



**University of
East London**

Pioneering Futures Since 1898

PAY GAP REPORTS

2023

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1. Executive Summary

This report details the results and outcomes of the University of East London's 2022/23 pay gaps analysis. It includes analysis on gender, ethnicity and disability pay gaps. Whereas gender and ethnicity pay gaps have been reported at UEL for a few years now, this is the first-year analysis is conducted on disability pay gap and included in the reported. It should be noted that, both ethnicity and disability pay gap reports are currently not mandatory request by the Equality Act 2010 which mandates the gender pay gap reporting. Nonetheless, these reports are conducted as part of UEL's broader commitment to equity and inclusion, regardless of which protected characteristics.

Pay gaps measure the difference between average (and median) hourly earnings of men and women (for gender), staff identifying as White and staff from the Global Ethnic Majority (GEM) (for ethnicity) and staff with no disclosed disability and staff with a form of disability (for disability). The resulting figures show us the disparity of average pay between members of these characteristics across the institution. The gender pay gap (GPG) is the difference in the average/mean hourly wage of all men and women across the workforce. This figure is often influenced by the distribution of men and women across the pay grade. For example, if women are more represented at the lower pay grades than men, the GPG is usually a higher number. Also, if men are more represented at the higher pay grades or in more senior roles, the GPG mean figure is usually a higher number. A similar explanation is applicable for both the ethnicity pay gap (EPG) and disability pay gap (DPG).

Looking at UEL's GPG, there has been a consistent trend in the positive direction for both the mean and median pay gap figures. Both our GPG mean and median figures are at their lowest since reporting commenced in 2017 at 2.4% and 4.7% respectively for our hourly earnings.

Our EPG mean and median figures have increased slightly from the previous year at 13.2% from 12.7% in 2021/22 and 11.8% from 9% in 2021/22 respectively. This could be the result of an increased representation of GEM staff at the lower quartile, as their representation increased by a total of 14% from 2022 to 2023, compared to a 6% increase at the upper quartile over the same period.

As it is our first year of reporting on the DPG, there is no trend to be deduced just yet, but our DPG mean and median of 0.2% and -0.5% respectively show that this is also on the right side of equity and fairness of pay.

It should be noted that the pay gaps identified are mostly because of underrepresentation of women and GEM staff at the higher pay grades and roles. Not because women and GEM staff are being paid less than their colleagues for the same work of equal value. Evidence for this should be available from HR through our equal pay audits.

2. Introduction

UEL is a diverse and vibrant institution with a goal to provide an inclusive working and learning environment for our staff and students. We employ around 1600 members of staff and have over 10,000 students from over a hundred different countries. The demographic data used in this report is as of the March 2022, however the pay gap analysis data is as of the snapshot of 31 March 2023. Our staff are split 56% to 44% between female and male staff respectively. Ethnically, staff that identify as Asian make up 19%, Black 16%, Mixed 5% and White 53%. Staff with a form of disability or another account for 5% while another 5% chose not to disclose if they have a disability or not. 44% of our staff population are academics and professional service staff account for the remaining 56%.

2.1 The Equality Act 2010

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 6 April 2017. The regulations make it mandatory for all organisations with more than 250 employees to report their GPG on an annual basis. All organisations in the public sector, including HEIs, are required to take a snapshot of data on 31 March on which an analysis of the pay gaps must be undertaken each year. All relevant organisations are required to publish details of their GPG in accordance with the specified criteria on their own website and on the Government's Equalities Office website by 30th March the following year and on an annual basis.

2.2 Equal Pay vs Pay Gaps analysis

The 'pay gaps' refer to the difference between the average hourly pay gap by men and women, GEM and White identifying staff and disabled and non-disabled staff within an organisation, regardless of their roles. This is distinct from 'equal pay' which focuses on the pay that is received by people doing the same or similar role.

UEL is committed to ensuring individuals performing equivalent work are remunerated in a similar manner. This is achieved through activities like:

- Bi-annual equal pay audit.
- Regular equal pay training for job evaluation panel members

- Evaluation of job roles using the HERA job evaluation process.

