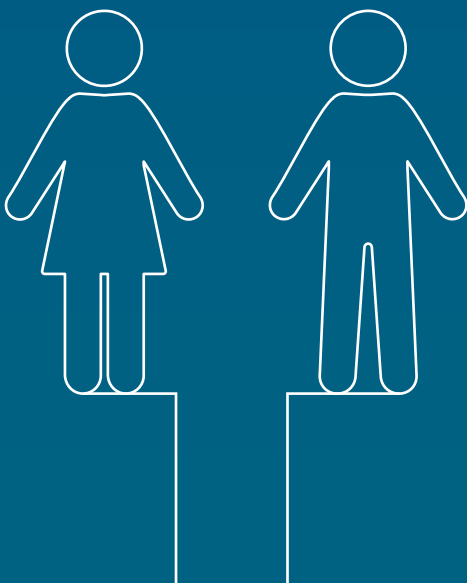


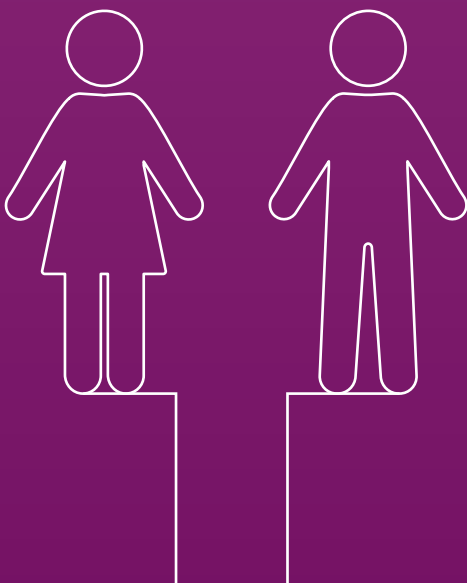
# THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



# OVERVIEW

## Mandatory gender pay gap reporting.

Since April 2017, any organisation that has 250 or more employees has been required to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. We are required to publish our gender pay gap data and a written statement on our public-facing website at [law.ac.uk](http://law.ac.uk)



# INTRODUCTION



## **UNDERPINNING EVERYTHING WE DO IS OUR COMMITMENT TO ACHIEVE EQUALITY AND DIVERSITY AMONGST OUR PEOPLE**

**The University of Law Ltd is one of the UK's longest established specialist providers of legal and business education. We are committed to addressing workplace barriers to equality in the form of career equity for men and women by developing and maintaining a working environment that encourages and rewards career progression equally, regardless of gender and any other protected characteristic.**

We believe that the policies and procedures we have in place represent good practice and encompass what we believe to be major influencers on gender pay, e.g. opportunities for career progression and development, diversity, recruitment, reward, and working practices. However, like any responsible organisation, we will continue to review and monitor the effectiveness of these, so that they continue to develop and evolve to meet existing and future employee, our client and business needs.

There is strong commitment from the organisation's senior leadership team to reduce our gender pay gap. They recognise the importance from a moral, ethical and business perspective of not only career equity between men and women, but fairness in how they are rewarded.

We operate in a competitive business environment and to deliver services successfully to our diverse client and partner groups, we need to ensure that we mirror their high expectations and those of our colleagues, in achieving equality. Whilst we will not compromise on appointing the best person for a role, we will continue to look for opportunities to encourage, develop and grow our colleagues, with the aspiration of achieving and maintaining equality in pay and career progression opportunities.

# GENDER PAY GAP

## - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

Table 1 – Gender pay gap 2022

The University of Law on 5 April 2022	The gender pay gap. Women's earnings relative to men's earnings* (see note)	Page
Our mean gender pay gap	<b>5.81% lower</b> (5.47% lower)	6
Our median gender pay	<b>5.91% lower</b> (9.63% lower)	7
Our mean gender bonus gap	<b>26.67% lower</b> (7.43% lower)	9
Our median gender bonus gap	<b>20.00% lower</b> (15.00% lower)	9
The proportion of male employees receiving a bonus	<b>5.37%</b> (8.68%)	9
The proportion of female employees receiving a bonus	<b>4.65%</b> (8.72%)	9

\*For comparative purposes our 2021 gender pay gap figures are provided in brackets

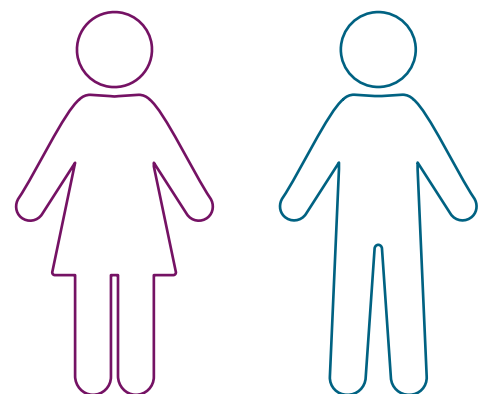
Note: where the term 'lower' is used in the table, it signifies that women's earnings relative to men's are xx % lower, i.e. the gender pay gap is xx%

# THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

**Table 2** – Proportion of males and females in each quartile

	Female	Male
Top Quartile	62.06% (61.30%)	37.94% (38.70%)
Upper Middle Quartile	70.92% (70.87%)	29.08% (29.13%)
Lower Middle Quartile	71.63% (70.87%)	28.37% (29.13%)
Lower Quartile	69.96% (71.62%)	30.04% (28.38%)

For comparative purposes, our 2021 gender pay gap figures are provided in brackets



# OUR DATA: THE MEAN PAY GAP

**Our mean pay gap for 2022 is 5.81% for all employees indicating that on average men are paid 5.81% more than women within the organisation. This represents a small increase in the mean pay gap from our last report, when the gap stood at 5.47%.**

In analysing the mean pay gap across the four quartiles, as shown in Table 3, the widest pay gap is in the top quartile where men are on average paid 5.75% more than women (1.92% in 2021). Where there are variations in the mean pay gaps of more than 3% and, therefore, outside of our targets, we investigate the reasons for this. We found that the University had made 34 new

appointments to roles in the top quartile, of which 18 were women and 16 were men. The distribution of new employees within the top quartile is fairly even, however, the highest paid new employee was our male Vice Chancellor and this is the likely reason for the increase in the pay gap in the top quartile.

In the remaining lower, lower middle and upper middle quartiles, on average women are paid more than men. However, as the pay gaps are all below 3%, these are all within the University's target mean pay gap of no greater than 3%

**Table 3** – Mean Pay Gap based on females' earnings relative to men's earnings per quartile

Quartile	2022	2021	2020	2019	2018	2017
Lower quartile	2.59% higher	6.12% higher	1.34% higher	3.85% higher	0.11% higher	4.00% higher
Lower middle quartile	1.54% higher	2.26% higher	2.84% higher	3.55% higher	0.78% lower	1.36% higher
Upper middle quartile	1.00% higher	0.52% lower	1.81% lower	1.01% lower	2.40% lower	1.88% lower
Top quartile	5.75% lower	1.92% lower	5.97% lower	5.81% lower	10.19% lower	11.60% lower

## OUR DATA: THE MEDIAN PAY GAP

We believe that the median indicator provides a far more accurate reflection and measure of the gender pay gap in the organisation, as it's less susceptible to the extreme variations than the mean is, where a small number of highly paid individuals or specialists can significantly skew the overall gender pay gap.

**Our median pay gap for April 2022 is 5.91% for all employees, indicating that the median pay for men is 5.91% more than that of women.** In 2021, the median pay gap was 9.63% and therefore the gap has narrowed by more than 3.5%.

Where there are variations in the median pay gaps of more than 3% and, therefore, outside of our targets, we have investigated the reasons for this. We have analysed the median pay gap across the four quartiles, as shown in Table 4, which demonstrates that there has been an encouraging narrowing of the median pay gap in three of the four quartiles (the lower, lower middle and top quartiles). In the upper middle quartile, there has been a small increase in the median pay gap. Furthermore, the median pay gap of the lower, lower middle and upper middle quartile are all within the University's target median pay gap of no greater than 3%.



The median pay gap within the top quartile is now marginal, as men's median pay is 0.47% more than women's median pay. Compared to 2021, there are more women in the top quartile and this is likely to have contributed to narrowing the median pay gap.

The significant difference is within the lower quartile where the median pay gap has narrowed by 4.51%. Compared to 2021, there are less women in the lower quartile and this is likely to have contributed to narrowing the median pay gap.

**Table 4** – Median pay gap based on females' earnings relative to men's earnings per quartile since 2017

Quartile	2022	2021	2020	2019	2018	2017
Lower quartile	4.17% higher	8.68% higher	3.31% higher	3.08% higher	0.15% higher	2.91% higher
Lower middle quartile	2.35% higher	4.00% higher	4.80% higher	5.42% higher	2.84% lower	3.94% higher
Upper middle quartile	0.98% higher	0.86% lower	2.31% lower	0.77% lower	3.33% lower	4.74% lower
Top quartile	0.47% lower	2.97% lower	4.37% lower	4.78% lower	2.41% lower	2.28% lower



## OUR DATA: THE BONUS GAP

The University awards a small number of discretionary bonuses on an annual basis, usually focussing on performance and achievements within the Executive Board and Salesteams. Other bonuses/recognition payments are occasionally awarded for significant and time-critical contributions but the University does not make widespread use of such arrangements.

