



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

Patron: HRH The Prince of Wales www.ucem.ac.uk

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

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

Gender Pay Gap Report

Published April 2022

Reference: GPG April 2021 Reporting Period

Version: 1.00

Status: Final

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

Date: 31/03/2022

File: HR/GPG

Gender Pay Gap Report

Approval History

Version	Date	Name	Organisation
1.00	31/03/2022	Board of Trustees	UCEM

Document History

Version	Date	Reason	Person
V0.01	07/03/2022	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 5**
- 3. Closing remarks..... 5**

Gender Pay Gap Report

1. Introduction

University College of Estate Management (UCEM) is a long-standing and leading provider of supported online education. UCEM exists to provide accessible, relevant and cost-effective education which enhances careers, increases professionalism and leads to a better Built Environment. Operating from the UK and Hong Kong, UCEM has a global reach, with over 3,500 students studying at any one time.

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 'Amanda Clack'.

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 2021, when our workforce consisted of 204 women and 157 men; this is a total workforce of 361 (56.5% women and 43.5% men), similar to the previous year. The figures show that UCEM has a **mean gender pay gap of 12.3%** and a **median gender pay gap of 9.2%**. This is now the fourth year since the first reporting period, where UCEM has continued to close the mean gender pay gap:

- 17.0% (5 April 2017)
- 16.4% (5 April 2018)
- 14.7% (5 April 2019)
- 14.5% (5 April 2020)
- 12.3% (5 April 2021)

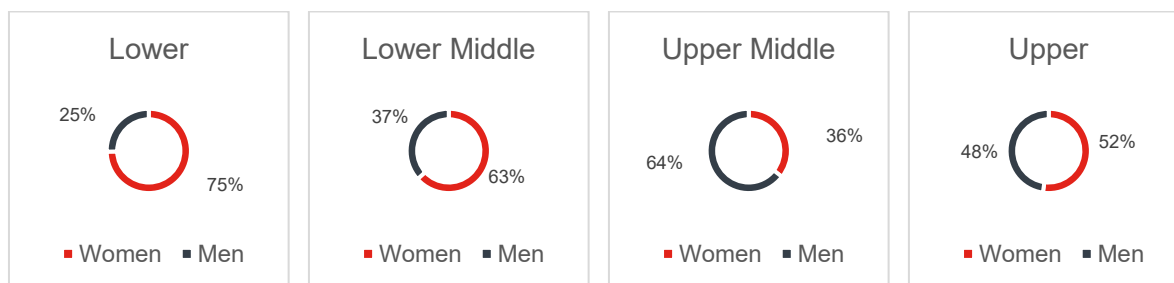
In the **lower quartile**, there were 68 women and 23 men (67 women and 23 men previously). In the **lower middle quartile**, there were 57 women and 33 men (56 women and 35 men previously). In the lower quartiles, 69.1% of our employee group were women, compared to 67.9% the previous year.

In **upper middle quartile**, there were 32 women and 58 men (36 women and 55 men previously). In the **upper quartile**, there were 47 women and 43 men (42 women and 49 men previously). In the upper quartiles, 43.9% of our employee group were women, compared to 42.8% the previous year. The increase in the number of women in the upper quartile should be noted.

Summary of the key reporting data:

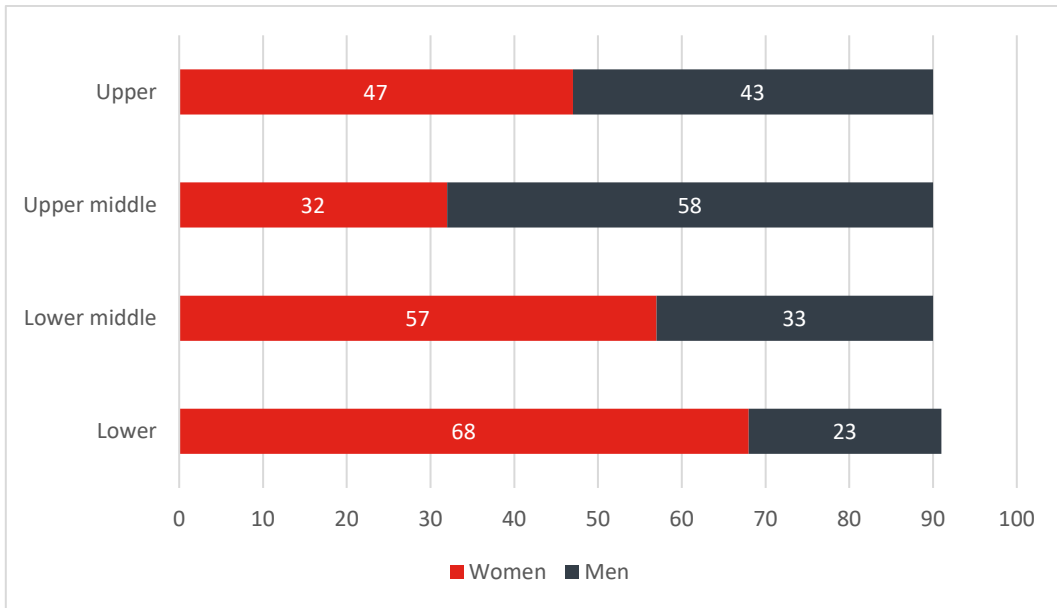
	Women's earnings are:	Previous year 2020
Mean gender pay gap in hourly pay	12.3% lower	14.5% lower
Median gender pay gap in hourly pay	9.2% lower	15.1% lower

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
2021	204	157	361	0.6% decrease
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

Gender Pay Gap Report

2.2 Bonus data

In the reporting year 2020-21, 16 employees (4.4%) received a bonus; 12 were women and 4 were men. All bonuses paid were job role (and contract of employment) specific. The reporting year was during the Covid pandemic, and discretionary bonuses were not awarded to any other employees.

For those bonuses paid, the difference in the **mean bonus payment was 50.3%** and the difference in the **median bonus payment was 64.5%**.

Summary of the key reporting data:

	Women's bonuses are:	Previous year 2020
Difference in mean bonus payments	50.3% lower	53.2% lower
Difference in median bonus payments	64.5% lower	20.8% lower

Proportion of women and men receiving a bonus payment:



3. Closing remarks

We are pleased that our mean gender pay gap continues to close, standing at 12.3% against 17% when reporting first began in 2017. This figure remains below the mean national average for gender pay of 14.9% (ONS, 2021). The median gender pay gap at 9.2%, is also significantly below the median national average of 15.4% (ONS, 2021). UCEM continues to be committed to work to close the gender pay gap.