

Gender Pay Gap Report

Last year we were an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This year even though our staff numbers have fallen below the required level we have opted to report them. We publish the results on our website and a government website within one calendar year of April 5th 2018.

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

In 2018 the official figure used by the Office for National Statistics for full time employees was 8.6% - meaning on average women earned 8.6% less than men. For full time employees aged 18-39 the pay gap was close to zero. Including part time workers the gap increases to 17.9% driven by more women working in part time jobs, which are lower paid.

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 our HR Manager, Leena Patel.

The data used included 45 permanent staff and 120 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:	
4.9% higher (mean average)	3.3% higher (median)

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

Quartiles	Male %	Female %
Upper Quartile	29	71
Upper Middle	39	61
Lower Middle	37	63
Lower	40	60

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 small difference in gender pay.
- No bonuses are paid to any members of staff, which is why the report shows 0%