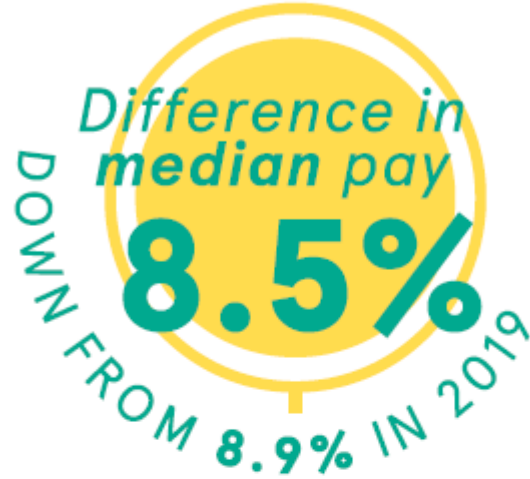


MALE FEMALE PAY GAP

DATA 2020



PROPORTION OF MEN/WOMEN IN THE QUARTILE PAY BANDS

QUARTILE PAY BANDS	MEN		WOMEN	
	2020	2019	2020	2019
UPPER	41%	48%	59%	52%
UPPER MIDDLE	53%	43%	47%	58%
LOWER MIDDLE	40%	29%	60%	72%
LOWER	24%	21%	76%	79%

Leeds University Union Male Female Pay Gap 2020



Leeds University Union Gender Pay Gap Data				
	2020		2019	
Difference in mean pay	5%		11.6%	
Difference in median pay	8.5%		8.9%	
Difference in mean bonus pay	16.5%		LUU did not pay any bonus payments this year.	
Difference in median bonus pay	12.1%		LUU did not pay any bonus payments this year	
Proportion of women/men in the quartile pay bands	Men		Women	
	2020	2019	2020	2019
Lower	24%	21.3%	76%	78.7%
Lower Middle	40%	28.3%	60%	71.7%
Upper Middle	53%	42.5%	47%	57.5%
Upper	41%	47.9%	59%	52.1%

The title of this report has been changed from the gender pay gap to the male female pay gap, to highlight that the data in this report focuses on men and women, and does not include those whose gender identity falls outside of the binary. We are currently looking at how we can improve our data collection and reporting, to more accurately reflect the diversity of our staff population.

LUU are pleased to report a significant decrease in the mean gender pay gap of 6.6% and a decrease in the median pay gap of 0.4%, in comparison with data from 2019. We currently report a mean gender pay gap of 5%, with the mean male pay rate reported as £10.28, and the mean female pay rate reported as £9.77. The median gender pay gap is 8.5%, with the median male pay rate reported as £8.96, and the median female pay rate reported as £8.20.

We note that the mean bonus pay gap of 16.5% and median bonus pay gap of 12.1% is significantly higher than our other averages. This was a small sample size with a total of 18 people awarded a bonus, 11 women and 7 men. We will not have comparison data for next year as LUU will not have paid any bonuses in the next reporting period. We are committed to fairness when considering staff reward and will reflect on this data when making future decisions.

Last year we noted that the high number of females employed in entry level roles was the largest contributor to our mean gender pay gap figures. The reason for the significant decrease since 2019, is that LUU has achieved an improved gender balance in these entry level roles, in the lower middle

quartile. The University of Leeds student population is approximately 40% male, 60% female, which is reflected in our staff population at this level.

Further reflecting on last year, we highlighted that an area of focus going forward would be to increase the number of female staff in first line management positions. Looking at the data from 2020, this is an area that we intend to continue working on over the next year, to improve the distribution of female staff across pay grades.

LUU recognises and celebrates the high number of females in our senior roles, in the upper quartile, as we believe this is one of the examples that showcases our commitment to gender diversity.

We currently have a Women's Staff Network, called the Women's Collective, which was set up by staff members. The network provides input and feedback on policy and initiatives relating to women's issues in the workplace, as well as providing a supportive space for its members. The People Team work closely with the network, supporting their initiatives.

