



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

Patron: HRH The Prince of Wales

www.ucem.ac.uk

Horizons, 60 Queen's Road,
Reading RG1 4BS

t +44 (0)118 921 4696
e enquiries@ucem.ac.uk

Gender Pay Gap Report

Published March 2021

Reference: GPG April 2020 Reporting Period

Version: 1.00

Status: Final

Author: Lisa Wilks, Director of HR; Charlotte Manning, HR Partner; Chris Northover, Payroll Supervisor

Date: 26/03/2021

File: HR/GPG

Gender Pay Gap Report

Approval History

Version	Date	Name	Organisation
V1.00	25/03/2021	Board of Trustees	UCEM

Document History

Version	Date	Reason	Person
V00.01	16/03/2021	Drafted following completion of full data analysis	LW / CM / CN

Gender Pay Gap Report

Table of Contents

- 1. Introduction 1**
- 1.1 Declaration 2**
- 2. Gender pay gap data 3**
- 2.1 Pay data 3**
- 2.2 Bonus data 4**
- 3. Closing remarks 4**

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.

Handwritten signature of Ashley Wheaton in black ink.

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.

Handwritten signature of Amanda Clack in black ink.

Amanda Clack, Chairman, UCEM Board of Trustees

Gender Pay Gap Report

2. Gender pay gap data

2.1 Pay data

We collected our data on 5 April 2020, when our workforce consisted of 201 women and 162 men; this is a total workforce of 363 (55.4% women and 44.6% men). The figures show that UCEM has a **mean gender pay gap of 14.5%** and a **median gender pay gap of 15.1%**. Our workforce size has increased by 4.6% (16 individuals) since the previous reporting period. Since our first reporting period, this is now the third year where our mean gender pay gap has continued to close.

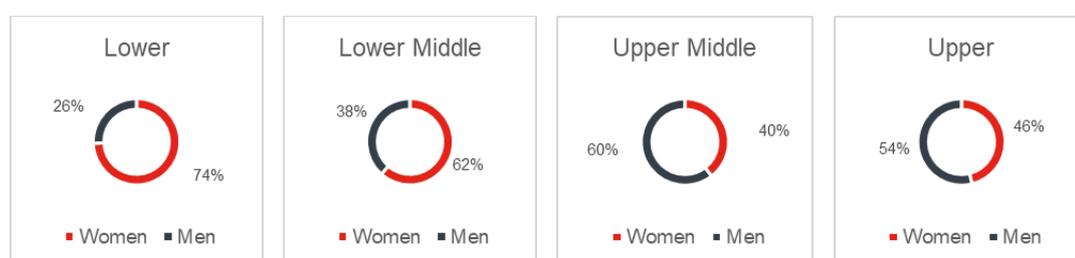
In the **lower quartile**, there were 67 women and 23 men (68 women and 18 men previously). In the **lower middle quartile**, there were 56 women and 35 men (45 women and 42 men previously). In the lower quartiles, 67.9% of our employee group were women, compared to 65.3% the previous year.

In **upper middle quartile**, there were 36 women and 55 men (37 women and 50 men previously). In the **upper quartile**, there were 42 women and 49 men (42 women and 45 men previously). In the upper quartiles, 42.8% of our employee group were women.

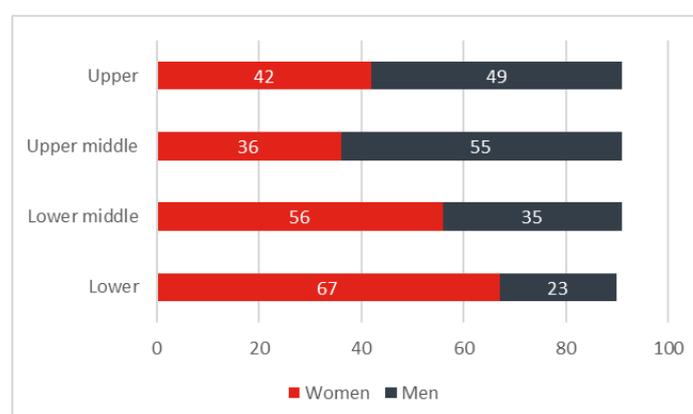
Summary of the key reporting data:

	Women's earnings are:	Previous year 2019	Previous year 2018	2017 reporting year
Mean gender pay gap in hourly pay	14.5% lower	14.7% lower	16.4% lower	17% lower
Median gender pay gap in hourly pay	15.1% lower	12.2% lower	13.2% lower	19.3% lower

Proportion of women and men in each pay quartile:



Number of women and men in each pay quartile:



Total workforce:

Gender Pay Gap Report

Year	Women	Men	Total	Total change
2020	201	162	363	4.6% increase
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 2019-20, 88 employees (24%) received a bonus; 68 were women and 20 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 53.2%** and the difference in the **median bonus payment was 20.8%**. 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 2019	Previous year 2018	2017 reporting year
Difference in mean bonus payments	53.2% lower	34% lower	39.8% lower	34.4% lower
Difference in median bonus payments	20.8% lower	10.8% lower	15.4% lower	20.9% higher

Proportion of women and men receiving a bonus payment:



3. Closing remarks

We are pleased that our mean gender pay gap of 14.5% continues to stand below the mean national average of 15.5% (ONS, 2020). At this time, comparable higher education data for this reporting year is not yet available. UCEM continues to be committed to work to close the gender pay gap.