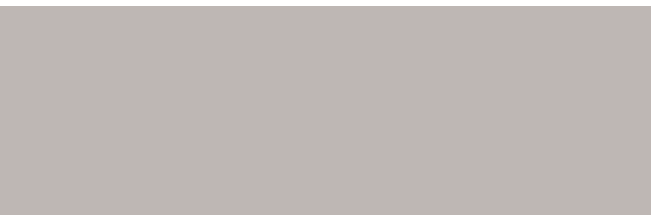


UCL has reduced the mean gender pay gap from 19.5% in 2013 to 17.5% in 2017 and now down to 15.9%, largely as a result of proactive measures to encourage more women to seek internal promotion and to apply for our senior roles; and to ensure pay decisions take account of the need to close the

■■■■

We are pleased that the actions we have taken have reduced our mean and median gender pay gaps. However we remain committed to continuing this reduction in future years. We are disappointed that we have not seen a similar reduction in our ethnicity pay gap. We will continue to embed a series of targeted initiatives to tackle this issue, as part of our Talent Strategy and renewal of our Race Equality Charter.

**Chief Operating Officer**



The results show a 1.6% reduction in the mean pay gap figure which was 17.5% in 2017 and a 3.5% drop in the median figure of 8.9% in 2017. These are significant reductions in the timeframe, achieved by the use of the measures outlined in the previous report. Amongst other things UCL committed to the implementation of robust obligations on search firms, pioneered a sector-leading Fair Recruitment Specialist initiative, ensured flexible working and job-shares are more systemically offered and promoted senior male role models with caring responsibilities.

Perhaps most notably, following a concerted effort to promote diversity in academic careers as part of the consultation around the new academic careers framework, the 2016/2017 round academic promotions had a substantial effect on increasing the proportion of women in senior academic grades. In addition increasing the lower pay rates at a higher than average percentage (related to the increases in the London Living Wage) will also have had an effect. The fact that the mean gender pay gap continues to be significantly higher than the median gap suggests that there are a number of highly paid male staff pulling up the male mean and exacerbating differentials.

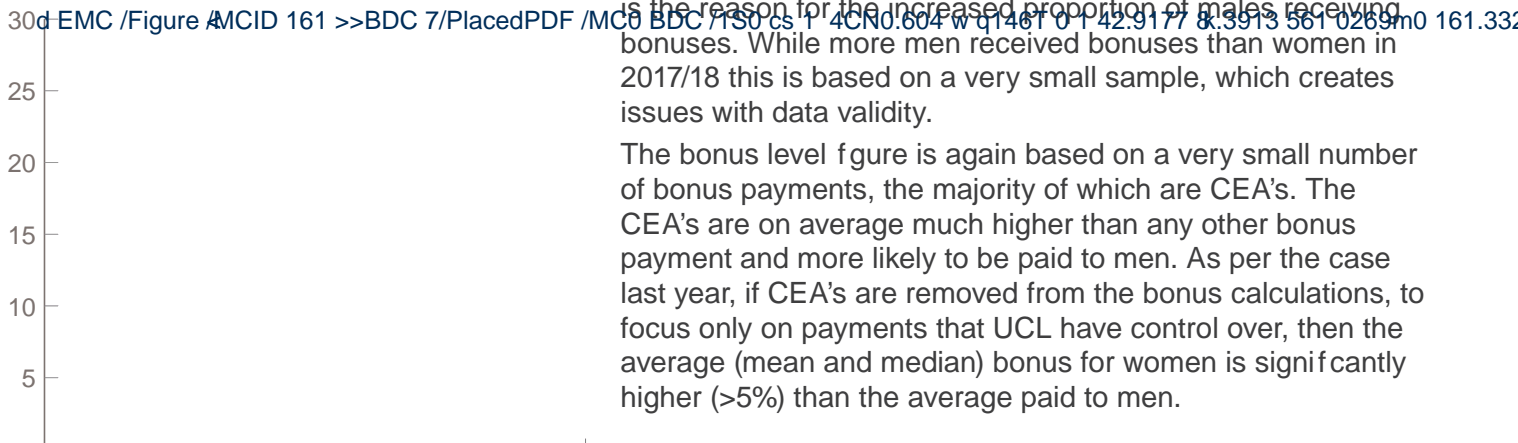
As with many organisations and the economy as a whole the key factor behind UCL's gender pay gap is the imbalance of men and women across job levels. However, the proportion of females has increased marginally across all pay levels, aside from the lower quartile where the percentage of females has dropped. This suggests that the gender profile of staff between the various grades is slowly changing to become

