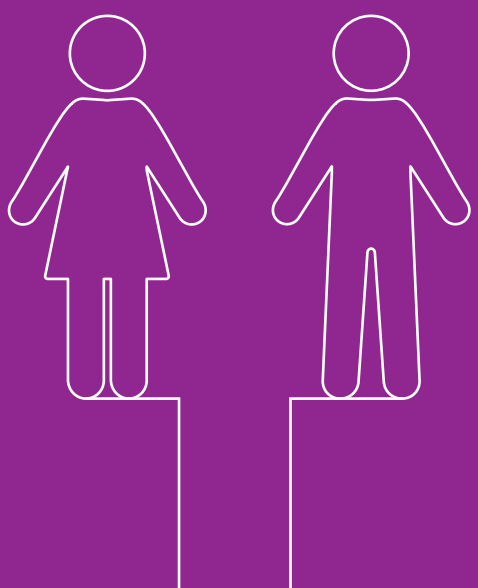
OVERVIEW

Mandatory gender pay gap reporting.

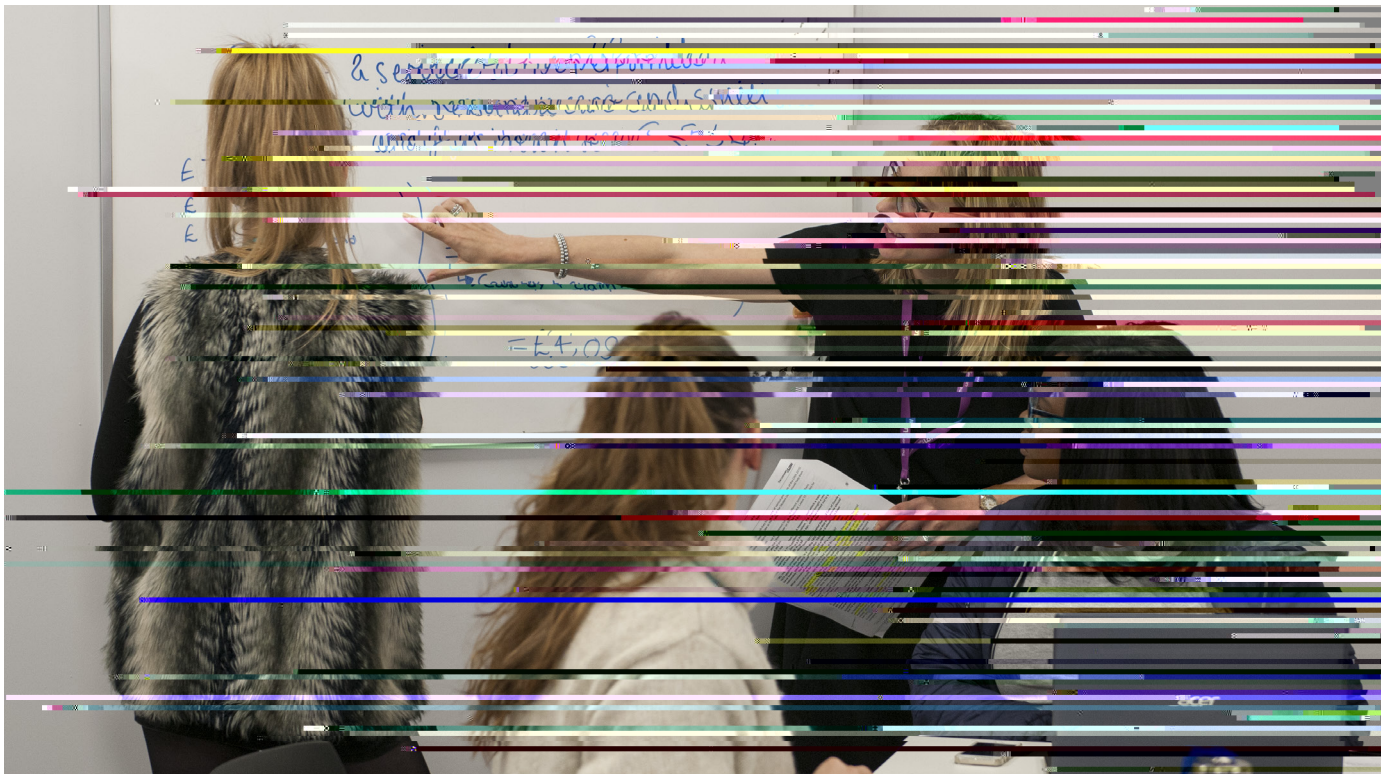
S nce Apr 2017, any organ at on that ha 250 or more emp oyee ha been requ red to pub h and report pec fic figure about the r gender pay gap. The gender pay gap the d fference between the average earn ng of men and women, expre ed re at ve to men' earn ng . We are requ red to pub h our gender pay gap data and a wr tten tatement on our pub c-fac ng web te at
Gender Pay Gap Service



