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Some examples of the actions that we have taken, include:

1. We have implemented a flexible working policy that allows employees to request flexible working arrangements if they have a caring responsibility for a child or an adult with a disability. This has resulted in a number of employees being able to work from home or on a part-time basis, which has helped to reduce the gender pay gap.

2. We have introduced a parental leave policy that allows employees to take up to 12 weeks of leave before their child is born or to be placed for adoption. This has helped to reduce the gender pay gap by allowing women to return to work after their leave.

3. We have implemented a policy that allows employees to request a change of role or department if they are interested in a different area of the business. This has helped to reduce the gender pay gap by allowing women to move into higher-paying roles.

4. We have introduced a policy that allows employees to request a change of location if they are interested in working in a different part of the country. This has helped to reduce the gender pay gap by allowing women to move to higher-paying locations.

5. We have implemented a policy that allows employees to request a change of supervisor if they are not getting on with their current supervisor. This has helped to reduce the gender pay gap by allowing women to work for a more supportive supervisor.

6. We have introduced a policy that allows employees to request a change of reporting line if they are interested in working for a different department. This has helped to reduce the gender pay gap by allowing women to work for a more senior department.

7. We have implemented a policy that allows employees to request a change of job title if they are interested in a different role. This has helped to reduce the gender pay gap by allowing women to move into higher-paying roles.

8. We have introduced a policy that allows employees to request a change of job description if they are interested in a different role. This has helped to reduce the gender pay gap by allowing women to move into higher-paying roles.

9. We have implemented a policy that allows employees to request a change of job location if they are interested in working in a different part of the country. This has helped to reduce the gender pay gap by allowing women to move to higher-paying locations.

10. We have introduced a policy that allows employees to request a change of job title and description if they are interested in a different role. This has helped to reduce the gender pay gap by allowing women to move into higher-paying roles.



GENDER PAY GAP

- THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

The University of Law on 5 April 2021	The gender pay gap. Women's earnings relative to men's earnings* (↑ ↓)	Page
Our mean gender pay gap	5.47% lower (↓ 5.47%)	7
Our median gender pay gap	9.63% lower (↓ 9.63%)	9
Our mean gender bonus gap	7.43% lower (↓ 7.43%)	11
Our median gender bonus gap	15.00% lower (↓ 15.00%)	11
The proportion of male employees receiving a bonus	8.68% (8.68%)	
The proportion of female employees receiving a bonus	8.72% (8.72%)	

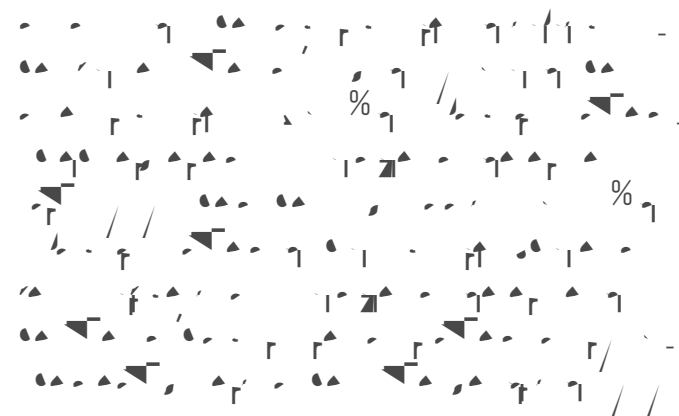
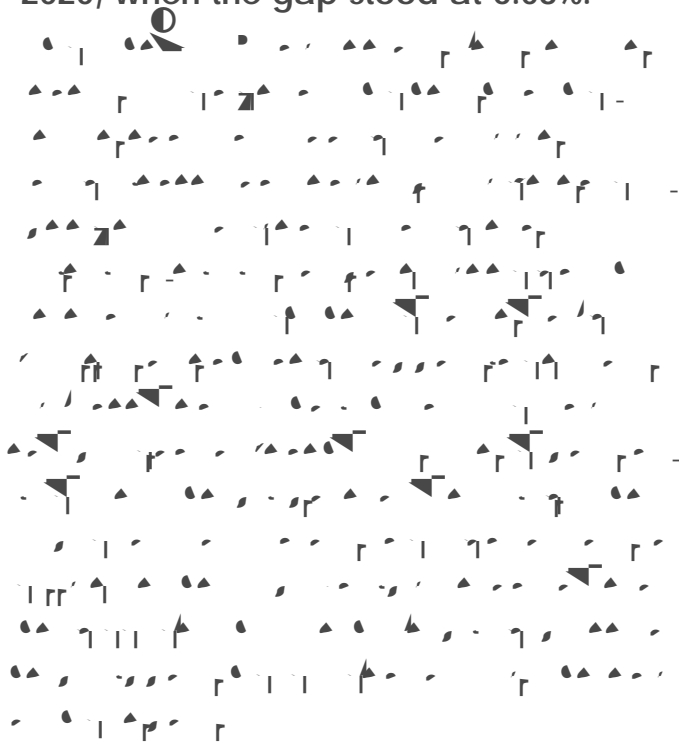
* The gender pay gap is calculated as the difference between the mean (or median) earnings of men and women, expressed as a percentage of men's earnings. The gender bonus gap is calculated as the difference between the mean (or median) bonus payments of men and women, expressed as a percentage of men's bonus payments. The proportion of male and female employees receiving a bonus is calculated as the number of employees receiving a bonus, divided by the total number of employees, expressed as a percentage.

THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

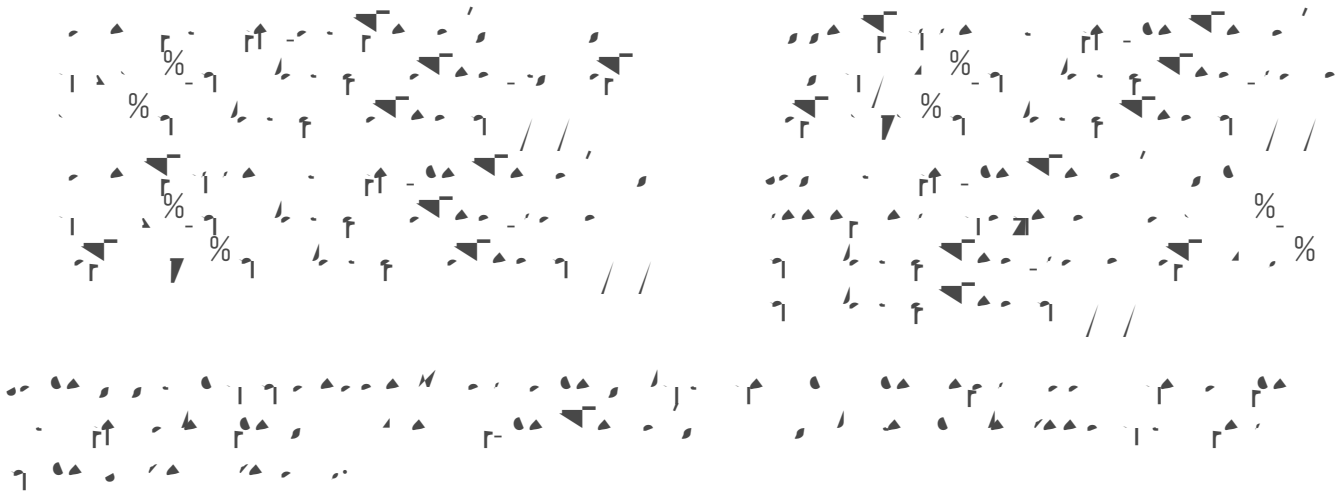


OUR DATA: THE 'MEAN' GAP

We have a mean pay gap of 5.47% for all employees (see note below on how this compares to the wider economy), indicating that on average men are paid 5.47% more than women within the organisation. This represents a reduction in the 'mean' gap from our last report in 2020, when the gap stood at 6.08%.