# Proportion of male and female staff by grade

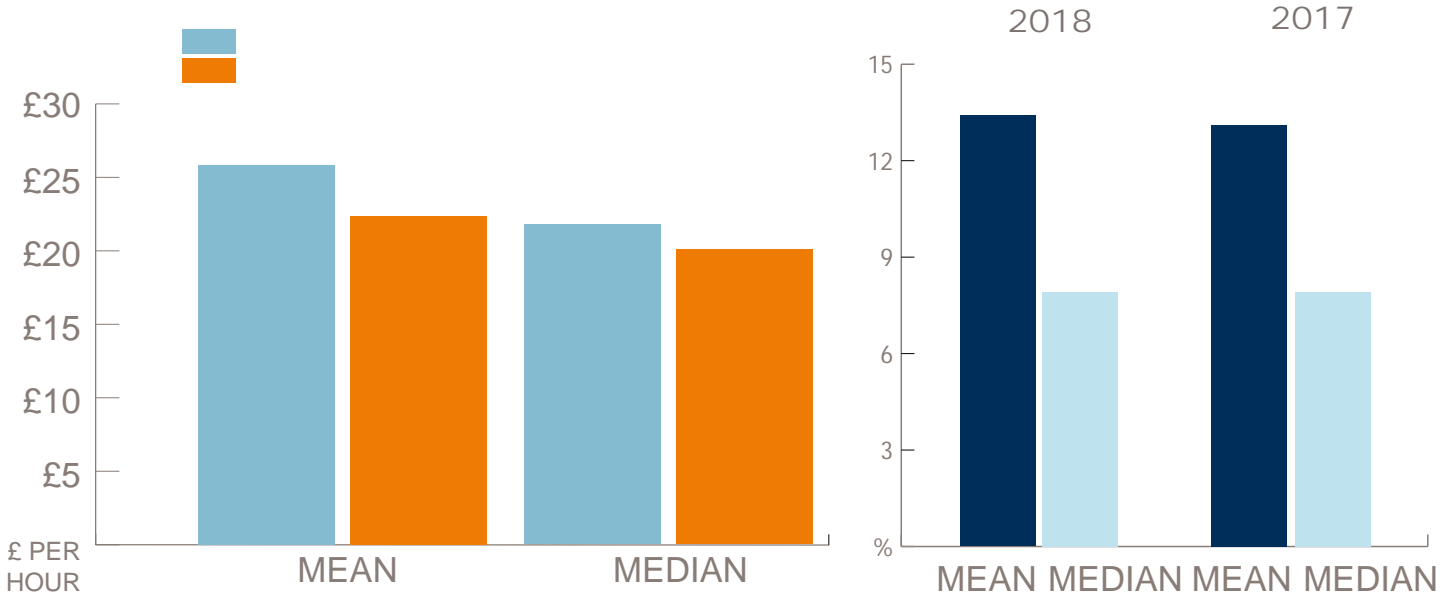
This graph shows a similar trend to last year. However, it can be noted that there have been rises in the proportion of female staff in grades 9 and 10. As such the crossover in proportion of men and women occurs between grade 8 and grade 9, rather than at grade 8 as was the case last year. In addition there is a slightly lower proportion of females in the lowest two grades. These points indicate that the distribution of female and male staff continues to shift to become more equal, though at this point the differential is still clear.

UCL continues to pay comparably few bonuses (under 270 in total), as increases are typically consolidated rises to base salary. Only 2.9% of all men and 1.4% of all women receive a bonus in the time period. The majority of bonuses contained within this figure are Clinical Excellence Awards (CEAs) – often large payments agreed and funded by the NHS to reward exceptional clinical work. At UCL the majority of clinical consultants who could receive CEAs are male and this is the reason for the increased proportion of males receiving bonuses. While more men received bonuses than women in 2017/18 this is based on a very small sample, which creates issues with data validity.

The bonus level figure is again based on a very small number of bonus payments, the majority of which are CEA's. The CEA's are on average much higher than any other bonus payment and more likely to be paid to men. As per the case last year, if CEA's are removed from the bonus calculations, to focus only on payments that UCL have control over, then the average (mean and median) bonus for women is significantly higher (>5%) than the average paid to men.



# Ethnicity pay gap of all staff



As with gender, the distribution and decreasing level of diversity at senior levels continues to be the overwhelming reason for the pay gaps by ethnicity.

Again, comparable to gender, UCL does not have a fairness issue in terms of equal pay for work of equal value.

However, unlike gender the pay gaps between BME and White Staff have not improved. The median gap is 7.9% is exactly the same as last year while the mean has increased very marginally by 0.3%. It seems clear that a more targeted effort is required to make significant progress, as has occurred with the gender gaps. Actions to address this are outlined at the end of this report.

Aside from a slightly lower proportion of BME staff at grade 3 the trend is very much the same as last year, in particular the drop of in BME staff once we move beyond grade 5 is the same.

UCL will shortly be publishing an ambitious new Equality, Diversity and Inclusion