

The University of London Gender Pay Gap Report March 2018

1. Introduction

The University of London recognises that we must reflect the diversity of wider society and our student body in our role as an institute of higher education. This is why we have developed and adopted a [Diversity and Inclusion Strategy](#) that sets out objectives to promote equality in all areas of our operation and why we are pleased with the progress we have made to date against the Strategy's underlying action plan.

We are also proud of our historic role in promoting gender equality in education, with our current celebrations of the 150th anniversary of the first time that women were permitted to take examinations.

However, we are not complacent and understand that paying people fairly is crucial to our inclusive approach to employment. The University has commissioned regular equal pay audits since 2007 and so can be confident that female and male employees at the University are paid equally for doing comparable work.

2. The difference between the gender pay gap and equal pay calculations

Equal pay calculations identify differentials in the rates paid to women and men for the same or comparable work. Gender pay gap reporting is a comparison of the average male and female salaries in the institution and takes no account of the roles or work involved.

3. The Gender Pay Gap (GPG) at the University of London

The mean GPG at the University of London is lower than the HE sector average (18.3% reported by the Equalities Challenge unit) and the UK workforce (17.4% in 2017 according to the Office of National Statistics).

The current gender pay gap at the University of London is a result of the higher numbers of women in lower paid roles and the over-representation of men in the most senior roles.