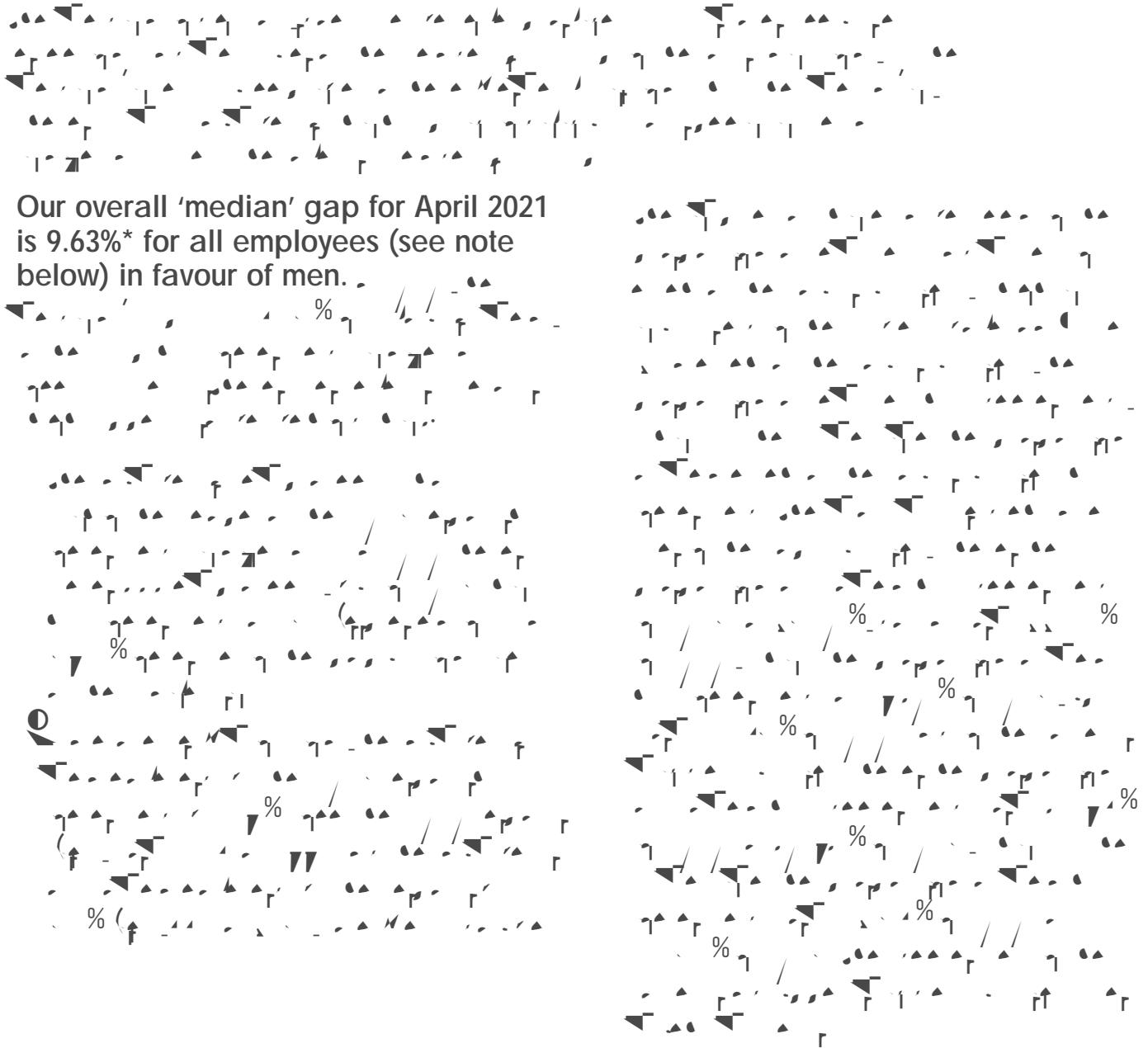
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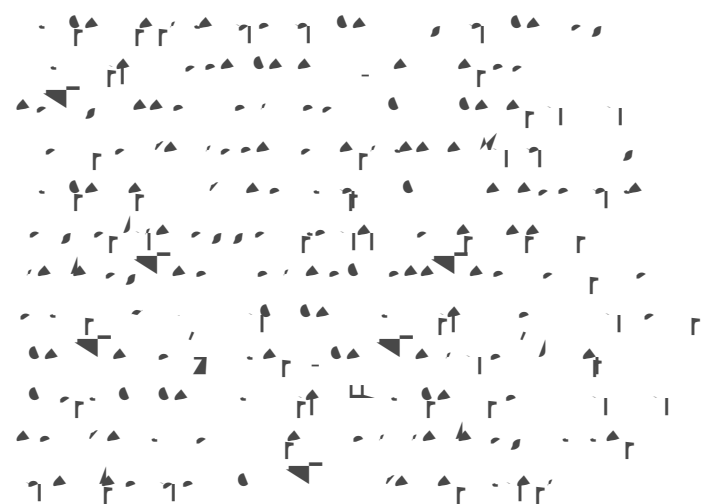




OUR DATA: THE 'MEDIAN' GAP

Our overall 'median' gap for April 2021 is 9.63%* for all employees (see note below) in favour of men.



