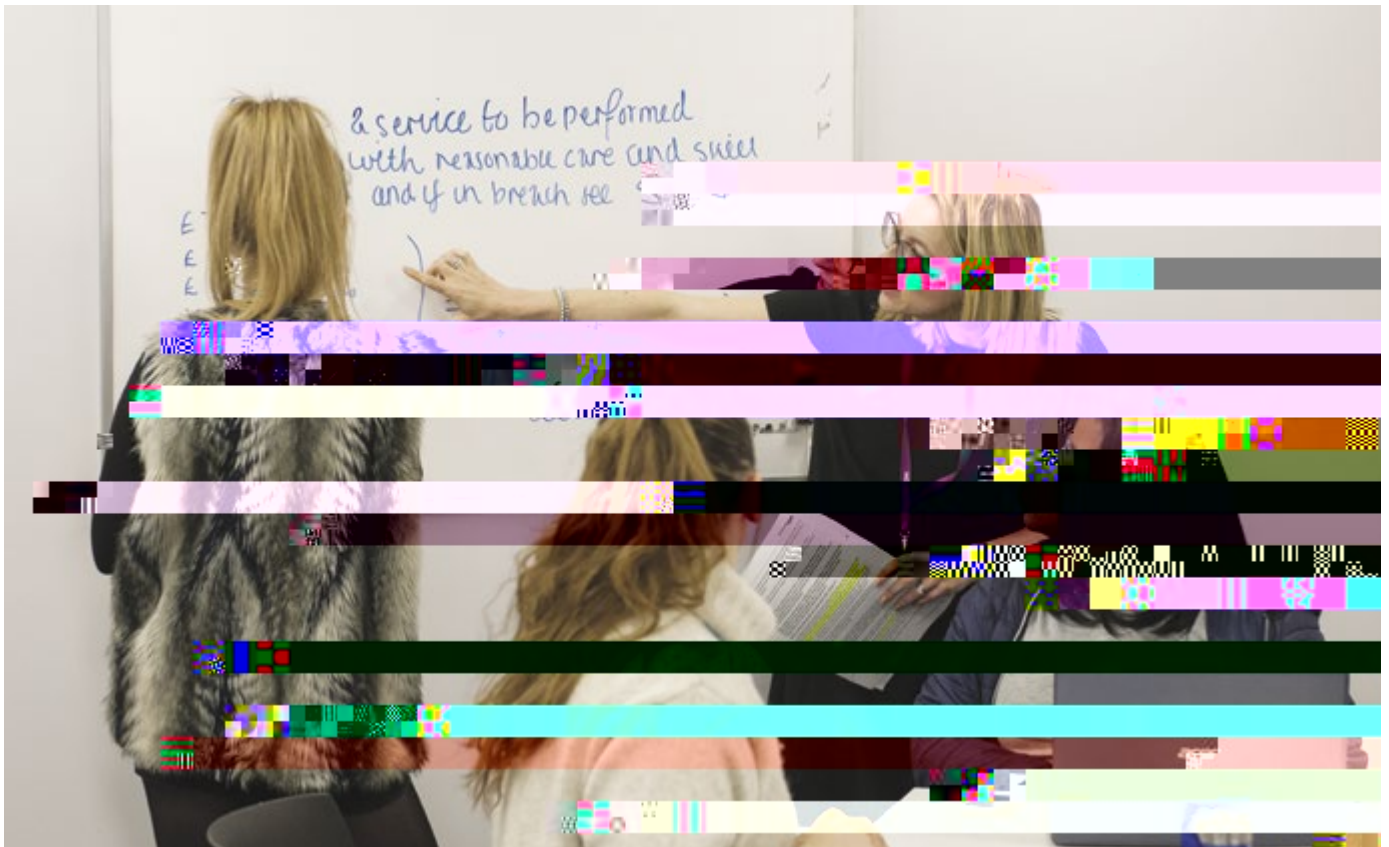


Th

Some examples of the actions that we have taken, include:

[REDACTED]

[REDACTED]