This leaves us confident that UEL's gender pay gap is not caused by men and women being paid differently for the same or equivalent work. Rather, as the gender pay gap is concerned with parity of pay for like work, this indicates that any gap is the result of the types of roles that men and women hold within UEL, their representation at different grades and the salaries of those grades.

2.3 Gender Identity

UEL as an institution acknowledges and recognises that gender identity is broader than simply men and women. The university is cognizant of the fact that colleagues who identify as trans or non-binary do not identify with either of these categories. This is a regulatory limitation for now as the gender pay gap regulations requires we report colleagues as either men or women. Nevertheless, as an institution, we value, welcome and celebrate colleagues of all gender identities. This reflects UEL's commitment to create an inclusive culture and workplace, with zero-tolerance to discrimination, harassment and victimisation, where all staff, regardless of their gender identity are treated with respect and dignity.

2.4 Benchmarking

To help put UEL's pay gap figures in perspective, there is a table comparing our GPG, EPG and DPG with other universities in London and its surrounding in section 8. The universities have not been limited to only post-92 universities, but it is more of a general list with the aim to compare UEL with universities with the same diversity exposure in London. Also, as UEL is a year ahead of the statutory report, the figures on these tables are for 2022 not 2023.

3. Calculations and Context

The data used in this report was gathered and analysed in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As instructed in the statutory guideline, the report is developed on the basis of calculated hourly pay rates for staff earnings at UEL as of 31 March 2023 and the bonus analysis is calculated on bonuses paid between 1 April 2022 and 31 March 2023. The data takes into account earnings for all relevant employees, defined as anyone employed by the university as of 31 March 2023 and also full pay relevant employees, defined as relevant employees who received their full earnings in the pay period.

The statutory requirement requires a report with the following:

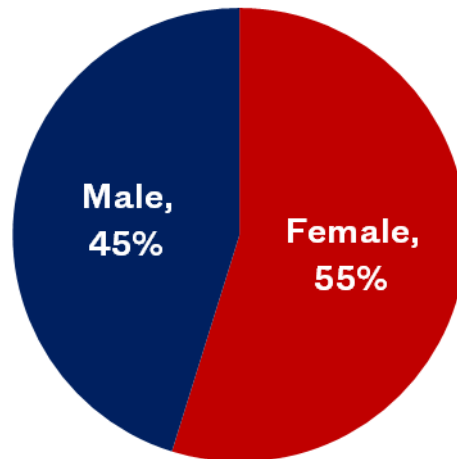
1. mean gender pay gap
2. median gender pay gap
3. mean bonus pay gap
4. median bonus pay gap
5. proportion of men and women receiving a bonus payment
6. proportion of men and women on each pay quartile

Using the statutory guideline for calculating GPG, the mean GPG is calculated by adding up the hourly pay rate of all full-pay relevant employees for male and female staff and divided by the corresponding number of staff. The difference gives the mean GPG in percentage. The median GPG calculation lists all full-pay relevant employee's hourly pay rates in ascending order, and the midpoint is recorded, and presented in percentage. The mean and median bonus pay gaps are calculated similarly except the hourly pay rates are replaced with the bonus earning in the relevant bonus period. The full guideline on how to calculate these figures can be found on the government website: www.gov.uk/government/publications/gender-pay-gapreporting-guidance-for-employers/making-your-calculations.

There are currently no statutory guidelines on reporting EPG and DPG as there is no mandatory requirement to report these. Hence, the data and analysis presented for EPG and DPG have used the same guideline and approach for the GPG reporting. Reporting these provides an avenue to do some intersectional analysis and assess areas of need at a more specific and granular level.

4. Gender Pay Gap (GPG) 2022/23

UEL Staff by Gender - 2023



The tables below present the mandatory statutory reporting for UEL's GPG as of 31 March 2023. These figures represent the difference in average per hour earnings between male and female staff. A positive figure indicates the gap is in favour of men and a negative figure indicates the gap is in favour of women.