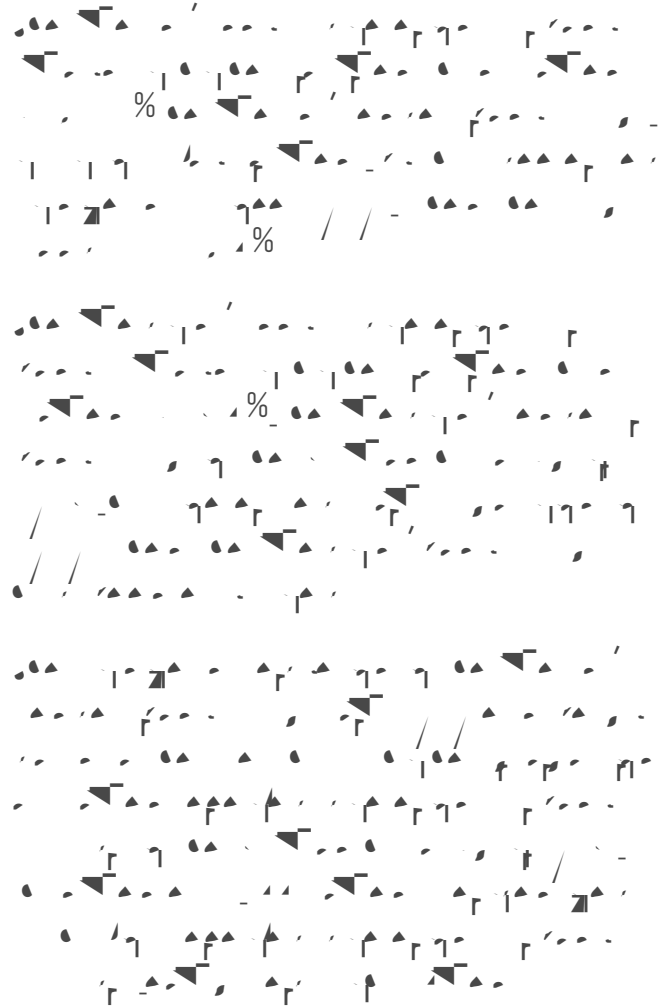
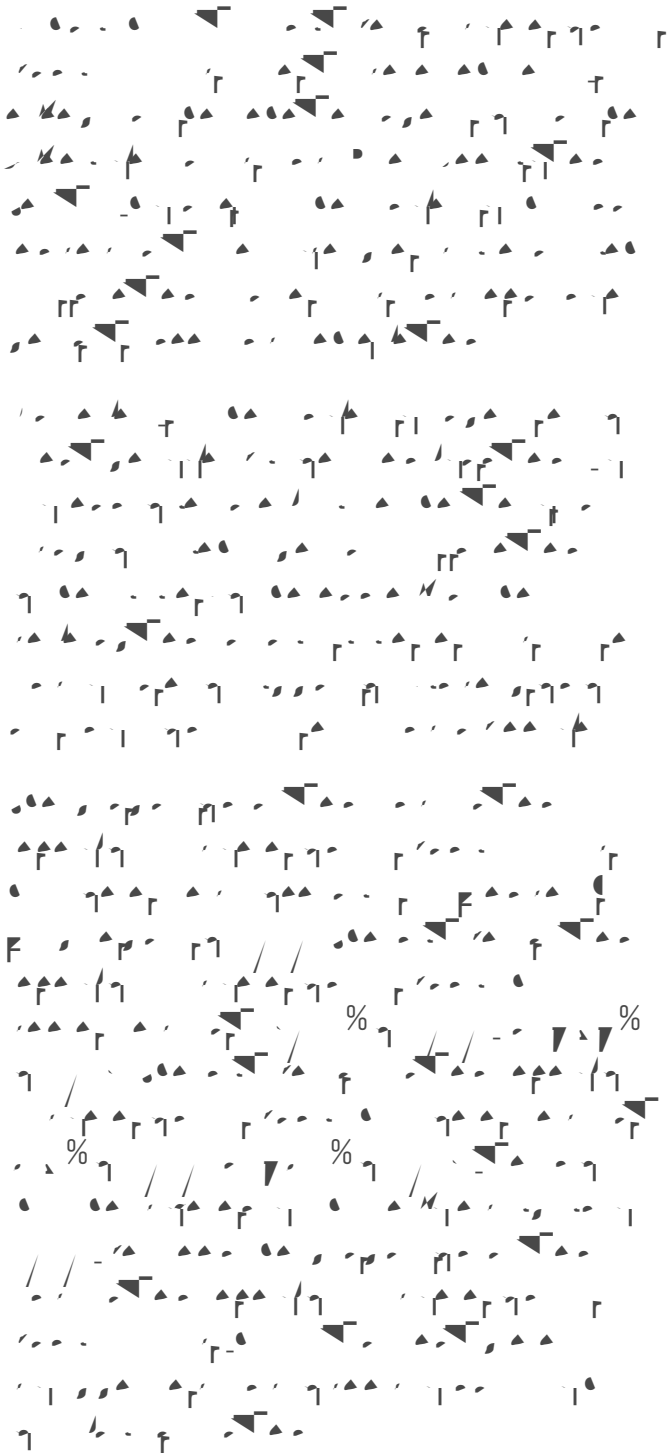