GENDER PAY GAP

- THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

| The University of Law on 5 April 2021 | The gender pay gap. Women's earnings relative to men's earnings* (↑ ↓) | Page |
|---|---|------|
| Our mean gender pay gap | 5.47% lower (↓ 5.47%) | 7 |
| Our median gender pay gap | 9.63% lower (↓ 9.63%) | 9 |
| Our mean gender bonus gap | 7.43% lower (↓ 7.43%) | 11 |
| Our median gender bonus gap | 15.00% lower (↓ 15.00%) | 11 |
| The proportion of male employees receiving a bonus | 8.68% (8.68%) | |
| The proportion of female employees receiving a bonus | 8.72% (8.72%) | |

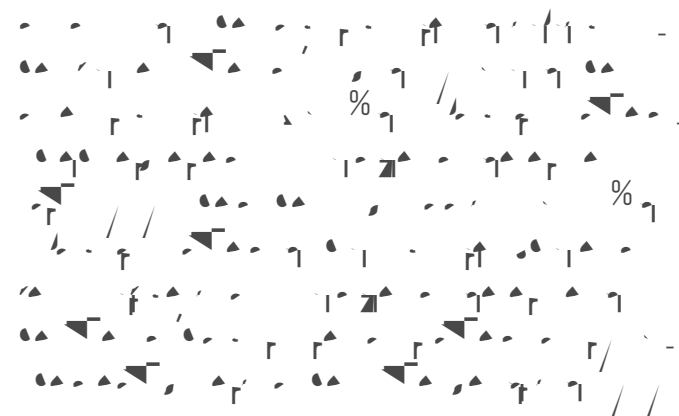
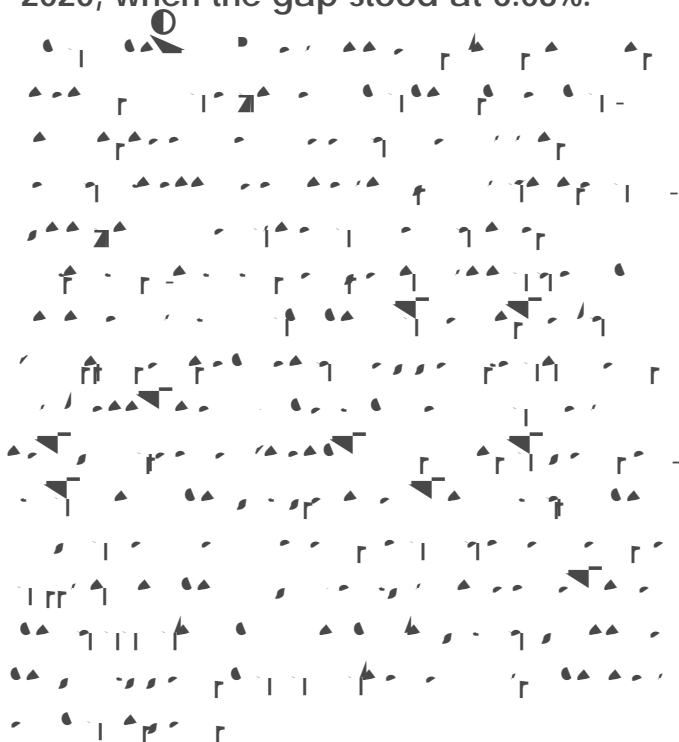
* The gender pay gap is calculated as the difference between the mean (or median) earnings of men and women, expressed as a percentage of men's earnings. The gender bonus gap is calculated as the difference between the mean (or median) bonus payments of men and women, expressed as a percentage of men's bonus payments. The proportion of male employees receiving a bonus is calculated as the number of male employees receiving a bonus divided by the total number of male employees. The proportion of female employees receiving a bonus is calculated as the number of female employees receiving a bonus divided by the total number of female employees.

THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

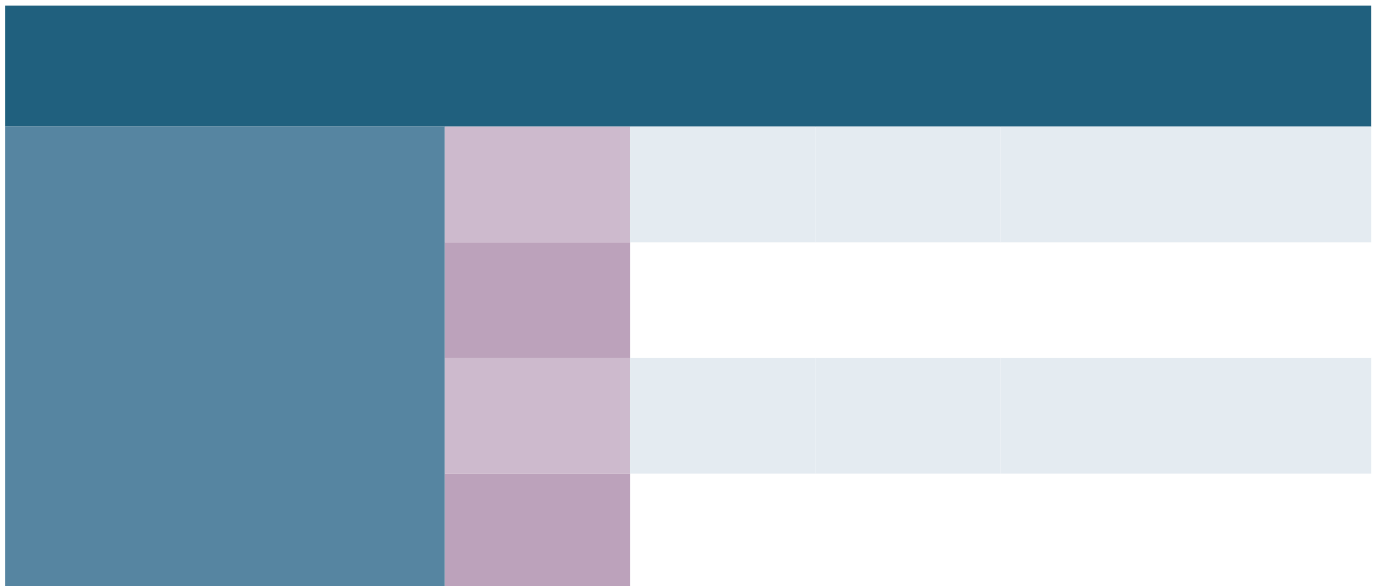
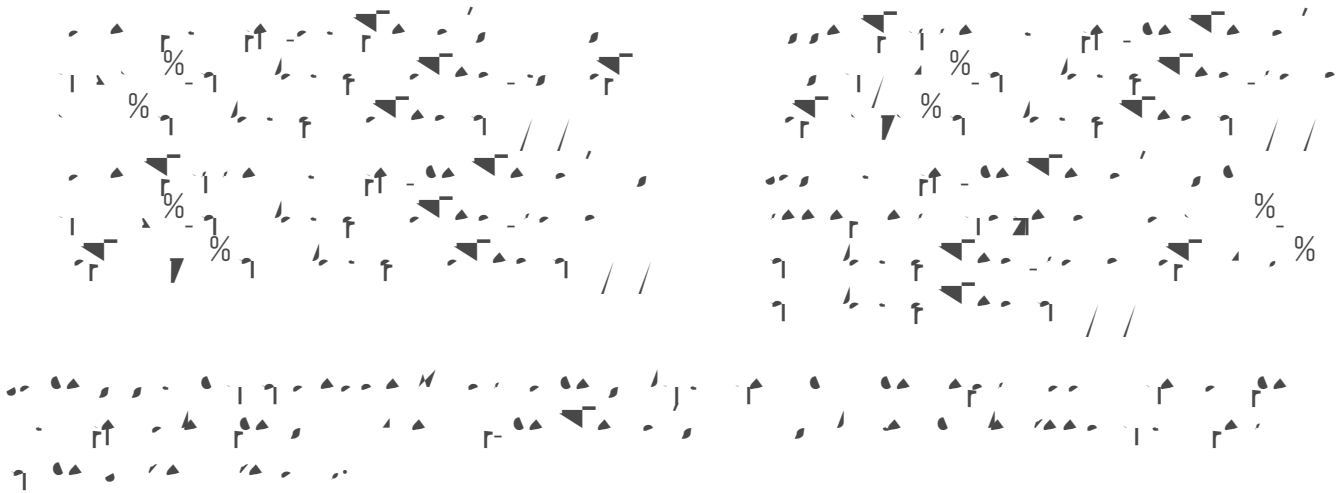


OUR DATA: THE 'MEAN' GAP

We have a mean pay gap of 5.47% for all employees (see note below on how this compares to the wider economy), indicating that on average men are paid 5.47% more than women within the organisation. This represents a reduction in the 'mean' gap from our last report in 2020, when the gap stood at 6.08%.

