

## Gender & Equal Pay



28<sup>th</sup> March 2019

## Contents

<b>Introduction</b>	<b>3</b>	
Legislation		3
Equal Value		3
<b>Gender Gap</b>	<b>4</b>	
Gender Distribution		4
Base Salary Gap		5
Salary Quartiles		6
<b>Conclusions and Recommendations</b>	<b>7</b>	

## Introduction

### Legislation

The Government Equalities Office's Gender Pay Gap reporting regulations came into force in April 2017, and employers with 250 or more relevant employees are now required to publish the required information

The regulations require employers to publish their overall mean (average) and median gender pay gaps, gender bonus gaps and gender distribution within salary quartiles.

### Equal Value

In order to conduct an equal value review, the first step is to decide where equal value lies. Ravensbourne uses a factor-based, analytical method (Hay Group Job Evaluation Method) to evaluate the roles to underpin grades and the measure of equal value so that robust comparison can be made between the jobs.

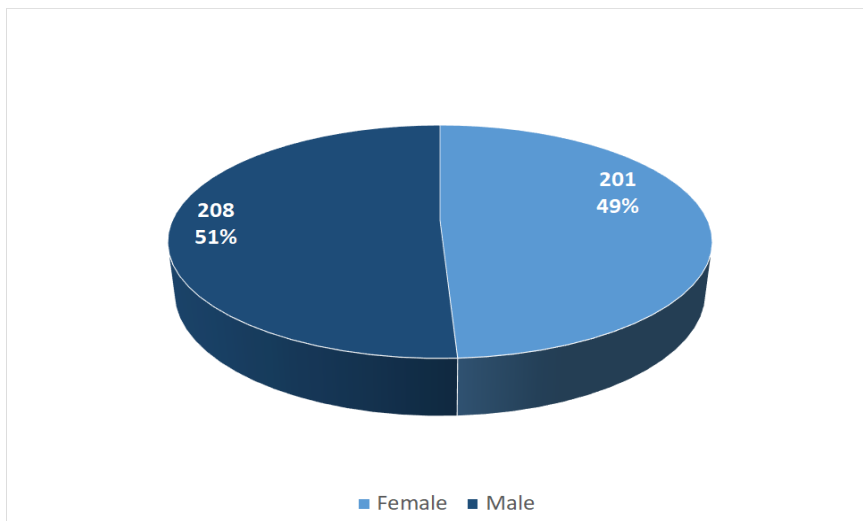
In identifying areas of equal work, the measure of equal value taken for the purpose of this analysis was the grouping principle. Each grouping represents a potential basis for equal value. The individuals were grouped according to their grades in the organisation.

In addition Ravensbourne has in place Staff Recruitment Policies and Procedures which extend to sessional staff. Training on Recruiting the Best has been rolled out to members of staff as well to ensure recruitment practice is not discriminatory.

## Gender Gap

### Gender Distribution

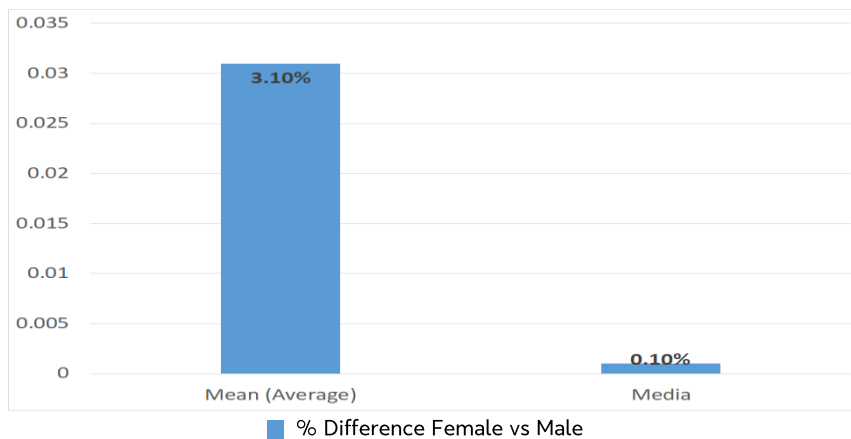
The chart below shows the overall distribution of gender within Ravensbourne across all staff.



