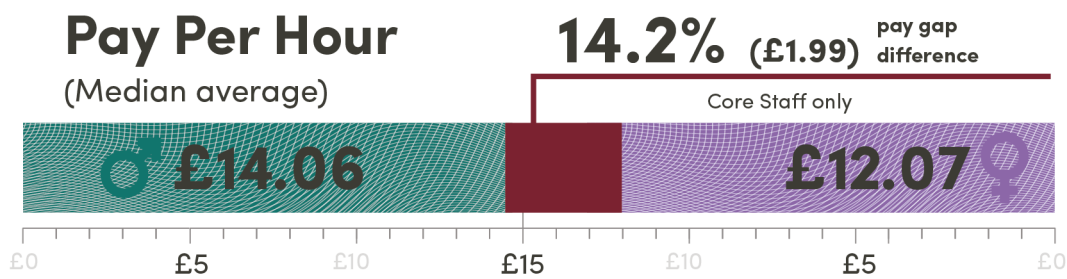
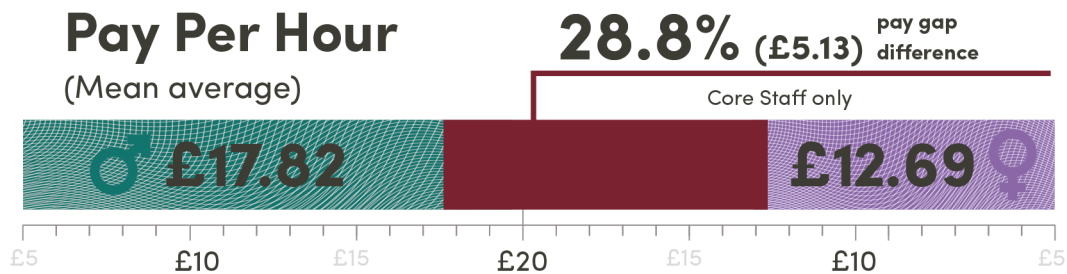


Gender Pay Gap Report

Who works at the Union Core + Support Staff

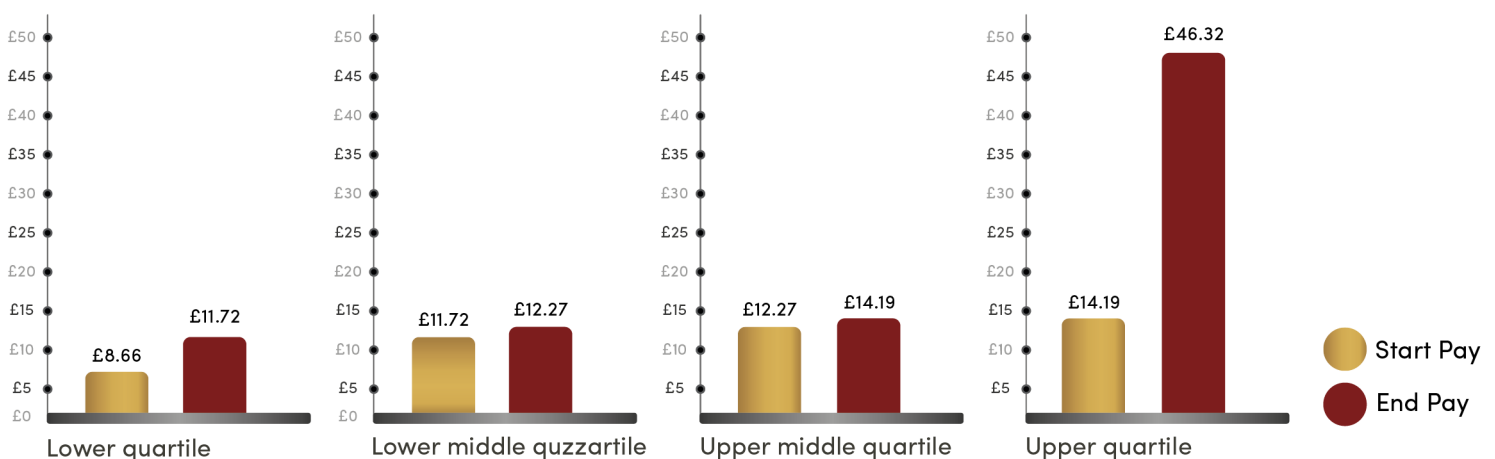


Male 45 — 35% 65% — 90 Female

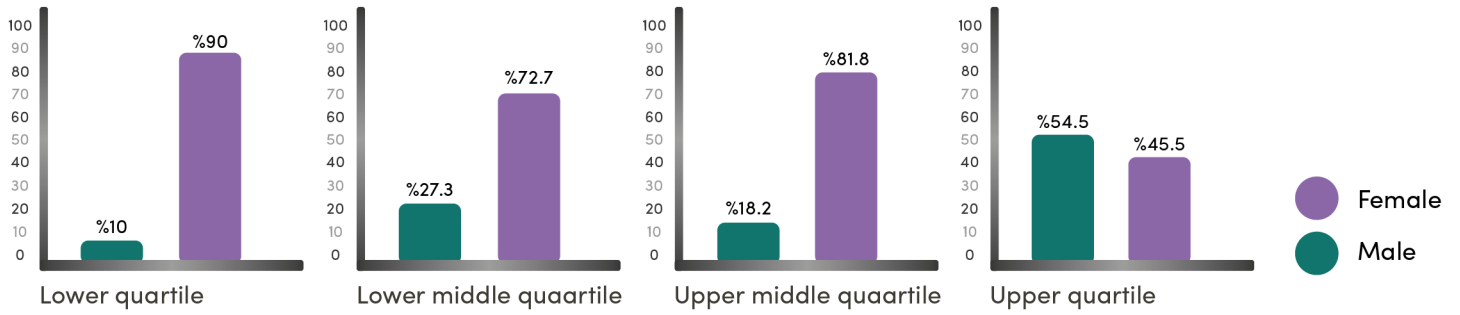


Due to COVID, we did not award any bonuses during the reporting period so there is no data to show for bonus pay gap for 2021.

