GENDER PAY GAP HEADLINES

Ravensbourne is committed to equality of employment and the associated principles of equal pay for all of our employees. We use the HAY job evaluation scheme to measure the relative value of all job roles in our pay and grading structures within an overall pay framework, to ensure transparency, consistency, and fairness in the determination of pay.

Ravensbourne is committed to conducting equal pay audits and the elimination of any gender bias in our pay and remuneration systems and we understand and accept our legal responsibilities in that regard.

The broad gender pay headlines are provided below, the detail of which is provided within the body of the Report:

* The overall gender gap for base salary for all staff at Ravensbourne is 5.1% at the mean (average) and 5% at the median. The gap is principally driven by an uneven gender distribution across the grades within the Institution. While the overall gender split of employees at Ravensbourne is nearly 50:50, some lower grades contain predominately female staff and the middle management level contains more male than female staff
* The overall gender gap for base salary for academic staff at Ravensbourne is reversed with -5.4% at the mean (average) and -2.5% at the median indicating that female academics are paid more than male academics overall
* The overall gender gap for base salary for professional services staff at Ravensbourne is 3.3% at the mean (average) and 8.9% at the median. This gap is principally driven by an uneven gender distribution across the grades within the organisation. While the overall gender split of employees at Ravensbourne is nearly 50:50, some lower grades contain predominately female staff and the middle management level contains more male than female staff

In order to address the identified issues summarised above, we will, in particular, as part of our broader equalities and diversity action plan:

* Review our internal and external recruitment to ascertain whether there are any barriers to females progressing to, or joining, the middle management salary bandings in Professional Services
* Review of flexible working provision to understand whether there are any particular aspects that need to updated