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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, or if they are pregnant or have recently given birth.

2. We have introduced a parental leave policy that allows employees to take up to 12 weeks of unpaid leave to care for a child or an adult with a disability.

3. We have introduced 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, or if they are pregnant or have recently given birth.

4. We have introduced a parental leave policy that allows employees to take up to 12 weeks of unpaid leave to care for a child or an adult with a disability.

5. We have introduced 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, or if they are pregnant or have recently given birth.

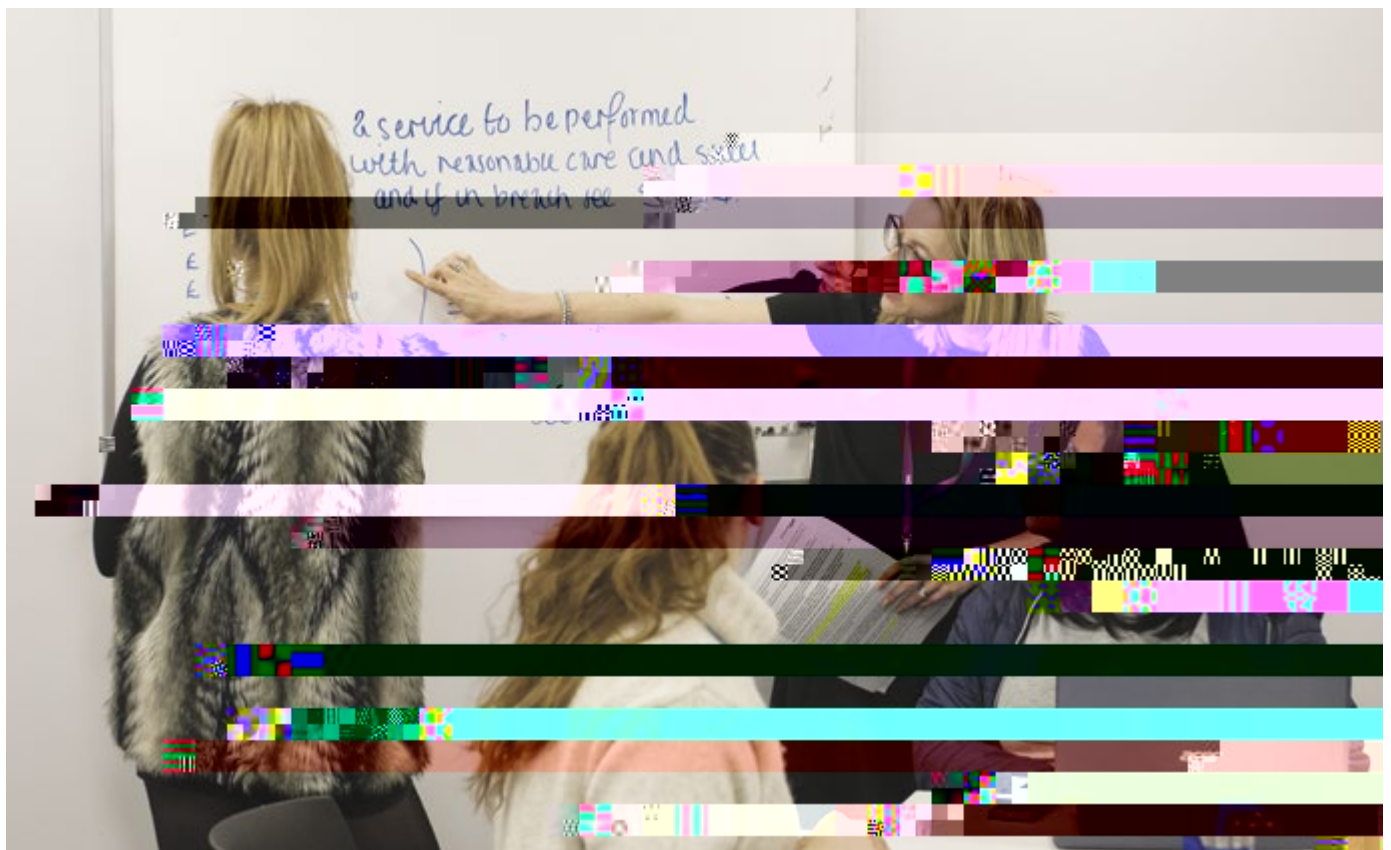
6. We have introduced a parental leave policy that allows employees to take up to 12 weeks of unpaid leave to care for a child or an adult with a disability.

