

Gender Pay Gap reporting figures	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	5.2%	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%	0.0%
Mean bonus gender pay gap	0.0%	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%	0.0%
Proportion of males and females receiving a bonus payment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Mean hourly rate analysis	2022	2021	2020	2019	2018	2017
(Average) mean hourly rate men	12.90	12.25	11.59	10.99	10.51	10.20
(Average) mean hourly rate women	12.23	11.78	11.05	10.39	9.98	9.81
(Average) mean gender pay gap in hourly pay	5.2%	3.9%	4.6%	5.5%	5.0%	3.8%

Mid-point hourly rate analysis	2022	2021	2020	2019	2018	2017
(Mid-point) median hourly rate men	11.05	10.85	9.95	9.49	9.00	8.74
(Mid-point) median hourly rate women	11.05	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%	0.0%

Proportion of males and females in each pay quartile	Men						Women					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Upper quartile	33.6%	27.7%	31.5%	32.4%	32.9%	35.6%	66.4%	72.3%	68.5%	67.6%	67.1%	64.4%
Upper middle quartile	26.9%	26.3%	28.2%	26.6%	26.3%	31.3%	73.1%	73.7%	71.8%	73.4%	73.7%	68.7%
Lower middle quartile	26.1%	26.3%	28.2%	25.9%	25.7%	27.4%	73.9%	73.7%	71.8%	74.1%	74.3%	72.6%
Lower quartile	25.2%	26.3%	26.2%	24.3%	26.3%	27.9%	74.8%	73.7%	73.8%	75.7%	73.7%	72.1%

Proportion of males and females employed & sessional) (permanent	Men						Women					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Numbers	133	146	149	152	139	179	343	402	373	405	439	407
Percentages	27.9%	26.6%	28.5%	27.3%	24.0%	30.5%	72.1%	73.4%	71.5%	72.7%	76.0%	69.5%

Permanent Staff - male / female proportion employed	Men						Women					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Numbers	106	117	114	110	123	133	281	323	263	273	296	284
Percentages	27.4%	26.6%	30.2%	28.7%	29.4%	31.9%	72.6%	73.4%	69.8%	71.3%	70.6%	68.1%

Sessional Staff - male / female proportion employed	Men						Women					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Numbers	27	29	35	42	16	46	62	79	110	132	143	123
Percentages	30.3%	26.9%	24.1%	24.1%	10.1%	27.2%	69.7%	73.1%	75.9%	75.9%	89.9%	72.8%

Signed as accurate, 21 February 2023, Brian Watts, Director for People

