



## Imperial College Union Appointments and Remuneration Committee

23 May 2018

|                                 |  |
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| <b>AGENDA ITEM NO.</b>          |  |
| <b>TITLE</b>                    | Gender Pay Gap   |
| <b>AUTHOR</b>                   | Jarlath O'Hara   |
| <b>EXECUTIVE SUMMARY</b>        | <p>The Union is not required to prepare and publish our Gender Pay Gap figures but is committed to Equality and Inclusivity and therefore has chosen to prepare a report.</p> <p>The Union's SMG and SMT teams are majority male which results in the follow gap.</p> <p>ICU's median gender pay gap: 15.5%<br/>ICU's mean gender pay gap: 22.2%</p> |
| <b>PURPOSE</b>                  | To inform the Committee of the gap and generate a discussion around gender diversity within the Union and potential reporting.   |
| <b>DECISION/ACTION REQUIRED</b> | Decision as to whether to publish a report and what to include.  |

## Imperial College Union - Gender Pay Gap May 2018

### Introduction

[The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017](#) apply to private and voluntary-sector organisations with 250 or more employees. The Union therefore does not fall under these regulations and is not required to report.

Our Value of *Inclusivity* and broader focus on equality and diversity mean that this is an important area for the Union despite lack of obligation to report.

We have calculated our median and mean hourly rates and the respective gender pay gaps as follows:

|   |
|---|
| <b>Median hourly rate for total pay: £14.2 for women; £16.8 for men</b> |
| <b>ICU's median gender pay gap: 15.5%</b>                               |
| <b>The national median gender pay gap: 9.4%</b>                         |
| <b>The HEI median gender pay gap: 14.3%</b>                             |
| <b>Mean hourly rate for total pay: £15.4 for women; £19.8 for men</b>   |
| <b>ICU's mean gender pay gap: 22.2%</b>                                 |
| <b>The national mean gender pay: 18.1%</b>                              |
| <b>The HEI mean gender pay gap: 15.5%</b>                               |

The respective numbers of Female and Male staff are as follows:

| Count of Sex | Column Labels |    |             |
|--------------|---------------|----|-------------|
| Row Labels   | F             | M  | Grand Total |
| Upper        | 4             | 11 | 15          |
| Upper Middle | 5             | 11 | 16          |
| Lower Middle | 8             | 6  | 14          |
| Lower        | 12            | 7  | 19          |
| Grand Total  | 29            | 35 | 64          |

Percentages within each quartile are as follows:

|   |
|---|
| <b>Upper quartile: 4 women (26.7%), 11 men (73.3%)</b>        |
| <b>Upper middle quartile: 5 women (31.3%), 11 men (68.8%)</b> |
| <b>Lower middle quartile: 8 women (57.1%), 6 men (42.9%)</b>  |
| <b>Lower quartile: 12 women (63.2%), 6 men (36.8%)</b>        |

The primary reason for both gaps is that we have more men than women in our senior, more well-paid roles. The Committee are invited to consider to the gaps and staff numbers and agree appropriate next steps including publishing or identifying further actions on the back of this paper.