7. We have introduced 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, or if they are pregnant or have recently given birth.

8. We have introduced a parental leave policy that allows employees to take up to 12 weeks of unpaid leave to care for a child or an adult with a disability.

9. We have introduced 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, or if they are pregnant or have recently given birth.

10. We have introduced a parental leave policy that allows employees to take up to 12 weeks of unpaid leave to care for a child or an adult with a disability.



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%)	

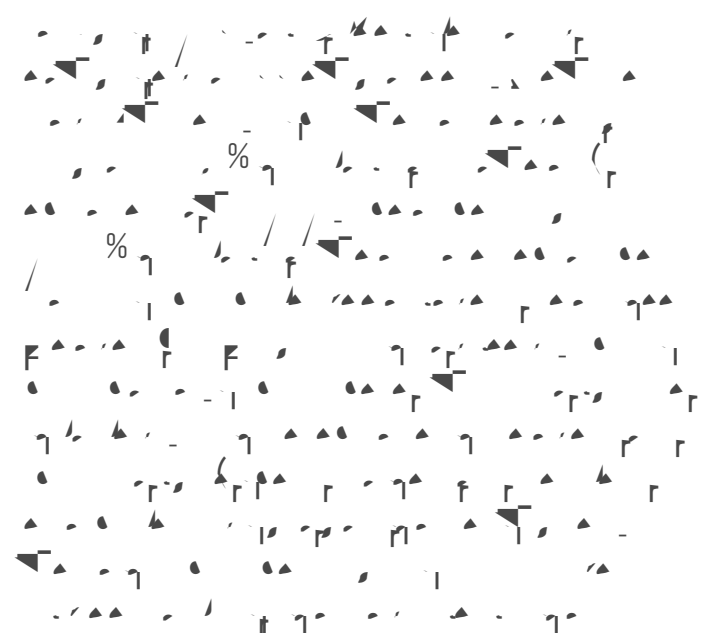
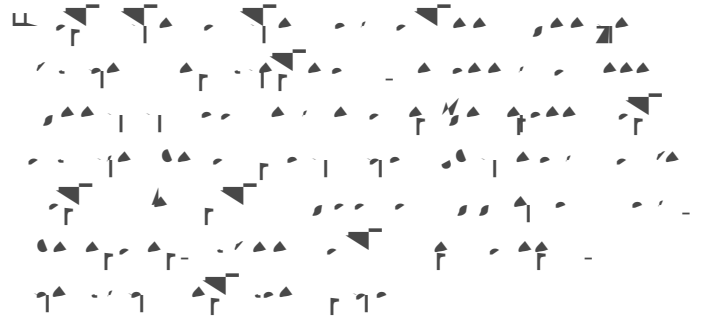
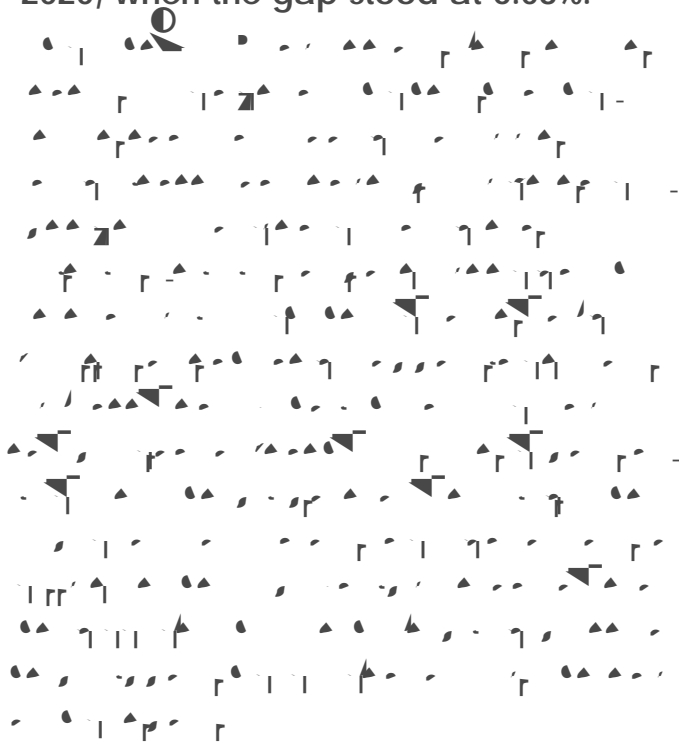
* The gender pay gap is calculated as the difference between the mean (or median) earnings of men and women, expressed as a percentage of men's earnings. The gender bonus gap is calculated as the difference between the mean (or median) bonus payments of men and women, expressed as a percentage of men's 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

