



GENDER PAY GAP REPORT

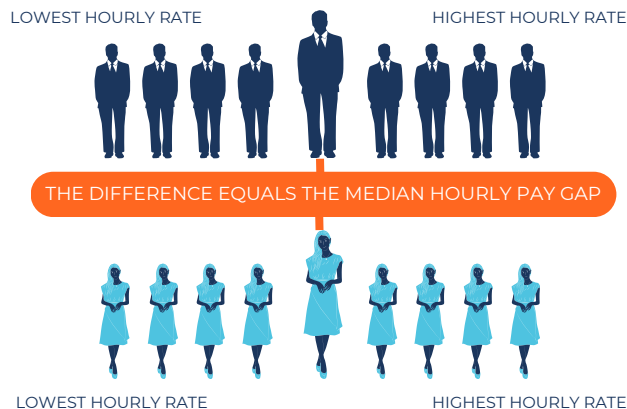


MARCH 2024

HOW ARE THE PAY GAPS CALCULATED?

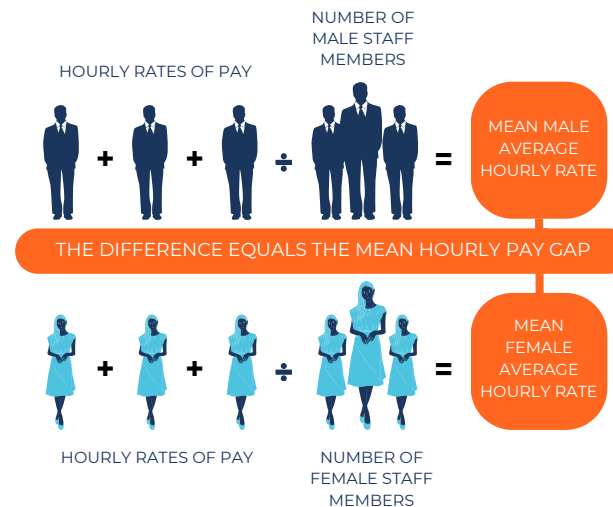
MEDIAN PAY GAP

The median pay gap is calculated by comparing the middle staff member from the male group and the middle staff member from the female group, when both groups are arranged in order of their hourly rates, from lowest to highest. The gap is expressed as a percentage difference between these two individuals.



The median is the middle point of a range of numbers and the mean is the average of a range of numbers.

MEAN PAY GAP



The mean pay gap is calculated by finding the average hourly rate for male staff members and the average hourly rate for female staff members. The gap is then expressed as the percentage difference between these two averages.

HOW ARE THE PAY QUANTILES CALCULATED?

Pay quartiles are determined by sorting all hourly rates from lowest to highest and dividing them into four equal groups. The percentage of males and females in each group is then calculated.

HOW IS THE BONUS GAP CALCULATED?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps, but using the actual bonuses paid to staff members. Additionally, we report the percentage of male and female staff members who received a bonus, relative to the total male and female population.

OUR 2024 RESULTS

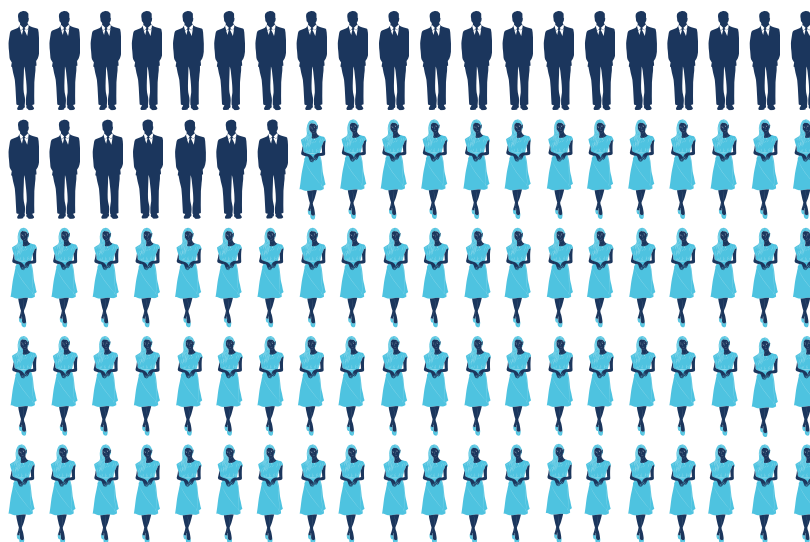


27%

THE PERCENTAGE OF ALL MALE AND FEMALE STAFF MEMBERS ARE



73%



PAY QUARTILES:

