantly below the national average. Since 2018, there has been a reduction in the number of females employed in the lower quartiles relative to the number of men. Likewise, in the upper quartiles the number of women has increased relative to the number of male employees.

Homerton is confident that any pay gap outlined above is not an equal pay issue. The pay gap is largely due to the differing roles taken by men and women and is most marked in the lower quartile. The College continues to have 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.

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.

Pay bands were recently introduced for use by the Remuneration Committee (not for publication) to allow for easy comparison and fair pay for roles within a pay band. The gender pay gap figures outlined in this 2020 Report do, however, indicate that females in each quartile are paid slightly less than men. However, the quartiles are not linked to pay bands, but rather an equal distribution of all staff in 4 groups of equal size.

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