

Gender Pay Gap reporting figures	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	3.9%	4.6%	5.5%	5.0%	3.8%
Median gender pay gap in hourly pay	0.0%	0.0%	0.0%	0.0%	0.0%
Mean bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%
Median bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%
Proportion of males and females receiving a bonus payment	0.0%	0.0%	0.0%	0.0%	0.0%

Mean hourly rate analysis	2021	2020	2019	2018	2017
(Average) mean hourly rate men	12.25	11.59	10.99	10.51	10.20
(Average) mean hourly rate women	11.78	11.05	10.39	9.98	9.81
(Average) mean gender pay gap in hourly pay	3.9%	4.6%	5.5%	5.0%	3.8%

Mid-point hourly rate analysis	2021	2020	2019	2018	2017
(Mid-point) median hourly rate men	10.85	9.95	9.49	9.00	8.74
(Mid-point) median hourly rate women	10.85	9.95	9.49	9.00	8.74
(Mid-point) median gender pay gap in hourly pay	0.0%	0.0%	0.0%	0.0%	0.0%

Proportion of males and females in each pay quartile	Men					Women				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Upper quartile	27.7%	31.5%	32.4%	32.9%	35.6%	72.3%	68.5%	67.6%	67.1%	64.4%
Upper middle quartile	26.3%	28.2%	26.6%	26.3%	31.3%	73.7%	71.8%	73.4%	73.7%	68.7%
Lower middle quartile	26.3%	28.2%	25.9%	25.7%	27.4%	73.7%	71.8%	74.1%	74.3%	72.6%
Lower quartile	26.3%	26.2%	24.3%	26.3%	27.9%	73.7%	73.8%	75.7%	73.7%	72.1%

Proportion of males and females employed (permanent & sessional)	Men					Women				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Numbers	146	149	152	139	179	402	373	405	439	407
Percentages	26.6%	28.5%	27.3%	24.0%	30.5%	73.4%	71.5%	72.7%	76.0%	69.5%

Permanent Staff - male / female proportion employed	Men					Women				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Numbers	117	114	110	123	133	323	263	273	296	284
Percentages	26.6%	30.2%	28.7%	29.4%	31.9%	73.4%	69.8%	71.3%	70.6%	68.1%

Sessional Staff - male / female proportion employed	Men					Women				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Numbers	29	35	42	16	46	79	110	132	143	123
Percentages	26.9%	24.1%	24.1%	10.1%	27.2%	73.1%	75.9%	75.9%	89.9%	72.8%

Signed as accurate, 5 January 2022, Brian Watts, Director for People

