

The current gender pay gap at the University of London as closed to a reasonably significant degree from the previous year. The continuing gap is a result of the higher numbers of women in lower paid roles and the greater number of men in the most senior roles.

The data shows that female members of staff continue to make up the majority of the University's workforce with the ratio remaining relatively stable at 60%:40% over the last three years. Female staff continue to be overly represented in the lower two quartiles (65:35) and male staff continue to be in the majority in the upper quartile (52:48) albeit that this gap has narrowed compared to the previous year.

The University acknowledges that this pay gap is not acceptable and is in the process of developing a further set of measures to reduce the gap further. The impact of these measures will be reported to the University's Board of Trustees on a regular basis to ensure compliance with the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The total number of relevant employees for this period is 1,012 and is comprised of 413 male and 599 female employees:

	9.67%	13.89%	- 4.22%

	113 people (13% of total)	75 Female (12.5%) 58 Male (14%)	
	-31%		
	-14%		

¾The University's mean GPG is calculated at 9.67 % and the median GPG at 8.23 % and the m m m m