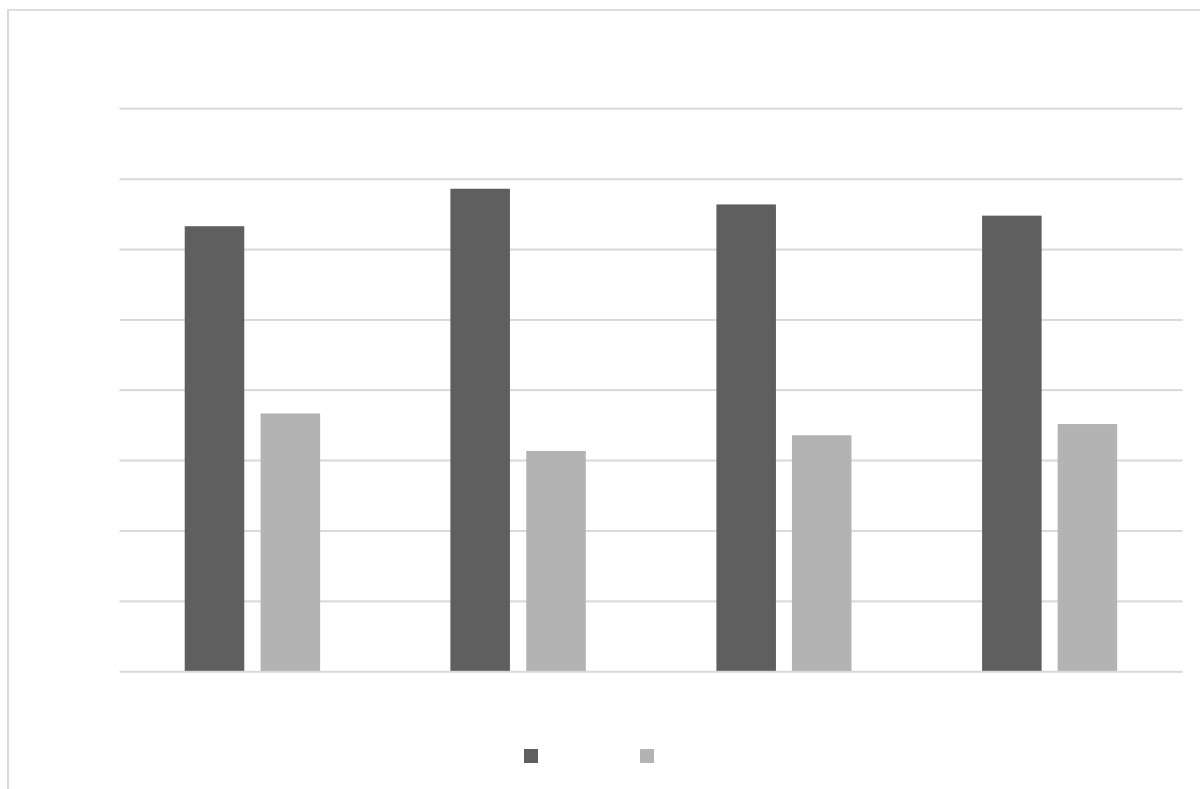


When looking at our data for this year's report, we noted an increase in the percentage of females within quartile 1. This change is a result of an increase in the number of female students undertaking work through our 'earn as you learn' scheme which has been very successful in preparing students for employment after completing their studies.

70% of students at the University are female and including student workers within our data, who accounted for 9% of our workforce during this year, is likely to create a misrepresentation of our overall workforce and obscure the genuine nature of our gender pay gap.

For this reason, the University has created an additional report which looks at the gender pay gap data with all student workers removed and this data is provided below.

Employment mix within the pay quartiles



It is encouraging to see from our quartile data (the split of employees into four groups by hourly rate, to show the balance of men and women in each group) that women make up $\frac{1}{3}$ of employees. This data is indicative of the University's inclusive approach in all areas of work and the value it places on female employees at all levels.

Mean Pay

The mean pay is calculated by adding all employees' hourly rates of pay together and dividing by the total number of employees. Below the median and the mode (ONS

Annual Survey of Hours and Earnings 2019) and is likely to be one of the lowest in universities.

Median Pay

is the measurement used to calculate the average pay, by finding the midpoint in all employees' hourly rates of pay. Therefore, half of the employees will earn a rate above the midpoint and half will earn a rate below the midpoint.

The gender pay gap at the University is

Bonus Pay

There were no staff bonuses paid in 2018/19.

Future plans

The University is committed to inclusion and the promotion of gender equality. Our gender pay gap data confirms that we have good foundations in place and that women are well represented at all levels within our organisation.

We continue to keep our HR policies and processes under regular review to ensure we are making steps towards removing any existing gender pay gap and to ensure that there is a balanced representation of different genders within the workforce and across all roles.

We continue to monitor the employment 'lifecycle' of our staff; from initial recruitment ensuring that we have fair and consistent selection processes; having career development opportunities open for all job roles; clear and consistent promotion and salary processes; fair and flexible working practices.