

### 2022 Gender Pay Gap Report

It is a Government requirement that employers with 250 or more employees publish an annual gender pay gap report. Richmond American University London (Richmond University) employed a total of 199 employees as at 5 April 2022 and has voluntarily decided to publish its gender pay gap report. The following is the report for the snapshot date of 5 April 2022. Of the 199 employees, 45% were male and 55% were female.

- The mean gender pay gap for Richmond University is 7.43%;
- The median gender pay gap for Richmond University is 12.97%;
- Richmond University does not operate a bonus scheme.

<b>Pay Quartiles by Gender</b>			
<b>Quartile</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
Lower	38%	62%	includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	44%	56%	includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle	50%	50%	includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	47%	53%	includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Richmond's calculations for each pay quartile by gender are set out below together with the percentage gender pay gap. A gender pay gap is the difference between the average pay of male employees and female employees for a given group.

### Richmond University Lower Quartile Calculations

Gender	Employees	Mean salary ph, £	Median Salary ph, £
Male	19 (38%)	10.36	10.25
Female	31 (62%)	9.89	9.50
% Gender pay gap		<b>4.54%</b>	<b>7%</b>

### Richmond University Lower Middle Quartile Calculations

Gender	Employees	Mean salary ph, £	Median Salary ph, £
Male	22 (44%)	14.06	14.04
Female	28 (56%)	13.72	13.25
% Gender pay gap		<b>2.42%</b>	<b>5.63%</b>

### Richmond University Upper Middle Quartile Calculations

Gender	Employees	Mean salary ph, £	Median Salary ph, £
Male	25 (50%)	19.89	19.23
Female	25 (50%)	19.81	19.51
% Gender pay gap		<b>0.4%</b>	<b>- 1.46%</b>

### Richmond University Upper Quartile Calculations

Gender	Employees	Mean salary ph, £	Median Salary ph, £
Male	23 (47%)	33.97	27.75
Female	26 (53%)	32.92	26.53
% Gender pay gap		<b>3.09%</b>	<b>4.40%</b>

### How does Richmond University's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap.

Mean Gender Pay Gap: According to the latest ONS ASHE figures<sup>1</sup>, the mean gender pay gap (GPG) for the whole economy is 13.9% while the mean GPG in the Higher Education sector is 17.1%. At 7.43%, Richmond University's mean GPG is, therefore, **lower** than the whole economy and **lower** than the Higher Education sector.

Median Gender Pay Gap: ONS also report that the median GPG for the whole economy is 14.9% while in the Higher Education sector it is 13.7%. At 12.97%, Richmond University's median GPG is, therefore, **lower** than the whole economy and **lower** than the Higher Education sector.

---

<sup>1</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

<b>Comparison with other Organisations</b>			
	<b>Richmond University</b>	<b>2022 ONS ASHE whole economy</b>	<b>2022 ONS ASHE Higher Education sector</b>
Mean gender pay gap	7.43%	13.9%	17.1%
Median gender pay gap	12.97%	14.9%	13.7%

The University does not operate a bonus scheme to its employees and therefore is not required to report on the proportion of men and women who receive bonus payments.

### **What are the underlying causes of Richmond University's gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Richmond University is committed to the principle of equal pay, opportunities and treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We are committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- monitor pay and benefits at regular intervals during recruitment, promotion, and participates in the Universities and Colleges Employers Association (UCEA) salary data surveys each year;
- consult with all managers and other staff members who are involved in pay reviews; and
- evaluate job roles and pay as necessary to ensure a fair structure.

Richmond University is therefore confident that its GPG does not stem from paying men and women differently for the same or equivalent work. Rather its GPG is the result of the roles in which men and women work within the University and the salaries that these roles attract.

In this regard, it is worth noting that the majority of Richmond's workforce in the Lower Quartile is made up of non-salaried student employees, with the majority of these being female. The inclusion of non-salaried student employees has a substantial impact on the overall GPG figures; for example, when non-salaried student employees are removed from the 2022 male and female lower quartile data set, Richmond's overall mean GPG is 3.01% and the overall median GPG is -2.08% (compared to 7.43% and 12.97% respectively when including non-salaried student employees).

In addition, due to the relatively small size of Richmond, small changes in gender representation can cause significant changes to the gender pay gap; for example, this year's Upper Quartile figures exclude a role previously filled by a female, which has subsequently also been filled by a female.

**What is Richmond University doing to address its gender pay gap?**

It is encouraging to see that in 2022, Richmond University is again below the ONS reported gender pay gap, both for the UK economy as a whole and more specifically, the Higher Education sector. Furthermore, when excluding non-salaried student employees, the University has very favourable gender pay gaps.

Despite our relatively good results, we remain committed to reducing the gender pay gap through working with Schools and Departments during the recruitment and promotion of employees. We also use salary data from the UK Higher Education sector survey to inform decisions relating to salaries and benefits. Longer term we are also developing salary frameworks, clearer promotion criteria, and evidence-based gender monitoring. We will continue to seek to identify and address any barriers to gender equality.

I confirm that the information in this statement is accurate.

Dean Morley  
**Director of Human Resources**  
March 2023