

Gender Pay Gap Report

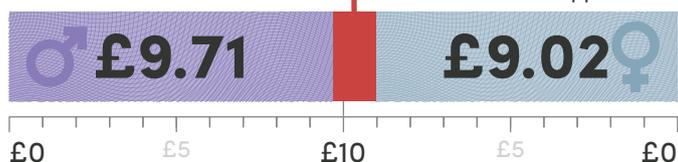
Who Works at the Union Core + Support Staff



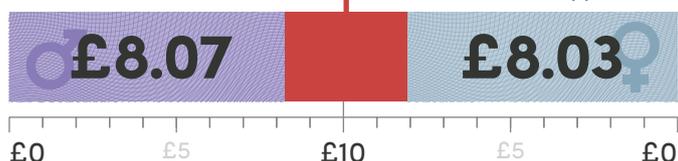
Male 166 — 35% 65% — 302 Female

Pay Per Hour

(Mean average)

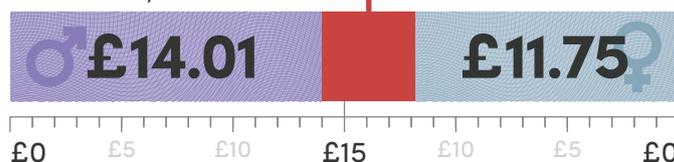


(Median average)



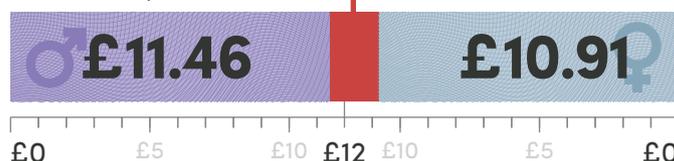
Pay Per Hour

(Mean average)



Pay Per Hour

(Median average)



30 male | 63 female

Rewarding Staff



	20	78
Mean	£266	£111
Median	£100	£79

Pay gap
58%
22%

Bonuses paid out over the last 12 months

Our official pay gaps are 7.1% (mean) and 0.4% (median), which are both lower than the national average of 9.1%.

We are focussing on the following to reduce the gap:

Tackling the gender imbalance

Champion flexibility for all



Read the full report at www.susu.org/GPG

*As of 05 April 2017

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Gender Pay Gap Statement

We are reporting a mean gender pay gap of 7.1% and a median gender pay gap of 0.4% in the year to 05 April 2017. This means average pay for our female employees was 7.1% lower than for male employees. Our mean gender pay gap for bonuses paid was 58.2% with a median of 21.5%, and 19.2% of female employees received a bonus compared to 12% of male employees.

The Students' Union workforce of **468 employees is primarily female; 36% of staff are male and 64% are female.** This spread is somewhat equal across the four quartiles of pay, with 58% of women and 62% of men in the upper middle and upper pay quartiles.

We recognise that **74% of our staff are part-time employees** on zero hour contracts, paid hourly, which has an impact on our figures; only 346 of our employees received pay during the reporting period. Discounting the zero-hours staff from our calculations would increase our mean gender pay gap to 16.1%, with 66% of male staff in the upper middle and upper pay quartiles. However our workforce split between male and female employees would remain similar at 32% and 68%.

Additionally, **of our core work force, 60% of female staff work less than 35 hours a week, compared to 13% 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 – and is one reason why our mean bonus gender pay gap is so large.

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 drop by nearly 50%. 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:

Tackle the gender imbalance – As an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. However, we will explore how we can attract more women, as well as individuals from diverse backgrounds, to management positions, in order to create a more even gender balance throughout the organisation/ We will also work on developing the progression potential of our existing female workforce.

Champion flexibility for all – Flexible working is an important part of our culture. We will actively encourage flexible working across our organisation, to enable our people achieve their full potential while balancing the demands of their role with commitments outside of work.

Flora Noble
Union President



Scott McCarthy
Chief Executive



*As of 05 April 2017

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