

2024 Gender Pay Gap Report

It is a Government requirement that employers with 250 or more employees publish an annual gender pay gap report. As at 5 April 2024, Richmond American University London UK (Richmond University) employed a total of 216 employees but has decided voluntarily to publish its gender pay gap report. The following is the report for the snapshot date of 5 April 2024. Of the 216 employees, 44% were male and 56% were female.

- The mean gender pay gap for Richmond University is 9.67% (2023: 5.55%)
- The median gender pay gap for Richmond University is 9.07% (2023: 5.59%)
- Richmond University does not operate a bonus scheme.

It is worth noting that the majority of Richmond's workforce in the Lower Quartile is made up of non-salaried student employees, with the majority of these being female. Their inclusion has a substantial impact on the overall GPG figures; for example, when non-salaried student employees are removed, Richmond's overall mean GPG is 2.31% and the overall median GPG is 0.00%.

It is also pleasing to note, in the upper middle and upper quartiles, Richmond has maintained a slight negative gender pay gap; meaning the Median hourly rate for females is higher than their male peers.

| Pay Quartiles by Gender | | | |
|--------------------------------|--------------|----------------|---|
| Quartile | Males | Females | Description |
| Lower | 28% | 72% | includes all employees whose standard hourly rate places them at or below the lower quartile |
| Lower Middle | 43% | 57% | includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| Upper Middle | 54% | 46% | includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| Upper | 50% | 50% | includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Richmond's calculations for each pay quartile by gender are set out below together with the percentage gender pay gap. A gender pay gap is the difference between the average pay of male employees and female employees for a given group.

Richmond University Lower Quartile Calculations

| Gender | Employees | Mean salary ph, £ | Median Salary ph, £ |
|------------------|-----------|-------------------|---------------------|
| Male | 15 (28%) | 12.94 | 13.74 |
| Female | 39 (72%) | 12.11 | 10.18 |
| % Gender pay gap | | 6.39% | 25.89% |

Richmond University Lower Middle Quartile Calculations

| Gender | Employees | Mean salary ph, £ | Median Salary ph, £ |
|------------------|-----------|-------------------|---------------------|
| Male | 23 (43%) | 20.09 | 20.43 |
| Female | 31 (57%) | 19.65 | 19.29 |
| % Gender pay gap | | 2.21% | 5.61% |

Richmond University Upper Middle Quartile Calculations

| Gender | Employees | Mean salary ph, £ | Median Salary ph, £ |
|------------------|-----------|-------------------|---------------------|
| Male | 29 (54%) | 23.80 | 23.71 |
| Female | 25 (46%) | 24.10 | 24.12 |
| % Gender pay gap | | -1.25% | -1.69% |

Richmond University Upper Quartile Calculations

| Gender | Employees | Mean salary ph, £ | Median Salary ph, £ |
|------------------|-----------|-------------------|---------------------|
| Male | 27 (50%) | 35.43 | 30.48 |
| Female | 27 (50%) | 37.60 | 31.17 |
| % Gender pay gap | | -6.15% | -2.24% |

How does Richmond University's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and official figures show Richmond's results are better than both the HE sector and whole economy.

The **mean** gender pay gap for the whole economy (according to the provisional 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures¹ is 13.8% while the mean gender pay gap in the Higher Education sector is 13.4%. At 9.67%, Richmond University's mean gender pay gap is, therefore, **lower** than the whole economy and **lower** than the Higher Education sector.

¹ [Gender pay gap in the UK: 2024 - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

The **median** gender pay gap for the whole economy (according to the provisional 2024 ONS ASHE figures, as reference above) is 13.1% while in the Higher Education sector it is 11.1%. At 9.07% Richmond University's median gender pay gap is, therefore, **lower** than the whole economy and **lower** than the Higher Education sector.

| Comparison with other Organisations | | | |
|-------------------------------------|---------------------|---|---|
| | Richmond University | 2024 Provisional data* ONS ASHE whole economy | 2024 Provisional data* ONS ASHE Higher Education sector |
| Mean gender pay gap | 9.67% | 13.8% | 13.4% |
| Median gender pay gap | 9.07% | 13.1% | 11.1% |

*Provisional ONS data, not yet confirmed.

The University does not operate a bonus scheme to its employees and therefore is not required to report on the proportion of men and women who receive bonus payments.

What are the underlying causes of Richmond University's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Richmond University is committed to the principle of equal pay, opportunities and treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy or maternity, sexual orientation, gender reassignment or disability. We are committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- Monitor pay and benefits at regular intervals during recruitment, promotion, and participates in the Universities and Colleges Employers Association (UCEA) salary data surveys each year;
- consult with all managers and other staff members who are involved in pay reviews; and
- evaluate job roles and pay as necessary to ensure a fair structure.

Richmond University is therefore confident that its GPG does not stem from paying men and women differently for the same or equivalent work. Rather its GPG is the result of the roles in which men and women work within the University and the salaries that these roles attract.

In this regard, it is worth noting that the majority of Richmond's workforce in the Lower Quartile is made up of non-salaried student employees, with the majority of these being female. The inclusion of non-salaried student employees has a substantial impact on the overall GPG figures; for example, when non-salaried student employees are removed from the 2024 male and female lower quartile data set, Richmond's overall mean GPG is 2.31% and the overall median GPG is 0.00% (compared to 9.67% and 9.07% respectively when including non-salaried student employees).

What is Richmond University doing to address its gender pay gap?

Richmond University's GPG increased slightly this year in comparison to last year's GPG. The increase is mainly influenced by a higher number of student employees; we currently employ 30 student employees, of which, 21 are female.

Richmond is proud to offer extensive employment opportunity to our students and the hourly rate for Richmond's student employees aged 21 follows the Government's National Living Wage guidelines. For those below the age of 21, Richmond currently pays a higher hourly rate than the current National Minimum Wage.

Despite the small increase in the year's gender pay gap results, Richmond also remains committed to reducing the gender pay gap through working with Schools and Departments during the recruitment and promotion of employees. We also use salary data from the UK Higher Education sector survey to inform decisions relating to salaries and benefits. Longer term we are also developing salary frameworks, clearer promotion criteria, and evidence-based gender monitoring. We will continue to seek to identify and address any barriers to gender equality.

I confirm that the information in this statement is accurate.

Dean Morley

Director of Human Resources

March 2025