



Academic excellence for
business and the professions

Gender pay gap Report 2020

President's statement



City is “a place where diversity is strength and inclusiveness is promoted proactively”. These values are embedded in our *Vision & Strategy 2026* and actions to develop a diverse and inclusive workforce remain a priority for the University and for me personally. I am pleased to say that since reporting our gender pay gap in March 2019, City has continued to drive greater gender balance within the institution. Disappointingly, this year's figures show an increase in our mean and median pay gap for hourly earnings and mean pay gap for bonus pay. The report examines the factors behind the pay gap and the progress of initiatives to help close the pay gap over time.

This year's report indicates that the main reason for our gap continues to be the balance of men and women working at different levels within City, with a decrease in the proportion of senior staff, including Professors, who are women. We are continuing to work to address this imbalance.

City published its first *Equality, Diversity & Inclusion (EDI) Strategy* in 2020, which sets out our vision to provide an environment and culture that is truly inclusive, where staff and students have a sense of belonging, feel valued for who they are and are supported to be the best they can be.

I am confident that by continuing with our commitments to advance gender equality, by identifying new actions as part of our institutional Athena Swan renewal and through the implementation of actions from our EDI strategy, we will make the change needed to increase the number of women at the most senior levels.

We also need to enhance our understanding of our non-gender pay gaps and how to address them. Therefore, we are committing to conducting a full Equal Pay Audit in 2021. This will include age, disability, ethnicity and gender as well as contractual factors such as grade, mode of employment and contract type. This Audit will help to determine what further action is required to deal with pay inequality on the grounds of gender.

A handwritten signature in black ink, consisting of a stylized 'P' and 'C' followed by a horizontal line.

Professor Sir Paul Curran
President, City, University of London

The gender pay gap

City, University of London is committed to building a diverse and inclusive workforce at all levels. *The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017* require organisations of more than 250 employees to publish key measures comparing the pay of men and women on an annual basis. These measures are a starting point for employers to examine the issues that impact the differences between the pay of men and women in their organisations and identify appropriate solutions. The long standing economic and social disadvantage of women in the workforce has persisted for several decades in society, despite legislation. We know that there is still a long way to go within our organisation and in higher education. At City, we continue to actively look for ways to close the gap and regularly monitor our progress.

Our gender pay gap report for 2021 is for data captured on the snapshot date of 31st March 2020. This is the fourth year of reporting our gender pay gap and will be the second year of publishing figures, inclusive of workers engaged through City's Unitemps franchise.

Understanding the gender pay gap

The gender pay gap is a comparison between men's and women's average (median and mean) hourly rates of pay, regardless of their role or seniority. While it is about pay, it is also about occupational segregation; the distribution of men and women in particular roles across the workforce. It is different to equal pay, which means you must pay men and women the same for equal or similar work. At City, we use a grading system to measure equal work and ensure consistency by measuring all jobs against the same criteria.

City employs more than 3,000 people

25.5 % of the Professoriate are women



50.3% of academics (excluding professors) are women



44.4% of the highest paid Professional Services staff (Grade 9) are women



61.6% of Professional Services staff are women (including Unitemps)



