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GENDER PAY GAP REPORT 2025

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EXECUTIVE SUMMARY

Royal Holloway Students' Union (RHSU) has produced this Gender Pay Gap Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It presents RHSU's gender pay gap data for the April 2025 statutory snapshot period and summarises workforce composition and pay distribution, as required by the Regulations.

At the statutory snapshot date of 5 April 2025, RHSU employed 281 staff, comprising 181 women (64.4%) and 100 men (35.6%). The workforce is predominantly made up of student staff employed on casual contracts, alongside a smaller cohort of permanent, salaried employees. Women are consistently represented across both salaried and casual roles and across all occupational groups.

For the 2025 reporting year, RHSU recorded a mean gender pay gap of 1.8% and a median gender pay gap of 0%. This represents a decrease in both measures compared with 2024, with the mean gender pay gap reducing by 1.3 percentage points and the median reducing by 6.3 percentage points. Since RHSU first published gender pay gap data in 2018, the mean gender pay gap has reduced by 9.3 percentage points.

Pay quartile analysis shows that women are the majority across all four pay quartiles. Although the proportion of women decreases from the lower to the upper quartile, the 2025 data highlights increased female representation in both the lower-middle and upper-middle quartiles compared with the previous reporting year.

RHSU does not operate a bonus scheme and therefore has no bonus pay data to report. Temporary allowances, including acting-up and stipend payments, are reportable under the Regulations and have been analysed separately. During the snapshot period, seven employees received an allowance. Although a higher proportion of male employees received an allowance, the mean and median values paid to female employees were higher than those paid to male employees, resulting in a negative mean and median allowance gap in favour of women.

When compared with national and regional statistics, RHSU's mean and median gender pay gaps are lower than the corresponding figures for the UK, London, and the Southeast.

Gender pay gap reporting measures differences in average earnings between men and women and does not assess compliance with equal pay legislation. RHSU operates structured pay frameworks, including job evaluation processes, defined pay scales, and standardised hourly pay rates for casual staff, all of which are applied consistently irrespective of gender.

RHSU will continue to comply with statutory reporting requirements and will publish its gender pay gap data annually in accordance with regulatory guidance.

WHAT IS THE GENDER PAY GAP?

As an employer of more than 250 staff, Royal Holloway Students' Union (RHSU) has completed the Gender Pay Gap Report as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In summary the gender pay gap measures the difference in the average earnings between male and female employees. It also highlights broader workforce characteristics, such as the workforce composition in relation to pay distribution, occupation, and the organisation's operating structure. In terms of gender pay gap figures they are usually written as a percentage and can either be positive (i.e., women have lower pay) or negative (i.e., women are paid more than men). A value of zero indicates that men and women are receiving equal pay.

Gender Pay Gap Reporting is different to that of Equal Pay. Equal pay which is also governed by the Equality Act 2010, mandates that men and women in the same employment have the right to receive equal pay and terms of employment when carrying out the same, like, or similar work.

HOW DOES GENDER IDENTITY IMPACT THE REPORT?

The Supreme Court ruling in *For Women Scotland v The Scottish Ministers* [2025] USCK 16 has confirmed that terms such as "man", "woman", and "sex" in the Equality Act 2010 refer to biological sex and that this provision does not extend to a legal sex change that has been obtained by a Gender Recognition Certificate (GRC). In our analysis of the gender pay gap the Students' Union has used the gender identification the employee has provided for payroll purposes. Where a member of staff has identified as non-binary, they have been omitted from the report and analysis.

WHAT RENUMERATION TYPE IS USED IN THIS REPORT?

The Supreme Court ruling in *For Women Scotland v The Scottish Ministers* [2025] USCK 16 has confirmed that terms such as "man", "woman", and "sex" in the Equality Act 2010 refer to biological sex and that this provision does not extend to a legal sex change that has been obtained by a Gender Recognition Certificate (GRC). In our analysis of the gender pay gap the Students' Union has used the gender identification the employee has provided for payroll purposes. Where a member of staff has identified as non-binary, they have been omitted from the report and analysis.



WHAT STATISTICAL METHODS HAVE BEEN USED TO ANALYSE THE DATA?

The gender pay gap regulations stipulate that employers should use the following metrics when reporting pay:

MEAN

The mean in simple terms means the "average" and is expressed as a percentage in this report. To calculate the mean gender pay gap you find the average hourly pay for men and women separately, and then compare them using the formula $(\text{mean female pay} - \text{mean male pay}) \div \text{mean male pay} \times 100$. The mean is useful as it places the same value on every employee's earnings. However, it can be skewed by outliers such as individuals on exceptionally high levels of pay.

