

# GENDER PAY GAP REPORT

UNIVERSITY OF ESSEX  
STUDENTS\*  
UNION

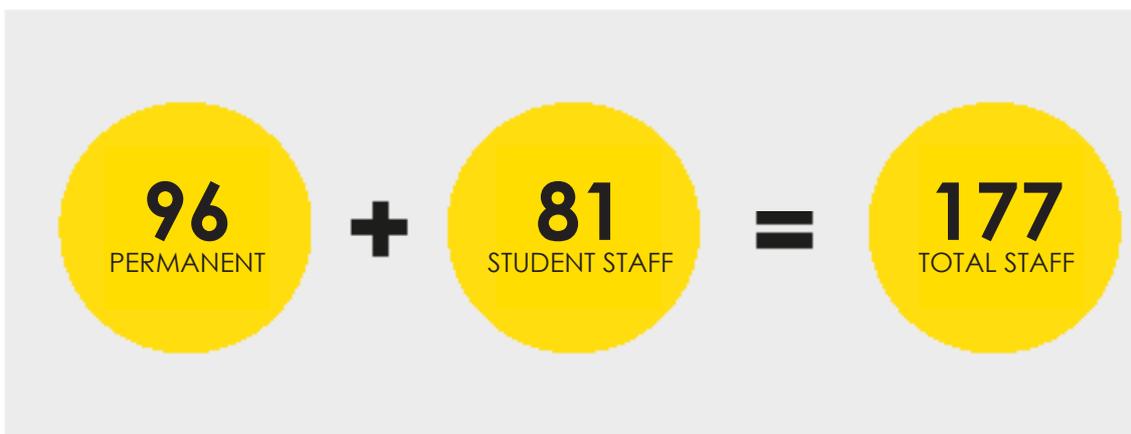
# ABOUT THE REPORT

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 2021 for permanent staff and the 12 full weeks prior to 5th April 2021 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

**9.21%**  
OUR MEAN GENDER PAY GAP

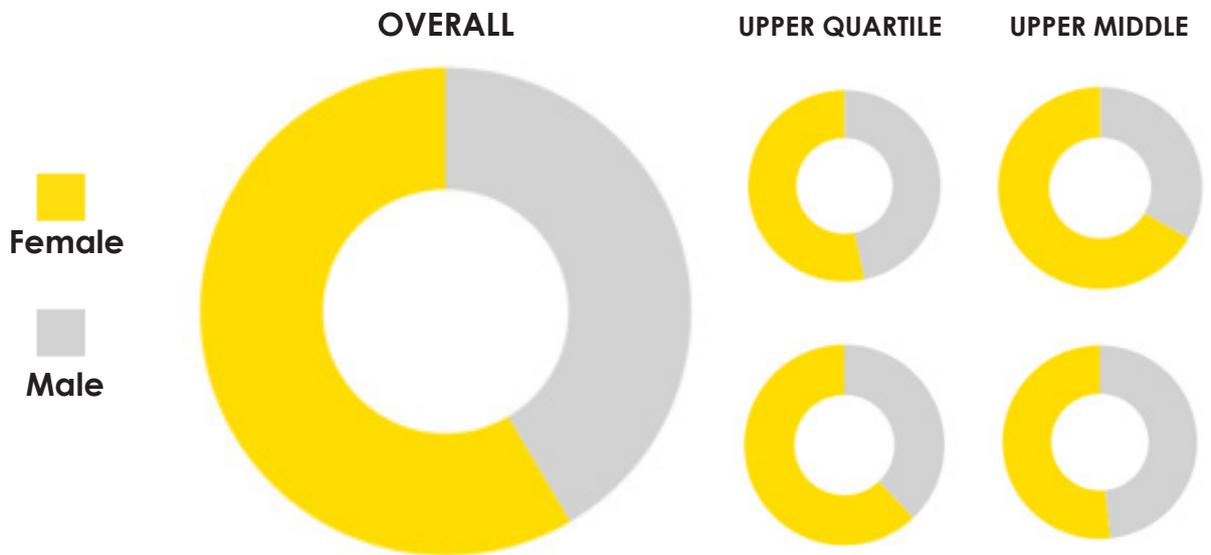
\*2021 ONS UK average is 18.0%

**-8.19%**  
OUR MEDIAN GENDER PAY GAP

\*2021 ONS UK average is 20.8%

**0%**  
BONUS

\*Essex SU does not have a bonus payment policy



Quartile	Female (%)	Male (%)
Upper Quartile	53%	47%
Upper Middle	67%	33%
Lower Middle	62%	38%
Lower	52%	48%
<b>Overall</b>	<b>58%</b>	<b>42%</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.

The COVID-19 Pandemic resulted in a significant reduction in our casual student staff workforce due to the temporary closure of most of our commercial services and many students studying remotely. Compared to last year's Gender Pay Gap Results we had 114 permanent staff versus 96 this year and 330 student staff versus 81.

Based on the findings, the difference between the average hourly earnings (mean gender pay gap) is 9.21%. This represents a decline against our 2020 figure of 4.88% and has been driven by the temporary reduction in our student staff workforce where they featured in the lower quartile of pay in previous years. The primary reason for the mean gender pay gap remains unchanged against previous year and is attributable to the Director team, which is made up of three males and one female with one of the males taking the most senior role of Chief Executive.

The reduction in our student staff workforce also resulted in smaller quartiles (110 in 2020 to 29.5 in 2021) and has shifted a proportion of female and male employees from the upper quartile to the middle quartile of pay. This has resulted in a median gender pay gap of 8.19% in favour of females due to a larger proportion of female employees working in more senior roles versus 1.44% in favour of males in 2020.

# WHAT DOES THIS TELL US?

Remuneration between our highest and lowest paid employees was 4.7:1

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. Our student staff are paid a fixed hourly rate, based on the National 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 18.0% and 20.8% respectively.\* Our mean gender pay gap also compares favourably with a recent survey of 100 large charities reporting an average mean of 10.6% in 2020.\*\*

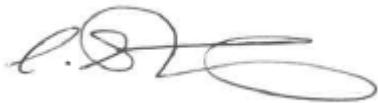
\*Annual Survey of Hours and Earnings, Office for National Statistics 2021 (Provisional per 1st of April 2022)

\*\*Charity Finance November 2021 Published by Civil Society Media

# WHAT HAPPENS NOW?

The University of Essex Students' Union remains committed to equal pay and will continue to operate within the fair and transparency recruitment policies so that we, as an organisation, will be able to find the best person to fit in the role regardless of gender.

I confirm that the above information is accurate.



Craig Stephens - Chief Executive  
University of Essex Students' Union