

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 2022 for permanent staff and the 12 full weeks prior to 5th April 2022 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

8.53%

OUR MEAN GENDER PAY GAP

*2022 ONS UK average is 13.9%

0.00%

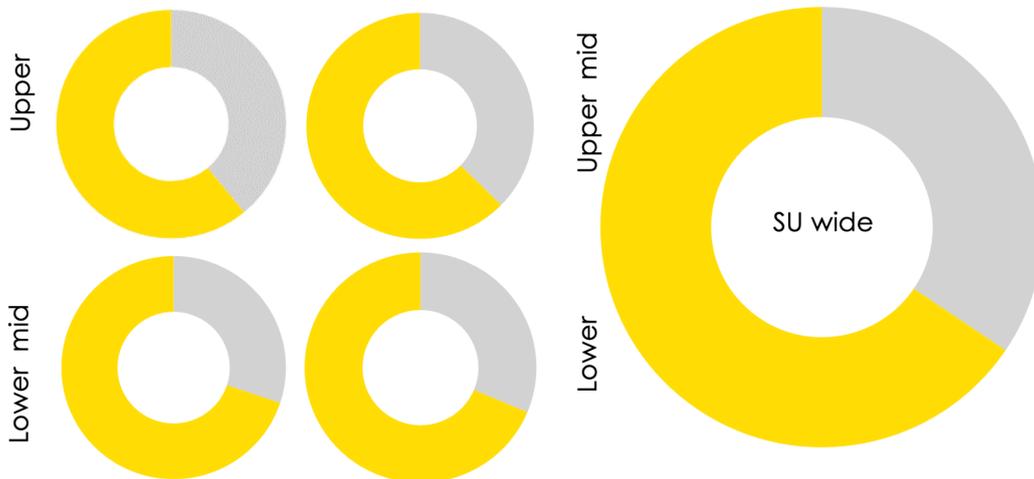
OUR MEDIAN GENDER PAY GAP

*2021 ONS UK average is 14.9%

0%
BONUS

*Essex SU does not have a bonus payment policy

■ Male % ■ Female%



Quartile	Female (%)	Male (%)
Upper Quartile	61%	39%
Upper Middle	63%	37%
Lower Middle	70%	30%
Lower	69%	31%
Overall	66%	34%

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.

In the presence of COVID-19 endemic, our casual student staff workforce has increased by 192.6% due to the resumption of commercial activity and the return of students to campus. The number of permanent staff, however, has seen a slight decrease of 2.13% as a few departments have seen a temporary freeze in their recruitment. Compared to last year's Gender Pay Gap Results we had 96 permanent staff versus 94 this year and 81 student staff versus 237. As at 5th of April 2022, the reported workforce at the Students Union was 66% female and 34% male.

Based on the findings, the difference between the average hourly earnings (mean gender pay gap) is 8.53%. This represents a slight improvement against our 2021 figure of 9.21% and has been driven by an increase in our student staff where 67% of them are female. The primary reason for the difference in the mean gender pay gap remains unchanged against previous years 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.

There are consistently more females in each of the quartiles, ranging from 60% to 70%. The increase in our student staff workforce also resulted in larger quartiles (29.5 in 2021 to 82.75 in 2022) and has shifted the proportion of student staff to the upper middle quartile or below. The median gender pay gap suggests there was no difference in gender pay as 72% 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?

There was no movement in our remuneration between our highest and lowest paid employees, where the ratio remains at 4.7:1. As for the CEO/median employee ratio, the Students' Union had a ratio of 4.7:1, 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. Our student staff continue to be paid on a fixed hourly rate basis, 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 15.3% and 18.4% 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.***

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

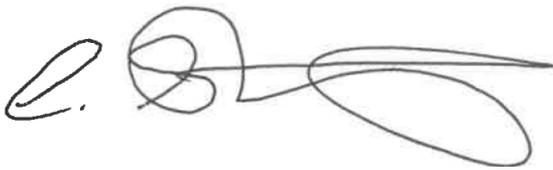
**Annual Survey of Hours and Earnings, Office for National Statistics 2022 (Provisional per 24th of January 2023)

***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.

A handwritten signature in black ink, appearing to read 'C. Stephens', with a long horizontal flourish extending to the right.

Craig Stephens - Chief Executive
University of Essex Students' Union