

Gender Pay Gap Report 2023

**Office for Institutional
Equity and Inclusion**

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President's statement

At City, University of London, we are fully committed to implementing targeted initiatives to drive positive change and improve gender equity. We prioritise equity, diversity and inclusion, and actively work to cultivate an inclusive and respectful environment. Our ongoing efforts aim to enhance learning and development opportunities for all.

City recognises the importance of addressing disparities in pay and gender representation across different pay levels and acknowledges the necessity to continue in taking effective and positive action. Through a variety of directed initiatives, we are fully committed to removing barriers and closing the gender pay gap. This report provides a comprehensive overview of the gender pay gap, the impact of the interventions implemented to achieve positive change and highlights further actions required to continue to tackle barriers and achieve equitable compensation.

I am pleased to see that City continues to narrow both mean and median pay gaps by 2.2 percentage points (pp) and 0.1pp, respectively. The mean pay gap has decreased from 17.5% in 2022 to 15.3% in 2023 and the median pay gap for hourly earnings has fallen from 11.3% in 2022 to 11.2% in 2023. The proportion of women in the top quartile has increased over the past two years, with women comprising 63% of the Senior Leadership team. Furthermore, our median bonus pay gap has remained at zero. Although progress is slow, we continue a positive trend to closing these gaps.

Since the development of our Vision & Strategy 2030, we introduced a Key Performance Indicator (KPI) to reduce the gender pay gap to 15% by 2026. The actions and gender equity initiatives that have been

undertaken since last year have resulted in proximity to this target ahead of schedule. We are optimistic with the progress made, we will surpass this target.

I am proud that City and many of our Schools within the University continue to hold Athena Swan awards. Our ambitious gender equity action plan, which operates at both institutional and departmental levels associated with these awards, is being driven forward by colleagues with the support of the Office for Institutional Equity and Inclusion. This comprehensive plan will enable us to specifically address pay inequity, by employing an intersectional focus to ensure positive impact on the institution as a whole. The ongoing pursuit of excellence in these charter initiatives underscores our commitment to fostering inclusivity and equity.

This accomplishment of positive progress towards closing the gender pay gap reflects our dedication to fostering an inclusive and diverse workplace where all employees, irrespective of gender, are provided with equal opportunities and fair compensation. We are confident that our maintained commitment and targeted interventions will continue to improve staff progression and move us closer to further reducing the overall pay gap.

Professor Sir Anthony Finkelstein
President, City, University of London

The gender pay gap

Understanding the gender pay gap

The gender pay gap is the difference in the average pay (mean and median) of men and women regardless of their role or seniority. It can be affected by the varying proportions of men and women across all roles and grades. It is different from an equal pay comparison, 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 and the data is drawn from roles and salary levels across the grading structure.

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

The gender pay gap is calculated using the approach required by the Government’s reporting regulations. We recognise that, for some people, gender does not simply refer to male and female. For the purposes of this report, however, our gender pay gap is calculated using the approach required by the current regulations.

The data presented throughout this report is drawn from 31 March 2023 snapshot data as required by reporting regulations. At this time City’s workforce, as defined in the Gender Pay Gap reporting provisions, was 3,265 staff.

31% of the Professoriate are women



56% of academics (excluding professors) are women



55% of the highest paid Professional Services staff (Grade 9) are women



61% of Professional Services staff are women (including Unitemps)



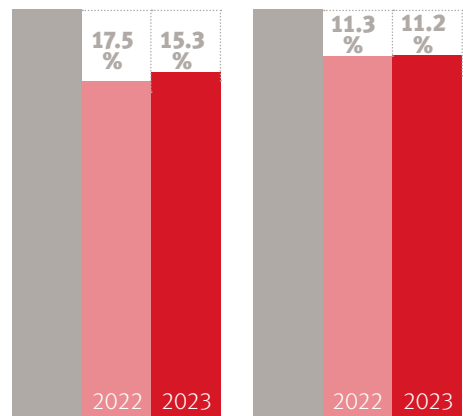
59% of Professional Services staff are women (excluding Unitemps)



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 2022 Women 2023



Mean Gender pay gap **15.3%**
 ▼ Decreased **2.2%** from previous year

Median Gender pay gap **11.2%**
 ▼ Decreased **0.1%** from previous year

The **mean** pay gap at City now stands at **15.3%** a decrease from 17.5% in 2022.

