GENDER PAY GAP REPORT

APRIL 2019

(Report Based on Figures on 5 April 2018)
NOTTINGHAM TRENT STUDENTS UNION  
GENDER PAY GAP REPORT  

SECTION 1 – INTRODUCTION  

As part of new 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. Following on from last year, 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 5 April 2018, NTSU had 136 male employees and 230 female employees (366 Total).

<table>
<thead>
<tr>
<th>GENDER PAY GAP</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEAN</td>
<td>-6.09%</td>
</tr>
<tr>
<td>MEDIAN</td>
<td>0% (£7.05 per hour)</td>
</tr>
</tbody>
</table>

(-) symbol indicates gap is favour of males.

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

Male and Female Employment by Pay Quartile

<table>
<thead>
<tr>
<th>Quartile</th>
<th>MALE %</th>
<th>FEMALE %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper Quartile</td>
<td>41.75</td>
<td>58.25</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>51.10</td>
<td>48.90</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>27.48</td>
<td>72.52</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>28.60</td>
<td>71.40</td>
</tr>
</tbody>
</table>
SECTION 3 – COMMENTARY

Of the 366 employees at NTSU, 304 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 (£7.05), 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. On 5 April 2018, NTSU employed 195 members of female student staff and 109 members of male student staff. This explains why there are significantly more females in the lower middle and lower quartiles.

In regards to permanent full time staff, NTSU employed 35 female and 27 male employees. Despite NTSU’s gender pay gap slightly increasing in favour of our male members of staff, there is an increase in the number of females in the Upper Quartile. For context, within NTSU, there are 20 female staff paid over £10 per hour and 18 males paid over £10 per hour.

SECTION 4 – ACTIONS

Moving forward, NTSU will continue to look to develop its staff to ensure progression and personal development. Our plans for the future are to look at internal development opportunities – which we are already doing by designing in house training that is ILM accredited. Further, we are looking at the ways we can structure staff to ensure the best opportunities for their 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 are currently reviewing their 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 (£0.50p difference per hour), we will look to improve the gap within our strategy.

Actions taken to address gender equality will be reported to the Union’s Board of Trustees.