



NOTTINGHAM TRENT STUDENTS' UNION

GENDER PAY GAP REPORT

April 2023



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SECTION 1 – INTRODUCTION

Nottingham Trent Students' Union, representing over 40,000 students, we are dedicated to fostering diverse communities of fulfilled students motivated to create positive change. This commitment extends to ensuring equality within our own organisation, reflected in our compliance with the 2010 Equality Act- the Legislation relating to gender pay reporting came in by 2018.

This report presents our annual gender pay gap analysis as of April 5, 2023, 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 men and women 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 2023 (the snapshot date), NTSU had 121 male employees and 195 female employees (316 Total).

GENDER PAY GAP	%
MEAN	5.1%
MEDIAN	0 %

When comparing average hourly wages (MEAN) women receive £0.95 for every £1.00 that men receive.

When comparing average hourly wages (MEDIAN) women receive £1.00 for every £1.00 that men receive.

SECTION 3 – BONUS PAY GAP STATISTICS

BONUS PAY GAP	%
MEAN	11.7%
MEDIAN	21.5%

When comparing annual bonus payment,(MEAN) women receive £0.88 for every £1.00 that men receive.

When comparing annual bonus payment, (MEDIAN) women receive £0.79 for every £1.00 that men receive.

SECTION 4 – BONUS PARTICIPATION

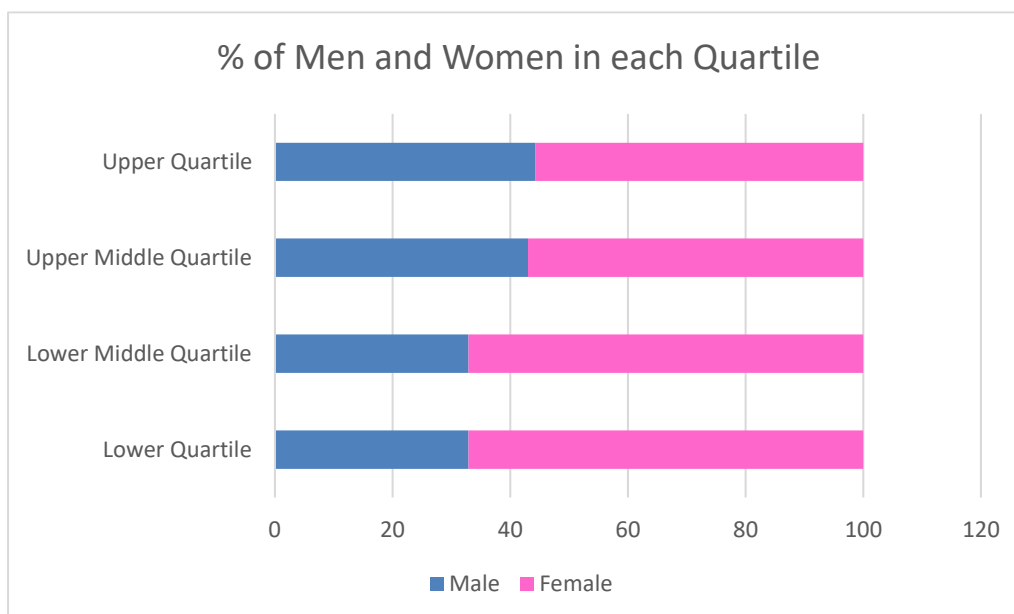
21% of women received a bonus

21% of men received a bonus

SECTION 5 – MALE AND FEMALE EMPLOYMENT BY PAY QUARTILE.

The proportion of male and female employees are split into quartile bands based on their Hourly Pay.

% in Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	32.9	32.9	43	44.3
Female	67.1	67.1	57	55.7



SECTION 6 – COMMENTARY

This data reveals a significant gender imbalance in the distribution of employees across pay quartiles at NTSU. This gender imbalance is also reflective of the fact that females are over represented verses males in Higher Education (HESA,2021), and our Zero-hour staff are drawn from the student population at our parent institution.

This discrepancy becomes less pronounced in the upper quartiles, which predominantly consist of salaried employees and exhibit a narrower gender gap. This shift in the gender composition across different employment levels impacts the overarching narrative.

This suggests a need to enhance male recruitment strategies at the student staff level, potentially reflecting a broader challenge in male student recruitment by educational level by NTU. While other factors may also play a role, addressing these recruitment imbalances could contribute to a more balanced gender representation across all staff levels.

SECTION 7 – ACTIONS

NTSU will review our recruitment strategies aimed specifically at zero hour staff to improve the gender balance in our workforce. This may involve the development of targeted recruitment campaigns that not only highlight the benefits and opportunities available within these roles but also address and dismantle any stereotypes or misconceptions that may exist about them.

A thorough review of current recruitment practices will be undertaken to ensure they are inclusive and free from biases that could deter male applicants. This includes revising job advertisements, descriptions, and selection criteria to be gender-neutral and reflect the diversity we aim to achieve.

SECTION 8- REFERENCE.

Higher Education Statistics Agency (HESA). (n.d.). Who's studying in HE? Retrieved February 7, 2024, from <https://www.hesa.ac.uk/data-and-analysis/students/whos-in-he>