The **median** pay gap at City now stands at **11.2%** a decrease from 11.3% in 2022.

No bonuses were received by men and women via the Senior Staff Recognition Scheme in 2023, and no current staff receive clinical excellence awards. As a result, the percentage mean pay gap has closed and the median bonus continues to remain at zero for a third consecutive year in a row.

City's Gender Pay Gap March 2021 to 2023

City, University of London		March 2021 Published in 2022	Change from previous year	March 2022 Published in 2023	Change from previous year	March 2023 Published in 2024	Change from previous year
Average pay per hour	Mean %	19.4	-0.9	17.5	-1.9	15.3	-2.2
	Median %	11.4	-5.0	11.3	-0.1	11.2	-0.1
Bonus	Mean Bonus %	15.2	-16.2	14.6	-0.6	0	-14.6
	Median Bonus %	0	-38.9	0	0.0	0	0.0
	Male Bonus % Receive	0.76	-1.34	0.66	-0.1	0	-0.7
	Female Bonus % Receive	0.61	-0.60	0.52	-0.1	0	-0.5
Top quartile	Male %	58.5		56.1		55.8	
	Female %	41.5		43.9		44.2	
Upper middle quartile	Male %	46.4		46.9		44.3	
	Female %	53.6		53.1		55.7	
Lower middle quartile	Male %	39.6		40.5		39.5	
	Female %	60.4		59.5		60.5	
Lower quartile	Male %	32.9		32.8		35.6	
	Female %	67.1		67.2		64.4	

Note: This data is inclusive of Unitemps staff who are predominantly student workers employed throughout City as Student Ambassadors or temporary administrators.

Positive change Negative change



Analysis of mean pay gap by staff group

Our salaried staff account for 73% of our total staff headcount, while Visiting Lecturers (VL) and Graduate Teaching Assistant (GTA) staff groups account for 15%. Our salaried staff gender pay gap remains consistent at 14.2%, no change from 14.2% in 2022. Our Visiting Lecturers and Graduate Teaching Assistants gender pay gap has increased to 2% from 1.2% in 2022. Women continue to make up the majority of Unitemp staff population and Unitemp staff have seen a decrease in the pay gap from 12.6% in 2022 to 11% in 2023.

Gender Pay Gap – Staff Groups – Mean % – Statutory Methodology								
Type – March 2021	Hourly pay			Number of staff		% of total staff	% Female	% Male
	Female	Male	Pay gap %	Female	Male			
Salaried	£27.33	£32.47	15.8%	1142	1027	74%	52.7%	47.3%
VL / GTA	£29.32	£29.84	1.8%	195	179	13%	52.1%	47.9%
Unitemps	£11.91	£13.62	12.5%	304	102	14%	74.9%	25.1%
Total	£24.71	£30.64	19.4%	1641	1308	100%	55.6%	44.4%
Type – March 2022	Female	Male	Pay gap %	Female	Male	% of total staff	% Female	% Male
Salaried	£28.09	£32.73	14.2%	1195	1050	73%	53.2%	46.8%
VL / GTA	£30.22	£30.57	1.2%	201	191	13%	51.3%	48.7%
Unitemps	£13.02	£14.90	12.6%	330	119	15%	73.5%	26.5%
Total	£25.46	£30.87	17.5%	1726	1360	100%	56%	44%
Type – March 2023	Female	Male	Pay gap %	Female	Male	% of total staff	% Female	% Male
Salaried	£29.41	£34.29	14.2%	1308	1070	73%	55.0%	45.0%
VL / GTA	£30.66	£31.30	2.0%	246	232	15%	51.5%	48.5%
Unitemps	£14.28	£16.04	11.0%	281	128	13%	68.7%	31.3%
Total	£27.26	£32.17	15.3%	1835	1430	100%	56%	44%

