

<b>Gender Pay Gap reporting figures</b>	<b>2020</b>	2019	2018	2017
Mean gender pay gap in hourly pay	<b>4.6%</b>	5.5%	5.0%	3.8%
Median gender pay gap in hourly pay	<b>0.0%</b>	0.0%	0.0%	0.0%
Mean bonus gender pay gap	<b>0.0%</b>	0.0%	0.0%	0.0%
Median bonus gender pay gap	<b>0.0%</b>	0.0%	0.0%	0.0%
Proportion of males and females receiving a bonus payment	<b>0.0%</b>	0.0%	0.0%	0.0%

<b>Mean hourly rate analysis</b>	<b>2020</b>	2019	2018	2017
(Average) mean hourly rate men	<b>11.59</b>	10.99	10.51	10.20
(Average) mean hourly rate women	<b>11.05</b>	10.39	9.98	9.81
(Average) mean gender pay gap in hourly pay	<b>4.6%</b>	5.5%	5.0%	3.8%

<b>Mid-point hourly rate analysis</b>	<b>2020</b>	2019	2018	2017
(Mid-point) median hourly rate men	<b>9.95</b>	9.49	9.00	8.74
(Mid-point) median hourly rate women	<b>9.95</b>	9.49	9.00	8.74
(Mid-point) median gender pay gap in hourly pay	<b>0.0%</b>	0.0%	0.0%	0.0%

<b>Proportion of males and females in each pay quartile</b>	<b>Men</b>				<b>Women</b>			
	<b>2020</b>	2019	2018	2017	<b>2020</b>	2019	2018	2017
Upper quartile	<b>31.5%</b>	32.4%	32.9%	35.6%	<b>68.5%</b>	67.6%	67.1%	64.4%
Upper middle quartile	<b>28.2%</b>	26.6%	26.3%	31.3%	<b>71.8%</b>	73.4%	73.7%	68.7%
Lower middle quartile	<b>28.2%</b>	25.9%	25.7%	27.4%	<b>71.8%</b>	74.1%	74.3%	72.6%
Lower quartile	<b>26.2%</b>	24.3%	26.3%	27.9%	<b>73.8%</b>	75.7%	73.7%	72.1%

<b>Proportion of males and females employed (permanent &amp; sessional)</b>	<b>Men</b>				<b>Women</b>			
	<b>2020</b>	2019	2018	2017	<b>2020</b>	2019	2018	2017
Numbers	<b>149</b>	152	139	179	<b>373</b>	<b>405</b>	439	407
Percentages	<b>28.5%</b>	27.3%	24.0%	30.5%	<b>71.5%</b>	<b>72.7%</b>	76.0%	69.5%

<b>Permanent Staff - male / female proportion employed</b>	<b>Men</b>				<b>Women</b>			
	<b>2020</b>	2019	2018	2017	<b>2020</b>	2019	2018	2017
Numbers	<b>114</b>	110	123	133	<b>263</b>	<b>273</b>	296	284
Percentages	<b>30.2%</b>	28.7%	29.4%	31.9%	<b>69.8%</b>	<b>71.3%</b>	70.6%	68.1%

<b>Sessional Staff - male / female proportion employed</b>	<b>Men</b>				<b>Women</b>			
	<b>2020</b>	2019	2018	2017	<b>2020</b>	2019	2018	2017
Numbers	<b>35</b>	42	16	46	<b>110</b>	<b>132</b>	143	123
Percentages	<b>24.1%</b>	24.1%	10.1%	27.2%	<b>75.9%</b>	<b>75.9%</b>	89.9%	72.8%

Signed as accurate, 17 July 2021. Brian Watts, Director for People

