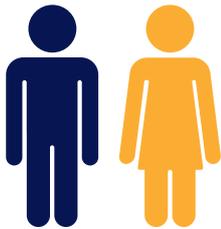


# Coventry University Students' Union Gender Pay Gap Report 2020

Legislation requires employers with 250 employees or more to calculate and publish their gender pay gap information based on snapshot data as at 5th April 2020.

We believe in equality of opportunity for all and although we employ fewer than 250 staff, we support greater transparency in everything we do.



## Pay Gap

Difference between men and women

MEAN	MEDIAN
8.2%	8.4%
1.24 (£)	1.15 (£)

The table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date.

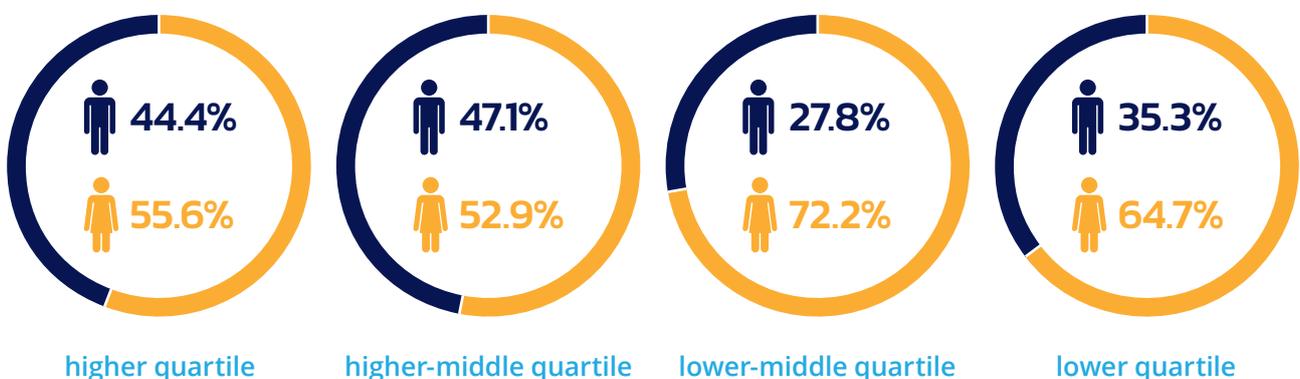
The gender make-up of our workforce on 5th April 2020 was 43 women (61%) and 27 men (39%). The report can include certain allowances and any bonuses paid over the previous 12 months from 5th April 2020. However, we have decided not publish bonuses as the data is so small it does not show a true representation in figures.



Staff who do not identify as male or female are omitted from gender pay gap calculations, as advised by the Government Equalities Office and ACAS. CUSU believes that gender is not just limited to two possibilities. We hope in the near future that gender pay reporting legislation will be developed to allow reporting for non-binary employees as well.

## Proportion of Men and Women in Each Pay Quartile (%)

(includes all employees at standard hourly rate)



The infographic above shows the gender distribution across four equally sized quartiles. We are confident that our staff are paid equally for doing equivalent work as we operate a job evaluation scheme and incremental pay scale structures related to performance, to ensure equal pay for work of equal value.

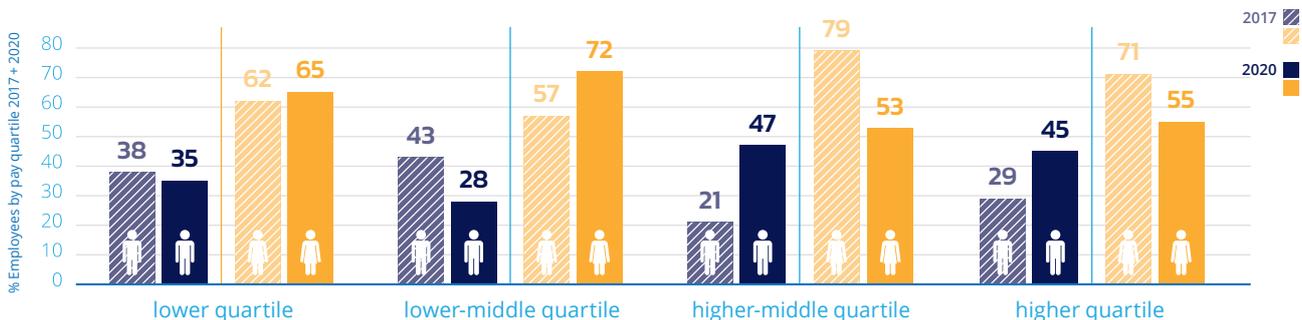
## Gender Pay Gap Against the Sector (%)



The report shows that our gender pay gap is higher than sector (Charities/Not for profit) therefore we will need to identify the reasons why. As figures above show, there are significantly more women employed than men at CUSU (43 women, 27 men) and there is a higher proportion of women employed in lower and lower middle pay quartiles compared to men. The report shows that our gender pay gap is significantly lower than the whole sample of organisations reporting their gender pay gap, which is positive to note.

## In Comparison to the 2017 Report (% employees by pay quartile)

In 2017 the mean gender pay gap was 4.5% and the report was based upon fewer staff. At that time we employed 55 staff and the gender make-up of our staff at this date was 37 women and 18 men. The below tables illustrate where percentage levels of men and women in each quartile have changed from the 2017 to 2020 report.



The balance of men and women in the lower quartile has broadly stayed the same, however, the percentage of males in the lower middle quartile has fallen and the percentage of women in this quartile has increased between 2017 and 2020. However, the percentage of women and men employed in the highest middle and highest pay quartiles are also very evenly balanced, with slightly more women being represented in these areas than men.

We will need to continue to explore how we can attract more men to work at CUSU to create a more even gender balance across the pay quartiles. The greatest differences in gender employed by quartile occur in the lower and lower middle quartiles.

We believe in recruiting the best candidates into all roles regardless of gender and that opportunities are open and accessible to all.

We confirm the data reported is accurate.

**Augustine Nwosu**  
President

**Jacqui Clements**  
Chair of the Board of Trustees

**CUSU.ORG**