The University of Law is one of the UK’s

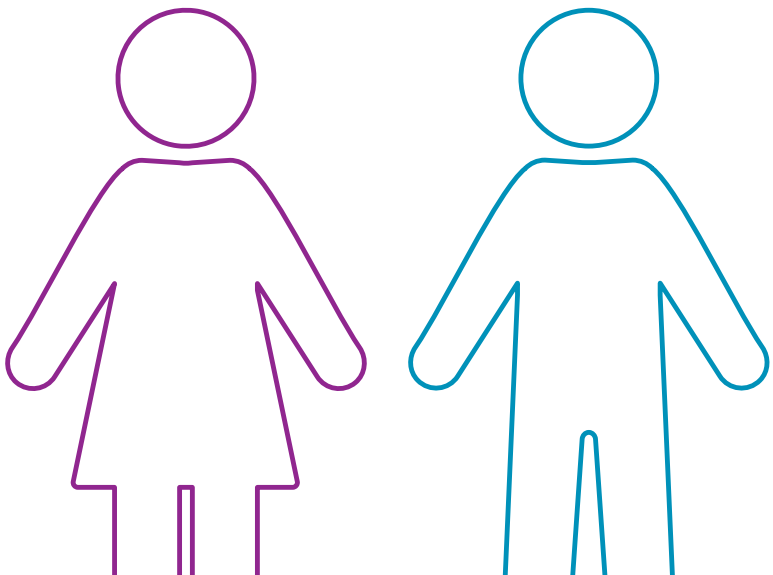
Some examples of the actions that we have taken, include:

- We advert ed our D rector of Equa ty, D ver ty and Inc u on ro e v a a ded cated BAME earch agency and ucce fu y appo nted omeone nto the ro e, a a member of the Execut ve Board report ng d rect y to the V ce-Chance or.
- Advert ng a of our Academ c (teach ng) vacanc e v a the B ack So c tor' Network, a tandard, to encourage greater d ver ty n order to better reflect our tudent body.
- Strengthen ng our me ag ng on our recru tment homepage, encourag ng and we com ng a more d ver e range of cand date to app y to u .



THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

	Females	Males
Top Quartile	66.49% (62.01%)	33.51% (37. %)
Upper Middle Quartile	71.13% (75.84%)	28.87% (24.16%)
Lower Middle Quartile	73.85% (70.3 %)	26.15% (2 .61%)
Lower Quartile	72.31% (67. 8%)	27.69% (32.02%)



OUR DATA: THE 'MEAN' GAP

We have a mean pay gap of 6.08%* for all employees (see note below on how this compares to the wider economy), indicating that on average men are paid 6.08% more than women within the organisation.

Wh t the ONS and ector average are genera y gn ficant y h gher than th , we are con tant y ook ng to addre any nfluence on gender pay d fferent a , pec fica y to dent fy any nterna tructura , cu tura or po cy dec on that we are ab e to ad u t w th the

To he p put th nto context and to he p v ua e what the trend ook ke for the quart e over the pa t 4 year , the 'mean' pay gap va ue have been u trated n the Tab e 3 be ow

*NB – Nat ona Stat t c (ASHE 2020) had the 'mean' gap at 14.6% for a emp oyee , down from 16.2% n 201 .