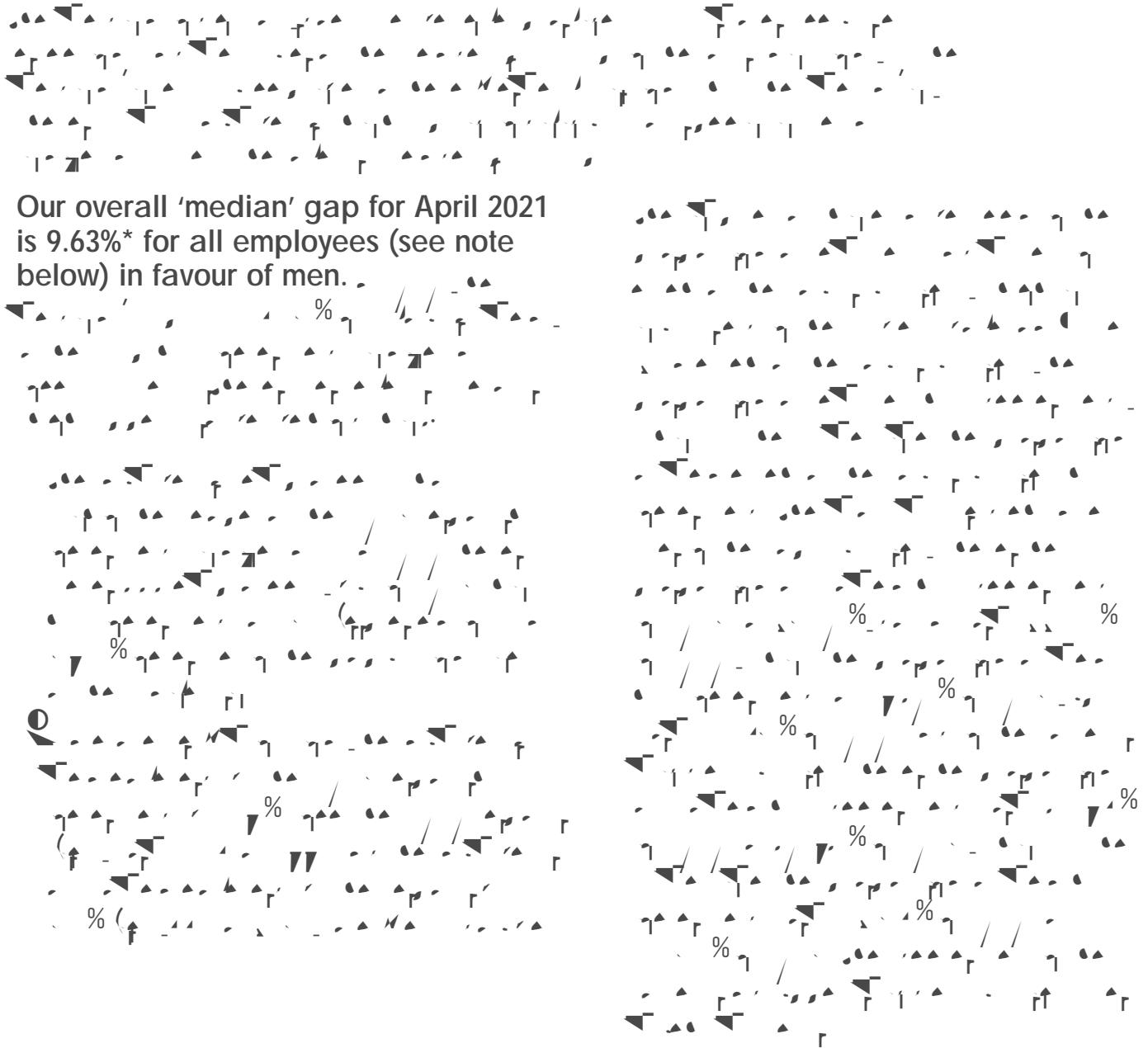


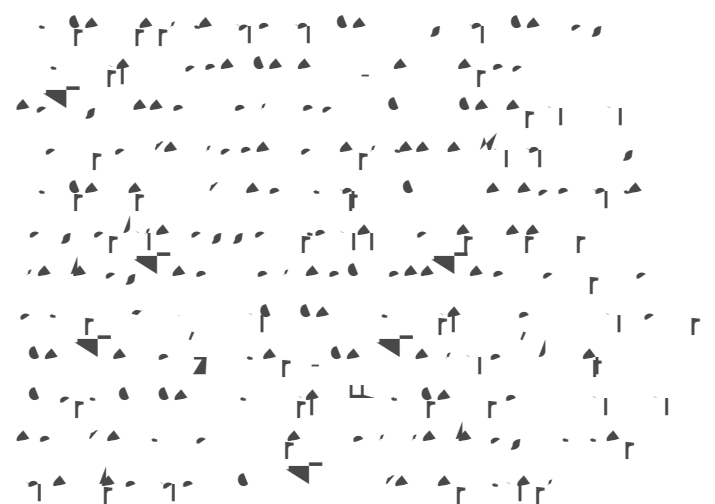
In our:



OUR DATA: THE 'MEDIAN' GAP

Our overall 'median' gap for April 