Sample size for hourly pay (full pay relevant employees)			
Overall Gender Distribution	Female	Male	Total
Count	201	208	409

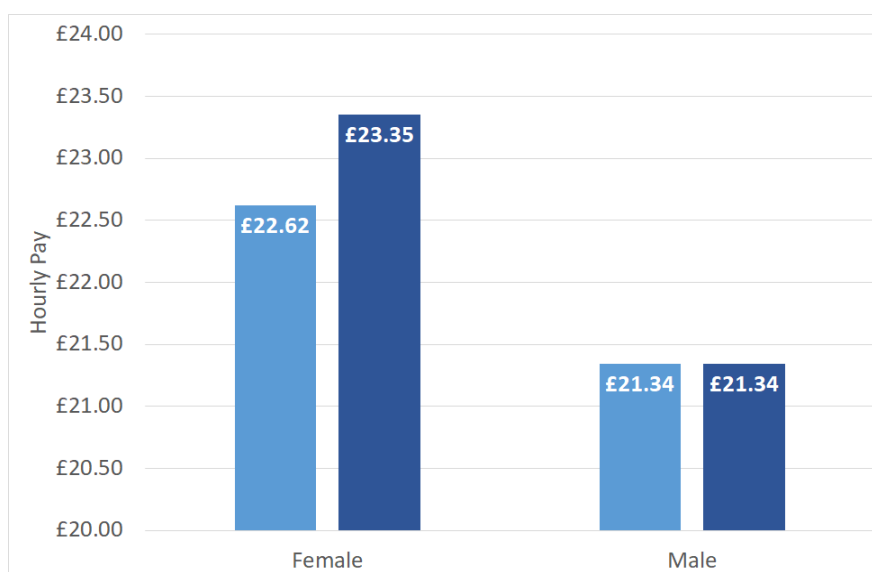
## Base Salary Gap

The chart below shows the overall Base Salary gap for Ravensbourne. It's important to note that this overall gap can be heavily driven by the distribution of gender within the grades, and should be looked at in context of the distribution analysis shown later in this report.



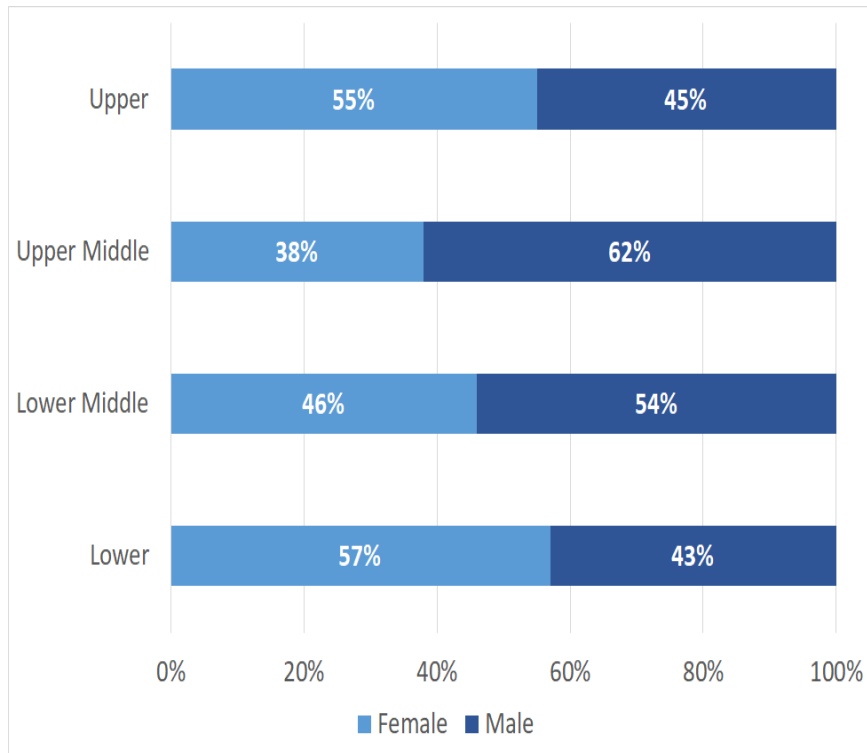
The following chart and table show the overall Average (Means) and Median Base Salary for Females and Males at Ravensbourne.

Overall Gender Gap – Hourly Pay			
Overall Gender Gap	Female	Male	% Difference Female vs Male
Mean (Average)	£22.62	£23.35	3.10 %
Median	£21.34	£21.34	0.10 %



## Salary Quartiles

The chart below shows the proportional distribution of employees by gender within salary quartiles for Ravensbourne overall.



The lower and upper quartile is around 56% compared to the upper middle and lower middle quartile has a difference of 8%. In the lower quartile 57% are females and only 43% of employees are males.

## Conclusion and Recommendations

### Conclusion

The following conclusions can be drawn:

The overall gender gap for base salary for all staff at Ravensbourne is 3.10% at the mean (average) and 0.10% of the median. The gender pay gap is principally being 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.