



The University for business
and the professions

Gender pay gap Report 2021

President's statement



Based in the heart of London, City, University of London is committed to business and the professions, delivering education and research deeply informed by and engaged with practice. We take pride in the diversity that exists in both our students and staff and celebrate it. We actively foster an inclusive, respectful and supportive environment so that everyone can fulfil their true potential. As such, our diversity and inclusion work is a continuing priority, as we look to improve so as to be a better employer that makes better decisions. Reducing our gender pay gap is one of the many ways to help us achieve this.

City has been reporting on our gender pay gap since March 2019 and has worked hard to ensure greater gender balance within the institution. It is encouraging to see that our mean pay gap has dropped from 20.3% in 2020 to 19.4% in 2021 and our median pay gap for hourly earnings has fallen 16.4% to 11.4%. We have seen a considerable drop in both our mean and median pay gaps for bonus pay.

We know that, historically, the main reason for our pay gap is the balance of men and women working at different levels at City. This is mainly driven by men being proportionally more likely to occupy roles at senior

grades and women being proportionally more likely to have roles at junior grades. We are now seeing an increase in the proportion of women in senior grades.

This year we are taking further steps to enable City's commitment to deal with pay inequality by taking an intersectional focus on gender and ethnicity, as well as a more granular analysis of ethnicity groupings and age pay gaps by grade. By further enhancing our understanding of our pay gaps, we will be able to address the underlying and systemic causes through robust and impactful actions that will both inform and support our strategy. It will also support ongoing pieces of work such as our charter mark applications; particularly our upcoming institutional Athena Swan renewal to advance gender equality.

This report examines the factors behind the pay gap and the progress of initiatives to help close those pay gaps over time.

A handwritten signature in black ink that reads 'A Finkelstein'.

Professor Anthony Finkelstein
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 2022 is for data captured on the snapshot date of 31 March 2021. This is the fifth year of reporting our gender pay gap and will be the third year of publishing figures, inclusive of workers engaged through City's Unitemps franchise. Previous gender pay gap reports provided figures including and excluding Unitemps staff. These figures were not initially included in the calculations for the data in 2017 and 2018. However, it is no longer necessary to make this distinction between staff groups; Unitemps staff will be included in gender pay gap calculations going forward. It is important to note that bonuses awarded via the senior staff bonus scheme were not received by senior staff in the snapshot year. The percentage of staff receiving bonuses has therefore decreased which may affect the median bonus amount received.

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 almost 3,000 people

27.4% of the Professoriate are women



50.5% of academics (excluding professors) are women



43.8% of the highest paid Professional Services staff (Grade 9) are women



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



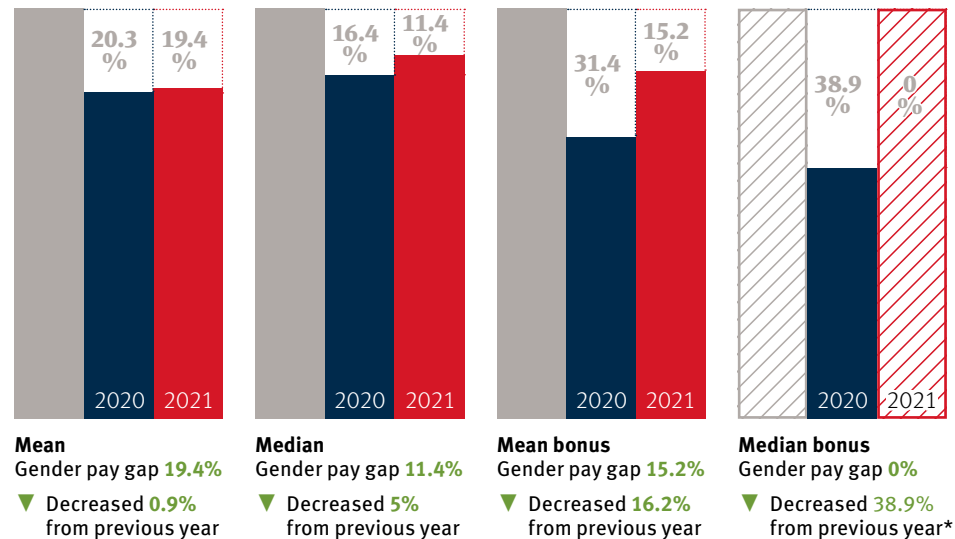
57.3% of Professional Services staff are women (excluding Unitemps)



