

# GENDER PAY GAP 2018

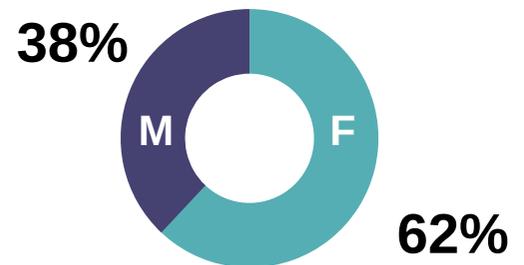
A gender pay gap is the percentage difference between the average pay of male employees and female employees. From 2017, employers are required to publish the results of their gender pay analysis using prescribed calculations.

For Manchester Metropolitan University, these calculations are given below, together with the sector and whole society figures taken from the University and Colleges Employers Association (UCEA) data commissioned from the ONS. The calculations are based on a snapshot of the University's workforce data taken in March 2018 or, in the case of the bonus calculations, bonuses awarded in the year preceding the end of March 2018.

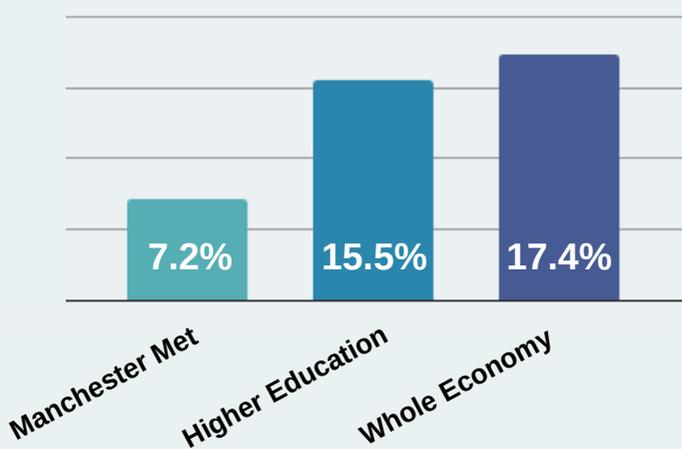
Proportion of all staff by gender



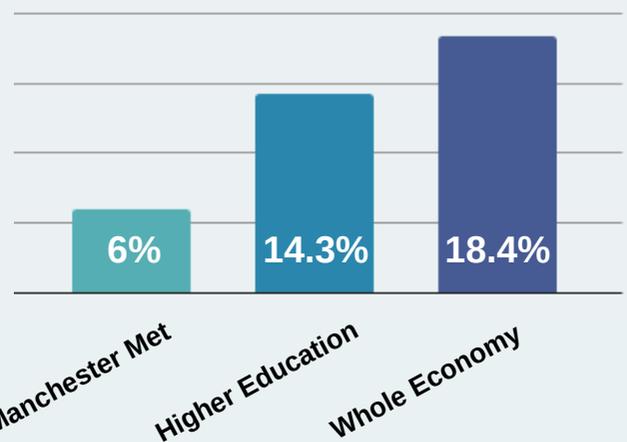
Proportion of part time staff by gender



## GENDER PAY MEAN AND MEDIAN FIGURES



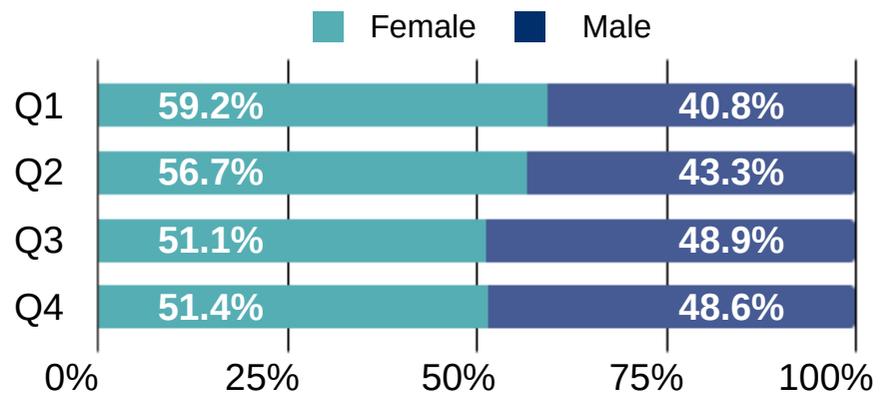
The difference between the average of men's and women's pay (mean figure)



The difference between the average of men's and women's pay (median figure)

## GENDER PAY BY QUARTILE

The proportion of male and female employees in four pay bands ordered from the lowest pay band (Quartile 1) to the highest pay band (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.

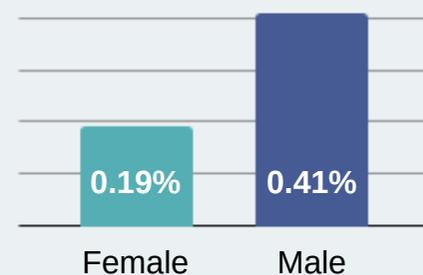


The pay gap is attributable to the fact that the University has more women than men in lower graded roles.

## BONUS PAY

At the time of the data snapshot informing the report, the University offered a very limited bonus scheme.

The proportion of men receiving a bonus payment and the proportion of women receiving a bonus payment.



The average bonus payment for women was **14% lower**

The difference between the average of men's and women's bonuses (mean figure)



The midpoint bonus payment for women was **200% higher**

The difference between the midpoints in the ranges of men's and women's bonuses (median figure)

Manchester Metropolitan University is committed to supporting our employees to develop their skills and experience and to take up opportunities within the University. Further information on the University's work in equality and diversity and data on the composition of our workforce can be found on the Equality & Diversity website.