

# GENDER PAY GAP REPORT

UNIVERSITY OF ESSEX  
STUDENTS\*  
UNION

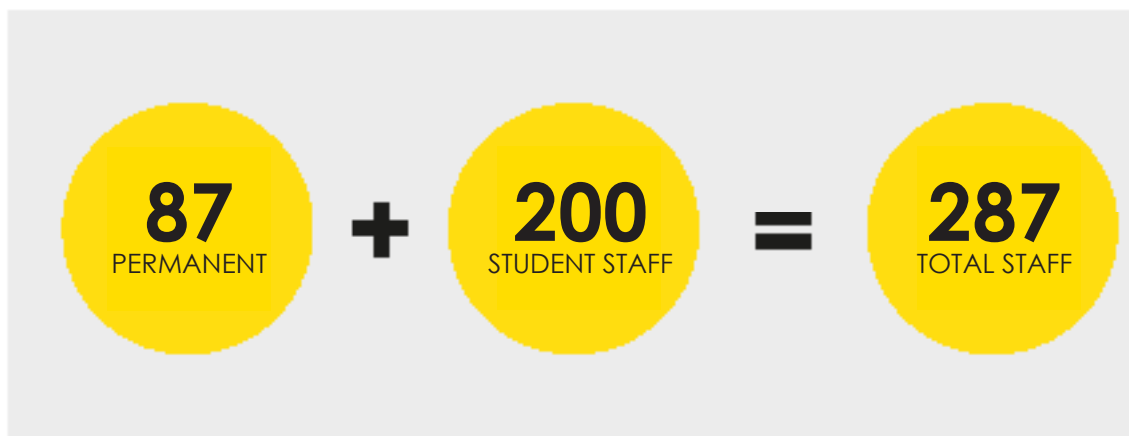
# ABOUT THE REPORT

The gender pay gap shows the difference in average pay between men and women. It is expressed as a percentage of men's earnings. E.g. women earn 15% less than men.

Any organisation with more than 250 employees are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

By using HR and payroll records, the University of Essex Students' Union used a snapshot period of March 2023 for permanent staff and the 12 full weeks prior to 5th April 2023 for student staff.

## OUR STAFF





# ABOUT THE REPORT

## **What's the difference between a pay gap and 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. Gender pay gap reporting shows the difference in the average pay between all men and women in the workforce.

## KEY TERMS

### **Mean**

The difference between average hourly earnings of men and women.

### **Median**

The difference between the midpoints in the ranges of hourly earnings of men and women.

### **Quartiles**

The proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles).

### **Average hourly pay**

Calculated by dividing earnings by the number of hours worked.