2021 is 9.63%* for all employees (see note below) in favour of men.

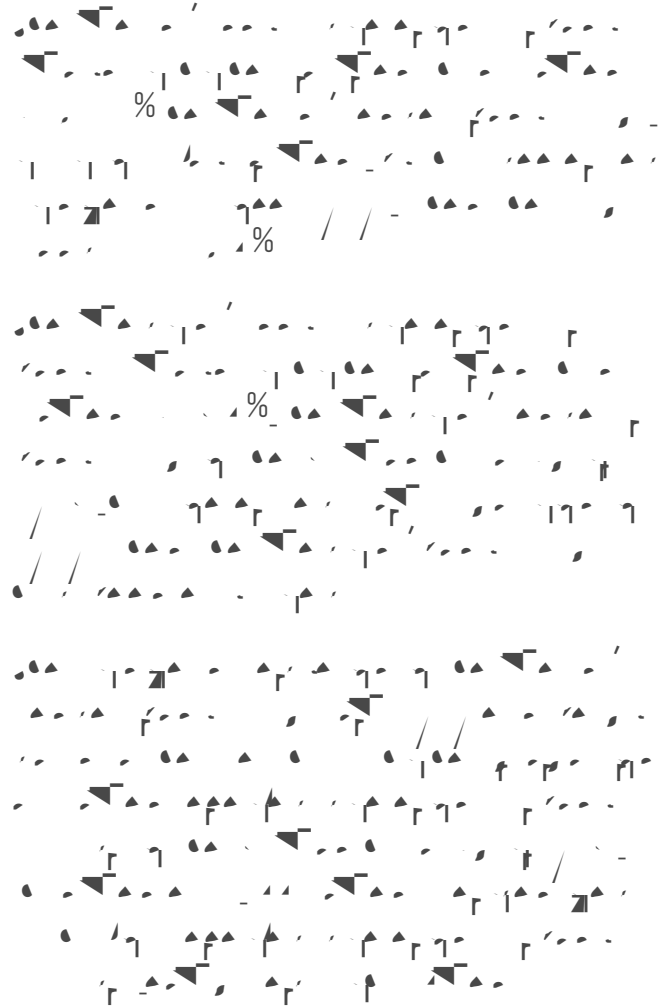
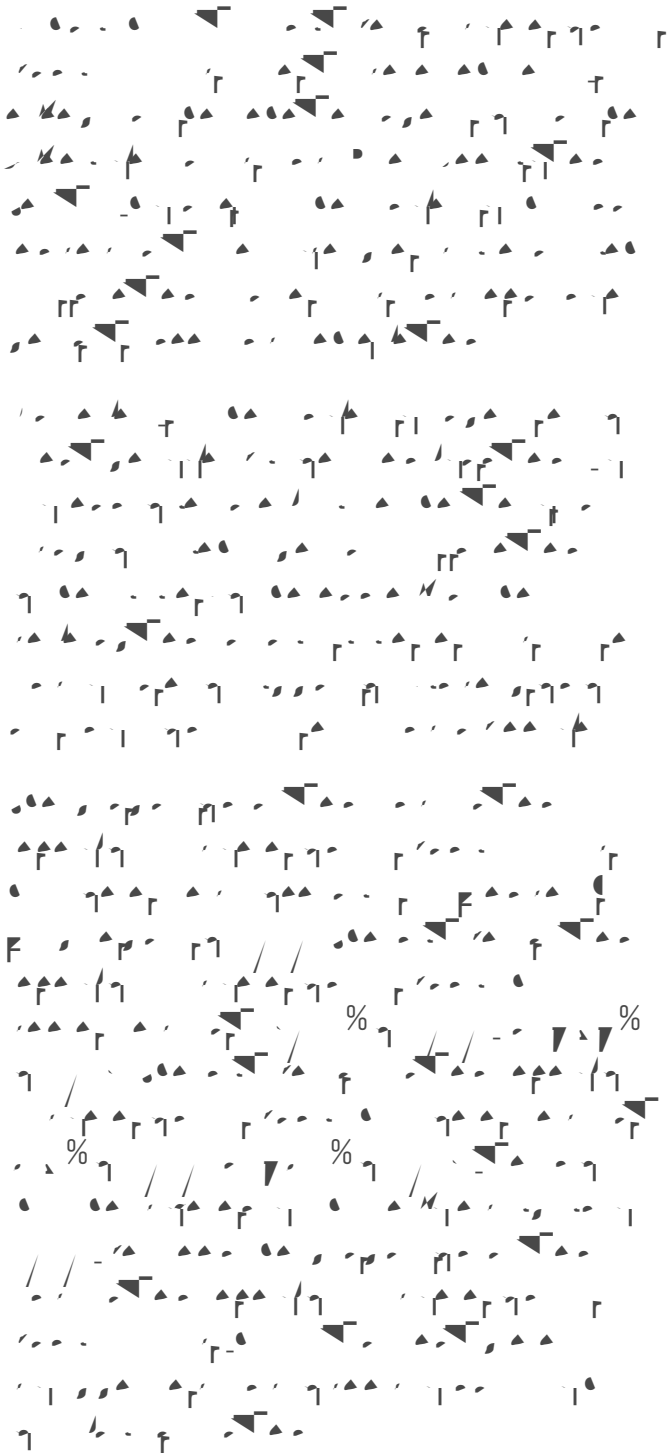




