University of London

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E [illegible]

3.4

Full and Part Time Employees L01 – L09

3.5

Table 2 – Composition of the Workforce – Grading Profile Full Time Employees Only –

x

Table 7 – Gender Pay Gap based on Total Pay Excluding Contractual Overtime – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Total Pay	Number	Average Total Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,768		
L01	3	16,703	1	16,712	-9	-0.05
L01A	6	16,423	12	16,480	-58	-0.35
L01B	0		1	16,685		
L01D	0		1	17,763		
L02	8	19,660	5	19,974	-314	-1.57
L03	23	22,908	17	23,887	-978	-4.10
L04	74	25,818	41	26,154	-336	-1.29
L05	67	30,192	29	30,124	68	0.23
L06	48	33,467	30	32,456	1,011	3.11
L07	122	37,666	86	38,153	-487	-1.28
L08	65	47,447	87	47,483	-36	-0.08

Table 8 – Gender Pay Gap based on Basic Pay Only – Full Time Employees 01.09

Permanent and Fixed Term Employment

Permanent Employees

5.18 A [illegible] f[illegible] . As [illegible] 12 [illegible] e [illegible] 5.00% [illegible]

Table 12- Basic Pay Permanent Employees L01-L09					
Equal Work Group	Females		Males		Female Pay Compared to Male Pay
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)

Table 13 - Basic Pay - Fixed Term Employees - L01 - L09						
Equal Work Group	Females		Males		Female Pay Compared to Mal Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L01	3	16,664	1	16,664	-	-
L01A	6	16,360	11	16,360	-	-
L02	5	18,779	2	18,172	607	3.34
L03	4	20,697	0		20,697	
L04	16					

Employment Groups

5.21 A

- x A
- x A
- x
- x
- x As

Table 22 - Employees with Discretionary Increments - Basic Pay - L01-L09
Equal Work Group

6. Allowances

6.1

6.2

Pay Protection – Red Circle

6.3

Acting Up

6.4

Gender	Job Holders	Basic Pay	Special Allowance

8. Summary of Conclusions

[illegible]

Composition of the Workforce

8.1 [illegible]

Age/Length of Service

8.10 [illegible]

Allowances

8.11 [illegible]

Starting Pay

8.12 [illegible]

Further Monitoring

8.13 [illegible]

Jobs where there is a pay gap of greater than 5%

Total Pay	Total Job Holders	Female	Male

New Starters since 01/10/2014 B Appendix

Gender	Job Title	EqualWork Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
M	[illegible]	01A	16,360	No	No	16,360	16,664
M	[illegible]	01A	16,360	No	No	16,360	16,664

Gender	Job Title	EqualWork Group	Basic Pay

Gender	Job Title	EqualWork Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
F							