

CLOSING THE GAP

GENDER PAY GAP REPORT 2018

Summary

The Open University median gender pay gap for 2018 is 3.3%, a reduction of 0.2% on last year's figure.* This is significantly lower than the sector median of 15.4% for other HEs of a similar size and income.



*Last year the OU published a figure for our 2017 gender pay gap as 14.9%. Through continuous improvement and a greater knowledge and understanding of the data a different and more rigorous approach has been taken to the calculation for this year. Based on the same approach the 2017 figure would have been 3.5%.

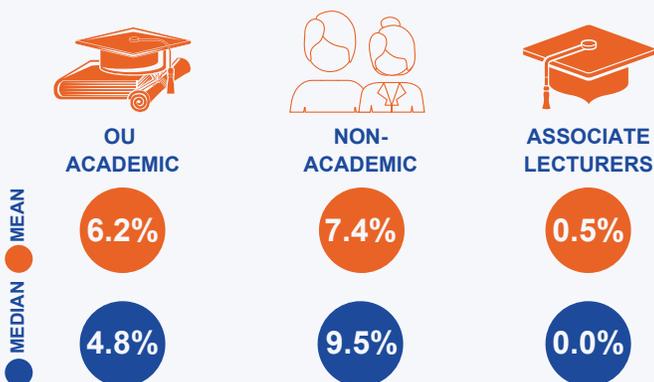
Difference between men and women	MEAN (Average)	MEDIAN (Middle)
Open University Gender Pay Gap 2018*	6.2%	3.3%
HE sector Gender Pay Gap 2018	20.3%	15.4%
Open University Gender Pay Gap 2017	6.8%	3.5%

*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 is 31 March 2018 (pay) and in the 12 months reference period to 31 March 2018 (bonus).

Employee Groups

When we look at our main employee groups, there is no pay gap at a median level between men and women Associate Lecturers. The pay gap for our academic and non-academic staff has decreased since 2017.



Bonus gender pay gap



Difference between men and women	MEAN (Average)	MEDIAN (Middle)
2018	5.3%	-42.9%
2017	24.8%	17.9%

The median bonus pay gap is -42.9% which is significantly different to the gap of 17.9% in 2017. This is a result of the different types of bonuses paid and this year a larger proportion of men received our long service award which is comparatively of lower value than other bonus pay awards at the OU.

Proportion of men and women in each pay quartile

The data shows there is a greater proportion of women across all pay quartiles. However, the proportion is higher in the first and second quartile which will be contributing to the overall median pay gap of 3.3%.



When compared to 2017, a greater proportion of the population is female in the third and upper quartile which will have impacted the decrease in the median gap from 3.5% to 3.3%.

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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

How is the OU addressing its gender pay gap?

We have more women than men in lower paid roles within our academic and non-academic employee groups which is a key contributor to the pay gap.

Our ambition is to increase the representation of women in senior roles. We have therefore committed to increase the proportion of female staff who get promoted from 6.4% to 10% by 2022. To help drive this:

- ✓ Aurora*: a women only leadership programme aimed at giving women more confidence to work at senior levels in the organisation – there has been a 73% increase in the number of women on the 2017/18 cohort
- ✓ Unconscious bias training will form part of the mandatory online Recruitment & Selection training
- ✓ Our recruitment and career progression frameworks are being reviewed to remove any potential gender bias
- ✓ We continue to build on the work of the Athena SWAN** action plan. Objectives within the plan are designed to support the career development of women, with the aim to roll out Athena SWAN participation across all units and faculties in the University

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

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

Whilst we are pleased to have seen a reduction in our gender pay gap since last year - and the OU still remains significantly lower than the sector average - any gender pay gap is unwelcome. The causes are complex, however we will continue to focus on the priority areas outlined in this report in order to demonstrate our ongoing commitment to equality, inclusion and becoming a fair and trusted employer for all.



Mary Kellett, Vice-Chancellor



Fiona Roberts, Group People Director