| | Female | Male | mean % gap* (↑ ↓ %) | median % gap* (↑ ↓ %) |
|-----------------------|--------|------|------------------------|--------------------------|
| Top Quartile | | | 1.92% (↑ ↓ %) | 2.97% (↑ ↓ %) |
| Upper Middle Quartile | | | 0.52% (↑ ↓ %) | 0.86% (↑ ↓ %) |
| Lower Middle Quartile | | | -2.26% (↑ ↓ %) | -4.00% (↑ ↓ %) |
| Lower Quartile | | | -6.12% (↑ ↓ %) | -8.68% (↑ ↓ %) |

Source: Gender Pay Gap Report 2021, based on data from the Gender Pay Gap Report 2021

OUR DATA: THE 'BONUS' GAP



OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

Our gender pay gap is a result of a number of factors, including the gender pay gap in the wider market, the gender pay gap in our industry, and the gender pay gap in our own organisation. We are committed to addressing these factors and closing our gender pay gap.

We have a number of initiatives in place to address our gender pay gap, including:

- Pay transparency: We have implemented a policy of pay transparency, which means that we disclose our pay ranges for all roles. This helps to ensure that we are paying our employees fairly and competitively.
- Pay review: We have a regular pay review process in place, which allows us to identify and address any gender pay gaps in our organisation.
- Training and development: We offer a range of training and development opportunities to our employees, which helps to ensure that they are equipped with the skills and knowledge needed to succeed in their roles.
- Flexible working: We offer a range of flexible working arrangements, which helps to support our employees and encourages diversity in our workforce.

We are committed to closing our gender pay gap and to creating a more equitable and inclusive workplace. We will continue to monitor our progress and to implement further initiatives as needed.

