

LUU Gender Pay Gap 2019



LUU are pleased to report a decrease in the mean gender pay gap of 2.1% and a decrease in median pay gap of 0.3% in comparison with data from 2018. LUU currently reports a mean gender pay gap of 11.6% with the mean male pay rate reported as £10.24 and the female mean pay rate reported as £9.25. The median gender pay gap is 11.6% with the median male pay rate reported as £8.45 and the female median pay rate reported as £7.70.

LUU recognises that we have already achieved a good gender balance in our higher paid roles, with there being a greater number of females in the upper and upper middle quartiles. It is noted that the number of females within the Senior Managers Group is significantly higher than the number of males.

The high number of females employed in entry level roles is the largest contributor to the gender pay gap figures. The disproportionate number of females in lower paid roles correlates with LUU's aim of employing as many student staff as possible which is influenced by the higher proportion of females at Leeds University compared to males. The current makeup of the Leeds University student population is reported to be 60% female and 40% male.

We currently have a staff led Women's Staff Network called the Women's Collective which provides input and feedback on policy and initiatives relating to women's issues in the workplace.



LUU GENDER PAY GAP

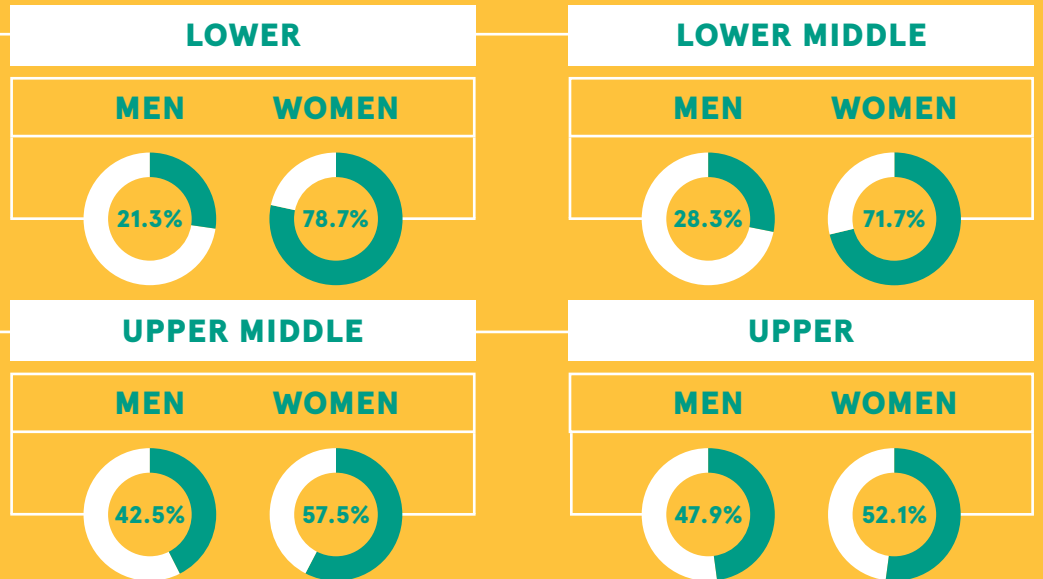
2019

NUMBER OF MEN AND
NUMBER OF WOMEN



PAY QUANTILES 2019

Proportion of men and women in each pay quartile.



DIFFERENCE IN MEAN AND MEDIAN BONUS PAY

No bonus pay given in the reference period.

Difference in mean pay 2018
13.7%

DIFFERENCE IN MEAN PAY 2019

11.6%

Difference in median pay 2018
9.2%

DIFFERENCE IN MEDIAN PAY 2019

8.9%