

# Male Female Pay Gap Report 2022

Leeds University Union Gender Pay Gap Data			
	2022	2021	2020
Difference in <b>mean</b> pay	<b>10.7%</b>	9.0%	5.0%
Difference in <b>median</b> pay	<b>2.6%</b>	5.3%	8.5%
Difference in mean bonus pay	LUU did not pay any bonus payments these years.		16.5%
Difference in median bonus pay	LUU did not pay any bonus payments these years.		12.1%

Proportion of women/men in the quartile pay bands	Men			Women		
	2022	2021	2020	2022	2021	2020
Lower	<b>25%</b>	25%	24%	<b>75%</b>	75%	76%
Lower Middle	<b>38%</b>	41%	40%	<b>62%</b>	59%	60%
Upper Middle	<b>34%</b>	39%	53%	<b>66%</b>	61%	47%
Upper	<b>43%</b>	50%	41%	<b>57%</b>	50%	59%

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 1.7% but we are pleased to report a decrease in the median pay gap of 2.7% in comparison with data from 2021.

We currently report a mean gender pay gap of 10.7%, with the mean male pay rate reported as £11.25, and the mean female pay rate reported as £10.49. The median gender pay gap is 2.6%, with the median male pay rate reported as £9.75, and the median female pay rate reported as £9.50.

An area of focus for us following the results in 2021 was to increase the number of female staff in first line management positions. Looking at the data in 2022, we are pleased to see a 5% increase of females in the Upper Middle Quartile, and a 7% increase of females in the Upper Quartile. This is a great achievement to improve the distribution of female staff across pay grades, as we try to balance out the lower quartile ranges.

Working towards increasing males in our lower quartile roles will also help to balance the gender pay gap in LUU. These roles are predominantly occupied by students, there is a 60:40 split on campus of female to male students and so our results are out of sync with the student population.

Last year, we celebrated the equal number of males and females in our senior roles, as we reported a 50/50 split in the upper quartile. Whilst the figures have shifted off balance slightly, we see the rise of women in the upper quartile as a positive.

In a sample conducted by the Centre for Creative Leadership, women were just as likely as men to be interested in promotions and leadership development opportunities. But, women in the workplace expressed different reasons for turning down leadership opportunities compared to men. For example, men typically turned down promotions because they were not interested in the role. While some women shared these concerns, women also uniquely mentioned that they were not confident in their qualifications or if they would receive enough support. The encouragement and offering of leadership opportunities to all staff, regardless of gender is a positive motion toward equality, but we want to focus on equity and what we can provide staff with to support them in overcoming those barriers. This is our commitment to being a gender inclusive organisation.

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 works closely with the network, supporting their initiatives. The network is supported by a member of the Senior Leadership Team who is committed to being an ally to the group. In March, for International Women's Day, the women who make up over half of the Senior Leadership Team will be holding an Empowerment Conference where they will explain their journey towards this point in their career. The aim of this is to empower the women who work for us to break through the barriers and to see themselves represented by the women at the top of our organisation.