- Positive change
- Negative change

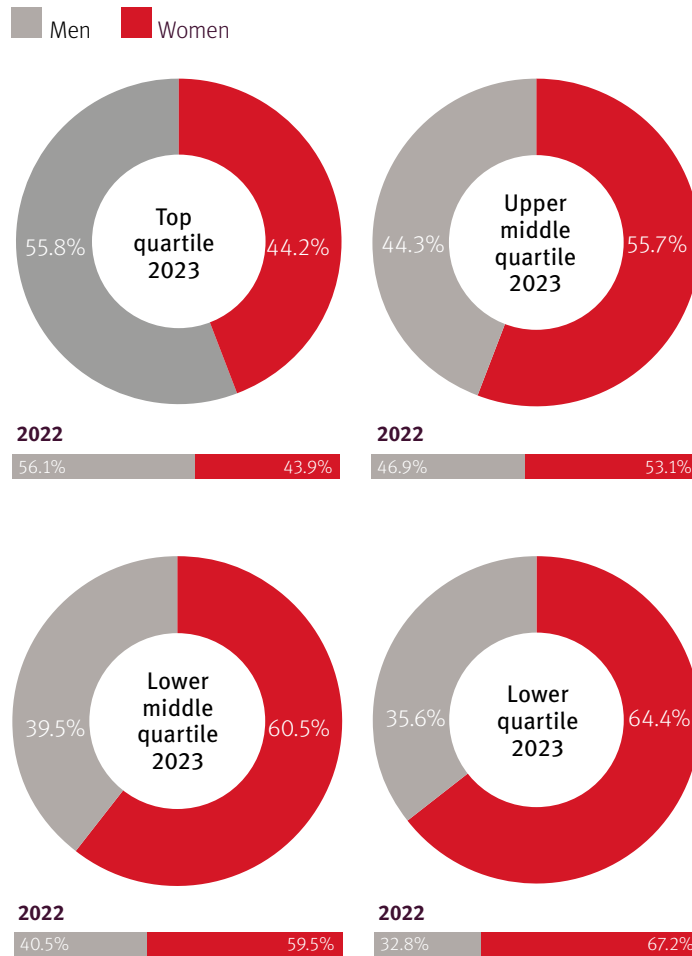
Pay quartiles by gender

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. The balance of men and women by quartile illustrates the challenge we have in addressing the pay gap. Previous figures from the 2022 pay gap are included below each chart for comparison.

When reviewing City’s pay gaps by pay quartile and gender, there is a higher proportion of men in the top or highest paid quartile, which is typically the case in most UK organisations however, there was a slight decrease from 56.1% last year to 55.8% in 2023.

The data highlights a higher representation of women in the two lowest paid quartiles with women representing 64.4% and men 35.6% in the lower quartile; changing to 60.5% and 39.5% respectively in the lower middle quartile. There is a more equal gender split in the upper middle quartile of women representing 55.7% and men 44.3%.

Although women have a lower representation in the top quartile, with women representing 44.2% and men 55.8%, there has been an increase for women in this quartile over the past 2 years when the figures were 43.9% in 2022 and 41.5% in 2021. This is a small but continued positive shift towards increasing the number of women in the top quartile. City’s gender pay gap is slightly below the 11.9%* London average at 11.2%, and is reflective of the sector.



Pay reporting

In addition to Gender Pay Gap reporting, City will be completing its sixth Equal Pay Audit in 2024. We are committed to continue to prioritise intersectional data analysis, aiding in the identification and understanding of barriers and inequities. This approach enables us to take appropriate actions and facilitates the implementation and monitoring of further progress in addressing pay gaps.