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 2020 Women 2021



City's gender pay gap March 2019 to 2022 (inclusive of Unitemps staff)

| City, University of London | | March 2019 Data Published in 2020 | March 2020 Data Published in 2021 | Change from 2019 – 2020 | March 2021 Data Published in 2022 | Change from 2020 – 2021 |
|----------------------------|------------------------|--------------------------------------|--------------------------------------|----------------------------|--------------------------------------|----------------------------|
| Average pay per hour | Mean % | 17.4 | 20.3 | 2.9 | 19.4 | -0.9 |
| | Median % | 8.5 | 16.4 | 7.9 | 11.4 | -5.0 |
| Bonus | Mean bonus % | -1.4 | 31.4 | 32.8 | 15.2 | -16.2 |
| | Median bonus % | 59.2 | 38.9 | -20.3 | 0 | -38.9 |
| | Men bonus % received | 1.8 | 2.1 | 0.3 | 0.76 | -1.34 |
| | Women bonus % received | 1.3 | 1.3 | -0.05 | 0.61 | -0.6 |
| Top quartile | Men % | 58.2 | 59.4 | | 58.5 | |
| | Women % | 41.8 | 40.6 | | 41.5 | |
| Upper middle quartile | Men % | 43.2 | 45.1 | | 46.4 | |
| | Women % | 56.8 | 54.9 | | 53.6 | |
| Lower middle quartile | Men % | 44.2 | 40.5 | | 39.6 | |
| | Women % | 55.8 | 59.5 | | 60.4 | |
| Lower quartile | Men % | 36.9 | 33.4 | | 32.9 | |
| | Women % | 63.1 | 66.6 | | 67.1 | |

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

Positive change Negative change

As the above table shows, there is a decrease in our gender pay gaps across both mean (19.4%) and median (11.4%) average pay per hour, as well as our mean (15.2%) and median (0%) bonus pay gaps. Mean hourly pay gaps are generally larger than median pay gaps because they are affected by highly paid outliers causing the data to be slightly skewed. However, pay gaps are on average 1-2% higher when considering mean hourly pay rather than median hourly pay and the difference between the two is higher for City.

Analysis of mean pay gap by staff group

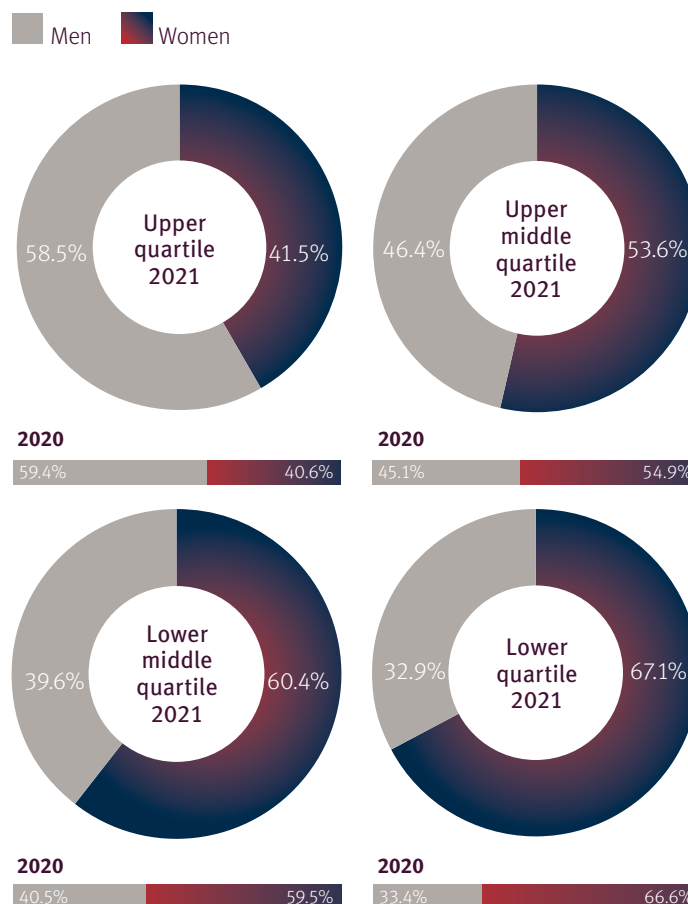
Pay gaps for both salaried staff and our visiting lecturers and graduate teaching assistant staff groups, who comprise 74% and 13% of our total staff headcounts respectively, have decreased from 2020 to 2021. Our salaried staff pay gap is 15.8%, and for visiting lecturers and graduate teaching assistants this is 1.8%. Our Unitemp staff have seen an increase in the pay gap from 7.8% in 2020 to 12.5% in 2021, though it should be noted that the considerable decrease in the number of Unitemp staff under contract in 2021 (down to 406 from 675 in 2020), may partially account for this increase. Women continue to make up the majority of our Unitemp staff population.

