

# GENDER PAY GAP REPORT

UNIVERSITY OF ESSEX  
STUDENTS\*  
UNION

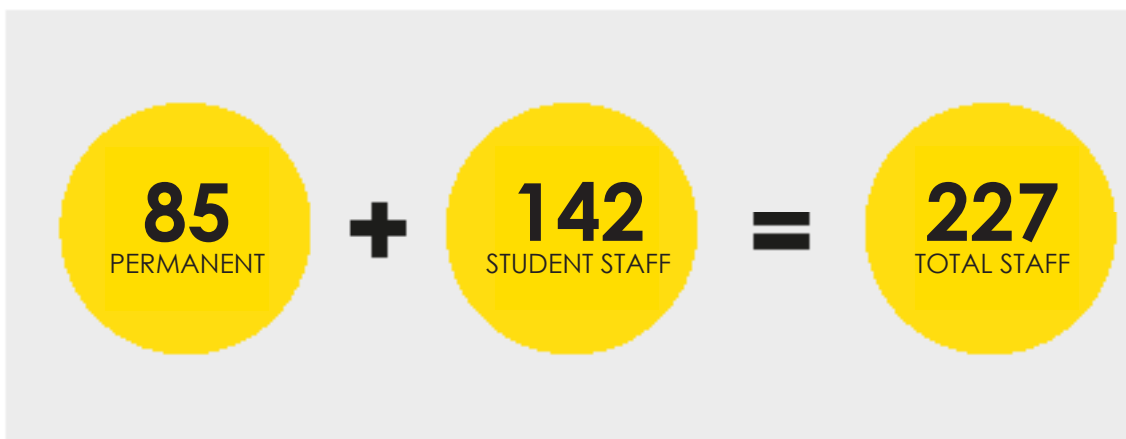
# ABOUT THE REPORT

The gender pay gap shows the difference in average pay between men and women. It is expressed as a percentage of men's earnings. E.g. women earn 15% less than men.

Any organisation with more than 250 employees are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

By using HR and payroll records, the University of Essex Students' Union used a snapshot period of March 2023 for permanent staff and the 12 full weeks prior to 5th April 2023 for student staff.

## OUR STAFF





# ABOUT THE REPORT

## **What's the difference between a pay gap and equal pay?**

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap reporting shows the difference in the average pay between all men and women in the workforce.

## KEY TERMS

### **Mean**

The difference between average hourly earnings of men and women.

### **Median**

The difference between the midpoints in the ranges of hourly earnings of men and women.

### **Quartiles**

The proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles).

### **Average hourly pay**

Calculated by dividing earnings by the number of hours worked.

# THE RESULTS

**13.63%**  
OUR MEAN GENDER PAY GAP

\*2024 ONS UK average is 13.8%

**1.80%**  
OUR MEDIAN GENDER PAY GAP

\*2024 ONS UK average is 13.1%

**0%**  
BONUS

\*Essex SU does not have a bonus payment policy

■ Male % ■ Female %



**Quartile**

**Female (%)**

**Male (%)**

Upper Quartile

54%

46%

Upper Middle

54%

46%

Lower Middle

77%

23%

Lower

79%

21%

**Overall**

**66%**

**34%**

# WHAT DOES THIS TELL US?

We have analysed the figures and are confident that our pay gap is not a result of men and women receiving different pay for the same role.

Our casual student staff workforce has decreased by 29% due to the reduced trading hours in our venues. The number of permanent staff has seen a decrease of 2.3% as a result of staff vacancies that are yet to be filled. Compared to last year's Gender Pay Gap Results we had 87 permanent staff versus 85 this year and 142 student staff versus 200. As at 5th of April 2024, the reported workforce at the Students Union was 66.1% female and 33.9% male.

Based on the findings, the difference between the average hourly earnings (mean gender pay gap) is 13.63%. This represents a decline against our 2023 figure of 9.68% and has been driven by a reduction in our student staff where the proportion of our male student staff decreased by 34%, compared to a 27% reduction in female student staff. The primary reason for the difference in the mean gender pay gap remains unchanged against the previous year and is attributable to the Director team, which is made up of four males and one female with one of the males taking the most senior role of Chief Executive.

There are consistently more females in each of the 4 quartiles, ranging from above 54% to 79%, as 66% of our workforce are female. The reduction in our student staff workforce also resulted in smaller quartiles (56.75 in 2024 compared to 71.75 in 2023) this has shifted the proportion of our permanent staff to the upper middle quartile and reduced the amount of our student staff in the upper middle quartile.



# WHAT DOES THIS TELL US?

The median gender pay gap is 1.8%, representing a decline compared to our 2023 findings, where there was no difference in gender pay. This change is due to smaller male workforces (77 in 2024 compared to 100 in 2023), which raises the median pay of the male workforce to the student staff at the supervisor level. The majority of our workforce were student staff where they were paid at the same rate of pay irrespective of age or gender.

The remuneration between our highest and lowest paid employees was 4.2:1, similar to last year. As for the CEO/median employee ratio, the Students' Union had a similar ratio of 4:2, which was below the average ratio of 57:1 across FTSE350 companies in 2022.\*

Human resources procedures ensure that recruitment is based upon finding the best person for the role and without gender bias. Permanent staff are remunerated within a defined salary scale. During 2015 we used the HERA (Higher Education Role Analysis) to ensure that roles were aligned with a fair rate of pay. All promotions and pay rises are approved by a panel made up of Directors and Student Leaders. Since January 2023, our student staff have been paid a fixed hourly rate equivalent to the Voluntary Real Living Wage irrespective of age or gender.

In addition, our organisation also offers support to all members of staff by providing training to ensure they are competent at their roles and the opportunity for career progression into more senior roles as these roles become vacant. We are pleased to report that the University of Essex Students Union compares favourably to the gender

\*High Pay Centre analysis of FTSE 350 pay ratios Published in 2023

\*\*Annual Survey of Hours and Earnings, Office for National Statistics 2024 (Provisional per 17th March 2025)

# WHAT HAPPENS NOW?

The University of Essex Students' Union remains committed to equal pay and will continue to operate within the fair and transparent recruitment policies so that we, as an organisation, will be able to find the best person to fit in the role regardless of gender. The Students' Union remains committed to paying our employees the Real Living Wage and retaining our status as an Accredited Living Wage Employer.

I confirm that the above information is accurate.



Craig Stephens - Chief Executive  
University of Essex Students' Union