City understands that there are clear, systematic differences in the hourly pay of staff within the sector specifically related to gender and ethnicity. To address this, City reported on the Ethnicity Pay Gap in 2023, collecting pertinent data. This approach allows us to explore areas where the intersectionality of gender and ethnicity may influence pay differentials. By leveraging data insights, we aim to make informed recommendations to effectively address and narrow both the gender and ethnicity pay gaps.

*2023 data from the ONS.

City's commitment and targeted action

Equality, Diversity and Inclusion Strategy

The Office for Institutional Equity and Inclusion (OIEI) forms an integral part of the President's Office and acts as a catalyst for change. Under the leadership of the Assistant Vice-President (EDI), the OIEI is dedicated to delivering organisational change and implementing initiatives to deliver against strategic objectives.

Our values (**We care, We act, We learn**) are an important part of City's culture and we will embed these values in everything we do. Through the establishment of an inclusive environment and the removal of barriers to progression, we foster a culture of possibilities for staff and students. This culture not only encourages the generation of new knowledge but also ensures that everyone has the opportunity and support needed to progress.

Our commitment extends to cultivating a more diverse staff base, encompassing protected characteristics, diversity of thought, and ensuring equity of opportunity. To actively address unconscious bias in recruitment processes, we have initiated an anonymous shortlisting pilot and implemented a fair recruitment panel scheme to ensure diversity in all of our recruiting

panels. These measures are designed to promote fairness, inclusivity, and equal opportunities.

The ongoing success of our Senior Diversity Ambassador programme is instrumental in empowering our Senior Leadership Team to champion inclusion. Through the exemplification of inclusive behaviours, our ambassadors serve as role models. They help to bring visibility to issues impacting staff and student communities and help identify and support measures to address these. Our Senior Diversity Ambassador for Gender remains dedicated to supporting the efforts of City's Gender Equality Committee, CityUniWomens staff affinity network, and relevant student groups. This collaborative approach ensures implementation of action plans to advance gender equality initiatives and promote impactful actions throughout the institution.

The EDI Board, Co-Chaired by the President, Professor Sir Anthony Finkelstein, and the Assistant Vice-President (EDI), Dr Jessica Jones Nielsen, continue to oversee and implement City's Equality Objectives and EDI Strategy. Additionally, the Board plays a crucial role in advising the Senior Leadership team on strategic approaches to EDI and focuses on how we can effectively fulfil our statutory obligations concerning equality legislation.



Dr Jessica Jones Nielsen
Assistant Vice-President (EDI)



Career progression and development

City is steadfast in its commitment to enhancing opportunities for staff development and progression and we continue to partake in leadership development programmes. Advance HE's Aurora leadership development programme is a key part of City's strategy to create a pipeline of women leaders. Our 2024 cohort comprises of twelve women: three academic staff and nine professional services staff.

The 100 Black Women Professors NOW programme, a pioneering systemic change programme run by Women's Higher Education Network, continues to deliver positive systemic change in increasing the number of Black women in the academic pipeline. This programme supports Black women in academia to navigate their career and identify and address challenges and barriers. City have five academic staff participating in the 2024 cohort.

The Stellar HE leadership development programme enhances the leadership of Black, Asian and Ethnically diverse academic and Professional Services staff to address their under-representation in senior positions. This professional development programme equips participants with leadership competencies and strategies that reflect the unique experiences and challenges they face and strategies to overcome barriers and obstacles. City have six staff members participating in the 2024 cohort.

An inhouse training programme, Career Odyssey: Navigating Your Professional Journey, has been devised specifically to provide opportunities for staff

from Black, Asian and Ethnic Minority backgrounds to engage with leadership development at an earlier stage in their careers. This programme supports our Race Equality and Athena Swan Charter Mark action plans and provides participants with strategies and tools to identify and utilise their strengths, to progress successfully into management and leadership positions.