| Gender pay gap – staff groups – mean % – statutory methodology | | | | | | |
|--|---------------|---------------|---------------|-----------------|-------------|------------------|
| Type – March 2020 | Hourly pay | | | Number of staff | | % of total staff |
| | Women | Men | Pay gap % | Women | Men | |
| Salaried | £26.99 | £32.40 | 16.70% | 1146 | 1056 | 67% |
| VL / GTA | £27.97 | £29.48 | 5.10% | 212 | 219 | 13% |
| Unitemps | £13.07 | £14.18 | 7.80% | 475 | 200 | 20% |
| Total | £23.50 | £29.50 | 20.30% | 1833 | 1475 | 100% |
| Type – March 2021 | Women | Men | Pay gap % | Women | Men | % of total staff |
| Salaried | £27.33 | £32.47 | 15.8% | 1142 | 1027 | 74% |
| VL / GTA | £29.32 | £29.84 | 1.8% | 195 | 179 | 13% |
| Unitemps | £11.91 | £13.62 | 12.5% | 304 | 102 | 14% |
| Total | £24.71 | £30.64 | 19.4% | 1641 | 1308 | 100% |

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. Previous figures from the 2020 pay gap are included below each chart for comparison.



It continues to be the case that women throughout the Higher Education Institution (HEI) sector and the wider economy are typically concentrated in lower-paid jobs. The Universities & Colleges Employers Association (UCEA) 'Intersectional Pay Gaps in Higher Education 2019-20' report shows that, in a survey of 75 HEIs, in the lowest pay quartile 65% of staff were women while 35% were men, and in the highest quartile 43% were women while 57% were men. These figures are closely mirrored in City's pay quartile statistics. Overall, our workforce at the snapshot to date is 55.6% women. Our Unitemps workforce, who generally occupy temporary administrative and Student Ambassador roles, is comprised mainly of women (74.9%), aligning with women comprising the majority of our lower pay quartile. The UCEA report goes on to state that the average woman is paid 86p for every £1 that the average man is paid when comparing median pay and 84p when comparing mean pay. The "median gender pay gap for employees at London HEIs is almost a third lower than at other HEIs (10.4% instead of 15.1%)". These findings are in contrast with the wider economy, where typically pay gaps in London and the South East are larger than the rest of country. Though City's gender pay gap is slightly above the 10.4% London average at 11.4%, it is still reflective of the sector.