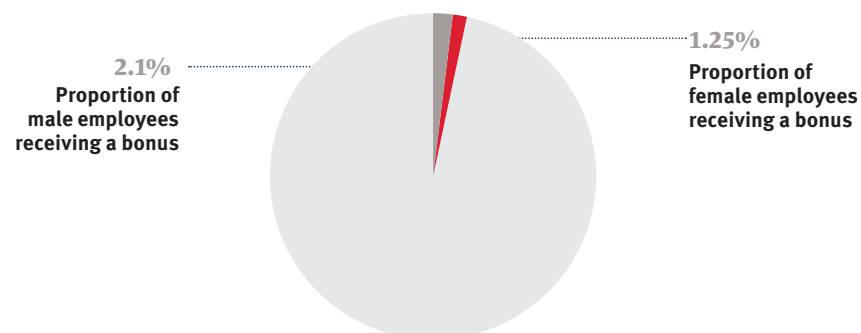
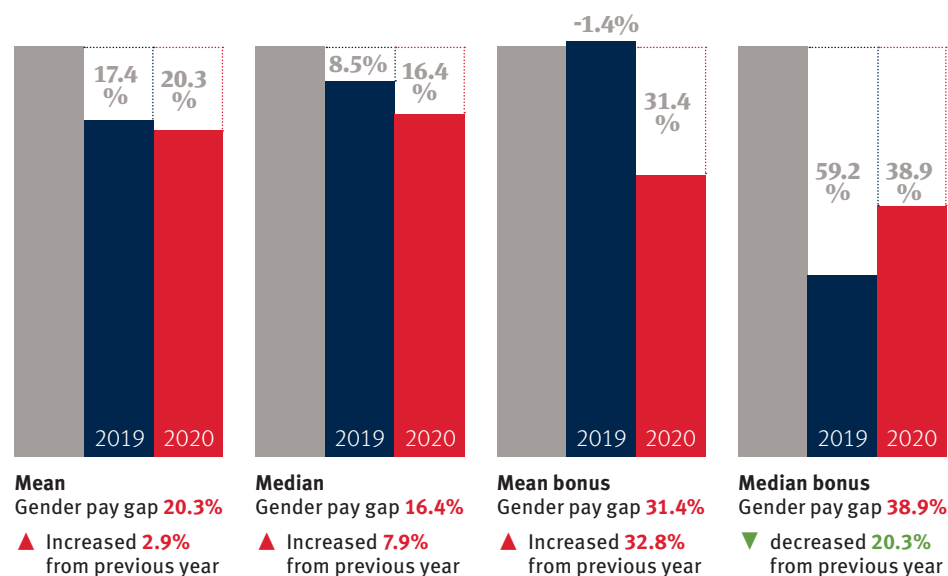
56.9% of Professional Services staff are women (excluding Unitemps)



City's gender pay gap

The gap is calculated in two ways: the mean average is the total of all salaries divided by the number of colleagues; the median average is the middle salary, when ordering them from lowest to highest.

■ Men (100%) ■ Women 2019 ■ Women 2020



City's gender pay gap March 2017 to 2020

City, University of London		March 2017 Data (Published in 2018)	March 2018 Data (Published in 2019)	March 2019 Data (Published in 2020)		March 2020 Data (Published in 2021)		Change from last year
				Exc. Unitemps	Inc. Unitemps	Exc. Unitemps	Inc. Unitemps	Inc. Unitemps
Average pay per hour	Mean %	15.7	14.7	13.7	17.4	14.9	20.3	2.9
	Median %	16.2	13.7	10.4	8.5	16.2	16.4	7.9
Bonus	Mean bonus %	7.2	15.6	Bonus figures stay the same		Bonus figures stay the same		32.8
	Median bonus %	67.7	76.2					-20.3
	Men bonus % received	2.6	0.8	2	1.8	2.4	2.1	0.3
	Women bonus % received	1.6	0.7	1.6	1.3	1.7	1.3	-0.05
Top quartile	Men %	69	63.6		58.2		59.4	
	Women %	31	36.4		41.8		40.6	
Upper middle quartile	Men %	42.4	46.8		43.2		45.1	
	Women %	57.6	53.2		56.8		54.9	
Lower middle quartile	Men %	48.6	45		44.2		40.5	
	Women %	51.4	55		55.8		59.5	
Lower quartile	Men %	42.8	44.5		36.9		33.4	
	Women %	57.2	55.5		63.1		66.6	

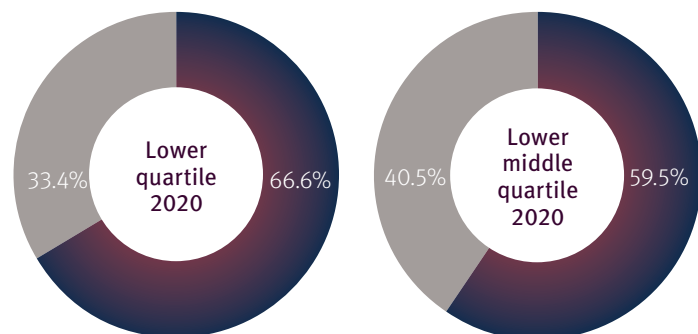
Note: Unitemps are predominantly student workers employed throughout City as temporary administrators or Student Ambassadors.