OUR DATA:

Tab e 4 be ow, u trate the movement n the med an for the four quart e over the pa t four year .

Table 4 – 'Median' Pay Gap based on female's earnings relative to men's earnings per quartile

Quartile	2020	2019	2018	2017
Lower quartile	3.31% higher	3.08% higher	0.15% higher	2.91% higher
Lower middle quartile	4.80% higher	5.42% higher	2.84% lower	3.94% higher
Upper middle quartile	2.31% lower	0.77% lower	3.33% lower	4.74% lower
Top quartile	4.37% lower	4.78% lower	2.41% lower	2.28% lower

Where there are var at on n the 'med an' pay gap of more than +/- 3% (.e. out de of our a p rat ona target), we w nve t gate further the rea on for th , part cu ar y for the ower m dd e and top quart e . The data how that n the ower quart e, we have managed to pretty much keep n ne w th our a p rat ona target of tay ng w th n +/- 3%, a though t ha crept up ght y th year. The va ue for the ower m dd e quart e have fluctuated nce gender pay gap report ng began n 2017, but w th the ate t figure how ng a reduct on from the gap a t year, a be t the figure t tt ng out de of our a p rat ona target.

The upper m dd e quart e t n de the a p rat ona +/- 3% target, a though the gap ha crept up nce 201 .

OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

PROGRESS WITH FOUR KEY METRICS

So how are we do ng n re at on to each of the four key metr c

1

Women cont nue to be the dom nant gender n a four quart e . In the context of the equa at on of the rat o , compared w th 201 , the rat o of men and women n each quart e ha begun to more c o e y a gn, w th 2.64 women for every man n the ower quart e, 2.76 women for every man n the m dd e ower quart e, 2.46 women for every man n the upper m dd e quart e and 1. 8 women for every man n the top quart e. In the 201 , the po t on wa 2.12 n the ower quart e, 2.37 n the ower m dd e quart e, 3.14 n the upper m dd e quart e and 1.63 n the top quart e.

2

An exam nat on of the 'mean' gender pay gap on page 6 and 7, nd cate that w th the except on of the 'mean' top quart e, the rema n ng three quart e nd cator how that they fa n de our target range of zero (+/-3%). In term of the 'med an' gender pay gap , w th the except on the upper m dd e quart e, the rema n ng three quart e a fa out de of the target range of zero (+/-3%). In 201 , x of the quart e fe out de the target range of zero (+/- 3%), o w th on y 4 now tt ng out de n 2020, th repre ent an mprovement on the prev ou report ng per od. The Top Quart e' 'mean' and 'med an' a t year at out de of the to erance eve and that po t on ha cont nued n 2020. However, a though for the top quart e there a very ma ncrea e n the 'mean' gender pay gap,

3

S nce our fir t Gender Pay Gap Report n 2017, the Un ver ty ha pro-act ve y been promot ng the Apprent ce h p Scheme and ha made gn ficant tr de n ncrea ng the number of apprent ce h p opportun t e , not on y for new entrant , but a o for ex t ng taff thu prov d ng numerou career deve opment opportun t e . An exam nat on of the po t on how that around c rca 46% of tho e undertak ng apprent ce h p current y, are women, wh ch repre ent a ght ncrea e mprovement on 201 , when we reported 45.5%% were women. Therefore, we w cont nue to ook at way n wh ch we can mprove the eve of take-up eve among t women.

4

The Un ver ty u e a web recru tment too , wh ch w th t report ng funct ona ty he p u to rev ew and a e more effect ve y, how ucce fu we are at attract ng both ma e and fema e cand date through our recru tment campa gn e.g. by ook ng at the number of app cat on by gender, gender of

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