

# Gender Pay Gap Report 2023





# Introduction

I am pleased to present the annual Gender Pay Gap report for 2023.

Promoting gender equality is a priority for the University – we are committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all colleagues and students are respected.

As an employer with more than 250 employees it is a legal requirement for the University to report its gender pay gap based on the snapshot date of 5 April 2022. As part of this we report we have gathered the following data:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

A BBC analysis of Gender Pay Gaps (April 2022) showed a median pay gap of 9.4% and 20.4% in Education. The latest Higher Education data shows a gap of 14.8%. In comparison, Regent's University London's median gender pay gap stands at 0.

This is Regent's sixth gender pay gap report and it is encouraging that we have seen a reduction in the mean gender pay gap over time. The fact we continue to have a gap is not in itself surprising as tackling this at Regent's, and across all companies, will not be a quick fix – the Office of National Statistics (ONS) reported that various societal issues such as age, occupation, tenure, family structures, education, the number of children and other caring responsibilities will all impact on the gender pay gap. However, Regent's is committed to narrowing its gender pay gap and will do what it can to achieve this and mitigate the factors outlined by ONS. This report sets out, alongside the data, the steps the University has and will take to achieve this.

## What data needs to be reported

Included in the data is salary information in the relevant pay period that includes 5 April 2022 as well as bonus payments made in the 12 months up to 5 April 2022. It uses all basic pay after salary sacrifice, allowances and paid leave but excludes overtime.

### Gender pay gap and equal pay

It is important to note that the gender pay gap is not the same as equal pay. The gender pay gap looks at averages of male and female salaries across an organisation. Equal pay concerns paying males and females the same for like work. An employer might have a gender pay gap if a majority of men are in higher paid posts, despite paying male and female employees the same amount for doing similar work.

## Regent's gender pay gap

(based on an hourly rate of ordinary pay)

Table 1 shows the mean and median gender pay gap. For the mean it takes the hourly rate for all male and female staff from which can be calculated the mean arithmetical average. The percentage difference between the male and female means is then calculated and shown in table 1.

For the median it again takes the hourly rate for all male and female staff. These are then ordered from lowest to highest and the midpoint salary for both males and females identified. The percentage difference between the male and female medians (mid-point) is then calculated and shown in table 1.

Table 1

Salary	2021/22
Mean	4.53
Median	0

## Regent's bonus pay gap

Table 2 shows the bonus pay gap. This takes all bonuses received by male and female staff in the 12 months preceding 5 April 2022. The mean and median bonus for male and female staff is then calculated with the percentage difference presented in table 2.

Table 2

Bonus	2021/22
Mean	-52.02
Median	-22.50

As part of the bonus pay analysis there is a requirement to report the percentage of male and female colleagues who received a bonus, which is presented below:

Table 3

Proportions of bonus pay	2021/22
Male	5.94
Female	4.03

## Quartiles

The final analysis, shown in table 4, illustrates the ranking (from low to high) of all female and male staff by their hourly pay rate. It then breaks down staff into four sections with an equal number of staff in each. Table 4 then shows the percentage of male and female staff in each quartile.

Table 4

Quartiles	Male proportion	Female proportion
1	41.07	58.93
2	51.79	48.21
3	34.51	65.49
4	53.10	46.90

The pay gaps do not indicate that men and women are being paid differently for equal work. The data above shows women make up a higher proportion of colleagues in the lowest quartile. Conversely, male colleagues make up a larger proportion of the highest quartile. In the third quartile, female representation has increased from 53.40, as noted in the 2021 report.

Our plans to address the gender pay gap and to have more female representation at the highest grade are presented in the next section of this report.

## Actions to close the gap

Regent's is committed to closing the gender pay gap. Detailed below are the steps that we have taken or plan to take to achieve this:

### Pay scales

The University has introduced transparent pay scales for each grade within the pay band structure, which brings a consistent approach to pay as colleagues are on published pay points within their grade – rather than variable spot rates. The pay bands are based on a systematic job evaluation process (Hays) and posts are placed in a pay band using this methodology as applied by a panel of trained evaluators.

To underpin the pay system there has to be a robust PDR process which has been reviewed and embedded over 2022/23. For 2023/24, we plan to strengthen the link with the PDR and pay. This will facilitate the movement through a pay band and ensure progression is based on an individual's performance rather than any other factors, such as gender.

### Pay on appointment

Regarding recruitment and selection, there is a lot of evidence that interview panel members can form more favourable impressions of people similar to themselves, which can have a negative impact on the diversity and gender balance of new recruits to an organisation. We have run unconscious bias training and have incorporated awareness of this into the recruitment and selection training. We also, wherever possible, ensure gender balanced recruitment selection panels.

I'm further encouraged that in the last twelve months we have filled some of our senior vacancies with women, including our Provost, Chief Transformation Officer, Director of Teaching and Learning and Director of Student Experience. There is also a high representation of women in our Senior Academic posts – Directors (People) and Directors (Content).

There is a large amount of evidence showing that when negotiating starting salaries women do not perform as well as men. Having clear pay regulations with controls on where new members of staff are appointed limits differentials and ensures decisions are made on justifiable business reasons.

In addition, it has been reported that one of the potential reasons behind a gender pay gap is individual managers, from across an organisation, making salary offers on recruitment. At Regent's all offers are made centrally by the HR team who can ensure consistency.

## Equality, Diversity and Inclusion Steering Group

To support our institutional commitment to equality, we have established an Equality, Diversity and Inclusion Steering Group, with representatives from across the University. The group is attended by both the Director of Human Resources and Vice-Chancellor – demonstrating the top-level commitment to this work.

The purpose of this group is to establish and oversee a strategy and action plan for equality, diversity and inclusion issues and monitor and review data with a view to identifying and overseeing improvements. It also acts as a forum for discussing any equality related matters.

There are also designated Equality Champions to embed best practice and promote equality across departments and Content Areas.

## Flexible Working

Regent's is a keen supporter of flexible working and continues to promote alternative working patterns, such as homeworking, job-sharing and part-time hours. Colleagues can request flexible working, which can support the representation of women in higher positions. We have also successfully introduced blended working guidelines to promote flexibility more broadly in an informal way.

## Equality Training

A mandatory equality e-learning module is included amongst a suite of training modules which colleagues must complete. This provides colleagues with a clear understanding of the law, protected characteristics, and how good practice should apply in the workplace.

## Progression

Wherever we can, we nurture our own talent and encourage internal promotion for job vacancies. As part of the revised PDR process, there will be space for meaningful career conversations as well as personal development.

The University continues to support the Aurora Programme, which is a sector-wide initiative to support female development. In recent years, twenty colleagues have benefited from this programme and our next group of colleagues will enrol this autumn.

## Declaration

We confirm that data reported by Regent's is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

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