



Gender Pay Gap Report - 5 April 2022

Why report on the Gender Pay Gap?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 came into force on 1st October 2016. They require all private and voluntary sector employers with 250 or more employees to publish prescribed information about their gender pay gap. **In 2022, LSU fell below that threshold, but has opted to continue with calculating, monitoring and reporting on its Gender Pay Gap voluntarily.** The gender pay gap calculations must be based on an hourly rate of pay for each employee. The information must include certain allowances and any bonuses paid over the previous 12 months up to 5th April 2022.

According to the Office for National Statistics, the National Gender Pay Gap rose in 2022 to stand at 8.3% among full-time employees, vs. 7.7% in 2021. The gap among all employees fell to 14.9%, 0.2% down on the previous year.

What is the gender make up of our workforce?

On the date of the snapshot (5th April 2022) there were 121 females and 76 males recorded as full-pay relevant employees by Loughborough Students' Union ("the Union"). This means our workforce at that time was comprised of 61.4% female employees and 38.6% male employees.

What are our gender pay gap figures?

Our headline gender pay gap figures are formally reported as follows, with 2021 figures included in brackets for comparison:

The difference in mean pay between male and female employees at LSU is **20.4% (0.9%)**.

The difference in median pay between male and female employees at LSU is **0.3% (0%)**.

The difference in mean bonus pay between male and female employees at LSU is **100% (0%)**.

The difference in median bonus pay between male and female employees at LSU is **100% (0%)**.

The proportion of male and female employees who received bonus pay at LSU is **1.3% (0%)** of men and **0% (0%)** of women.

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A company limited by guarantee, registered in England no. 12000783

Registered office: Union Building, Ashby Road, Loughborough, Leicestershire LE11 3TT

The full distribution breakdown is detailed in the tables below:

April 2022		Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Grand totals
Proportion	Male (76)	32.0%	47.0%	45.0%	31.0%	38.6%
	Female (121)	68.0%	53.0%	55.0%	69.0%	61.4%
Mean	Male hourly rate	£18.92	£10.02	£9.44	£9.35	£11.59
	Female hourly rate	£16.16	£10.09	£9.43	£9.24	£9.23
	Total gap %	14.6%	0.7%	0.1%	1.2%	20.4%
Median	Male hourly rate	£15.75	£9.97	£9.42	£8.28	£9.59
	Female hourly rate	£14.07	£9.99	£9.43	£9.37	£9.56
	Total gap %	10.7%	0.2%	-0.1%	0.0%	0.3%

April 2021		Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Grand totals
Proportion	Male (36)	25.9%	37.0%	33.3%	37.0%	33.3%
	Female (72)	74.1%	63.0%	66.67%	63.0%	66.7%
Mean	Male hourly rate	£24.03	£12.04	£10.17	£8.50	£12.92
	Female hourly rate	£19.78	£12.08	£9.91	£8.40	£12.81
	Total gap %	21.5%	-0.4%	1.2%	2.6%	0.9%
Median	Male hourly rate	£21.58	£12.15	£10.28	£8.28	£10.78
	Female hourly rate	£17.51	£11.67	£9.55	£8.21	£10.78
	Total gap %	23.3%	4.1%	7.7%	0.8%	0.0%

Who is included in these figures?

Pay information from the 5th April is used in the gender pay gap calculations (snapshot date). Any bonus information must be based on the preceding 12-month period. On the snapshot date in 2022, LSU employed one male member of staff that received commission in addition to their salaried pay, resulting in a 100% gender pay gap in bonus pay.

Our figures normally include both non-casual (permanent and temporary) staff and casual staff (typically employed during term-time only for part-time, transient work). Casual staff are normally included if they are a full-pay relevant employee, paid on the snapshot date of 5 April.

LSU staff who do not identify as male or female are not included in these figures, in accordance with guidance from HMRC.

What does this data mean?

On the snapshot date, LSU employed significantly more females than males.

It is important to note that the snapshot date for 2020 fell within the National Lockdown during the Covid-19 pandemic. At the snapshot date of 5th April 2021, 24 individuals were active, casual workers included as full-pay relevant employee.

Summary

Loughborough Students' Union has seen a significant increase in its Gender Pay Gap between 2021 and 2022. This is the result of LSU employing significantly greater numbers of female staff in the casual workforce, which are typically paid at or marginally over the National Living Wage. At the time of publishing this report, LSU has undergone significant changes in salaried workforce composition, including the Director Team, below the CEO, being composed entirely of female employees. The 2023 Gender Pay Gap report will be published earlier in the year in order to provide more real-time data that LSU can use to inform EDI strategy.



Trevor Page

Chief Executive Officer