■ Positive change ■ Negative change

Pay quartiles by gender

Pay quartiles are determined by organising rates of pay from lowest to highest, before dividing the list into quarters and calculating the percentage of men and women in each quarter.

Men Women

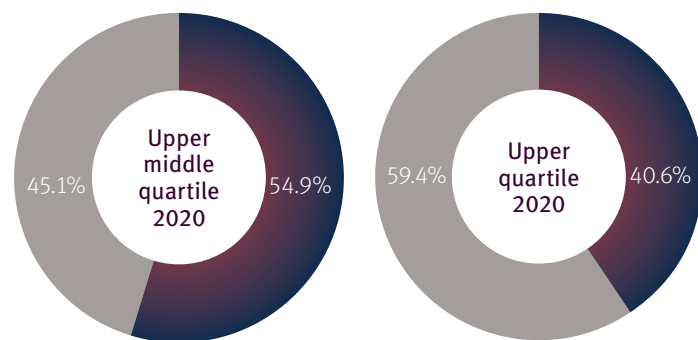


2019

36.9% 63.1%

2019

44.2% 55.8%



2019

43.2% 56.8%

2019

58.2% 41.8%

▼ In the last year the proportion of women in the upper quartile has decreased **1.2%**

Analysis of mean pay gap by staff group

Gender pay gap – staff groups – mean % – statutory methodology						
Type – March 2019	Hourly pay			Number of staff		% of total staff
	Women	Men	Pay gap %	Women	Men	
Salaried	£26.51	£31.68	16.3	1,123	1,041	69
VL / GTA	£29.34	£29.14	-0.7	215	210	14
Unitemps	£13.90	£15.28	9	358	173	17
Total	£24.21	£29.32	17.4	1696	1424	100
Type – March 2020	Hourly pay			Number of staff		% of total Staff
	Women	Men	Pay gap %	Women	Men	
Salaried	£26.99	£32.40	16.7	1,146	1,056	67
VL / GTA	£27.97	£29.48	5.1	212	219	13
Unitemps	£13.07	£14.18	7.8	475	200	20
Total	£23.50	£29.50	20.3	1833	1475	100

Note: VL/GTA – Visiting Lecturer/Graduate Teaching Assistants.

Understanding our gender pay gap

We are aware that women throughout the economy are typically concentrated in lower-paid jobs and the university sector is no exception. Overall, our workforce, at the snapshot date, is 55.4% women and 44.6% men. Our Unitemps workforce, who generally occupy temporary administrative and Student Ambassador roles, is comprised mainly of women (over two thirds). The Unitemps population has increased by 27% and the proportion of workers in this group has increased over the last year from 17% to 20% of overall staff. This aligns with the increased percentage of women in the lower quartile.

We are aware that our median figure, excluding Unitemps, shows an increase of 5.8% on last year. The median gender pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women and can be affected by small changes in the distribution of pay in the workforce. The median falls within the same grade for men and women but at slightly different levels to last year. We also recognise that our mean pay gap for Visiting Lecturers and Graduate Teaching Assistants has increased by 5.8% and we will be exploring this further in the year ahead.

The percentage of staff receiving a bonus remains small and minor changes in staff movements of higher-earning male or female staff can substantially impact figures.

Progress on City's commitments to advancing equality and closing the gender pay gap

Addressing the disparity in gender representation at senior levels takes time, but we are working hard to move the balance and are determined to do so.

Equality, Diversity and Inclusion Strategy

In 2020 we launched an *Equality, Diversity and Inclusion Strategy*. The strategy was developed over a year in consultation with a wide range of colleagues, students and their representatives through City's Equality, Diversity and Inclusion Committee and Staff Affinity Networks.

