Gender Pay Gap Report
Published March 2020

Reference: GPG April 2019 Reporting Period
Version: 1.00
Status: Final
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The authors wish to thank Julie Hull, Finance Analyst, for her assistance with data analysis
Date: 30/03/2020
File: HR/GPG
## Approval History

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<th>Name</th>
<th>Organisation</th>
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<td>V1.00</td>
<td>26/03/2020</td>
<td>Board of Trustees</td>
<td>UCEM</td>
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## Document History

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<td>21/02/2020</td>
<td>Drafted following completion of full data analysis</td>
<td>LW / CM / CN</td>
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1. Introduction

University College of Estate Management (UCEM) is the leading provider of supported online education for the Built Environment. 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.
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.

Ashley Wheaton, Principal

John Gellatly, Chair, UCEM Board of Trustees
2. Gender pay gap data

2.1 Pay data

We collected our data on 5 April 2019, when our workforce consisted of 192 women and 155 men; this is a total workforce of 347 (55.3% women and 44.7% men). The figures show that UCEM has a mean gender pay gap of 14.7% and a median gender pay gap of 12.2%. Our workforce size has decreased by 3.4% (12 individuals) since the previous reporting period. Since our first reporting period, this is now the second year where our gender pay gap has continued to close.

In the lower quartile, there were 68 women and 18 men (68 women and 22 men previously). This is the same number of women in this quartile, with four fewer men.

In the lower middle quartile, there were 45 women and 42 men (37 women and 53 men previously). This is more evenly split than in previous years and is an increase in women and a decrease in men.

In the lower quartiles, 65.3% of our employee group were women, compared to 58.3% the previous year.

In upper middle quartile, there were 37 women and 50 men (32 women and 58 men previously); again, this is an increase in women and a decrease in men.

In the upper quartile, there were 42 women and 45 men (49 women and 40 men previously), which is a decrease in women and an increase in men.

In the upper quartiles, 45.4% of our employee group were women, compared to 45.3% the previous year.

Summary of the key reporting data:

<table>
<thead>
<tr>
<th></th>
<th>Women’s earnings are:</th>
<th>Previous year</th>
<th>2017 reporting year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean gender pay gap in hourly pay</td>
<td>14.7% lower</td>
<td>16.4% lower</td>
<td>17% lower</td>
</tr>
<tr>
<td>Median gender pay gap in hourly pay</td>
<td>12.2% lower</td>
<td>13.2% lower</td>
<td>19.3% lower</td>
</tr>
</tbody>
</table>

Proportion of women and men in each pay quartile:
Gender Pay Gap Report

Number of women and men in each pay quartile:

![Bar chart showing the number of women and men in each pay quartile:]

Total workforce:

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
<th>Total change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>192</td>
<td>155</td>
<td>347</td>
<td>3.4% decrease</td>
</tr>
<tr>
<td>2018</td>
<td>186</td>
<td>173</td>
<td>359</td>
<td>19.7% increase</td>
</tr>
<tr>
<td>2017</td>
<td>150</td>
<td>150</td>
<td>300</td>
<td>n/a – first reporting year</td>
</tr>
</tbody>
</table>

2.2 Bonus data

In the reporting year 2018-19, 163 employees (47%) received a bonus; 102 were women and 61 were men. Bonuses at UCEM are linked to job performance, with some also being job role specific; it is important to note that bonuses were awarded to employees falling in all quartiles.

The difference in the mean bonus payment was 34% and the difference in the median bonus payment was 10.8% and this is an improvement on the previous reporting year calculations. It is important to highlight that the higher bonus awards were received by employees holding job roles where a key feature of the total remuneration package (and contract of employment), was a performance-related bonus, as opposed to any reason relating to gender.

Summary of the key reporting data:

<table>
<thead>
<tr>
<th></th>
<th>Women’s bonuses are:</th>
<th>Previous year 2018</th>
<th>2017 reporting year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difference in mean bonus payments</td>
<td>34% lower</td>
<td>39.8% lower</td>
<td>34.4% lower</td>
</tr>
<tr>
<td>Difference in median bonus payments</td>
<td>10.8% lower</td>
<td>15.4% lower</td>
<td>20.9% higher</td>
</tr>
</tbody>
</table>

Proportion of women and men receiving a bonus payment:

- **Women**: 53.1%
- **Men**: 39.4%

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3. Closing remarks

We are pleased that our mean gender pay gap of 14.7% continues to stand below the mean national average of 17.3% (ONS, 2019); this is also lower than comparable higher education data, where the mean gender pay gap stands at 15.9% (UCEA, 2019). However, UCEM continues to be committed to work to close the gender pay gap.