

Gender Pay Gap.

Our Gender Pay Gap at a Glance
Snapshot from 5th April 2024

The Context

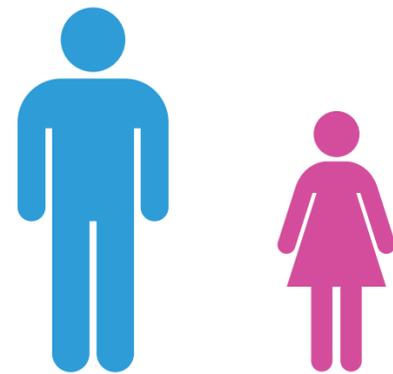
This is the first year of reporting our Gender Pay Gap (GPG). We continue to work hard to support the development of our people in their chosen roles, and have been committed to work on our recruitment processes to ensure they are fair, inclusive and transparent.

Our Gender Pay Gap shows a -3.06% mean average difference, meaning that females are earning more than males at UEL. Our data highlights that on average females are earning 51p an hour more than their male counterparts.

It is important to note that sex and gender are terms that are often used interchangeably but they are in fact two different concepts. The World Health Organisation describes sex as characteristics that are biologically defined and identified at birth, whereas gender is based on socially constructed

features and is a personal, internal perception of oneself. It is sex that is protected under the Equality Act 2010.

We recognise that an individual can identify as more than male or female, but as the GPG mandates the use of male and female as comparators, it therefore may not be representative of everyone at UEL.



78% **22%**

Our Workforce

People who identify as male make up the majority of our workforce.



-3.06% (-£0.51 p/h)

Our Mean Gender Pay Gap

This is an average of the difference between the female and male hourly rate of salary. Females in UEL are on average earning 51p an hour more than males.

This is the first year that UEL have reported their gender pay gap.



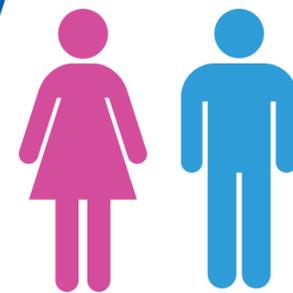
-1.60% (-£0.20 p/h)

Our Median Gender Pay Gap

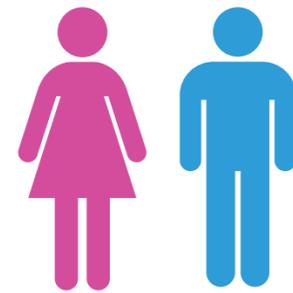
This is the middle value of the difference between the female and male.

Our Gender Pay Gap by Quartile

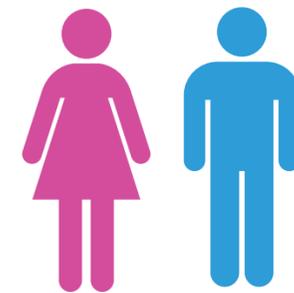
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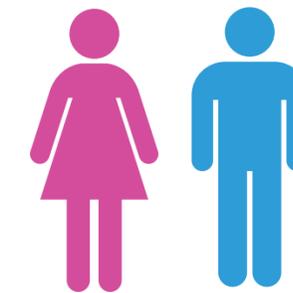
30.77% **69.23%**
Upper Quartile



28.57% **71.43%**
Upper Middle



10.00% **90.00%**
Lower Middle



33.33% **66.67%**
Lower Quartile

The proportions of male and female full-pay relevant employees across the different pay bands.

As this is the first year that UEL are reporting their gender pay gap, the intention is to review the data and engage management teams/board with planning actions in response.