



# **GENDER PAY GAP REPORT**

**2021**



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# **NOTTINGHAM TRENT STUDENTS UNION**

## **GENDER PAY GAP REPORT**

### **SECTION 1 – INTRODUCTION**

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.

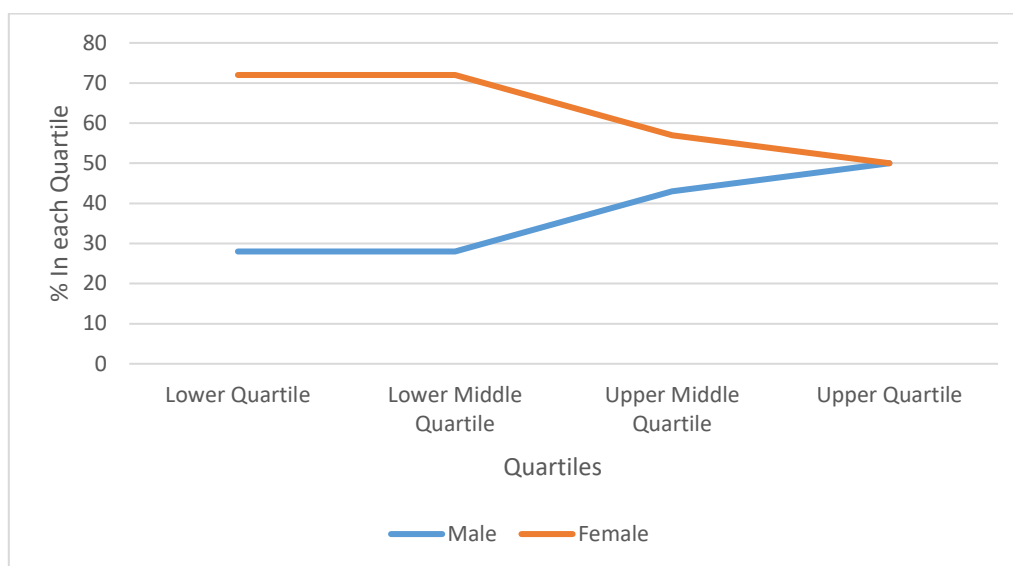
## **SECTION 2 – GENDER PAY GAP STATISTICS**

On of 5<sup>th</sup> April 2020 (the snapshot date), NTSU had 143 male employees and 247 female employees (390 Total).

<b>GENDER PAY GAP</b>	<b>%</b>
MEAN	7.3%
MEDIAN	0% (£8.20 per hour)

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

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



<b>EACH QUARTILE = 119 EMPLOYEES</b>		
	<b>MALE %</b>	<b>FEMALE %</b>
<b>Upper Quartile</b>	50	50
<b>Upper Middle Quartile</b>	43	57
<b>Lower Middle Quartile</b>	28	72
<b>Lower Quartile</b>	28	72

## **SECTION 3 – COMMENTARY**

Of the 390 employees at NTSU, 329 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 (£8.20), 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.

As with last year, our female members of student staff take up a large proportion of the cohort. On 5<sup>th</sup> April 2020, NTSU employed 217 members of female student staff and 112 members of male student staff. This explains why there are significantly more females in the lower middle and lower quartiles.

In regard to permanent full-time staff, NTSU employed 30 female and 31 male employees. Despite NTSU's gender pay gap slightly increasing in favour of our male (paid 65p more per hour on 2020 snapshot date compared to 63p on 2019 snapshot date) members of staff, there is an increase in the number of females in the Upper Quartile, which is now equal between men and women. For context, within NTSU, there are 28 female staff paid over £10 per hour and 17 males paid over £10 per hour. As our part time student staff heavily influence the gender pay gap figures, and in the interest of transparency, the average hourly rate for career employee males was £13.23 and £12.55 for females. The median pay for male career staff was £11.01 and £11.33 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. NTSU has recently reviewed its strategic plan, as well as their mission, visions and values. As with any changes within an organisation, we expect that our gender pay gap will decrease with time. At present, we are pleased with the small gap (£0.65p difference per hour), we will look to improve the gap within our strategy.