

# Gender Pay Gap Report

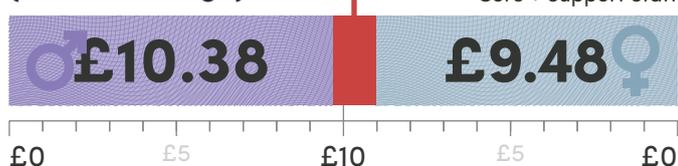
## Who Works at the Union Core + Support Staff



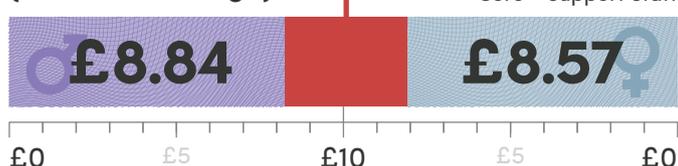
Male 100 — 38%    62% — 163 Female

### Pay Per Hour

(Mean average)

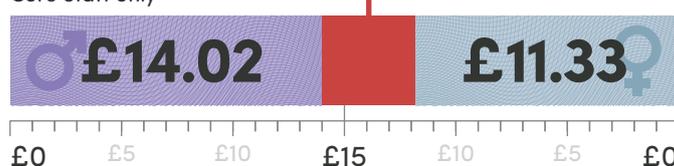


(Median average)



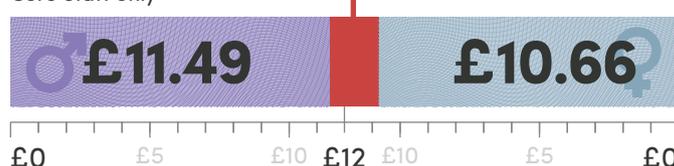
19.1% pay gap difference

Core Staff only



7.2% pay gap difference

Core Staff only



### Rewarding Staff



	28	48
Mean	£79	£98
Median	£100	£82

Pay gap  
-23%  
18%

Bonuses paid out over the last 12 months

Our official pay gaps are 8.7% (mean) and 3.0% (median), which means we are 0.1% higher than the average UK mean GPG of 8.6%

We are focussing on the following to reduce the gap:

Improve our approach to recruitment and succession

Develop transparency within pay at recruitment and promotion

Deliver leadership and management development programme

Role modelling female leadership within the organisation:



Read the full report at [www.susu.org/GPG](http://www.susu.org/GPG)

\*As of 05 April 2018

**SUSU.**  
Our Students' Union

# Gender Pay Gap Statement

**We are reporting a mean gender pay gap of 8.7% and a median gender pay gap of 3.0% in the year to 5 April 2018. This means average pay for our female employees was 8.7% lower than for male employees. Our mean gender pay gap for bonuses paid was -23.4% with a median of 18%, and 29.4% of female employees received a bonus compared to 28.0% of male employees.**

Our gender pay gap has increased by 1.6% since the previous reporting period due to the impacts of restructuring and the variance in casual staff numbers captured in the snapshot period.

The Students' Union workforce of 263 employees is primarily female; 38% of staff are male and 62% are female. This spread is somewhat equal across the four quartiles of pay, with 48% of women and 56% of men in the upper middle and upper pay quartiles.

We recognise that 68% of our staff are part-time employees on zero hour contracts, paid hourly, which has an impact on our figures. Discounting the zero-hours staff from our calculations would increase our mean gender pay gap to 19.1%, with 61.2% of male staff in the upper middle and upper pay quartiles.

Additionally, of our core work force, 50% of female staff work less than 35 hours a week, compared to just 6% of male staff; 89% of our overall workforce (45% of our core staff) workforce work less than full-time or on zero hours contracts. This has an impact on bonuses – such as the Christmas bonus which is pro-rated based on full-time equivalent status.

For this reporting period, the mean bonus gender pay gap is -23.4%, which means that on average female employees received a 23.4% higher bonus than male employees. However this was due to performance bonuses made to 2 female employees, and no other bonuses (aside from Christmas) being awarded. Whilst this demonstrates the recognition of higher performance of female employees, these are outlier values.

With such a predominantly female workforce, the organisation is sensitive to variations in our male workforce. For example, if the chief executive was female instead of male, the mean gender pay gap for full-time staff would half. Alternatively if we employed more male staff in the lower pay quartiles, more female staff on full-time hours, or equivalently more male staff on reduced hours, the gap would also narrow.

In order to reduce the gap, the Union has identified the following areas of action:

**Improve our approach to recruitment and succession:**

We will review the processes for recruitment, promotion and succession to limit unconscious bias, through the development of clear structured assessment practice and measurements.

**Develop transparency within pay at recruitment and promotion:**

We will ensure that pay on recruitment and promotion is transparent and decisions about this are reflective of objective assessment, in line with our pay policy.

**Deliver leadership and management development programme:**

We will deliver a blended leadership and management learning programme in order to:

- Enable current and future managers and leaders to develop qualities including management skills and self-confidence.
- Develop management and leadership capability, to support better understanding and decision-making around recruitment and talent management.

**Role modelling female leadership within the organisation:**

We will ensure that women are role modelled within leadership roles within SUSU, including on the Trustee Board.

Steve Gore  
Union President



Scott McCarthy  
Chief Executive



\*As of 05 April 2018

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