



The University of Surrey  
**Students' Union**

# **Union Diversity Report**

## **2021**

**Our Mission:**

**To enrich students' lives, the community in which they live and the University of Surrey by creating the changes they want and to enable them to achieve their ambitions.”**

## About this Report

The first annual report was presented to the AMM in 2018 and we have been able to make comparisons between the years – a report was not compiled in 2020. It should be noted the Equality Act 2010 (Gender Pay Gap Information) Regulations came into force on 1<sup>st</sup> October 2018 and the requirement to publish information does not currently apply to the Students' Union as we employ less than 250 employees. The Students' Union has faced considerable challenges over the past year, however, at the beginning of the 2020/21 academic year we did undertake a recruitment drive for new part time staff. A large number of new part time staff were employed, however, only worked for a very short period prior to the Union building and outlets closing again. During the closure periods we have used the Government's Job Retention Scheme (Furlough) to support our eligible part time staff.

***The following information refers to all full-time, part time staff and the sabbatical team***

## Snapshot of SU Staff on 10/02/21

### STAFF GENDER SPLIT

**58% FEMALE**

*(52% in 2018 & 54% in 2019)*

**42% MALE**

*(48% in 2018 & 46% in 2019)*

### DISABILITY DISCLOSURE

**8%**

*(3.5% in 2018 & 5.3% in 2019)*

### SENIOR MANAGEMENT

**67% FEMALE**

*(67% in 2018 & 2019)*

**33% MALE**

*(33% in 2018 & 2019)*

### BOARD OF TRUSTEES

**64% FEMALE**

*(36% in 2018 & 2019)*

**36% MALE**

*(64% in 2018 & 2019)*

#### Board:

**5 sabbatical officers**  
**1 part time officer**  
**4 external trustees**  
**1 University trustee**

### ETHNICITY

**66% WHITE** *(76% in 2018 & 72% in 2019)*

**19% BAME** *(16% in 2018 and 15% in 2019)*

**15% UNKNOWN\***

*(8% in 2018 & 13% in 2019)*

*\*Prefer not to disclose*

### STAFF TOTAL

**160**

*(119 in 2018 & 150 in 2019)*

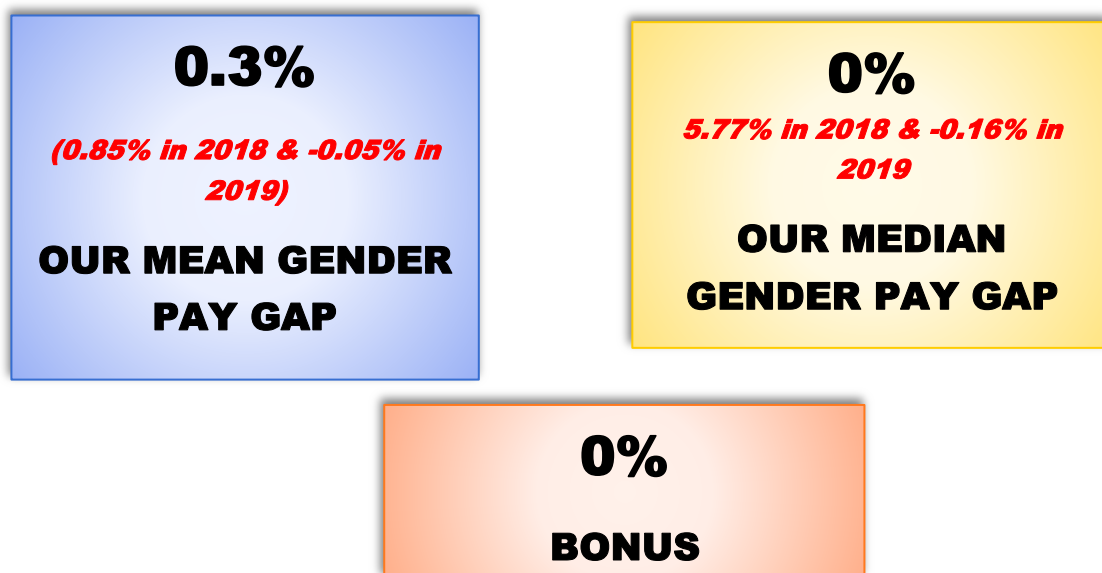
## What does this data mean?

The number of female employees has continued to increase each year now reaching 58% of the workforce. The results compared to 2019 show a decrease of 6% in the staff who identify as white and an increase of 4% who identify as BAME and the number who prefer not to disclose has increased by 2%.

## What happens now?

It will be the organisation's priority to continue to review all recruitment methods to attract diverse candidates for all roles; work with student groups to understand barriers to applying/working in the SU and how these can be removed and continue to work towards becoming a Disability Confident Employer.

## What are the Students' Union gender pay gap figures?



Quartile	Female (%)			Male (%)		
	2021	2019	2018	2021	2019	2018
Upper Quartile	52%	61%	58%	48%	39%	42%
Upper Middle Quartile	46%	57%	55%	54%	43%	45%
Lower Middle Quartile	63%	50%	50%	37%	50%	50%
Lower Quartile	67%	50%	51%	33%	50%	49%

## What's the difference between a pay gap and equal pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap reporting shows the difference in the average pay between all men and women in the workforce.

## Key Terms

### Mean

The difference between average hourly earnings of men and women

### Median

The difference between the midpoints in the ranges of hourly earnings of men and women

### Quartiles

The proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles)

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