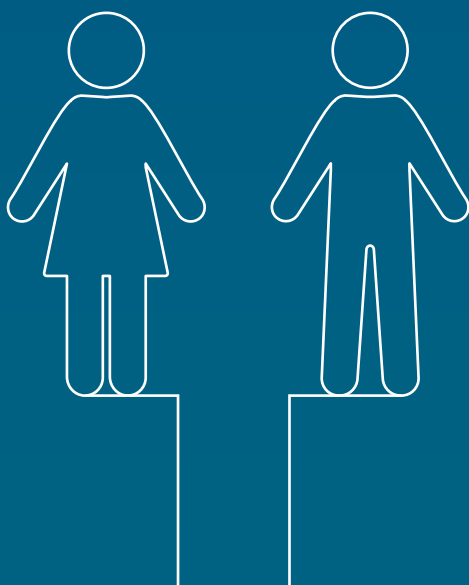


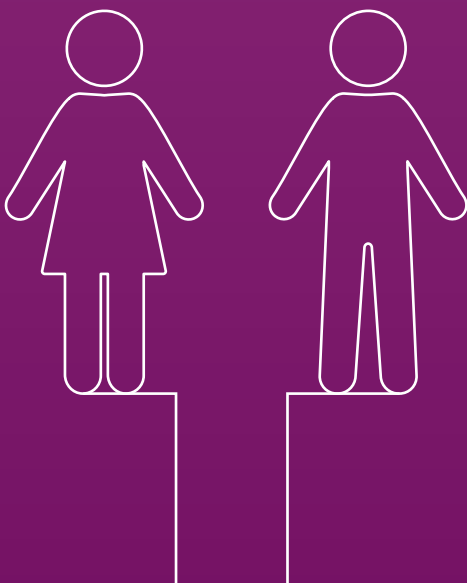
THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2023



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



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 as 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 group, we need to ensure that we mirror their high expectations and those of our staff 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 staff, 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 2023

The University of Law on 5 April 2023	The gender pay gap. Women's earnings relative to men's earnings* (see note)	Page
Our mean gender pay gap	5.68% lower (5.81% lower)	6
Our median gender pay	7.65% lower (5.91% lower)	7
Our mean gender bonus gap	19.96% lower (26.67% lower)	9
Our median gender bonus gap	75.96% lower (20.00% lower)	9
The proportion of male employees receiving a bonus	4.15% (5.37%)	9
The proportion of female employees receiving a bonus	2.49% (4.65%)	9

*For comparative purposes our 2022 gender pay gap figures are provided in brackets

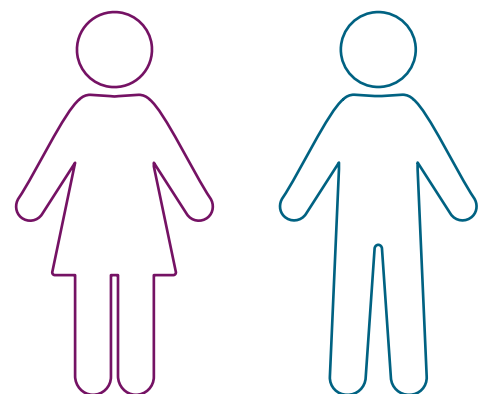
Note: where the term 'lower' is used in the table, it signifies that women's earnings relative to men's are xx % lower, i.e. the gender pay gap is xx%

THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

Table 2 – Proportion of males and females in each quartile

	Female	Male
Top Quartile	62.50% (62.06%)	37.50% (37.94%)
Upper Middle Quartile	69.78% (70.92%)	30.22% (29.08%)
Lower Middle Quartile	71.56% (71.63%)	28.44% (28.37%)
Lower Quartile	72.27% (69.96%)	27.73% (30.04%)

For comparative purposes, our 2022 gender pay gap figures are provided in brackets



OUR DATA: THE MEAN PAY GAP

Our mean pay gap for 2023 shows that on average men are paid 5.68% more than women within the organisation. This represents a small decrease in the mean pay gap from our last report, when the gap stood at 5.81%.

In analysing the mean pay gap across the four quartiles, the widest pay gap remains in the upper quartile where men are on average paid 2.70% more than women (5.75% in 2022).

Within the upper quartile the University made 41 new appointments, of which 27 were women and 14 were men. The distribution of new employees within the top quartile is proportionally favourable to women. The highest paid new employee

was our female Vice Chancellor; this has largely contributed towards the pay gap reduction compared to 2022.

The upper middle quartile has moved from women being paid more than men in 2022 to the opposite in 2023. This is a result of there being proportionally more men in this quartile 30.22% in 2023, compared to 29.08% in 2022, due to a 7% increase in new male appointments, compared to 2022.

