

MINDING THE GAP

THE OPEN UNIVERSITY GENDER PAY GAP REPORT 2017



Summary

The Open University believes that, although our mean gender pay gap is lower than that of the higher education sector and the median is on a par with it, **any** gender pay gap is unwelcome. The University is **committed** to making every attempt to reduce the gender pay gap. Women make up 60% of the total OU population. We have substantially more women than men in lower paid roles, which is a key contributor to the pay gap.


Peter Horrocks
Vice-Chancellor


Fiona Roberts
Group HR Director



● OU MEAN
● OU MEDIAN

Difference between men and women	MEAN (Average)	MEDIAN (Middle)
Open University Gender Pay Gap*	9.8%	14.9%
HE sector Gender Pay Gap 2017	15.5%	14.3%

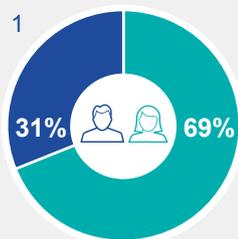
* The Open University has excluded Consultants as the data required to calculate the gender pay gap isn't available – this is in line with the regulations. However, the OU will be looking at how this data can be captured.

** Data taken at the snapshot date ie 31 March 2017 (pay) and in the 12 months reference period to 31 March 2017 (bonus).

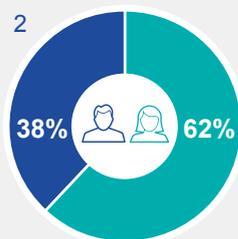
Proportion of men and women in each pay quartile

What does this mean?

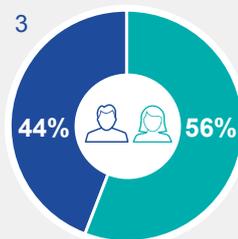
The data shows there is a greater proportion of women across all pay quartiles. However, more than 60% of the population are women in the lower and lower mid quartiles (1 and 2) and this will be contributing to the overall median pay gap figure between men and women of 14.9%.



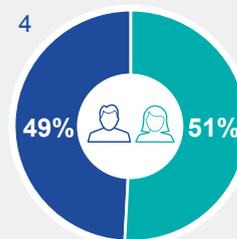
First quartile



Second quartile



Third quartile

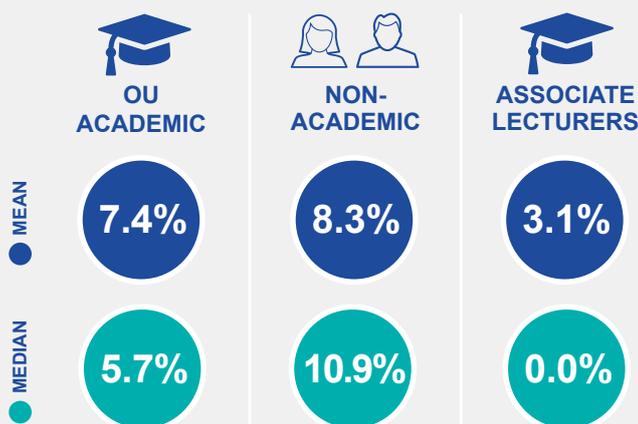


Top quartile

● MALE
● FEMALE

Employee Groups

When we look at our main employee groups, there is no pay gap at a median level between female and male Associate Lecturers. The pay gap for our academic and non-academic staff is lower than at the overall OU level.



Why the gender pay gap and equal pay are not the same

Analysing and reviewing a gender pay gap is not the same as doing an equal pay review.



A gender pay gap is the percentage difference between the average hourly earnings of men and women across the organisation



Equal Pay is where men and women are paid the same amount for equal work

Bonus gender pay gap

The median bonus pay gap is 17.9%. This is a result of the different types of bonus being paid and a larger proportion of women receiving our 'going the extra mile awards'*, which are used to recognise specific actions that go beyond normal day-to-day expectations.

Difference between men and women	MEAN (Average)	MEDIAN (Middle)
Gender bonus gap	24.8%	17.9%

* The going the extra mile awards are lower in value than the median bonus pay awards

Proportion of employee's receiving a bonus



MALE



FEMALE

How is the OU addressing the gender pay gap?

By continuing with our strong commitment to Equality and Inclusion

- Inclusion is one of our institutional values to ensure it is at the forefront of all that we do
- Our highly commended Equality Scheme 2016–2020 sets out our commitment to developing an inclusive University community where people are treated with dignity and respect
- The OU is a member of the United Nation's HeForShe campaign
- The OU is a member of the 30% Club – with a focus on gender balance on management boards. Representation on our VCE exceeds this target by 6%
- Our ambitions are to:
 - increase the proportion of women in senior professional and academic roles in the medium term
 - increase the leadership potential of women by at least 25% of Aurora* participants having a career move within two years of completing the development programme

* AURORA is the Leadership Foundation's women-only leadership development programme

To help drive these ambitions

- The OU's Gender Equality Steering Group provides leadership for gender equality across the University – we continue to build on the work of the Athena SWAN** action plan
- Aurora: a women-only leadership programme is now running in its fifth year and is aimed at giving women more confidence to work at senior levels in the organisation
- The Vice-Chancellor's Executive Team (VCE) has completed unconscious bias training. An unconscious bias online training module is now available to all staff
- Associate Lecturer mentoring scheme is available to all new Associate Lecturers

** Athena SWAN is a scheme that recognises and celebrates good employment practice for women working in STEM in higher education and research

Our approach to Reward

Our approach to Reward is underpinned by nationally agreed pay scales and an annual pay review process which supports an unbiased approach. We continue to look at our Reward framework with the intention of improving transparency and reducing any gender bias gaps in our pay.

For more information on the Open University's commitment to equality and diversity, please visit the OU's Equality and Diversity information on our website at

www.open.ac.uk/equality-diversity