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OF ESTATE MANAGEMENT

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# Gender Pay Gap Report

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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

# Gender Pay Gap Report

## Approval History

Version	Date	Name	Organisation
V1.00	26/03/2020	Board of Trustees	UCEM

## Document History

Version	Date	Reason	Person
V00.01	21/02/2020	Drafted following completion of full data analysis	LW / CM / CN

# 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. 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.

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.

John Gellatly, Chair, UCEM Board of Trustees

# Gender Pay Gap Report

## 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.

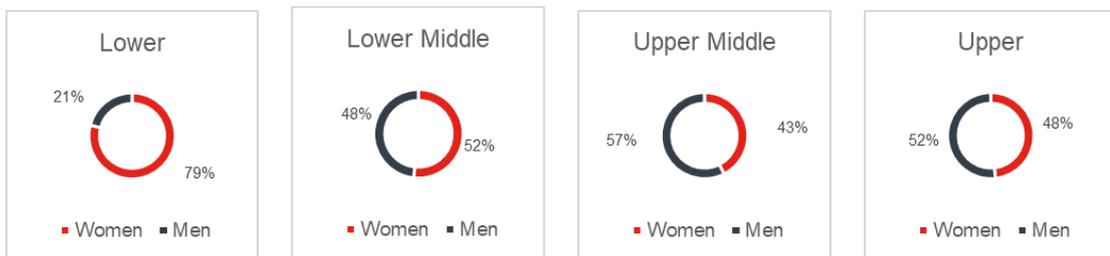
In the **upper quartile**, there were 42 women and 45 men (49 women and 40 men previously), which is a decrease in women and an increase in men.

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:

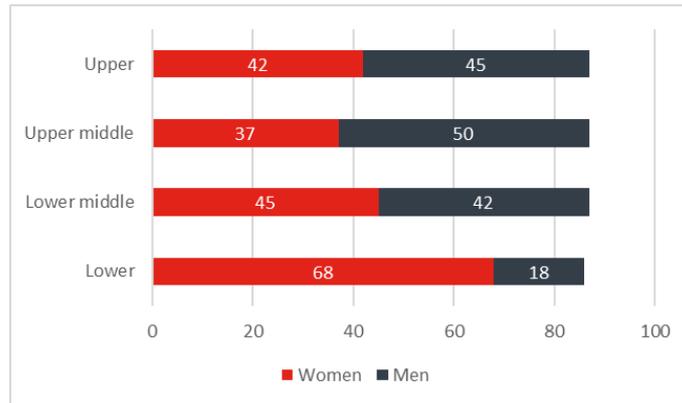
	Women's earnings are:	Previous year 2018	2017 reporting year
Mean gender pay gap in hourly pay	14.7% lower	16.4% lower	17% lower
Median gender pay gap in hourly pay	12.2% lower	13.2% lower	19.3% lower

Proportion of women and men in each pay quartile:



# Gender Pay Gap Report

Number of women and men in each pay quartile:



Total workforce:

Year	Women	Men	Total	Total change
2019	192	155	347	3.4% decrease
2018	186	173	359	19.7% increase
2017	150	150	300	n/a – first reporting year

## 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:

	Women's bonuses are:	Previous year 2018	2017 reporting year
Difference in mean bonus payments	34% lower	39.8% lower	34.4% lower
Difference in median bonus payments	10.8% lower	15.4% lower	20.9% higher

Proportion of women and men receiving a bonus payment:



## Gender Pay Gap Report

### 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.