UEL's **mean GPG** for 2022/23 is **2.4%**, which represents a marginal decrease from last year by 0.6%. The **median GPG** for 2022/23 is **4.7%**, a substantial decrease from the 2021/22 figure of 7.3%. These figures represent a trend in the right direction as UEL's GPG continues to decrease significantly when compared with the UK and the Higher Education sector figures. According to Office for National Statistics Annual Survey of Hours and Earnings (ONS ASHE), the UK average GPG figures are 13.9% for mean and 14.9% for median, while the HE sector has a mean of 17.1% and median is 13.7%. Both UEL's figures are significantly lower than these figures which is a testament to the continued effort to ensure parity of representation in earnings.

According to gov.uk regulation guidelines, medians are useful for indicating what a 'typical' situation is like. They are not affected by outliers, that is very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be

picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The introduction of the Shared Success Award (SSA) a couple years ago has improved the proportion of both female and male staff that receive bonus. This means that the bonus mean and median pay gap is significantly lower than it was in 2021 albeit higher than the figures in 2022.

Gender Pay Gap	20/21	21/22	22/23	Difference (21/22)	Benchmark (UK's GPG 22)
Mean	1%	3%	2.4%	-0.6%	13.9% ¹
Median	8%	9%	4.7%	-4.3%	14.9% ¹
Mean bonus	-66.7%	4%	8.3%	4.3%	-
Median bonus	-66.7%	0%	40%	40%	-
Proportion of women receiving bonuses	0.2%	63.8%	82.7%	18.9%	-
Proportion of men receiving bonuses	0.1%	69.2%	82.9%	13.7%	-

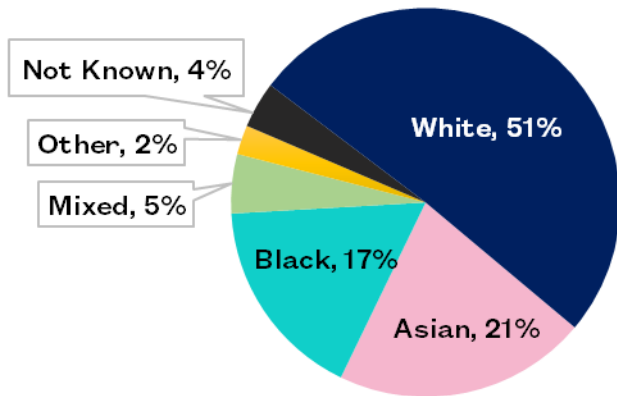
The quartile representation is important because it helps to see the distribution of hourly earnings for female and male staff. This is usually responsible for the gaps and being able to identify the pockets of underrepresentation could help with designing targeted initiatives to further reduce the gap. As evident in the table below, there has been a reduction in the overrepresentation of female staff in the lower quartiles. However, this reduction has not reflected a larger difference in the GPG for 2023 because there was also a slight reduction in the representation of female staff at the highest quartile.

¹ ONS ASHE whole economy, ONSASHE 2022

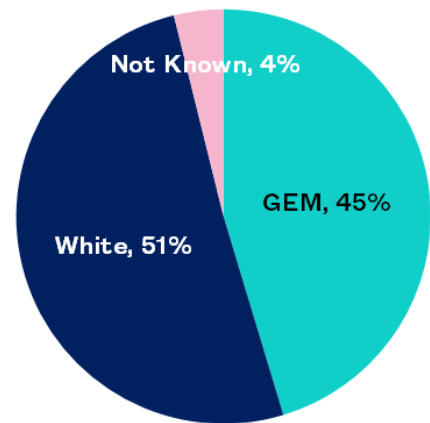
Proportion of Women and Men in Salary Quartiles	20/21		21/22		22/23		Difference (21/22)
Hourly Pay Quartiles	W	M	W	M	W	M	% diff (W)
Lower Quartile	54%	46%	58%	42%	56%	44%	-2%
Lower Middle Quartile	63%	37%	62%	38%	59%	42%	-3%
Upper Middle Quartile	52%	48%	54%	46%	57%	43%	3%
Upper Quartile	45%	55%	49%	51%	48%	53%	-1%

5. Ethnicity Pay Gap (EPG) 2022/23

UEL Staff by Ethnicity - 2023



UEL Staff by Ethnic Group 2023



UEL is made up of 51% White, 21% Asian, 17% Black and 5% mixed identifying staff. UEL's EPG has seen a slight increase from last year's figures. The **mean** EPG rose from 12.7% in 2022 to **13.2%** in 2023 and the **median** rose from 9% in 2022 to **11.8%** in 2023. The mean EPG is also higher than the UK EPG benchmarking figure of

11.1%. This could be explained by the significant increase in representation of Global Ethnic Majority (GEM) staff at the lower earning quartiles, a total increase of 14% in both quartiles, compared with a total increase of 6% in the upper quartiles. It should be also noted that GEM staff are still significantly underrepresented in the upper quartiles, making around one third of the upper earning quartile.

