

# pay gap report

2020

# introduction

Greenwich Students' Union (GSU) is committed to being an inclusive and diverse employer. In order to achieve this GSU understands that transparency regarding our pay gap data is crucial.

Following feedback from the Staffing and Governance Committee and as part of our commitment to delivering the outcomes of the Voice 4 Change and ACEVO Home Truths report we have published our Pay Gap data for Gender, Ethnicity and Disability.

The data is based on GSU Career staff. GSU Career Employees was 33 at April 2020. The snapshot data was taken on 5th April 2020.

## Terminology used in the report

### Mean Calculation

The Mean is calculated based on average. All the figures are added and divided by the total amount of entries.

### Median Calculation

Median is a fixed figure calculation. Based on this report, two employees from the same quartile have their salaries compared to reach the percentage difference.

### Quartile

The quartile is the full set divided in four parts. Quartile 1 is the first 25% of the data, quartile 2 the next 25%, quartile 3 the next 25% and quartile 4 the final 25%. These are used to help calculate the Mean and Median calculations.

# Results

## Gender Pay Data

### Methodology

We used the methodology outlined in government guidelines<sup>1</sup> to calculate GSU's gender pay gap. GSU is committed to inclusivity and the gender categories published in this report are in the format currently outlined by the government guidance.

**GSU Mean gender pay gap is -6.54% in favour of female employees.**

**GSU Median gender pay gap is -1% in favour of female employees.**

Proportion of staff who identify as male and who identify as female in each quartile:

	Male	Female
Quartile 1	13%	87%
Quartile 2	50%	50%
Quartile 3	38%	62%
Quartile 4	56%	44%

The majority of GSU's staff (61%) is female, including in the Senior Management Team where four of the five team members are women. This means that the pay gap is in favour of women. When evaluating the median, two employees in the same level role, the gap is -1% in favour of women, which pushes the pay gap closer together, making pay almost level across the board.

## Ethnicity Pay Data

### Methodology

We used the same methodology for calculating ethnicity pay gap data as we did to calculate our gender pay gap.

**GSU Mean BAME<sup>2</sup> pay gap is -13.20% in favour of BAME employees.**

**GSU Median BAME pay gap is -5.49% in favour of BAME employees.**

Proportion of males and females in each quartile:

	White	BAME
Quartile 1	38%	62%
Quartile 2	62%	38%
Quartile 3	38%	62%
Quartile 4	89%	11%

At GSU 42% of employees identify as BAME ethnicities, with the Upper quartile (Senior Leadership Team) predominately BAME. When averaged out as part of the Median calculation the gap closes but is still in favour BAME employees.

1: <https://www.gov.uk/government/collections/gender-pay-gap-reporting>

2: Black, Asian and Minority Ethnic

# Disability Pay Data

## Methodology

We used the same methodology for calculating disability pay gap data as we did to calculate our gender pay gap.

**GSU Mean disability pay gap is - 2.82% in favour of non-disabled employees.**  
**GSU Median disability pay gap is - 25.00% in favour of disabled employees.**

Proportion of males and females in each quartile:

	Disability	Non-Disability
Quartile 1	13%	87%
Quartile 2	13%	87%
Quartile 3	0%	100%
Quartile 4	11%	89%

The number of employees at GSU who have provided information on their disability is low at GSU, with 9% identified. The highest percentage of staff are located in the Upper two quartiles, which results in the Median in favour of Disability. The overall Mean is in favour of Non-disability.

# next steps

GSU Pay Gap Reporting will continue to be published on a yearly basis, as well as internal reporting throughout the year on equal opportunities. GSU student leaders and staff have committed to integrating explicit race equity goals into our charitable work.

Some key points from the Race Equity work is listed below:

- Review of GSU's Equalities and Diversity Policy
- In-house training for all staff
- Diversifying our Commercial offer

As part of GSU's commitment, a Pay Review and benefits for the whole organisation is carried out every 3-4 years. The Pay Review is signed off by the Board of Trustees and shared with all staff.

We look forward to you seeing our future work and reports.