Upon reviewing all quartiles, it is promising to see that all of them remain 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	2023	2022	2021	2020	2019	2018
Lower quartile	2.47% higher	2.59% higher	6.12% higher	1.34% higher	3.85% higher	0.11% higher
Lower middle quartile	0.22% higher	1.54% higher	2.26% higher	2.84% higher	3.55% higher	0.78% lower
Upper middle quartile	0.30% lower	1.00% higher	0.52% lower	1.81% lower	1.01% lower	2.40% lower
Top quartile	2.70% lower	5.75% lower	1.92% lower	5.97% lower	5.81% lower	10.19% 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 2023 shows that men are paid 7.65% more than women. In 2022, the median pay gap was 5.91% and, therefore, the gap has increased by 1.74%.

We have analysed the median pay gap across the four quartiles and found the pay gap has widened in each.

This due to the appointment of new starters being disproportionate against the University's gender profile of 69% women and 31% men.

In the lower quartile the pay gap increased further in favour of women, as more women were appointed in this quartile (74% new women hires and 26% men) who were paid more than men.

The lower middle quartile had a similar disproportionate gender split of new appointments (72% women and 26% men), where more women were recruited but, earn less than men. This caused the pay gap to increase from women earning 2.35% more than men in 2022, to a



contrasting 0.32% in 2023 where men earn more than women.

Despite these pay gap increases, three of the four quartiles remain within the University's target median pay gap of no greater than 3%.

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

Quartile	2023	2022	2021	2020	2019	2018
Lower quartile	4.80% higher	4.17% higher	8.68% higher	3.31% higher	3.08% higher	0.15% higher
Lower middle quartile	0.32% lower	2.35% higher	4.00% higher	4.80% higher	5.42% higher	2.84% lower
Upper middle quartile	1.37% lower	0.98% higher	0.86% lower	2.31% lower	0.77% lower	3.33% lower
Top quartile	1.94% lower	0.47% lower	2.97% lower	4.37% lower	4.78% lower	2.41% lower

OUR DATA: THE BONUS PAY 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 Sales teams. Other bonuses or recognition payments are occasionally awarded, for significant and unplanned contributions. Otherwise, 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 55 (2022) to 40 (2023). The proportion of men and women in the workforce receiving a bonus reduced again for the second consecutive year; 4.15% of men (5.37% in 2022) and 2.49% of women (4.65% in 2022).

For our mean bonus gap, men are on average paid 19.96% more than women, which is a reduction compared to 2022 where our gap was 26.67%. Upon investigation, it was found that the cause of the gap decreased was due to women receiving two of the highest bonuses and men receiving two of the lowest bonuses.

The median bonus gap is 75.96% higher for men than women (20.00% in 2022). Further investigation found that most bonuses awarded were to those within the same department. 61% of the bonuses awarded to women in this department received the same bonus payment, causing the median bonus for women to reduce by 70%, compared to what they received in 2022.

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

The University continues to make good progress towards closing both the mean and median pay gaps and achieving equality in pay across the organisation. For reference, the October 2022 ONS (Office of National Statistics) contained data confirming a median pay gap of 14.9%. Furthermore, for 2022, UCEA reported a median pay gap of 12.3% and a mean pay gap of 14.8% for HEIs overall. All of which are significantly more than the university's pay gap. 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. Compared with 2022, there has been no significant change in the upper three quartiles. However, the ratio of men and women in the lower quartile has changed with a reduction in the proportion of men in this 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 2023, we achieved our target of zero pay gaps in all four quartiles for the mean pay gap.

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 widened in favour of women. We will continue to work to reduce this gap to +/-3%.

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 for both new entrants and existing employees. In Q4 of 2023 we procured a preferred supplier for Leadership & Management apprenticeships, with an EDI specialist apprenticeship provider and we expect to see an increase in these apprenticeships during 2024. At the time of preparing this report, we have four apprenticeships in progress and all participants are women. This table illustrates the number of apprenticeships completed over the past five years, broken down by gender:

Year	No of Completed Apprenticeships	
	Men	Women
2019	5	2
2020	3	2
2021	2	1
2022	0	1
2023	0	2

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 2023 the University made an investment in a new Applicant Tracking System that will allow us to better understand recruitment metrics in future years.

In addition to our four original commitments outlined above, the Executive Board review and approve further actions and initiatives on an annual basis. Over the past five years, these have included:

- Removing questions about salary history from application forms and interview discussions
- Ethnicity pay gap analysis and a commitment to publish our 2024 ethnicity pay gap report on our internet site
- Engaging with staff EDI networks to understand what type of activities would best contribute to reducing our gender and ethnicity pay gaps
- Developing our pay policies and practices to support fair, consistent and equitable pay decisions
- Making a commitment in our 5-year strategic plan to achieve Investor in People status, to evaluate and recognise our commitments, benchmarking ourselves against the highest quality standards