The proportion of GEM staff that received bonus in 2023 has significantly increase from 67% in 2022 to 84% in 2023 and is comparable with the proportion of White staff that received bonus in 2023 at 86%. This explains why there is a slight increase in the bonus mean and median figure as the sample size increases and the SSA is based on both institutional performance and individual achievements.

Ethnicity Pay Gap	20/21	21/22	22/23	Difference (21/22)	Benchmark (UK's EPG 22)
Mean	16%	12.7%	13.2%	0.5%	11.1% ²
Median	17%	9%	11.8%	2.8%	14.5% ²
Mean bonus	-	-2.3%	0.6%	-1.7%	-
Median bonus	-	0%	6.3%	6.3%	-
Proportion of GEM staff receiving bonuses	-	66.9%	84%	17.1%	-
Proportion of White staff receiving bonuses	-	71.5%	85.9%	14.4%	-
Proportion of Not Known receiving bonuses	-	30.2%	50%	19.8%	-

² CIPD Ethnicity Pay Gap Report 2022, November 2022

Ethnic Proportion of Salary Quartiles	20/21		21/22		22/23		Difference (21/22)
Hourly Pay Quartiles	GEM	White	GEM	White	GEM	White	% diff (GEM)
Lower Quartile	55%	39%	55%	39%	59%	38%	4%
Lower Middle Quartile	41%	51%	42%	50%	52%	44%	10%
Upper Middle Quartile	31%	65%	35%	60%	38%	58%	3%
Upper Quartile	26%	71%	29%	67%	32%	65%	3%

The mean EPG between staff identifying as White and staff identifying as Black is the widest at 14%, an increase of 2.1% from last year's 11.9%. the mean EPG with Asian and Mixed identifying staff is at 5.8% and -2.8% respectively. The median is also at its widest between staff identifying as White and staff identifying as Black at 15.3% with Asian and Mixed staff at 12.9% and 8.4% respectively. When considering intersectional data, the mean and median EPG has generally reduced across the board, with the exception of the gap between White Male and Mixed female.

Ethnicity Pay Gap	20/21	21/22	22/23
Mean EPG between White staff and...			
Asian	-2.9%	6.3%	5.8%
Black	9.4%	11.9%	14%
Mixed	-14.1%	-8.9%	-2.8%
Median EPG between White staff and...			
Asian	7.7%	10.7%	12.9%
Black	22.5%	15.1%	15.3%
Mixed	1.7%	10.9	8.4%

Intersectionality EPG	Mean		Median	
	21/22	22/23	21/22	22/23
White Male and Asian Female	15%	-8.9%	-1.1%	4.5%
White Male and Asian Male	17%	15.2%	23.1%	20.2%
White Male and Black Female	21%	14.9%	12.3%	10.9%
White Male and Black Male	19%	11.2%	32.8%	20.6%
White Male and Mixed Female	-33.6%	20.5%	5.1%	10.4%
White Male and Mixed Male	15.1%	12%	12.9%	1.4%
White Male and White Female	-5.7%	-1.6%	-4.9%	-3.4%

6. Disability Pay Gap (DPG) 2022/23

This is the first time UEL is reporting on Disability Pay Gap. The data reported this year will serve as the baseline for future reports. However, comparing with the very few other universities in London and surrounding that conducted a DPG, UEL seems to have a considerably lower figure (please see section 8). It is encouraging to see that 86% of staff with one form of disability or another received bonus during this bonus period. Although there is more work to be done to achieve parity as over 90% of non-disabled staff received bonus. The distribution of disabled staff on the earning quartile is also fairly well distributed with a marginal gap between representation at each quartile.

