

The Gender Pay Gap figures are at the snapshot date of the 5

th April 2021 and it shows the difference between the average (both the mean and the median) earnings of men and women. This is expressed as a percentage of men's earnings over women's earnings.

Gender Pay Gap – snapshot date 05/04/2021			
Gross Hourly Rate of Pay	Male	Female	Difference (male – female)/males as a percentage
Mean	£32.83	£23.03	30%
Median	£29.00	£17.18	41%

The data is split into the following four quartiles:

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Top Quartile

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 - £11.45	23.00%	77.00%
		50.00%
£46.13 - £95.00	57.00%	43.00%

The above illustrates the gender distribution across the four quartiles. Our lower quartiles represent the operational roles including Domestic Services, some Administration roles, part-time and Casual workers, which attract mostly female candidates.

(d) No bonus payments were paid during the reporting period.

(e) Comparison to previous years

Gender pay gap	2017	2018	2019	2020	2021
Mean gender pay gap	Female earnings were 21% lower	Female earnings were 26% lower	Female earnings were 26% lower	Female earnings were 26% lower	Female earnings were 30% lower

Median gender pay gap

5. The Lower Middle Quartile

The Lower Middle Quartile has 130 female employees, of which 45 (35%) are part time

- Wider external promotion of job opportunities to include better use of social media, LinkedIn, Facebook, Indeed etc.
- Diverse interview panels are required for all posts
- Gender-neutral language used in job descriptions and job adverts.

23. Pay Grade Transparency

Pay scales made available to all University staff via the University's internal intranet. This allows staff easy access to view the st[(a)-1.49u-1.7 (estu0.7 (e)5 o)5.8 (eas)-1.7 (eshaneo)]TJ 0 T9

- A fair, equitable and transparent process for comparing relative size of all in-sc