



Dundee University Students' Association

Gender Pay Gap Report





Gender Pay Gap Report for the snapshot date of 5 April 2022

- Our mean gender pay gap is 1.68%
 - Our median gender pay gap is 0%
 - Our mean gender bonus gap is 0%
 - Our median gender bonus gap is 0%
 - The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%
-

Table 1: Pay quartiles by gender

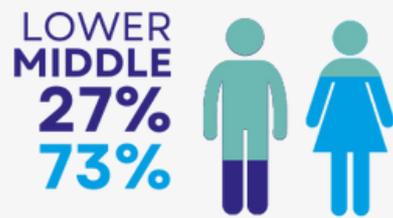
This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

BAND	MALES	FEMALES	WHAT IS INCLUDED IN THIS BAND?
A	38%	62%	All employees whose standard hourly rate is within the lower quartile
B	26.8%	73.2%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	41%	59%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	47%	53%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

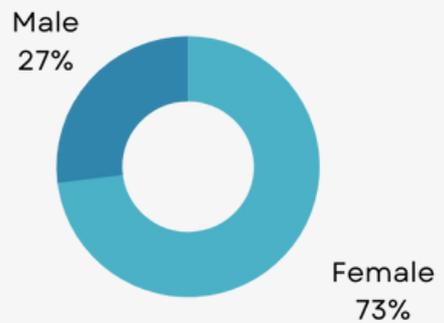
Charts 1 – 8 : Quartiles graphical representation



LOWER QUARTILE



LOWER MIDDLE



UPPER MIDDLE



UPPER QUARTILE



Why do we have a gender pay gap?

Legally, 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.

DUSA is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- evaluate job roles and pay grades to ensure fairness.





DUSA is confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most customer assistants in our retail and food and beverage operations are women and most line managers and senior managers are men.

Table 1 above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 62% of the employees in band A are women and 38% men. The percentage of male employees differs throughout the remaining bands, from 27% in band B to 48% in band D.



How does DUSA's gender pay gap compare with that of others?

Most organisations have a gender pay gap, and we are pleased to say that ours is better than others, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.9%, while non-profit sector it is 18.4%. At 1.68%, our mean gender pay gap is much lower than the whole economy and considerably lower than our comparable sector.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 13.9%, while in the public sector it is 15.3%. At 0%, our median gender pay gap is considerably lower than the whole economy and demonstrates that our median pay rates are equal.

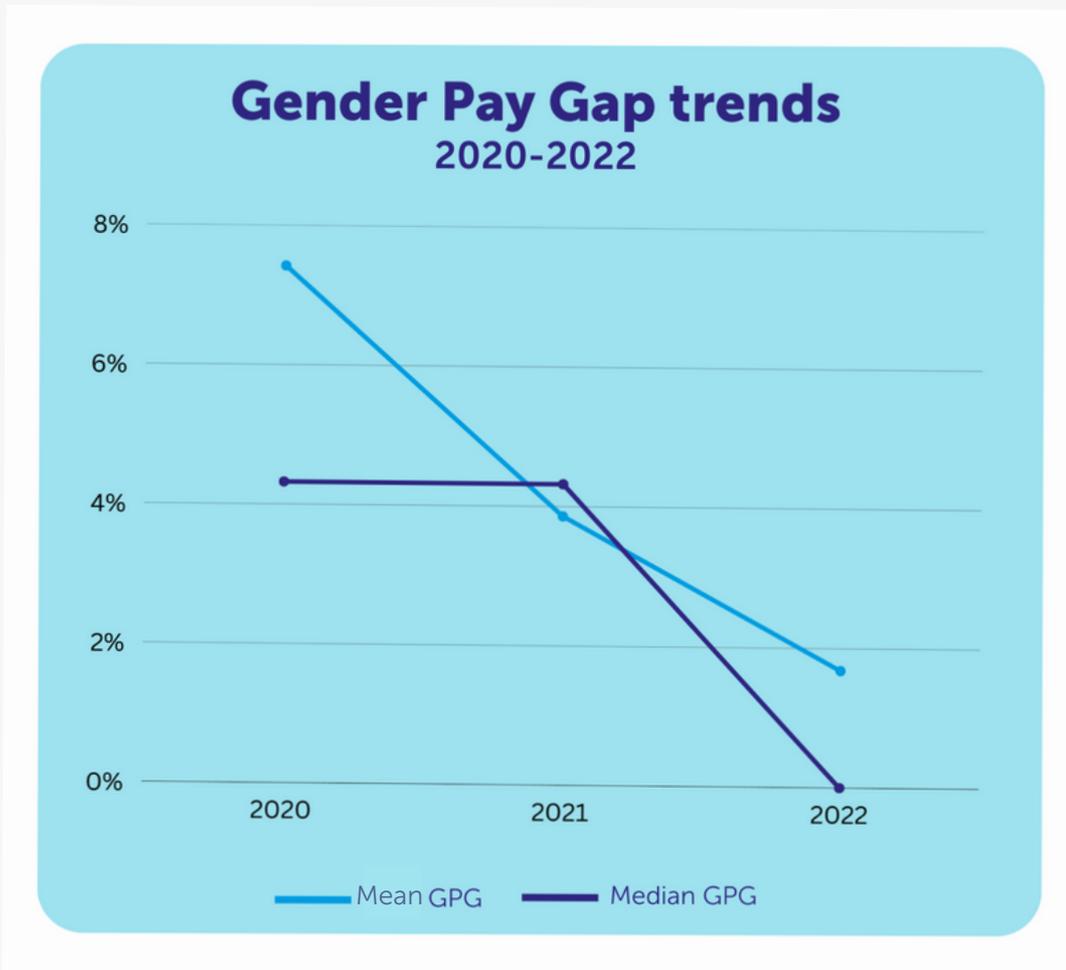
It is also worth noting that while our median gender pay gap remained the same in 2020 and 2021 it has now dropped to 0%.

	Our organisation	2022 ONS ASHE whole economy	2022 ONS ASHE Non-profit of mutual association
Mean gender pay gap	1.68 %	14.9%	18.4%
Median gender pay gap	0%	13.9%	15.3%

DUSA does not offer any 'bonus pay' and therefore in accordance with Gender Pay Gap Reporting Information there is no differential between males and females.

DUSA trends 2020 – 2022

Chart 9 – Gender Pay Gap trends



DUSA introduced the real living wage in October 2020 which has reduced our gender pay gap significantly.

Prior to this our mean gender pay gap (GPG) was considerable higher and dropped dramatically following the implementation of the real living wage.

What is DUSA doing to address our gender pay gap?

DUSA recognises that there are limitations due to the nature of the roles that we have available. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

So far, we have taken the following steps to promote gender diversity:

- Introduction of real living wage: In October 2020, we introduced the real living wage to ensure that we pay staff well and to reduce the rate difference based on minimum wage rates. We want to pay staff fairly for a job well done, this also ensure all staff are paid the same rate.
- Supporting parents: We have reviewed the guidelines for managers on supporting employees before, during and after maternity and other parental leave as well as reviewed and updated our family friendly policies.

Over the next year, we will:

- review our pay structures;
- continually review our recruitment process to become more attractive to future employees.

While our gender pay gap has reduced, none of these initiatives on their own will remove the gender pay gap – it will require consistent proactive effort to ensure that DUSA recruits and retains a diverse workforce whilst eliminating gender pay gaps. In the meantime, every year DUSA is committed to reporting on an annual basis what it is doing to reduce the gender pay gap and the progress that we are making.

DUSA can confirm that the information in this statement is accurate.



Cheryl-Ann Cruickshank
Chief Executive Officer