The number of men and women receiving a bonus award has reduced since our last report from 80 (2021) to 55 (2022). The proportion of men and women in the workforce receiving a bonus has also reduced; 5.37% of men (8.68% in 2021) received a bonus and 4.65% of women (8.72% in 2021).

The mean bonus gap is 26.67% (7.43% in 2021) meaning that on average men's bonus payments are higher than women's bonus payments. This has significantly increased compared to 2021. However, in comparing the data from 2021, a large bonus payment was made to a female employee and this impacted the mean bonus calculation in that year. Without this payment, the 2021 mean calculation would have been 23.83%, which is 2.84% lower than the 2022 mean bonus gap.

The median bonus gap is 20.00% higher for men than women (15.00% in 2021). Further investigation found that the reason for the increase in the bonus gap was due to the men's median bonus payment increasing by £250.

# OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The University has made good progress towards closing both the mean and median pay gaps and achieving equality in pay across the organisation. For reference, the October 2021 ONS (Office of National Statistics) mean and median pay gaps are significantly greater than the University's (14.7% and 15.1% respectively). However, we continue to hold ourselves to account and are constantly looking to address any negative influences on gender pay differentials.

In our first Gender Pay Gap Report in 2017, as part of our commitment to achieving change and to measure our progress, we committed to monitoring four key metrics. Our progress with these metrics are shown below:-



# PROGRESS WITH FOUR KEY METRICS

So how are we doing in relation to each of the four key metrics?

## 1

**Equalisation of the ratios of men to women in all four quartiles, with a particular focus on maintaining the ratio at the top of our business to demonstrate fair and open career paths.**

Women continue to be the dominant gender in all four quartiles. However, compared with 2021, the ratio of men and women in the lower quartile is more closely aligned. There are also proportionately more women in the top quartile.

We continue to strive to ensure that the full range of career and development opportunities are available to both men and women, on the same basis, identifying and removing any actual or perceived barriers to progression at all levels, but particularly for senior roles through appropriate interventions.

## 2

**Achieve zero pay gaps (+/-3%) within each individual pay quartile**

In 2022, we achieved our target of zero pay gaps in three of the four quartiles for the mean pay gap: the lower, the lower middle and the upper middle quartiles. It's likely that the appointment of a new male Vice Chancellor created the pay gap of more than 3%.

We also achieved our target of zero pay gaps in three of the four quartiles for the median pay gap: the lower middle, upper middle and the top quartiles. The pay gap for the lower quartile has significantly narrowed.

Our Academic salary ranges are agreed each year with our recognised trade union, Unite. Salaries for our Business Professional roles are set through a benchmarking process using compensation surveys to ensure that salary levels are set fairly and equitably. Where any potential issues are identified and are supported by evidence, the University's remuneration committee considers any requests for adjustments in salary to address these.

# 3

## Continue to develop apprenticeship opportunities for career development.

We continue to provide apprenticeship opportunities not only for new entrants, but also for existing employees. At the time of preparing this report, we have three apprenticeships in progress and all participants are women. This table illustrates the number of apprenticeships completed over the past four years, broken down by gender:

Year	No of Completed Apprenticeships	
	Men	Women
2019	5	2
2020	3	2
2021	2	1
2022	0	1

# 4

## Monitor the effectiveness of our recruitment methods, including advertising, to ensure that we are reaching as broad an audience as possible in terms of both women and men.

As standard, we have open and publicly advertised roles within the organisation, demonstrating clear recruitment and selection procedures. We review and monitor all adverts, ensuring inclusive language is utilised on our website, social media channels and hold to account our external recruitment agency partners. We proactively identify women in underrepresented fields, using external CV databases and direct sourcing tools, including professional social media platforms. When assessing candidate applications we account for career breaks, placing appropriate value on non-traditional careers paths.

**In 2021, we made and achieved further commitments:**

- We removed all questions about salary history from application forms and interview discussions
- We conducted an ethnicity pay gap analysis and presented a report to the Executive Board

**Following on from our 2022 gender pay gap analysis, we identified new actions to progress our journey to pay equality and have been focussing on these throughout the year:**

- We've engaged with staff EDI networks to understand what type of activities would best contribute to reducing our gender and ethnicity pay gaps
- We've made a commitment to publish our 2024 ethnicity pay gap report on our website site
- We're working on our pay policies and practices to support fair, consistent and equitable pay decisions

- We've delivered recruitment and selection training to our managers to enable them to make fair and equitable selection decisions
- We've made a commitment in our recently launched 5-year strategic plan to achieve Investor in People status, to evaluate and recognise our commitments, benchmarking ourselves against the highest quality standards.