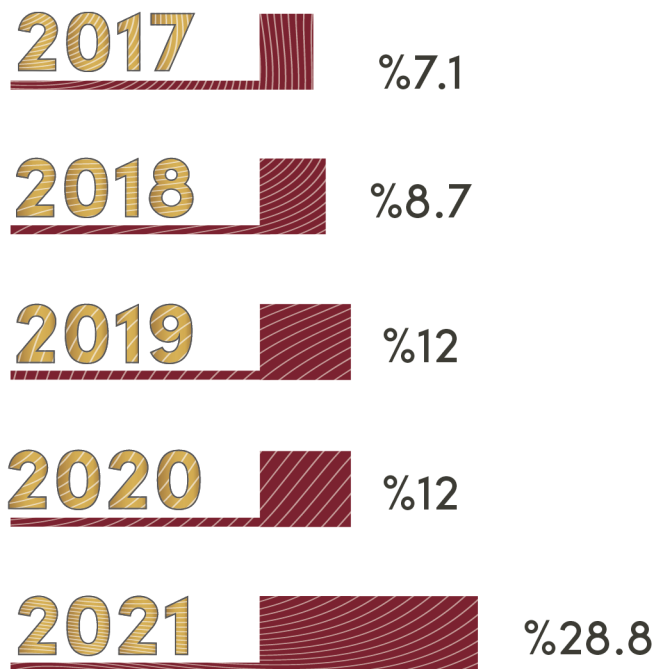
The Hourly Pay of Our Relevant Employees Within Each Quartile Band



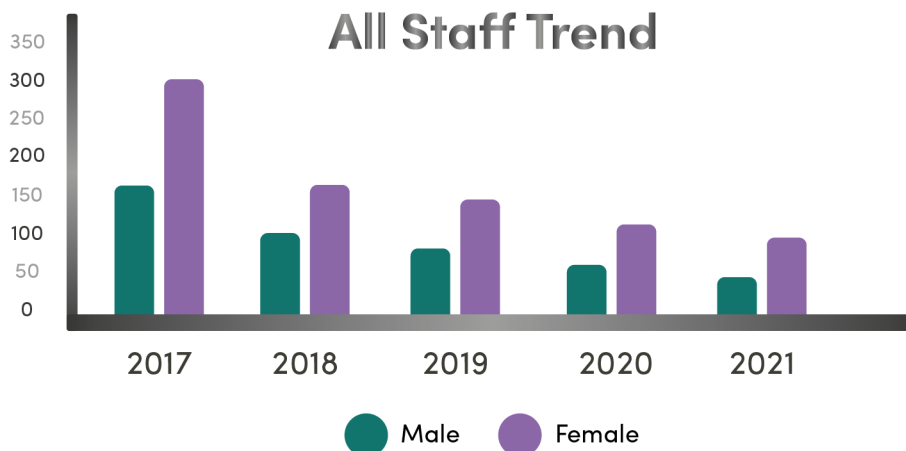
Quartile Bands Proportion of Male and Female Employees



All Staff Yearly Pay Gaps 2017 - 2021



All Staff Male and Female Employment Trends



The Gender Pay Gap Statement

We are reporting a mean gender pay gap of 28.8% and a median gender pay gap of 14.2% in the year to 5 April 2021. This means average pay for our female employees was 28.8% lower than for male employees. Our mean gender pay gap for bonuses paid was 0% with a median of 0% as we did not award any bonuses during the reporting period due to COVID.

Our gender pay gap has increased by 16.8% since the previous reporting period, with one major factor being the structure of the senior leadership team which was distorted by the change in CEO. In 2020 there was no CEO on the payroll which impacted the figure compared to 2021. The CEO has a disproportionate impact on the gender pay gap, as their salary was effectively double the next closest hourly wage (also for a male employee).

For comparative purposes, removing the CEO from the 2021 figure would reduce the GPG to 16.6%. Alternatively, if there was a female CEO, the GPG would reduce to 9.7%.

The fact that a large proportion of employees were on furlough during the reporting period reduced the number of 'full pay relevant employees' for the purpose of GPG as follows:

- *In 2020 & 2021, only core staff not on furlough were relevant for the calculation. This excluded all support staff in both years, and in 2021 it excluded 16 core staff (5 male, 11 female).*
- *For the core staff on furlough, 69% were employees that do not work FTE hours, with all but 1 of these a male employee (91% female).*
- *Factual salaries were used instead of furlough for 2021, the GPG would reduce to 24.2% (13.7% without the CEO, 8% with a female CEO)*

The Students' Union workforce of 135 employees* (76 support staff, 59 core staff) is primarily female; 33% of staff are male and 67% are female. There are significantly more female employees in the upper middle, lower middle and lower quartiles, with 82%, 73% and 90% respectively.

*number of relevant employees on 5 April 2021

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.

Review the language used in all role profiles and job adverts

We will review all our role profiles, and job adverts, to update the language and terminology used to remove “gender coding” and the subtle bias this causes.

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.

Develop transparency in pay-related data

We will ensure that we provide a breakdown of pay-related data to demonstrate fairness of pay for female staff at each level in the organisation.

Deliver a leadership and management development programme

We will deliver a blended leadership and management learning programme 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.

Mentoring for female leadership within the organisation

We will ensure that female staff have access to mentoring with female leaders to enable further development of management and leadership capability.