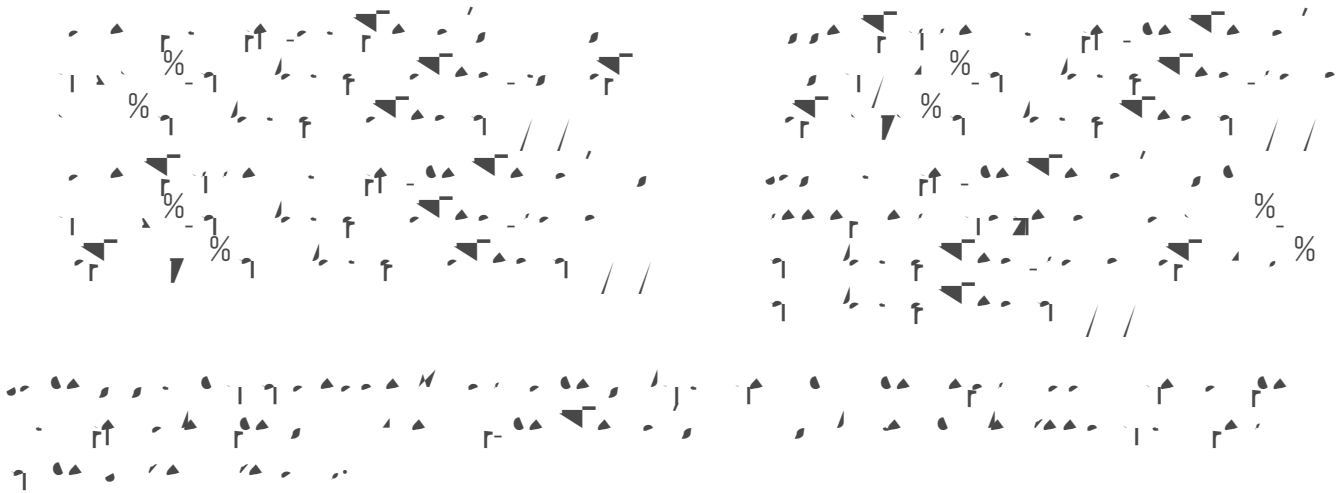


OUR DATA: THE 'MEAN' GAP

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%.

