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Gender Pay Gap Report

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Gender Pay Gap Report

1. Introduction

University College of Estate Management (UCEM) is the leading provider of supported online education for the Built Environment, with over 95 years' experience of providing the highest quality learning opportunities. At any one time, it has over 3,500 students from more than 100 countries benefiting from its qualifications taught by tutors with extensive industry experience.

UCEM helps to enhance Built Environment professional careers through its accredited property-related and construction programmes, offered at Postgraduate, Undergraduate and Apprenticeship levels.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UCEM is required to carry out gender pay gap reporting. It is important to highlight that gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap shows the differences in the average pay between men and women. This report focuses on gender pay gap only, however UCEM supports equal pay for men and women at work.

Within this report we publish the six calculations required under the Regulations:

1. Gender pay gap as a *mean average*
2. Gender pay gap as a *median average*
3. Bonus gender pay gap as a *mean average*
4. Bonus gender pay gap as a *median average*
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Gender Pay Gap Report

1.1 Declaration



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Ashley Wheaton'.

Ashley Wheaton, Principal



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'J. G. T. Gellatly'.

John Gellatly, Chair, UCEM Board of Trustees

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2. Gender pay gap data

2.1 Pay data

We collected our data on 5 April 2017, when our workforce consisted of 150 women and 150 men. The figures show that UCEM has a **mean gender pay gap of 16.97%** and a **median gender pay gap of 19.30%**.

Although there is an even gender split in the reporting period, there were more women undertaking administration roles, which typically sit within the lower quartiles. UCEM is a very flexible employer and almost half of our employee group have part-time status – this is both men and women. Typically, a higher proportion of part-time men work in academic roles, whereas many part-time women, are located within student administration and support roles.

In the **lower quartile**, there were 53 women and 22 men. In the **lower middle quartile**, there were 39 women and 36 men. This means that 61% of our employee group in the lower quartiles, were women.

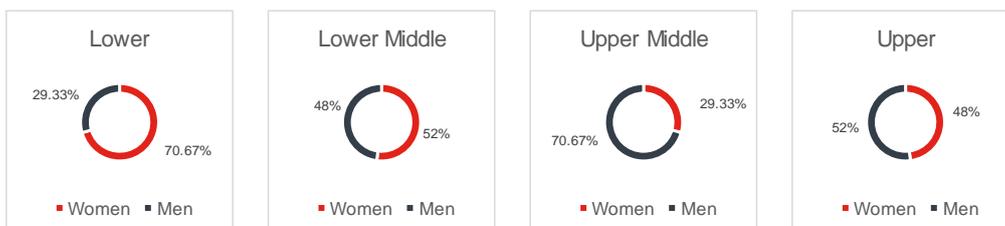
In **upper middle quartile**, there were 22 women and 53 men. All employees within this quartile were in an academic delivery role, where the rate of pay is consistent, however this is our most fluid group of employees. Due to the nature of our academic semester structure, employment is on a fixed-term basis with changes to this group, every six to seven months. Most importantly, the number of students enrolled on our academic programmes determines the demand for fixed-term employees with specific subject expertise. These factors combined, may result in changes to the gender split during any reporting year.

In the **upper quartile**, there were 36 women and 39 men. Most employees within this quartile held senior professional or senior academic roles, typically with management responsibility. Our Senior Leadership Team (SLT) also fall within this quartile, which consisted of three women and five men, all of whom worked full-time. We note that if the holder of our Principal position were female, our mean gender pay gap would fall to 13.58%. Similarly, if UCEM were to employ more men in the lower pay quartile while keeping constant the total number of employees, this would also reduce the gender pay gap.

Summary of the key reporting data:

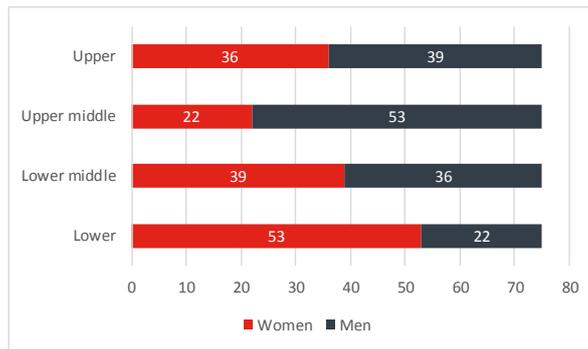
	Women's earnings are:
Mean gender pay gap in hourly pay	16.97% lower
Median gender pay gap in hourly pay	19.30% lower

Proportion of women and men in each pay quartile:



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Number of women and men in each pay quartile:



2.2 Bonus data

In the reporting year 2016-17, 89 employees (29.67%) received a bonus; 50 were women and 39 were men. Bonuses at UCEM are linked to job performance, some being job role specific.

The difference in the **mean bonus payment was 34.41%** however the difference in the **median bonus payment was -20.87%**. This means that the median bonus payment for women was higher than the bonus payment for men.

Summary of the key reporting data:

	Women's bonuses are:
Difference in mean bonus payments	34.41% lower
Difference in median bonus payments	20.87% higher

Proportion of women and men receiving a bonus payment:



3. Closing remarks and next steps

We are pleased that our gender pay gap stands below the mean national average but we recognise the need to work to close this gap. Since the reporting period, we have undertaken detailed work in relation to our pay structure and job levels, as well as undertaken a comprehensive pay benchmarking exercise. This work in relation to our pay system will continue, with the development of a formal pay policy, which we will promote both internally and externally. At the next pay review round and before final pay decisions are made, we will further consider how we can reduce our gender pay gap, by including a gender analysis within the data presented to department heads.

UCEM is committed to applying its equal opportunities policy throughout the employment lifecycle. At the recruitment and selection stage, we shortlist, interview and select individuals against clear person specification criteria. In the future we are keen to see what work can be done to encourage more men into our varied and interesting administration roles, and we will continue to promote our many flexible ways of working, which has appeal to both genders.

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In terms of equal pay, we will aim to build an equal pay review into our planning process and may extend the scope of this report in the future.

Finally, UCEM will continue to set aside funds for staff development, including providing equal access and opportunity for both women and men, for management and leadership development to enhance career prospects, in the future.