Our gender pay gap is a result of a number of factors, including the gender pay gap in the wider market, the gender pay gap in our industry, and the gender pay gap in our own organisation. We are committed to addressing these factors and closing our gender pay gap.

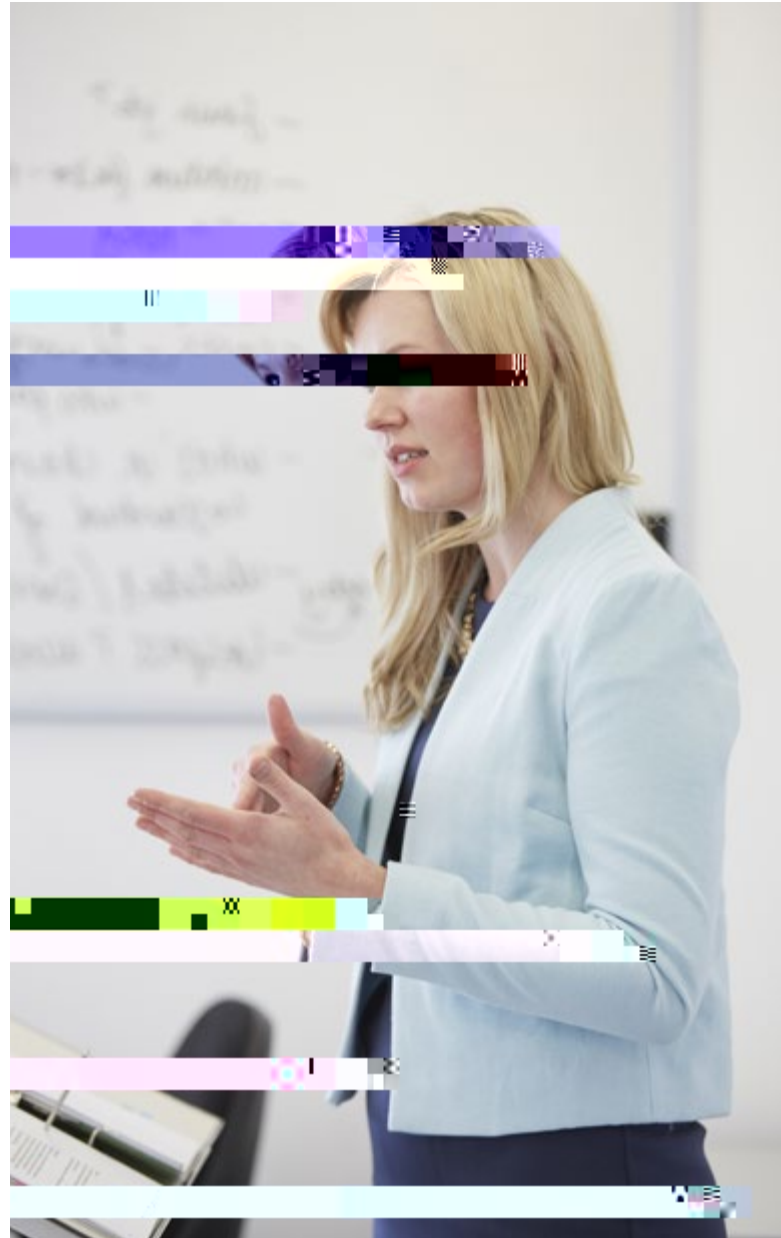
We have a number of initiatives in place to address our gender pay gap, including:

- Pay transparency: We have implemented a policy of pay transparency, which means that we disclose our pay ranges for all roles. This helps to ensure that we are paying our employees fairly and competitively.
- Pay review: We have a regular pay review process in place, which allows us to identify and address any gender pay gaps in our organisation.
- Training and development: We offer a range of training and development opportunities to our employees, which helps to ensure that they are equipped with the skills and knowledge needed to succeed in their roles.
- Flexible working: We offer a range of flexible working arrangements, which helps to support our employees and encourages diversity in our workforce.

We are committed to closing our gender pay gap and to creating a more equitable and inclusive workplace. We will continue to monitor our progress and to implement further initiatives as needed.

FURTHER ACTIONS PLANNED

Placeholder text consisting of a dense grid of small black symbols and characters, likely representing a corrupted or redacted document.



law.ac.uk