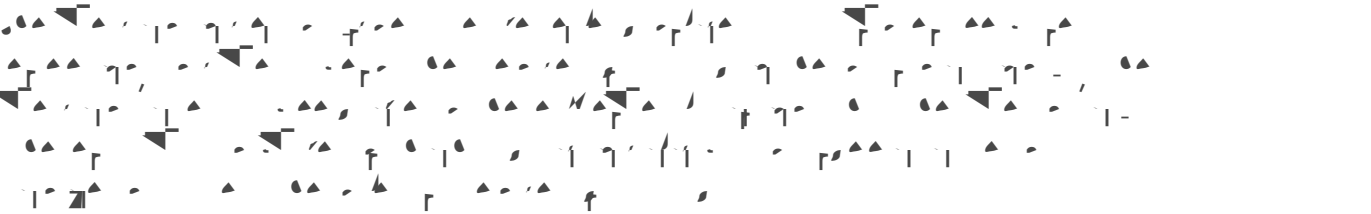


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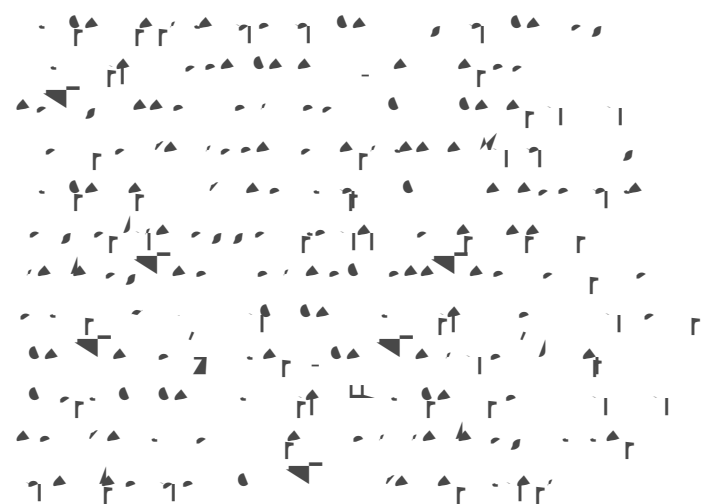


OUR DATA: THE 'MEDIAN' GAP



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

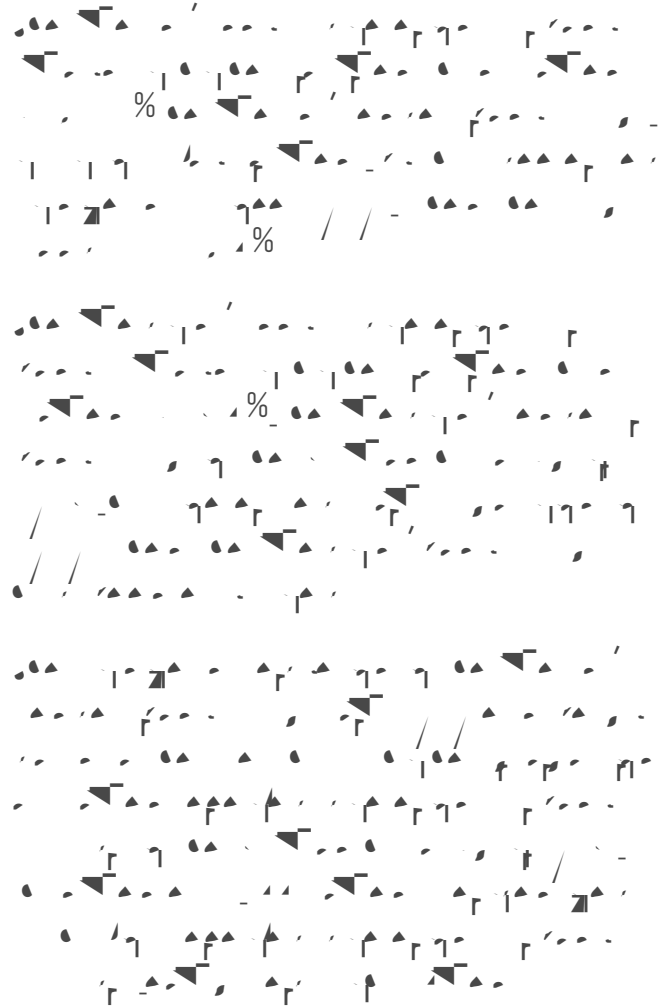
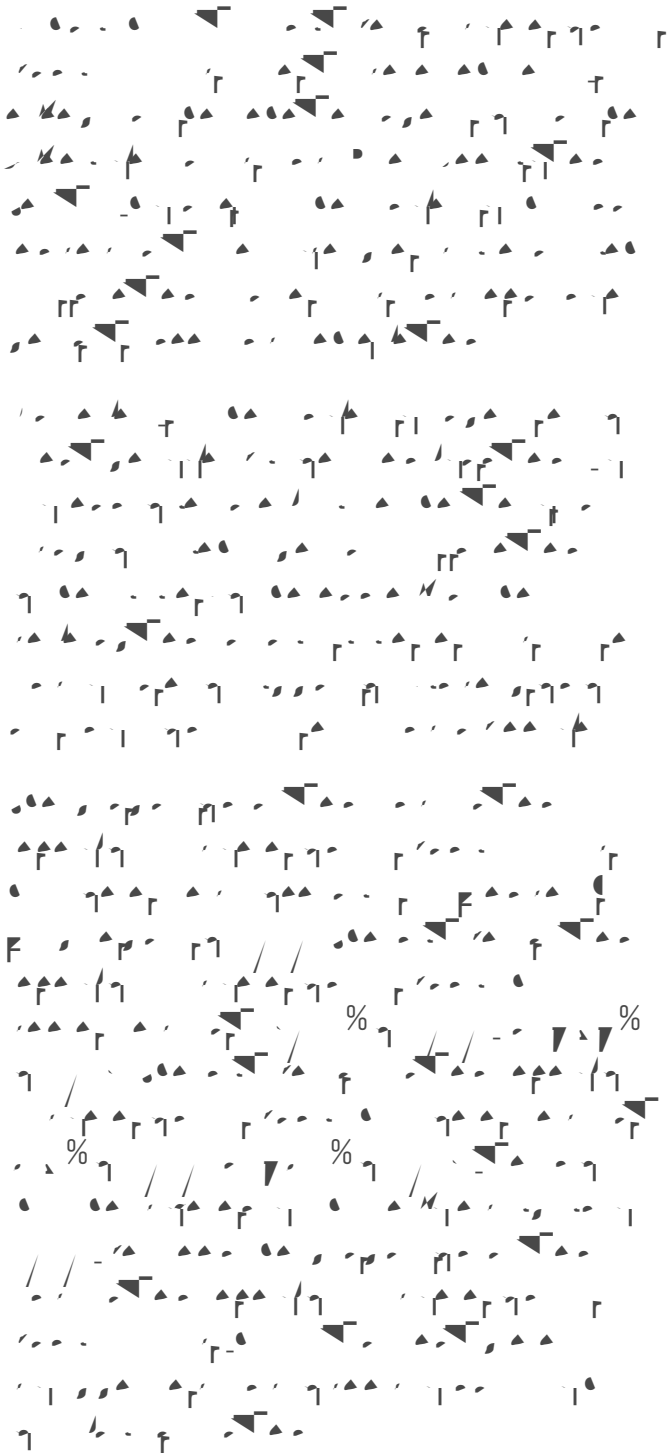