Raising awareness and increasing support

The Family Leave Hub, created with insights from the Family and Carers Exchange (FACE) network, provides support and clear guidance for managers and staff around different types of family leave that occur and outlining steps to provide effective support in these situations.

The Family Leave Hub provides 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. The Family Leave Hub provides staff with a greater understanding of the support and benefit packages available to them and aligns with our new Vision and Strategy 2030, to improve our employee value proposition and our equity, diversity and inclusion practices.

Attraction and retention

A range of initiatives continue to support strategic aims of creating an inclusive working environment where all staff feel valued, engaged and supported.

City is proud of the benefits offered to staff which are detailed on the staff benefits hub. It covers the support and benefits packages available to employees including annual, maternity, paternity and adoption leave. Other benefits include sports facilities, Cycle to Work Scheme, healthcare and a range of staff discounts. City continue to explore practicable opportunities to further develop and strengthen benefits proposition to support ensuring that we make City a great place to work.

City's flexible working policy and hybrid working policy were designed to actively encourage and support staff in achieving a more favourable balance between work and additional priorities and we continue to support this vision. This includes considerations for caring responsibilities, ongoing learning and other personal interests, with the overarching goal of attracting and retaining a diverse workforce.

2023 saw the preparation for the introduction of anonymous shortlisting in 2024 and the launch of a fair recruitment panel initiative, both aimed at reducing unconscious bias in the recruitment process and moving the institution towards achieving gender equity objectives.

The Wellbeing@City Hub, continues to provide a platform for staff to help identify and share resources to support wellbeing at work and beyond. In 2024 City submitted its application to the University Mental Health Charter. This will move towards ensuring a whole University approach to mental health and wellbeing and we look forward to implementing associated actions.

Charter submissions and gender equity

The intersection of Charter Mark frameworks play a crucial role in collectively advancing gender equity across City. Each address specific aspects of diversity, inclusion, and equity. City is currently a Bronze Athena Swan award holder, having successfully renewed in 2022 and we strive towards achieving a Silver award in 2027. Within City, five of our six schools are Bronze Athena Swan award holders: City Law School; School of Communication and Creativity; School of Health and Psychological Sciences; School of Policy and Global Affairs; and School of Science and Technology.

Other Charter Marks achievements include the Race Equality Charter (REC) Bronze award, Disability Confident Employer Level 2, and Stonewall Workplace Equality Index Silver award, including inclusion in the Top 100 Employers List in February 2023.

The commitment to fulfilling action plans associated with these frameworks underscores City’s ongoing advancements in gender equity, reaffirming the institution’s dedication to being accountable for its endeavours. Over the past year, significant progress has been made in implementing the gender equity action plan, with a deliberate focus on intersectionality, to address the diverse and interconnected challenges faced by individuals within the institution.

Change initiatives and next steps

City is fully committed to reducing the gender pay gap. We will continue to work collaboratively to create an inclusive culture that promotes gender equity through Charter Mark action plans, applying an intersectional lens.

Our next steps include:

- Expanding access to our EDI data through the development of EDI data dashboards to improve decision-making and drive evidence-based action planning and interventions
- Revising our promotions framework to ensure that career advancement is based on skills, performance, and qualifications rather than gender-related biases
- Measure the success of the anonymous shortlisting pilot to ensure that recruitment processes are free from biases that may contribute to gender pay gaps
- Continue to provide ongoing training on gender equity, diversity, and inclusion to keep staff informed and engaged in creating an inclusive environment
- Relaunch our reciprocal mentoring scheme to facilitate the professional development of women from Black, Asian and Ethnic Minority backgrounds
- Review the professorial banding criteria to make them more explicit and transparent, particularly in relation to education, student experience and leadership.

We look forward to reporting again next year and making meaningful strides in reducing the gender pay gap at City and fostering an environment of equity and fairness.



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