Disability Pay Gap	22/23
Mean	0.2%
Median	-0.5%

Mean bonus	42.4%
Median bonus	55.7%
Proportion of Disabled staff receiving bonuses	86%
Proportion of Non-Disabled receiving bonuses	92.2%
Proportion of Not Known receiving bonuses	40.9%

Proportion of Disabled and Non-Disabled Staff in Salary Quartiles	22/23		
	Disabled	Non-Disabled	Not Known
Hourly Pay Quartiles			
Lower Quartile	7%	91%	2%
Lower Middle Quartile	6%	90%	4%
Upper Middle Quartile	8%	88%	4%
Upper Quartile	6%	91%	3%

7. Conclusion

Overall, gender pay parity at UEL seems to be trending in the right direction and all the interventions that have been put in place are yielding positive outcomes. However, similar effort should now be directed towards achieving ethnicity pay parity. Various action points from the REC action plan and other initiatives should contribute to this. Concerted effort and systemic plans should also be put in place to achieve this. Disability pay parity is novel at UEL but figures show a positive parity. This will serve as a baseline for future comparisons and benchmarking.

8. Benchmarking Pay Gaps with Other Universities

The universities on these tables have been selected as London or neighbouring universities. These have proximity to the diversity that UEL enjoys, hence their inclusion.

EPG: Sector benchmarking with Other Institutions 2021/22	Mean EPG	Median EPG
University of East London	2.4%	4.7%
Anglia Ruskin University	9.8%	2.9%
Birkbeck College, University of London	5.9%	5.2%
Brunel University London	15.0%	13.5%
Buckinghamshire New University	13.3%	5.0%
City, University of London	17.5%	11.3%
Goldsmiths University of London	4.6%	6.4%
Imperial College London	16.6%	8.0%
King's College London	15.1%	11.5%
Kingston University	9.5%	8.0%
London Business School	30.4%	5.5%
London Metropolitan University	7.7%	8.8%
London School of Economics	24.7%	5.6%
London South Bank University	7.1%	10.2%
Middlesex University	11.3%	8.0%
Queen Mary University of London	15.0%	8.2%
Ravensbourne University London	7.9%	-
Regent's University London	4.5%	-
Richmond American University	7.4%	13.0%
Roehampton University	6.3%	7.7%
School of Oriental and African Studies	5.7%	7.6%

St George's, University of London	12.5%	7.9%
St Mary's University, Twickenham	14.4%	8.8%
The Open University	4.1%	1.6%
University College London	11.7%	7.7%
University for the Creative Arts	14%	17.7%
University of East Anglia	16.3%	19.6%
University of Greenwich	10.7%	9.8%
University of Hertfordshire	8.0%	6.0%
University of Kent	14.6%	12.4%
University of London	1.2%	4.8%
University of Reading	19.4%	18.7%
University of Surrey	16.4%	13.7%
University of Sussex	16.9%	12.4%
University of the Arts London	0.0%	2.4%
University of West London	9.6%	11.8%
University of Westminster	7.4%	7.6%
University of East London	2.4%	4.7%

EPG: Sector benchmarking with Other Institutions 2021/22	Mean EPG	Median EPG
University of East London	13.2%	11.8%
Anglia Ruskin University	2.9%	1.4%
Brunel University London	13.3%	15.1%
Buckinghamshire New University	4.7%	1.3%
Imperial College London	12.3%	8.2%
Kingston University	17%	10.5%
Queen Mary University of London	20.2%	15.6%

St George's, University of London	16.7%	12.8%
St Mary's University, Twickenham	19.2%	8.5%
The Open University	7.8%	6.5%
University College London	13.9%	10.4%
University of Hertfordshire	7.6%	3.0%
University of East London	13.2%	11.8%

Disability GPG: Sector benchmarking with other Institutions 2021/22	Mean	Median
Anglia Ruskin University	7.2%	8.4%
Brunel University London	-0.2%	-
Buckinghamshire New University	7.8%	3.8%
Kingston University	7.8%	8%
University College London	20.8%	17.2%
University of East London	0.2%	-0.5%