

Leeds University Union Female Male Pay Gap 2021

Leeds University Union Gender Pay Gap Data						
	2021	2020		2019		
Difference in mean pay	9.0%	5.0%		11.6%		
Difference in median pay	5.3%	8.5%		8.9%		
Difference in mean bonus pay	LUU did not pay any bonus payments this year.	16.5%		LUU did not pay any bonus payments this year.		
Difference in median bonus pay	LUU did not pay any bonus payments this year.	12.1%		LUU did not pay any bonus payments this year.		
Proportion of women/men in the quartile pay bands	Men			Women		
	2021	2020	2019	2021	2020	2019
Lower	25%	24%	21.3%	75%	76%	78.7%
Lower Middle	41%	40%	28.3%	59%	60%	71.7%
Upper Middle	39%	53%	42.5%	61%	47%	57.5%
Upper	50%	41%	47.9%	50%	59%	52.1%

The title of this report is the female male 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.

There has been an increase in the mean gender pay gap in LUU of 4% but we are pleased to report a decrease in the median pay gap of 3.2% in comparison with data from 2019. We currently report a mean gender pay gap of 9%, with the mean male pay rate reported as £11.09, and the mean female pay rate reported as £10.10. The median gender pay gap is 5.3%, with the median male pay rate reported as £9.41, and the median female pay rate reported as £8.91.

Last year we noted that the reason for the significant decrease since 2019, is that LUU had achieved an improved gender balance in the entry level roles, in the lower middle quartile. The University of Leeds student population is approximately 40% male, 60% female, which is still somewhat reflected in our staff population at this level.

An area of focus for us following the results in 2020 was to increase the number of female staff in first line management positions. Looking at the data in 2021 we are pleased to see a 14% increase of females in the Upper middle quartile, this is a great achievement to improve the distribution of female staff across pay grades.

LUU recognises and celebrates the equal number of males and females in our senior roles, as we report a 50/50 split in the upper quartile, we believe this is one of the examples that showcases our commitment to gender inclusion.

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.