This enabling strategy sets out how we aspire to achieve real and lasting progress for diverse groups and individuals. It also sets out our commitment and objectives for EDI and the necessary steps to ensure that all members of the City community have equal access to all opportunities. It does not stand alone and links closely with *City's Vision and Strategy 2026 (VS2026)* and our five guiding values, one of which is diversity and inclusion. The implementation of the strategy will be underpinned by a delivery plan and our progress will be monitored by our Equality, Diversity and Inclusion Committee.

One of the key themes identified within the strategy is 'Enhancing the staff and student experience through fostering an environment of access and inclusion and improving the diversity of our organisation'. As stated within the strategy, our emphasis will continue to be on removing barriers to success and progression, ensuring our staff are representative of our students across all levels and role types and nurturing and developing diversity among our senior leaders.

More information about our *Equality, Diversity and Inclusion Strategy* and supporting activities can be found at www.city.ac.uk/about/vision-and-strategy/equality.

Career development

We have continued to run several leadership programmes, including Leadership at City; Future Leadership; the Aurora development programme for women; and Inclusive leadership training. Additionally, this year we ran our first reciprocal mentoring programme for staff from black and minority ethnic (BAME) and white backgrounds. The programme aims to help address the underrepresentation of BAME staff in senior academic and Professional Services roles through building a mutually beneficial relationship. The mutuality of reciprocal mentoring breaks down

barriers and prejudices, allowing for mentoring relationships to dispel hierarchical and racial biases. We also recently launched the North London Leadership Programme, a new cross-institutional mentoring scheme created collaboratively with London Metropolitan University. The scheme provides a dynamic opportunity for BAME colleagues to apply to be mentored by a BAME member of staff from the other institution.

Raising awareness and policy development

To address gender bias and barriers to gender equality we have continued to embed equality, diversity and inclusion in our working practices and organisational culture, for example through the development of our first *Equality, Diversity and Inclusion Strategy*.

We have continued to work with our five Affinity Networks and have seen an increase in engagement and membership across them all. This includes the CityUniWomen network which acts as a representative voice aimed at achieving gender equality for women at City.

Attraction and retention

The introduction of a new recruitment system in 2021 is a welcome opportunity to examine processes and identify innovative ways to attract new talent at all levels. We are also looking at ways to increase transparency and review our reward practice in consultation with our Affinity Networks and key stakeholders. New work on agile working and our response to Covid-19 presents further opportunities to attract and retain a diverse workforce.

Maintaining our commitment to Athena Swan

City was awarded an Athena Swan Bronze award in 2016 and is committed to increasing gender equality.

We are in the process of renewing the Athena Swan Bronze award which will be submitted in May 2022. Through the renewal process, the Gender Equality Working Group is conducting a review of the progress made and impact of the 2016 Athena Swan action plan.

We are also committed to a full equal pay audit in 2021, which will cover gender; ethnicity; disability; and age, as well as contractual factors such as grade; mode of employment; and contract type. This audit will help to determine what action is required to deal with any unjustified inequities revealed by analysis and diagnosis.

Future reporting of pay gaps in relation to other protected characteristics such as ethnicity is also under consideration.

Governance

The Gender Equality Working Group, formally the Athena Swan Implementation Group is a formal sub-committee of the Equality, Diversity and Inclusion Committee.

The working group is responsible for overseeing the renewal of our Athena Swan Bronze award and the implementation and development of our Athena Swan action plans; supporting the achievement of our equality objectives by raising awareness of gender equality and acting as a body of expertise on gender issues; and advising the Equality, Diversity and Inclusion Committee, Human Resources and senior management on measures to address gender equality. The Gender Equality Working Group has four key objectives:

- Act as a critical friend to the institution in its gender equality work
- Advise senior management on how to realise a truly gender inclusive culture that delivers City values and our legal obligations

- Work in partnership with the EDI Committee, CityUniWomen and other Equality Working Groups to ensure strategic solutions to advance equality, diversity and inclusion in a coordinated way across City
- Ensure that the intersection of gender with ethnicity and other protected groups is actively considered in gender equality initiatives.

Progress on gender equality is considered at the termly meetings of the Remuneration Committee, which is responsible, on behalf of City's Council, for oversight of equality, diversity and inclusion.



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