



NOTTINGHAM TRENT STUDENTS' UNION

GENDER PAY GAP REPORT

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GENDER PAY GAP REPORT

SECTION 1 – INTRODUCTION

As part of new legislation implemented in 2018 under the Equality Act 2010, all employers with over 250 employees are required to publish an annual gender pay gap report. Nottingham Trent Students Union is once again publishing the following figures:

- Gender Pay Gap (mean and median figures)
- Gender Bonus Gap (mean and median figures)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay

The purpose of the gender pay gap report is to show the difference in the average pay between all men and women in a workforce. The report can be used as a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

It should be noted that there is a difference between the gender pay gap and equal pay. Equal pay refers to pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. In this case, it is unlawful to pay people unequally because of their gender. The gender pay gap shows the difference in the average pay between men and women. The purpose of this exercise is to find if NTSU has a gap, and if so, ways to address it.

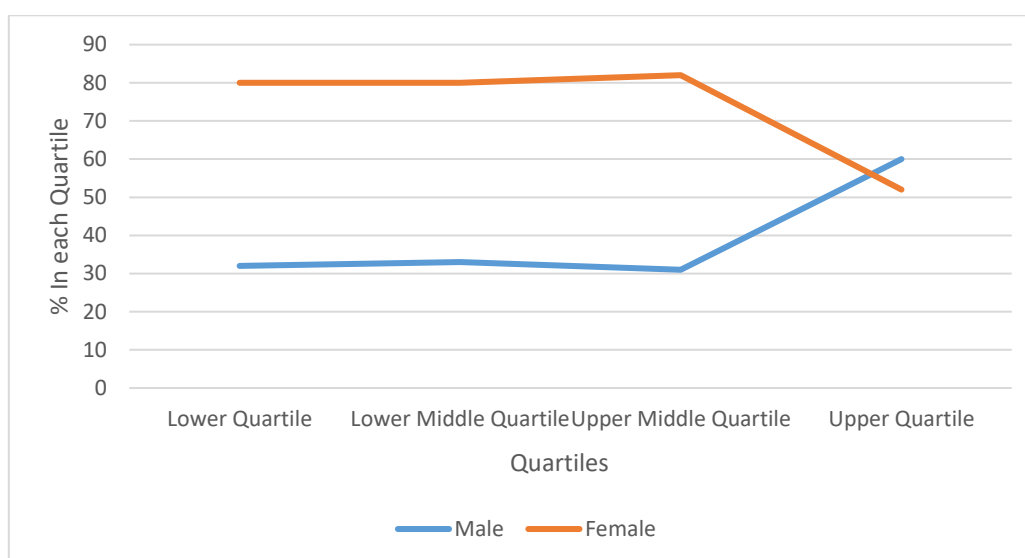
SECTION 2 – GENDER PAY GAP STATISTICS

On of 5 April 2019, NTSU had 156 male employees and 294 female employees (450 Total). This is a increase from last year, which saw 136 males and 230 females being employed on 5 April 2018.

GENDER PAY GAP	%
MEAN	7.4 (0.63p difference)
MEDIAN	0 (£7.38 per hour)

Please note that NTSU did not pay any bonuses in the period under review.

Male and Female Employment by Pay Quartile



<u>EACH QUARTILE</u>		
	MALE %	FEMALE %
Upper Quartile	53.57	46.43
Upper Middle Quartile	27.43	72.57
Lower Middle Quartile	29.20	70.80
Lower Quartile	28.57	71.43

SECTION 3 – COMMENTARY

Of the 450 employees at NTSU, 313 were members of part time student staff who are paid at three rates (standard rate, team leader rate and supervisor rate). However, the majority of our student staff were paid at the NMW for 21-year olds (£7.38), which explains the low median pay.

Every year our student staff work force changes significantly due to university commitments, extracurricular activities and graduation. Therefore, from one year to the next NTSU could have more male employees than females and vice versa the next year.

On this occasion, our female student staff population has significantly grown compared to last year. On 5 April 2019, there were 222 female student staff, compared to 91 male student staff members. This has meant that more female staff dominate our Lower, Lower Middle and Upper Middle Quartiles. In accordance with ACAS guidelines, we proportioned male and female employees accordingly in each quartile for a fair representation. This has meant that more of our male career staff are in the Upper Quartile, creating a slightly higher representation than last year.

In regard to permanent full-time staff, NTSU employed 32 female and 36 male employees. The increase in male staff has also contributed to their higher representation in the Upper Quartile. Following discussions in our organisation, our career staff requested a Gender Pay Gap Report that represented just career staff. In the interest in transparency, on 5 April 2019, the average hourly wage for career staff males was £12.06 and £11.64 for females, meaning there was a 42p pay gap. The median pay for male career staff was £10.43 and £10.55 for females.

SECTION 4 – ACTIONS

Moving forward, NTSU aims to ensure its recruitment process is diverse and the HR department are changing the way we advertise and recruit new employees. The recruitment review process is taking in line with a People Strategy and Equality & Diversity Policy review process. Since April 2019, NTSU have employed 5 female members of staff and 4 members of male career staff, compared to 13 males and 3 females between 6 April 2018 and 5 April 2019.

As an employer, NTSU is committed to ensuring it monitors and reviews pay equality. It addresses this by using pay grades, which are linked to job titles. This ensures that staff are paid fairly for carrying out the same or similar roles. Further, we undertake yearly salary reviews, which are applied to all roles and not chosen individually.

Actions taken to address gender equality will be reported to the Union's Board of Trustees.