



# Gender Pay Gap

## Frequently Asked Questions

### **Q: What is the 'gender pay gap'?**

The gender pay gap is the difference in pay between male and female employees across an organisation or the labour market. The gender pay gap is expressed as the difference between the hourly rate of pay of male and female employees, expressed as a percentage. When the pay gap is in favour of men, it is expressed as a percentage (e.g. 12%) and where the gap is in favour of women, it is expressed as a negative percentage (e.g. -10%).

### **Q: Is the gender pay gap the same as equal pay?**

No, equal pay and the gender pay gap are two different issues:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay. It has been unlawful since the Equal Pay Act 1970 to pay men and women differently for equal work.
- The gender pay gap is the difference between men's and women's average earnings, calculated across an organisation or the labour market.

### **Q: Why are we reporting on the gender pay gap now?**

New legislation came into force in 2017 requiring all public, private and voluntary sectors to publish their gender pay gap by March 30<sup>th</sup> 2018, and annually thereafter.

### **Q: What information must be published?**

The gender pay gap is calculated across a number of measures, based on a snapshot of who was employed by the University on 31<sup>st</sup> March 2017. The reason that a number of metrics are used is because they illustrate different aspects of the distribution of pay across an organisation.

These are:

- (1) the difference between the mean and median hourly rate of pay for male and female employees;
- (2) the difference between the mean and median bonuses paid to male and female employees, and the proportion of females and males receiving a bonus payment;
- (3) the proportions of male and female employees in the four quartile pay bands.

**Q: What is ‘ordinary pay’?**

Ordinary pay includes any monetary payment, including:

- basic pay
- allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives)
- pay for leave
- shift premium pay

**Q: Where will the gender pay gap report be published?**

The report will be published on the University of Leicester’s website ([insert link](#)) and on the UK government website.