QUARTILES

Presenting the data into quartile bandings show the proportional split between men and women across four different pay levels. This data is divided into four equal parts (increments of 25%) and are categorised as the lower, lower middle, upper middle, and the upper quartile. To observe the gender distributions within each quartile an employer must:

1. Calculate and rank all full-pay employees by hourly rate from lowest to highest.
2. Divide the ranked list into four equal groups: lower, lower middle, upper middle, and upper quartile.
3. Calculate what percentage of each quartile is made up of men and what percentage is made up of women.

By observing the gender pay gap distribution in quartiles it has the ability to highlight where gender imbalances may occur within a pay structure.

MEDIAN

The median (like the mean) is also expressed as a percentage. It is calculated by arranging the hourly pay of men and women from lowest to highest, identifying the midpoint value for each group, and then applying the formula $(\text{median female pay} - \text{median male pay}) \div \text{median male pay} \times 100$. While the median is useful as it indicates the 'typical' measures of pay the metric itself is rather broad as it fails to take into consideration pay inequalities at the lowest or highest levels of pay.

RATIOS

Although ratios are not a formal requirement of gender pay gap reporting, they are a useful statistic because they express the size of two groups in a simple but comparable format. This in turn allows the reader (of this report) to understand our workforce structure at scale.

We are proud of the fact that we have a good representation of female workers within our senior and middle management posts.



WHAT THE GENDER PAY GAP DATA TELLS US?

In April 2025, the total headcount at RHSU was 281 employees. This consisted of 181 female (64.4%) and 100 male staff members (35.6%). The RHSU workforce is segmented into two overarching categories. They are student staff on casual contracts and permanent staff on salaried contracts. From a ratio perspective, this equates to approximately 1:5, meaning that for every one salaried employee, RHSU employs around five student staff. Table 1 illustrates that irrespective of contract type women are consistently represented across both salaried and casual roles.

Workforce by contract type

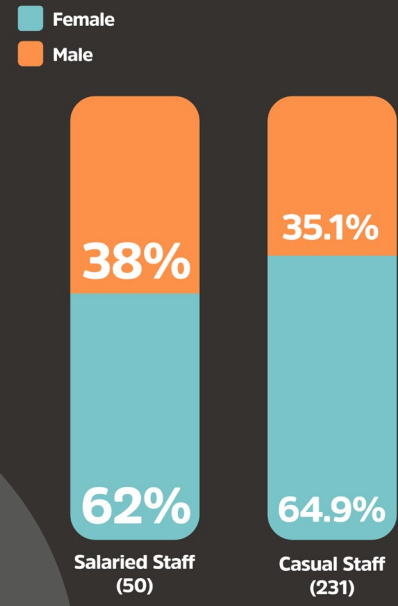


Table 1. The gender pay gap by employment contract

Figure 1 provides further insight on the composition of our workforce by illustrating gender representation across occupational groups. The distribution shows that women are significantly represented across most job categories.

The gender pay gap by occupation

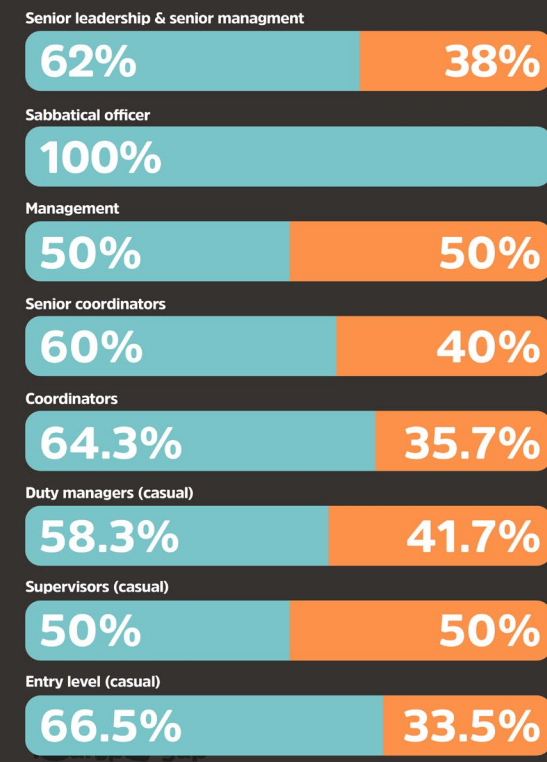


Figure 1. The gender pay gap by occupation

Main analysis and results

This year there was a decrease in the mean gender pay gap of 1.3% and a decrease in the median of 6.3%. RHSU first published its gender pay gap figures in 2018 and we have observed an overall decline in the mean by 9.3% and the median by 1.2%.

