



GENDER PAY GAP REPORT

Snapshot Date April ,2024

NOTTINGHAM TRENT STUDENTS' UNION

GENDER PAY GAP REPORT

SECTION 1 – INTRODUCTION

Nottingham Trent Students' Union, representing over 40,000 students, we are dedicated to fostering diverse communities of empowered individuals who drive positive change. This commitment extends to ensuring equality within our own organisation, this work is detailed in our annual report and supported by our compliance with the 2010 Equality Act legislation.

This report presents our annual gender pay gap analysis as of April 5, 2024, encompassing:

- Gender Pay Gap: Examining the average hourly wage difference between male and female employees (both mean and median figures).
- Gender Bonus Gap: Analysing the disparity in annual bonus payments between genders (again, considering both mean and median values).
- Bonus Participation: Highlighting the proportion of men and women receiving bonuses.
- Pay Quartile Distribution: Showing the percentage of male and female employees within each pay quartile across the organisation.

Understanding the gender pay gap is crucial for assessing internal equality, female and male participation in the workforce, and the effectiveness of talent management practices.

It's crucial to distinguish between the gender pay gap and equal pay. The latter focuses on wage discrepancies between individuals performing the same or similar jobs with equal value, where gender-based pay differences are illegal. The gender pay gap, however, reflects the overall disparity in average earnings between male and female across the organisation. This report aims to identify the existence of a pay gap at NTSU and, if present, explore potential solutions to address it.

By analysing and acknowledging our current data, we strive to actively promote fairness and equal opportunities for all our employees, regardless of gender.

SECTION 2 – GENDER PAY GAP STATISTICS

On of 5th April 2024 (the snapshot date), NTSU had 101 male employees and 227 female employees (328 Total).

GENDER PAY GAP	%
MEAN	7 %
MEDIAN	0 %

When comparing average hourly wages (MEAN) women receive 93 pence for every £1 that men receive.

When comparing average hourly wages (MEDIAN) women receive £1 for every £1 that men receive.

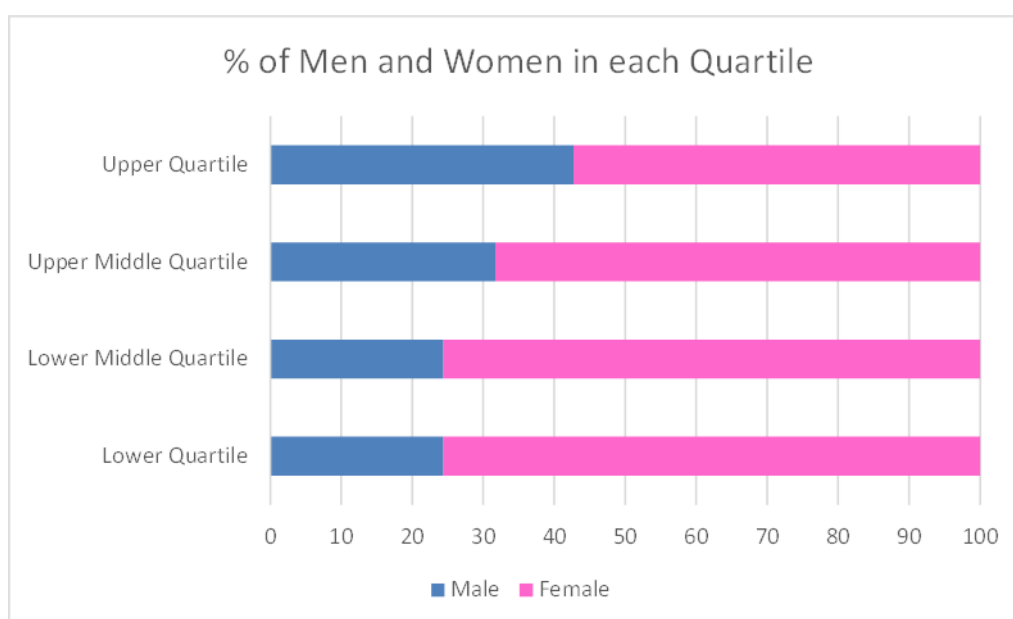
SECTION 3 – BONUS PAY GAP STATISTICS

BONUS PAY GAP	%
MEAN	15%
MEDIAN	14%

When comparing annual bonus payment, (MEAN) Women receives 85 pence for every £1 a man receives

When comparing annual bonus payment, (MEDIAN) women receive 86 pence for every £1 a man receives.