THE PERCENTAGE OF ALL MALE AND FEMALE STAFF MEMBERS WITHIN EACH PAY QUARTILE ARE:



17.2%

82.8%



LOWER QUARTILE

£



18.8%

81.2%



LOWER MIDDLE
QUARTILE

££



26.5%

73.5%



UPPER MIDDLE
QUARTILE

£££



47.9%

52.1%



UPPER QUARTILE

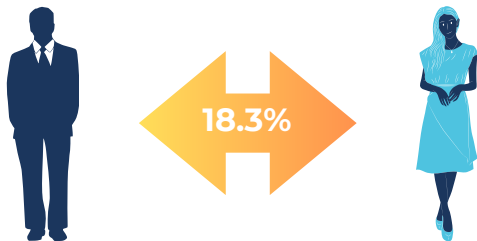
££££

The education sector tends to have a predominantly female workforce, as it offers flexibility that supports childcare responsibilities.

GENDER PAY GAP

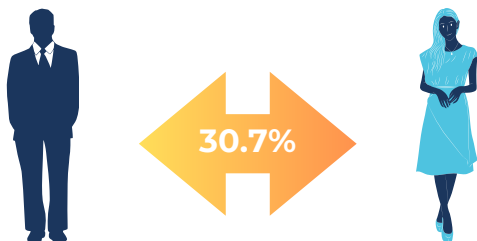
OUR 2024 RESULTS

MEAN PAY GAP



The mean pay gap for this reporting period has increased by 1.1% compared to 2023, for similar reasons as to those outlined above.

MEDIAN PAY GAP



The median pay gap for this reporting period has increased by 2.1%. This can be a combination of reasons but is largely due to the difference in males and females in the lower quartile compared to the difference in the upper quartile. This remains higher than the predicted national average median of 13.1%.

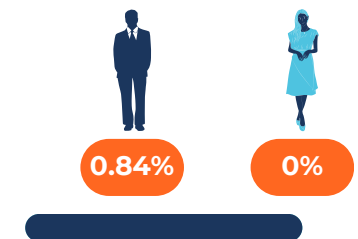
The proportion of males in the workforce receiving a bonus payment in comparison to the proportion of females in the workforce.

There has been an increase in our Median and Mean Bonus Pay Gap compared to previous years due to the college not having a consistent bonus scheme.

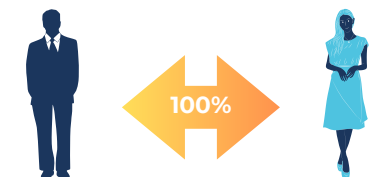
This calculation is impacted by the variations in the bonus schemes from year to year, with most bonuses being awarded based on pre-established criteria.

We have and will continue to conduct a bonus gaps analysis, increase pay and bonus transparency and review fair and objective bonus structures.

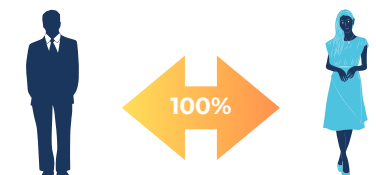
RECEIVED A BONUS



MEDIAN BONUS PAY GAP



MEAN BONUS PAY GAP



WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

WE ARE DEDICATED TO TAKING ACTION TO REDUCE BOTH OUR MEAN AND MEDIAN GENDER PAY GAPS.

OUR KEY PRIORITIES INCLUDE INTEGRATING GENDER PAY GAP ANALYSIS INTO OUR PROCESSES AND PROMOTING A MORE BALANCED GENDER REPRESENTATION AT USP COLLEGE.

- Continue to enable flexible working practices and flexible approaches to work patterns to include people with family commitments at all levels.

- Ensure transparency in pay and promotion criteria so employees are rewarded in line with their contribution.

- Pay due regard to the impact of new policies on groups specified under the Equality Act 2010.

- Share information with our departmental leads, to have increased insight to their respective gender pay gap.

- Undertake an annual review of the existing pay framework.

- Continue positive action to translate through our recruitment practices encouraging applications from underrepresented groups.

- Continue our focus on creating a menopause friendly working environment by adopting an intersectional perspective and raising awareness on how the menopause can impact those from different backgrounds and communities.

- Continue promotion and fair application of family friendly policies.

- Improve our policies and guidance on baby loss and fertility to better support team members who experience this.

- Continue to provide and improve flexible career pathways to support females in their continuous professional development

- Work in conjunction with charities and organisations who openly advertise our willingness to talk flexible working

- Continue to actively recruit both males and females at all levels and seek to redress any imbalance at all levels.

- Review advertising language to disrupt traditional gender biased recruitment advertising.

- Deliver diversity and inclusion training to all our staff to support our aim to be a diverse and inclusive employer.