

Gender Pay Gap Statistics

Mean Pay	<p>The mean gender pay gap is the difference between the:</p> <ul style="list-style-type: none"> • mean (average) gross hourly pay of female employees (taken as a single group); and • mean (average) gross hourly pay of male employees (taken as a single group). 		
	Female	Male	Difference %
	£12.83	£14.75	13.01%
	<p>The Mean rate for female pay is reduced due to the number of females employed in the lower spine points. Many of these posts in the lower spine points are fractional which females find suit their domestic and family commitments. However, analysis of applicants for roles in these Spine Points, and appointments by gender has shown that the percentage of male appointments from male applicants, remains marginally higher than the percentage of female appointments from female applicants.</p>		
Median Pay	<p>The median gender pay gap is the difference between the:</p> <ul style="list-style-type: none"> • mid-point (median) gross hourly pay of female employees (taken as a single group); and • mid-point (median) gross hourly pay of male employees (taken as a single group); and 		
	Female	Male	Difference %
	£12.75	£14.00	8.93%
	<p>The Median rate for female pay is reduced due to the number of females employed in the lower spine points. (see details in Mean Pay)</p>		

Bonus Pay	<p>The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months . Total bonus paid in year £22,642</p>	
	Female	Male
Number eligible	89	41
Number of Recipients	41	10
% eligible who received bonus	46.06%	24.39%
Amount paid	£16,223.25	£6,418.75
% received of total bonus	71.65%	28.35%

Mean Bonus Pay	<p>The gender bonus pay gap is the difference between the:</p> <ul style="list-style-type: none"> • mean (average) gross bonus pay of female employees (taken as a single group); and • mean (average) gross bonus pay of male employees (taken as a single group) <p>during the 12 months preceding .</p>		
	Female	Male	Difference %
	£395.70	£641.88	38.35%
Narrative	<p>The difference between the male and female median bonus payment is as a result of all male recipients were on full time contracts and received the maximum £500 payment. A large proportion of the female recipients were on fractional contracts and therefore received pro rata payments.</p>		

Median Bonus Pay			
	Female	Male	Difference %
	£359	£500	43.8%
Narrative	<p>The difference between the male and female median bonus payment is 43.8% This is due to the larger number of female staff receiving the bonus of which the higher proportion are fractional academic contracts.</p>		

Pay Quartiles	<p>Divide the overall pay range into four equal* quarters giving 4 bands or 'quartiles'.</p> <p>The number of men and women in each quartile is identified.</p> <p>Each quartile contains an equal number of employees</p>							
	The gender split in each quartile							
	1 st Quartile (83) £9,470 - £16,977 (Apprentice - SP10)		2 nd Quartile (82) £16,977 - £24,664 (SP10 - SP23)		3 rd Quartile (82) £24,664 - £26,929 (SP23 - SP26)		4 th Quartile (82) £26,929 - £111,100 (SP - CET)	
	Female	Male	Female	Male	Female	Male	Female	Male
Numbers	71	12	54	28	52	30	49	33
%	85.54%	14.45%	65.85%	34.15%	63.41%	36.59%	59.75%	40.25%
Difference Less men than women	83%		48.2%		42.3%		32.7%	