



# **GENDER PAY GAP REPORT**

**Snapshot Date April 5<sup>th</sup>, 2021**



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# **NOTTINGHAM TRENT STUDENTS' UNION**

## **GENDER PAY GAP REPORT**

### **SECTION 1 – INTRODUCTION**

Nottingham Trent Students' Union represents over 37,000 students, we are driven by our mission to empower students to make NTU the best academic and personal experience for themselves and others. This is enabled by our vision of diverse communities of fulfilled students motivated to create positive change.

As part of 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<sup>th</sup> April 2021 (the snapshot date), NTSU had 117 male employees and 206 female employees (323 Total).

<b>GENDER PAY GAP</b>	<b>%</b>
MEAN	9.0 %
MEDIAN	-9.3 %

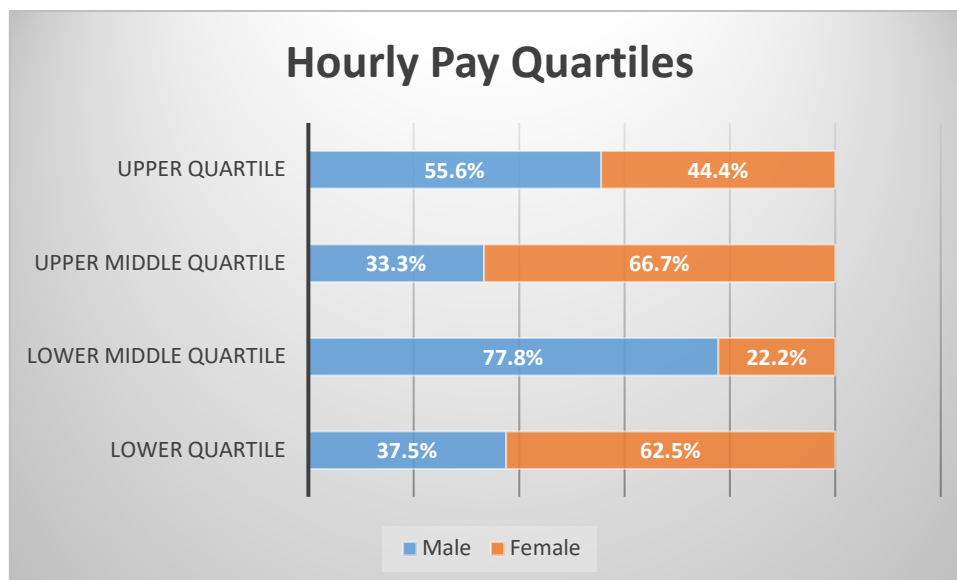
When comparing average hourly wages (MEAN) women receive 91p for every £1 that men receive.

When comparing average hourly wages (MEDIAN) women receive £1.09 for every £1 that men receive.

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

### **Male and Female Employment by Pay Quartile**

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



## **SECTION 3 – COMMENTARY**

Due to the ongoing impact of the Covid-19 pandemic on NTSU's commercial operations, on 5<sup>th</sup> April 2021 a large proportion of permanent and casual staff members were on the government job retention (furlough) scheme, receiving less than 100 % pay.

On this basis, as per the government guidance, these staff members have been included in our head count figure, but not the gender pay gap calculation figures. For clarity, 35 staff, 17 female and 18 males, out of the total of 323 staff were receiving 100 % pay on the snap-shot date, and therefore included in the gender pay gap calculation. 66 % of the furloughed employees were women and these were predominantly employed with our trading operations, who if not on furlough, would have fallen within the lower three quartiles.

Regarding those permanent staff receiving 100 % pay, there was a gender pay gap of 9.0 % with our male staff being paid £1.12 per hour more than our female staff. This is in comparison to 65p more per hour on the 2020 snapshot date and 63p on the 2019 snapshot date.

There has been a decrease in the number of females in the Upper Quartile, however we saw a marked increase in the number of females in the Upper Middle Quartile in comparison to 2020. For context, the average hourly rate for career employee males was £14.50 and £13.19 for females. The median pay for male career staff was £11.12 and £12.15 for females.

#### **SECTION 4 – ACTIONS**

Moving forward, NTSU will continue to look to develop its staff to ensure progression and personal development. 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. As with any changes within an organisation, we expect that our gender pay gap will decrease with time. Whilst the mean gender pay gap has increased, this in large is due to the large proportion of our workforce from our trading operations being on the government job retention scheme on the snapshot date last year.