

MINDING THE GAP

GENDER PAY GAP REPORT 2019

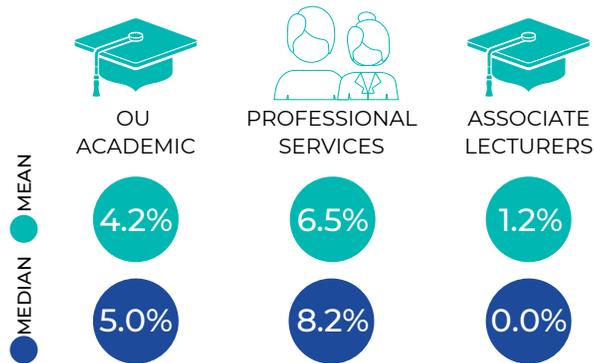
SUMMARY

The Open University median gender pay gap for 2019 is 7.9%, an increase of 4.6% on last year's figure. This is lower than the sector median of 13.7% for other HEs of a similar size and income.



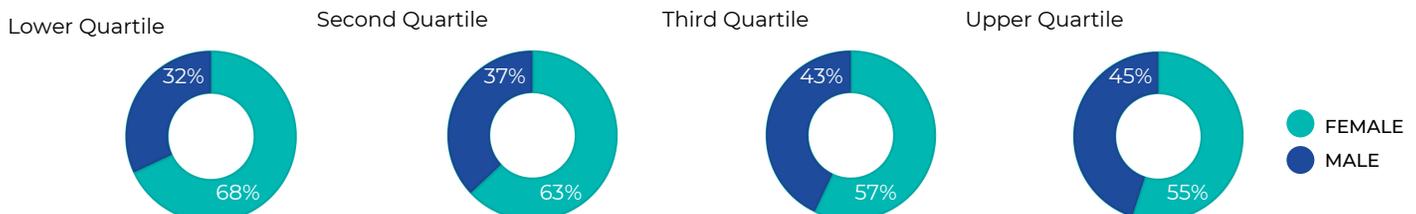
EMPLOYEE GROUPS

When we look at our main employee groups, there is no pay gap at a median level between men and women Associate Lecturers (as in previous years, we report Associate Lecturers (tutors) separately, reflecting this cohort's distinctly different terms and conditions). The pay gap for remaining staff in Academic and Professional Services roles has decreased since 2018.



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 7.9%.



Difference between men and women	MEAN (Average)	MEDIAN (Middle)
Open University Gender Pay Gap 2019*	6.5%	7.9%
HE sector Gender Pay Gap 2019	14.9%	13.7%
Open University Gender Pay Gap 2018	6.2%	3.3%

*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 is 31 March 2019 (pay) and in the 12 months reference period to 31 March 2019 (bonus).

BONUS GENDER PAY GAP

Proportion of employees receiving a bonus



Difference between men and women	MEAN (Average)	MEDIAN (Middle)
2019	28.9%	0.0%
2018	5.3%	-42.9%

Whilst the median bonus pay gap is 0% for 2019, the mean bonus pay gap has increased from 5.3% to 28.9%. This is a result of the different types of bonuses paid. This year the gap is largely attributable to contractual payments being made to colleagues who are responsible for securing new business. Of these eligible employees the majority are male.

MINDING THE GAP

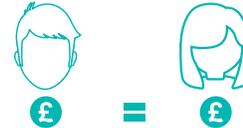
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WHY THE GENDER PAY GAP AND EQUAL PAY ARE NOT THE SAME

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 Professional Services employee groups which is a key contributor to the pay gap. To close the pay gap, our ambition is to:

- ✓ Improve the representation of women in senior roles and work towards a target of increasing the proportion of women who hold these roles by 2022.
- ✓ Improve managers capability to recruit, manage and develop diverse teams with clear completion targets for this year.
- ✓ By 2022 every interview panel member to have received training on Recruitment, Selection and Interviewing (including unconscious bias).
- ✓ Review the promotion processes for Senior Academic and Academic Related grades.
- ✓ Continue to support colleagues applications to Aurora*: a women only leadership programme aimed at giving women more confidence to work at senior levels in the organisation. We supported 30 colleagues in the 2019/20 cohort.
- ✓ Renew our Institutional Bronze for Athena Swan** in April 2020. In addition to this we have a number of departmental submissions later in the year for both Bronze and Silver accreditation, including a number of non-STEM applications.
- ✓ Significantly invest into our people systems which will enhance the data and insight available to us. In turn this will help inform where we prioritise our actions around our broader Equality, Inclusion and Diversity agenda.

*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 in higher education and research

Whilst the Open University gender pay gap for 2019 is below the sector average of 13.7%, it is important that we understand why this has changed since last year. The OU will continue to monitor this and address our gender pay gap through the ambitions outlined in this report.



Professor Tim Blackman, Vice-Chancellor



Caragh Molloy, Group People Director



MORE ONLINE

Find out more information about the OU's commitment to equality and diversity

Visit www.open.ac.uk/equality-diversity