

# Leeds University Union Gender Pay Gap 2018

Presented below is the Gender Pay Gap data for 2018



Leeds University Union Gender Pay Gap Report 2018			
Difference in <b>mean</b> pay		13.7%	
Difference in <b>median</b> pay		9.2%	
Difference in mean bonus pay		LUU does not pay any form of bonus	
Difference in median bonus pay		LUU does not pay any form of bonus	
Number of women / men in the <b>quartile pay bands</b>		Men	Women
	Lower	20.8%	79.2%
	Lower Middle	55.6%	44.4%
	Upper Middle	37.5%	62.5%
	Upper	47.8%	52.2%

## Narrative Reporting

LUU is reporting that there are greater numbers of women compared to men appearing in the upper and upper middle quartiles.

LUU has substantially more females than males in entry level jobs which fall within the lower quartile, which is higher than the statistical analysis of the Leeds University population of students. The University of Leeds currently has a 60.6% female to 39.4% male student ratio, however, in LUU, females within the lower quartile hold a 79% majority, we recognise that we are attracting more females to these roles.

Last year's gender pay gap calculated figures using two separate equations when calculating the gender pay gap; the equations used the monthly flat rates which did not include holiday pay and weekly rates that included holiday pay to calculate the figures. However, the equations used here now calculate the GPG with both monthly and weekly flat rates. Using the same methodology as used for the 2018 report this would have resulted in figures of 13.1% for the mean gap and 8.7% for the median gap.

LUU are taking a number of steps to address the gender pay gap, such as setting up a Women's Staff Network to create an informative discussion around LUU's proposal for an action plan, as well as formulating new ideas surrounding recruitment and retention of females. LUU currently practice blind-shortlisting and encourage women to apply for upper-middle and upper quartile roles to ensure that the organisation has a diverse talent pool that will reduce the gender pay gap and be reflective of the local population. We recognise however that the high number of female students employed is the largest contributor to the gap and in our higher paid roles we have already achieved a good gender balance.