# THE RESULTS

**9.68%**  
OUR MEAN GENDER PAY GAP

\*2023 ONS UK average is 15.6%

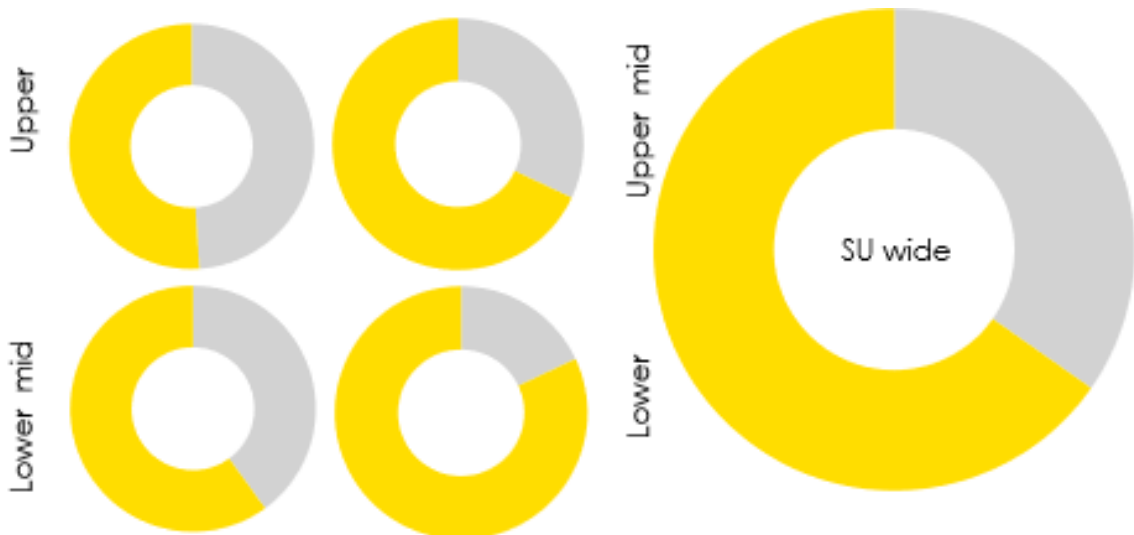
**0.00%**  
OUR MEDIAN GENDER PAY GAP

\*2023 ONS UK average is 17.3%

**0%**  
BONUS

\*Essex SU does not have a bonus payment policy

■ Male % ■ Female %



Quartile	Female (%)	Male (%)
Upper Quartile	53%	47%
Upper Middle	64%	36%
Lower Middle	75%	25%
Lower	69%	31%
<b>Overall</b>	<b>65%</b>	<b>35%</b>

# WHAT DOES THIS TELL US?

We have analysed the figures and are confident that our pay gap is not a result of men and women receiving different pay for the same role.

Our casual student staff workforce has decreased by 15.6% due to the reduced catering activity since the pandemic. The number of permanent staff has seen a decrease of 7.4% as a result of an organisational restructure to ensure the Students' Union remains financially sustainable. Compared to last year's Gender Pay Gap Results we had 94 permanent staff versus 87 this year and 237 student staff versus 200. As at 5th of April 2023, the reported workforce at the Students Union was 65% female and 35% male.

Based on the findings, the difference between the average hourly earnings (mean gender pay gap) is 9.68%, a slight decline against our 2022 figure of 8.53%. This increase is attributed to the addition of a male director to the Director Team. In February 2023, a new director role was created due to the removal of Deputy Director roles. The Director team now consists of four males and one female with one of the males taking the most senior role of Chief Executive.

There are consistently more females in each of the 4 quartiles, ranging from above 50% to 75%. The reduction in our student staff workforce also resulted in slightly smaller quartiles (82.75 in 2022 to 71.75 in 2023) and has shifted the proportion of our permanent staff to the upper middle quartile and reduced the amount of our student staff in the upper middle quartile. The median gender pay gap suggests there was no difference in gender pay as 70% of our workforce were student staff where they were paid at the same rate of pay irrespective of age or gender.



# WHAT DOES THIS TELL US?

The remuneration between our highest and lowest paid employees was 4:1, a slight improvement from 4.7:1 in 2022. As for the CEO/median employee ratio, the Students' Union had a similar ratio of 4:1, which was below the average ratio in Media (29:1), Financial Services (30:1), and Retail Industry (117:1) during the 2020 Analysis of FTSE 350 pay ratios.\*

Our Human resources procedures ensure that recruitment is based upon finding the best person for the role and without gender bias. Permanent staff are remunerated within a defined salary scale. During 2015 we used the HERA (Higher Education Role Analysis) to ensure that roles are aligned with a fair rate of pay. All promotions and pay rises are approved by a panel made up of directors and Sabbatical officers. Since January 2023, our student staff have been paid a fixed hourly rate equivalent to the Voluntary Real Living Wage irrespective of age or gender.

In addition, our organisation also offers support to all members of staff by providing training to ensure they are competent at their roles and the opportunity for career progression into more senior roles as these roles become vacant. We are pleased to report that the University of Essex Students Union compares favourably to the gender pay gap for the Not-for-Profit sector where the mean and median is 15.6% and 17.3% respectively.\*\* Our mean gender pay gap also compares favourably with a recent survey of 100 large charities reporting an average mean of 10.3% in 2022.\*\*\*

\*High Pay Centre analysis of FTSE 350 pay ratios Published in 2022.

\*\*Annual Survey of Hours and Earnings, Office for National Statistics 2021 (Provisional per 5th February 2024)

\*\*\*Gender Pay Gaps at Country's Largest Charities Increase Published by Civil Society Media (30th June 2023)

# WHAT HAPPENS NOW?

The University of Essex Students' Union remains committed to equal pay and will continue to operate within the fair and transparent recruitment policies so that we, as an organisation, will be able to find the best person to fit in the role regardless of gender. The Students' Union remains committed to paying our employees the Real Living Wage and retaining our status as an Accredited Living Wage Employer.

I confirm that the above information is accurate.



Craig Stephens - Chief Executive  
University of Essex Students' Union