



GENDER PAY GAP REPORT

2024

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INTRODUCTION.

As an employer of more than 250 staff, Royal Holloway Students' Union has undertaken Gender Pay Gap Reporting, as required by the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). Gender Pay Gap Reporting is different to Equal Pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The Gender Pay Gap shows the difference in the **average** pay between all men and women in a workforce, **irrespective of the position held**. It is expressed as a percentage of men's earnings.

Gender Identity

The regulations are prescriptive that gender pay should be reported by male and female pay but the regulations do not define the terms male and female. In our analysis of gender pay, the Students' Union has used the gender identification the employee has provided for HR and payroll purposes. Where a member of staff has

identified as non-binary, they have been excluded from the report and analysis. We acknowledge, therefore, that whilst gender pay gap reporting is useful for analysing where binary pay may differ, the reporting mechanism as it currently stands is flawed as it doesn't allow us to report on non-binary staff members.

Definitions

The gender pay gap must be calculated by using two types of averages.

The **mean** average involves adding up all the numbers and dividing the result by how many numbers were on the list. The mean average is useful because it places the same value on every number, giving a good overall indication of the gender pay gap.

The **median** average involves listing all the numbers in numerical order and finding the middle number. The median average is useful to indicate what the 'typical' situation might be as it looks at the middle of the organisation.



RESULTS AND ANALYSES.

In April 2024, RHSU had a **6.3% median pay gap**, and a **mean pay gap of 3%**, which is significantly less than the UK average of 13.1% when reviewing the whole staff team.

While a mean pay gap of 3.0% is a positive move towards gender equality in pay, it is important to understand the context behind the figures, which is outlined later in this report. The data outlined below relates to a snapshot period (which is the requirement of the regulations). The snapshot period was April 2024 for permanent staff and the 12 weeks prior to 5 April 2024 for casual staff. It is presented in such a way as is required by the Regulations.

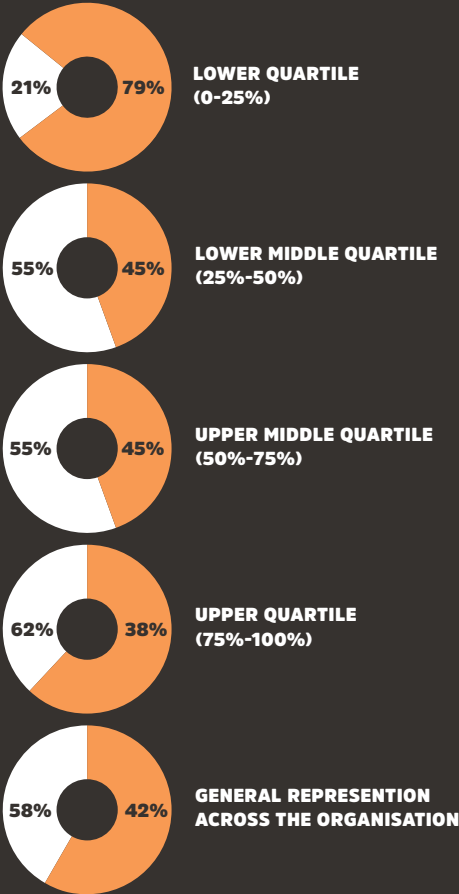


Pay Quartile Analysis

The charts provides an overview of the male/female split of employees in each quartile of the employee cohort, as well as generally across the organisation.

Bonus analysis

RHSU does not routinely pay bonuses, as such it is not possible to calculate a bonus gender pay gap.