Our figures for 2025 are:

- The mean gender pay gap is 1.8%
- The median gender pay gap is 0%

While a mean gender pay gap of 1.8% is relatively low in value it is important to consider the wider workforce context behind the figures outlined in this report.

The gender pay gap data detailed below relates to the specified snapshot period in accordance with regulations. In this instance the snapshot period for permanent staff was April 2025 and for casual staff it was 12 weeks prior to 5 April 2025, or more if necessary.



Pay gap (hourly rate)

Female
Male



Figure 2.

Figure 3.

Figure 2 shows there is a small difference in the mean hourly rate between women (£14.05) and men (£14.31) which results in an overall mean rate of £14.18. With a mean gender pay gap of 1.8%, this equates to a woman earning approximately £0.98 for every £1.00 earned by a man.

Figure 3 shows that the median hourly rate for both men and women is identical at £12.93, resulting in a 0% median gender pay gap. In short, for every £1.00 a man earns, a woman also earns £1.00 which demonstrates gender pay equality at the median level.

Pay quartile analysis

Female
Male

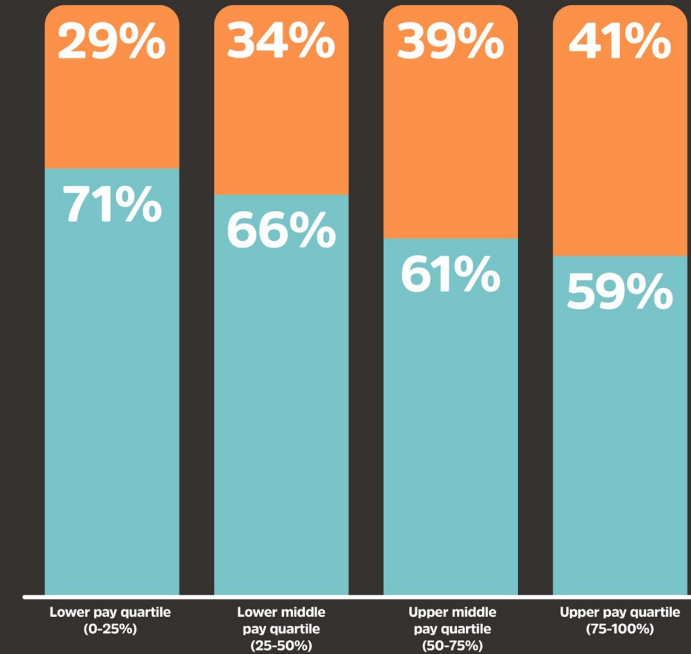


Figure 4. Pay quartile analysis

Figure 4 provides further insight into the composition of our workforce by illustrating gender representation across the four pay quartiles. While the distribution shows that women are largely over-represented the proportion does decrease by an average of 4.2% across the quartiles. In comparison to 2024, the 2025 quartile data highlights that female employees have dramatically shifted from the minority to the majority in the lower middle quartile (+21%) and the upper middle quartile (+16%). This indicates that the workforce has become more female-dominate over the past 12 months, with overall gender representation now standing at 64.4% women and 35.6% men.

RHSU does not operate a bonus scheme, therefore there is no bonus pay data to report on. In accordance with gender pay regulations allowances are treated as a form of reportable earnings. The next set of gender pay gap data focuses on stipend and acting up allowance (AUA) payments. These allowances are rewarded to permanent employees who take on additional responsibilities on an interim basis. This usually occurs when a senior leader or manager departs from the organisation ahead of a new appointment being made.