	Female	Male	mean % gap* (↑ ↓) %	median % gap* (↑ ↓) %
Top Quartile			1.92% (↑ ↓) %	2.97% (↑ ↓) %
Upper Middle Quartile			0.52% (↑ ↓) %	0.86% (↑ ↓) %
Lower Middle Quartile			-2.26% (↑ ↓) %	-4.00% (↑ ↓) %
Lower Quartile			-6.12% (↑ ↓) %	-8.68% (↑ ↓) %

*Based on the 2021 data for the 100 largest companies in the FTSE 100

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 pay gap in the wider market, the gender pay gap in our industry, and the gender pay gap in our own organisation. 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 and grading 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 organisation.

We are committed to transparency and will continue to report on our gender pay gap performance. We will also continue to work with our employees and stakeholders to identify areas for improvement and to ensure we are meeting our commitment to equality and diversity.

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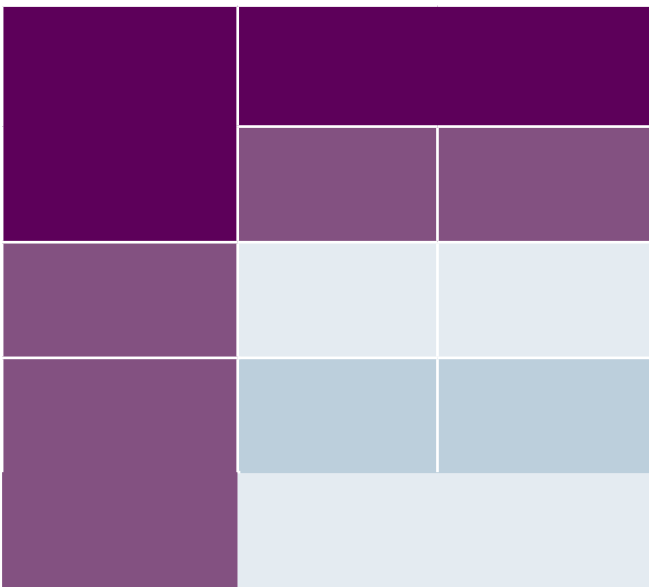
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FURTHER ACTIONS PLANNED

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