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

Equality, Diversity and Inclusion Strategy

City will see considerable Equality, Diversity and Inclusion developments in the coming year. Most notable will be the development of the Office for Institutional Equity, which will collaborate with other University departments and units to promote an inclusive, respectful, and accessible community for all students and staff. The creation of the Office will also see further growth in the EDI team, including a Head of EDI role and greater capacity and resource to support strategic EDI initiatives. The newly formed EDI Board, Co-Chaired by Professor Sir Anthony Finkelstein and Dr Jessica Jones Nielsen, will continue to drive, monitor and implement City's Equality Objectives and EDI Strategy, in addition to advising the Senior Leadership Team on all matters relating to City's strategic approach to EDI and how we can best fulfil our statutory obligations in respect of equality legislation. One such approach to EDI has been the recent approval to create Senior EDI Ambassadors within our Senior Leadership Team who will advocate for inclusion through the role modelling of inclusive behaviours, bringing visibility to issues affecting relevant staff

and student communities and celebrating the success and development of relevant areas. One such area will be our Gender Ambassador, who will work with City's CityUniWomen Affinity Network, the Gender Equality Working Group and Bullying and Harassment Working Group along with relevant student groups.

Career development

City is continuing to run the Advance HE Aurora leadership development initiative, a partnership that brings together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector. The 2022 cohort comprises of 12 women: 5 professional services staff and 7 academics. We also continue to run the Leadership at City and Future Leadership programmes.

We saw a successful reciprocal mentoring scheme run from October 2020 to 2021, and work is currently underway to evaluate the impact of the scheme and its future implementation.

Raising awareness and policy development

City is updating its family leave guidance to support both staff and managers by guiding them through the procedures for the various family leave types, covering what needs to be considered and the steps that need to be completed. A Family Leave hub is being designed to cover clear information on maternity leave and pay, adoption / surrogacy leave and pay, paternity / partner leave and pay, shared parental leave and pay, Keeping In Touch (KIT) and Shared Parental Leave in Touch (SPLIT) Days, leave for fertility treatment and other family leave.

Attraction and retention

2021 saw the implementation of a new recruitment system, aimed to improve both candidate experience and support for colleagues involved in the recruitment process. This is a positive change to how City is positioned to attract and retain the diverse and talented workforce it needs for the future. The potential impact of the system on diversifying City's recruitment pool cannot yet be measured as the system is still in its infancy; though this will be monitored and reflected upon in future reporting. As a result of the Covid-19 pandemic, City is also piloting hybrid working arrangements which will present further opportunities to attract and retain a diverse workforce. Additionally, a reward policy review will be conducted, including a review of market supplements and other strategies to attract and retain staff, to ensure a more consistent and equitable approach.

Commitment to gender equality through Charter submissions

City is currently an Athena Swan Bronze award holder and we are in the process of renewing our award under the transformed charter. The self-assessment team, overseen by the Gender Equality Working Group, is identifying four key priority areas for an impact-focused action plan that will further drive our commitment to gender equality.

City is also preparing its first submission to the Race Equality Charter in addition to applying for Disability Confident Level 2 status and working with Stonewall and their Diversity Champions Programme. This ensures that we are also taking an intersectional focus in our approach to gender equality.

Improvements to pay reporting

In addition to the gender pay gap reporting, City has also produced its fifth Equal Pay Audit due for publication in early 2022. The analysis in this report has grown, moving beyond covering gender, ethnicity, disability and age and taking an intersectional focus on gender and ethnicity, as well a deeper analysis of ethnicity beyond 'BAME (Black and Minority Ethnic)' groupings. This analysis and the subsequent recommendations produced will enable City to further understand where any unjustified inequities exist and action them appropriately. City understands that there are clear systematic differences in the hourly pay of diverse groups of staff in the sector. To address this, we are committing to a pilot ethnicity pay gap report in 2022, collecting relevant data that will further enable us to consider areas where the intersectionality between gender and ethnicity can play a role.



City, University of London
Northampton Square
London
EC1V 0HB
United Kingdom



Email enquiries
gender-equality@city.ac.uk



Telephone enquiries
+44 (0) 20 7040 5060



Find out more
www.city.ac.uk



Follow us on
facebook.com/cityuolondon



Follow us on
twitter.com/cityunilondon



Watch us on
youtube.com/mycityunilondon



City, University of London is an independent member institution of the University of London. Established by Royal Charter in 1836, the University of London consists of 18 independent member institutions with outstanding global reputations and several prestigious central academic bodies and activities.



**UNIVERSITY
OF LONDON**

www.city.ac.uk