

Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to publish the results on our own website and a government website within one calendar year of April 5th 2017.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

In 2016 the official figure used by the Office for National Statistics was 18.1% - meaning on average women earned 18.1% less than men.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Leena Patel.

The data used included 39 permanent staff and 139 student staff.

To comply with the legislation the published findings need to show :

- The difference in mean average and median earnings between men and women
- The proportion of men and women in each pay quartile
- The difference in average bonus payments for men and women

Table 1 – Mean Average and Median Pay by Gender

Women's hourly rate is:	
1.4% higher (mean average)	0% higher (median)

Table 2 – Proportion of Male/Female Workers by Quartile Pay Band

Quartiles	Male %	Female %
Upper Quartile	33	67
Upper Middle	29	71
Lower Middle	38	62
Lower	27	73

Table 3 – Proportion of Male and Female Workers Receiving Bonus Pay

	Male	Female
Percentage Receiving Bonus Pay	0%	0%

Table 4 – Mean Average and Median Bonus Pay by Gender

Male	Female
0%	0%

What does this data mean?

- Hertfordshire Students' Union employs significantly more women than men across all the pay quartiles
- The positive gender pay gap for women shows a negligible difference in gender pay.
- No bonuses are paid to any members of staff, which is why the report shows 0%