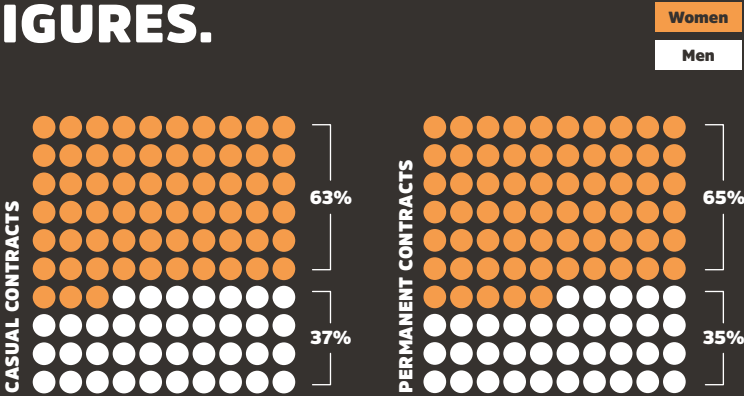
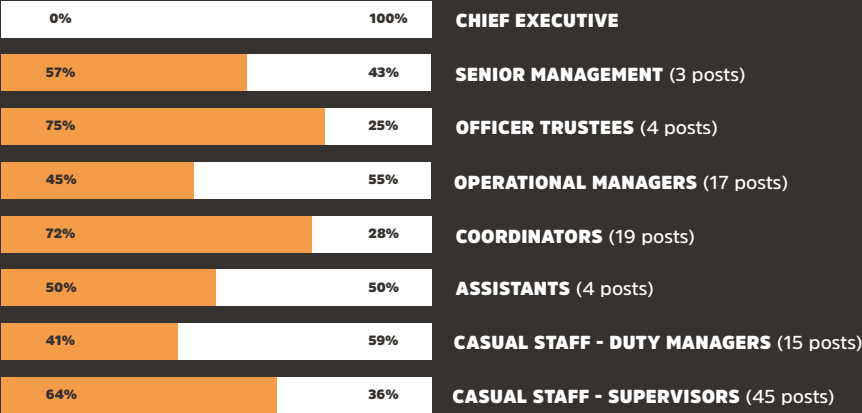


UNDERSTANDING THE FIGURES.

Our Posts

Traditionally the majority of our workforce, 87%, is comprised of student staff on casual contracts. These staff dominate the lower, lower middle and upper middle quartiles of the analysis. The remaining 13% is permanent staff on a mixture of full-time and part-time contracts.

At the snapshot period in which the data was collected the organisation was made up of the following contract and role types;



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



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.



NARRATIVE.

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 pay grade on a scale, to ensure a fair structure.
- We have a pay policy in place with incremental increases to pay on an annual basis.
- The Leadership team has an equal gender balance.

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 the university
- Any organisation with a structure of Chief Executive leading a Senior Management Team will inevitably have some difference in gendered pay at the 100th percentile, unless the most senior post is held jointly by one male and one female.
- RHSU offers a range of salary sacrifice schemes. One of those being the Annual Leave Purchase Scheme, where traditionally, female employees have been more likely to purchase up to 10 days of leave, thereby reducing their earnings.
- RHSU offers a range of flexible working arrangements and family-friendly policies, which has traditionally attracted part-time working arrangements, which have been more popular amongst female salaried employees, with 83% of our salaried part-time staff population being female.



IN THE CONTEXT OF THE WHOLE ECONOMY.

Most organisations have a gender pay gap and we are pleased that RHSU compares favourably with that of other organisations.

The gender pay gap for the whole UK economy (as per ONS) among full-time employees was 7.0% in April 2024, down from 7.5% in April 2023. Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. For part-time employees, the gender pay gap was negative 3.0% in April 2024.

OUR NEXT STEPS.

As an organisation committed to equality we will continue to ensure that recruitment practices are transparent and fair, and that female employees do not face any barriers to recruitment or promotion.

We are mindful that the Senior Team as well as a number of teams are undergoing a restructure process, therefore our figures in the future submission may change in the future. We are however committed to utilising our recruitment and development processes in

a manner that is fair, transparent and based on merit, and the suitability of individuals to undertake the roles required.

We will continue to ensure that all of our roles go through a rigorous job evaluation process which results in the right grading and pay level, irrespective who is or may be in the role.