SECTION 4 – MALE AND FEMALE EMPLOYMENT BY PAY QUARTILE.



% in Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	24.4 (n20)	24.4 (n20)	31.7 (n26)	42.7 (n35)
Female	75.6 (n62)	75.6 (n62)	68.3 (n56)	57.3 (n47)

SECTION 5 – COMMENTARY

This data reveals a significant gender imbalance of employees across NTSU.

Lower Quartiles:

- The data indicates a significant gender imbalance in NTSU's lower pay quartiles, with women making up 75.6% of employees in both the lower and lower middle quartiles, while men represent only 24.4%.
- This distribution reflects the higher proportion of female student staff employed by NTSU in comparison with males.
- We would expect more female students staff than male student staff, as 54% of students at the University from where we draw these employees are female, however we are currently significantly above this percentage.

Upper Quartiles:

- Women represent 68.3% in the upper middle quartile and 57.3% in the upper quartile, while male representation increases to 31.7% and 42.7%, respectively.
- The narrowing gap in higher pay quartiles suggests some progress in promoting women into higher-paying roles within NTSU.
- NTSU's Senior Leadership Team (SLT) is gender-balanced. The CEO role, which is currently held by a male significantly influences pay statistics in the upper quartile.

Bonus Pay Gap

- In terms of bonus payments, there remains a disparity, with women receiving lower average bonuses compared to men. This is related to the cost of living settlement in this period.
- The mean bonus gap stands at 15%, while the median gap is 14%, meaning women receive approximately 85 pence for every £1 awarded to men (mean) and 86 pence (median).
- NTSU does not typically award bonuses to staff however during this reporting period the National Living Wage (NLW), which the Union voluntarily pays to the majority of student staff colleagues regardless of age, increased by 10%.
- It was not affordable to match this inflationary increase for salaried staff therefore eligible colleagues were paid a one off non-consolidated payment based on their salary and a lower percentage increase.
- The structural dynamic of the female to male ratio particularly in our student staff explains why the bonus pay gap exists.
- It also emphasises the need for a review of hiring practices to create a more gender balanced workforce in line with the student population.

Overall:

- The data presents a pattern of gendered clustering within NTSU's pay structure, where women are overrepresented across all quartiles. While progress is clear in women's representation in higher-paying positions (SLT), achieving full gender parity remains a challenge unless we create a more equal balance of males and females particularly in our management and student staff workforce.

- It is important to acknowledge that NTSU's workforce reflects the demographic makeup of Nottingham Trent University, where there is a slightly higher proportion of female students (54%). This naturally leads to more female employees' in our student staff workforce.
- NTSU will actively address the underlying factors contributing to this pay gap to continue our work towards truly equitable and representative workplace for all employees.

SECTION 6– ACTIONS

NTSU is committed to building a workforce that reflects the diversity of our student body and broader community. In response to the observed gender imbalance, we recognise the need for a more intentional approach to recruitment and retention.

Our People and Culture strategy will prioritise targeted recruitment practices to attract a wider range of candidates, with a focus on increasing representation across all demographics, including gender balance in line with our membership demographics.

We will work closely with our hiring managers to discuss the findings and implement recruitment which actively seek candidates from underrepresented groups, ensuring that opportunities at NTSU appeal to a diverse pool of talented individuals.

Additionally, we will enhance career progression pathways within NTSU to support and retain diverse talent as they advance in their roles. Regular reviews of recruitment and promotion practices will further ensure that we meet our goals for a balanced and inclusive workplace.

Through these actions, NTSU aims to foster a supportive, equitable environment where all employees have the opportunity to thrive and contribute to our mission.