

Gender Pay Gap reporting figures	2023	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	3.8%	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%	0.0%
Mean bonus gender pay gap	0.0%	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%	0.0%
Proportion of males and females receiving a bonus payment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Mean hourly rate analysis	2023	2022	2021	2020	2019	2018	2017
(Average) mean hourly rate men	13.13	12.90	12.25	11.59	10.99	10.51	10.20
(Average) mean hourly rate women	12.62	12.23	11.78	11.05	10.39	9.98	9.81
(Average) mean gender pay gap in hourly pay	3.8%	5.2%	3.9%	4.6%	5.5%	5.0%	3.8%

Mid-point hourly rate analysis	2023	2022	2021	2020	2019	2018	2017
(Mid-point) median hourly rate men	11.54	11.05	10.85	9.95	9.49	9.00	8.74
(Mid-point) median hourly rate women	11.54	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%	0.0%

Proportion of males and females in each pay quartile	Men							Women						
	2023	2022	2021	2020	2019	2018	2017	2023	2022	2021	2020	2019	2018	2017
Upper quartile	35.8%	33.6%	27.7%	31.5%	32.4%	32.9%	35.6%	64.2%	66.4%	72.3%	68.5%	67.6%	67.1%	64.4%
Upper middle quartile	25.1%	26.9%	26.3%	28.2%	26.6%	26.3%	31.3%	74.9%	73.1%	73.7%	71.8%	73.4%	73.7%	68.7%
Lower middle quartile	25.1%	26.1%	26.3%	28.2%	25.9%	25.7%	27.4%	74.9%	73.9%	73.7%	71.8%	74.1%	74.3%	72.6%
Lower quartile	25.1%	25.2%	26.3%	26.2%	24.3%	26.3%	27.9%	74.9%	74.8%	73.7%	73.8%	75.7%	73.7%	72.1%

Proportion of males and females employed (permanent & sessional)	Men							Women						
	2023	2022	2021	2020	2019	2018	2017	2023	2022	2021	2020	2019	2018	2017
Numbers	133	133	146	149	152	139	179	348	343	402	373	405	439	407
Percentages	27.7%	27.9%	26.6%	28.5%	27.3%	24.0%	30.5%	72.3%	72.1%	73.4%	71.5%	72.7%	76.0%	69.5%

Permanent Staff - male / female proportion employed	Men							Women						
	2023	2022	2021	2020	2019	2018	2017	2023	2022	2021	2020	2019	2018	2017
Numbers	99	106	117	114	110	123	133	269	281	323	263	273	296	284
Percentages	26.9%	27.4%	26.6%	30.2%	28.7%	29.4%	31.9%	73.1%	72.6%	73.4%	69.8%	71.3%	70.6%	68.1%

Sessional Staff - male / female proportion employed	Men							Women						
	2023	2022	2021	2020	2019	2018	2017	2023	2022	2021	2020	2019	2018	2017
Numbers	34	27	29	35	42	16	46	77	62	79	110	132	143	123
Percentages	30.6%	30.3%	26.9%	24.1%	24.1%	10.1%	27.2%	69.4%	69.7%	73.1%	75.9%	75.9%	89.9%	72.8%

Signed as accurate, 16 February 2024, Brian Watts, Director for People