	Female	Male	mean % gap* (↑ ↓ %)	median % gap* (↑ ↓ %)
Top Quartile			1.92% (↑ ↓ %)	2.97% (↑ ↓ %)
Upper Middle Quartile			0.52% (↑ ↓ %)	0.86% (↑ ↓ %)
Lower Middle Quartile			-2.26% (↑ ↓ %)	-4.00% (↑ ↓ %)
Lower Quartile			-6.12% (↑ ↓ %)	-8.68% (↑ ↓ %)

Source: Gender Pay Gap Report 2021, based on data from the Gender Pay Gap Report 2021

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OUR DATA: THE 'BONUS' GAP



OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

Our gender pay gap is a result of a number of factors, including the gender distribution of our workforce, the gender distribution of our roles, and the gender distribution of our pay bands. We are committed to addressing these factors and reducing our gender pay gap over time.

We have a number of initiatives in place to address our gender pay gap, including:

- Reviewing our recruitment and selection processes to ensure we are attracting a diverse range of candidates.
- Reviewing our pay bands and structures to ensure they are fair and equitable.
- Providing training and development opportunities to all employees, regardless of gender.
- Promoting a culture of equality and diversity within our organization.

We are committed to transparency and will continue to report on our gender pay gap performance. We believe that this information is important for our stakeholders and will help us to build trust and confidence in our organization.

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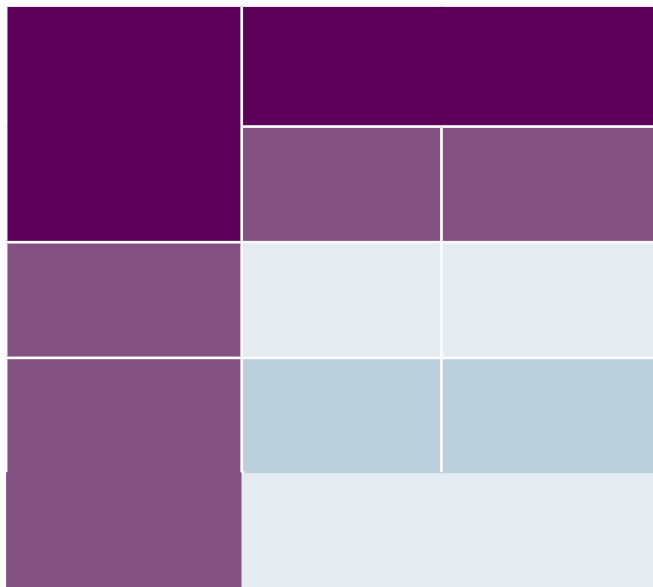
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The gender pay gap is the difference between the average pay of men and women in an organization. It is a measure of the extent to which women are paid less than men for similar work. The gender pay gap can be calculated in several ways, including by job, by seniority, and by overall. The overall gender pay gap is the most commonly used measure.



The gender pay gap is a complex issue that is influenced by many factors, including gender discrimination, unequal pay for equal work, and the gendered division of labor. The gender pay gap is a global issue that affects women in all countries. The gender pay gap is a key indicator of gender equality in the workplace.

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FURTHER ACTIONS PLANNED

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