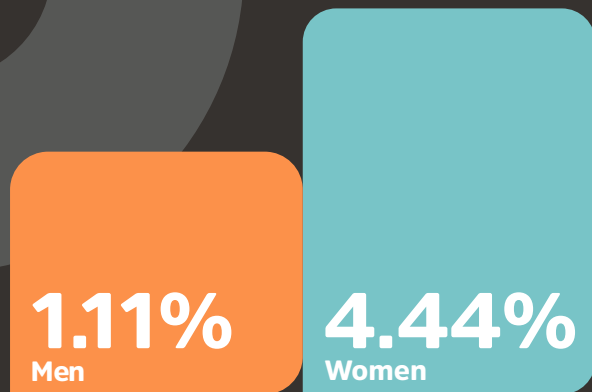


Figure 5. The gender pay gap by allowance

Figure 6. shows that the mean allowance paid to women (£2,262.91) is slightly higher than that paid to men (£2,206.41), resulting in an overall mean allowance of £2,234.66. With a mean allowance gap of -2.6%, this means that for every £1.00 a male employee earned a female employee earned an additional 3p at £1.03p.

Figure 7. shows that the median allowance paid to women (£2,262.91) is significantly higher than that paid to men (£1,422.27), resulting in an overall median allowance of £1,842.59. With a median allowance gap of -59.1%, this means that for every £1.00 earned by male employees, our female employees earned £1.59.

Allowance pay gap

Female
Male

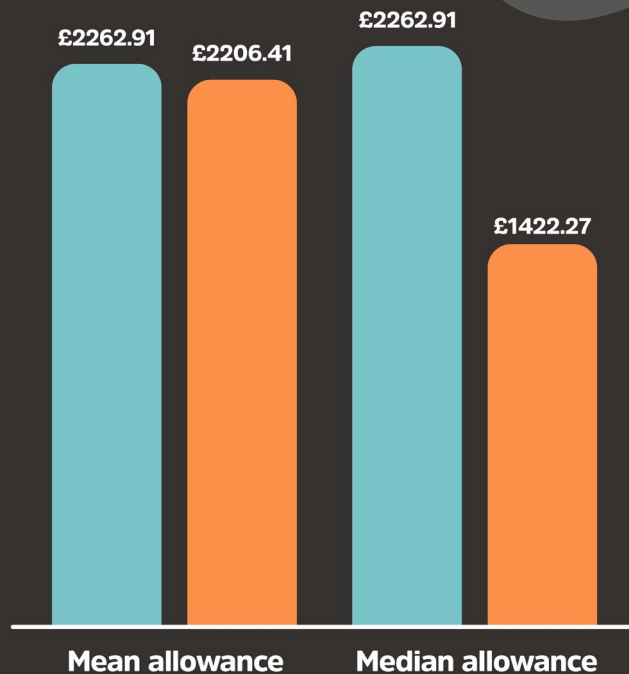


Figure 6.

Figure 7.

HOW DO WE COMPARE TO THE WIDER ECONOMY

When compared to the UK, London, and the Southeast region our pay gaps are much lower. In particular, the median gender pay gaps for each location is 6.9%, 10.7%, and 11.0% respectively.

RHSU is passionate about fairness, equality and inclusion. Being 'trustworthy' is one of our core values and this is inherent in the decisions we make and the behaviours we exhibit.

This is evident in the policies and processes we have in place for recruitment and pay:

- All casual staff are paid a set hourly wage irrespective of gender.
- All permanent staff are recruited to roles that have been through job evaluation, and sit within a defined salary scale, to ensure fairness within structure.
- We have a pay policy in place with incremental increases to pay on an annual basis.

RHSU is therefore confident that its gender pay gap does not stem from paying men and women differently. Rather its gender pay gap is the result of the following:

- A student staff workforce that is predominantly female and reflective of the demographic of Royal Holloway University of London.
- RHSU offers a range of salary sacrifice schemes on of which is the Annual Leave Purchase Scheme, where traditionally, female employees have been more likely to purchase additional leave days which in turn reduces their earnings.
- RHSU offers a range of flexible working arrangements and family-friendly policies, which allow for part-time work patterns. As a result, his type of work pattern is popular amongst our female salaried employees.

NEXT STEPS

As an organisation committed to equality, we will continue to ensure that our recruitment practices remain transparent, fair, and free from any barriers that could disadvantage female employees in accessing opportunities for recruitment or progression. We recognise that while gender inequality is an important, we believe there is an opportunity to expand our reporting capabilities and further reports will look to capture age and other intersectional demographics where possible.

Nevertheless, we remain committed to applying our recruitment and development processes consistently, ensuring that all decisions are based on merit and the suitability of individuals to perform the requirements of each role. We will also continue to ensure that every position undergoes a rigorous job evaluation, helping to secure the appropriate grade and pay level, regardless of who holds or may hold the role.

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