

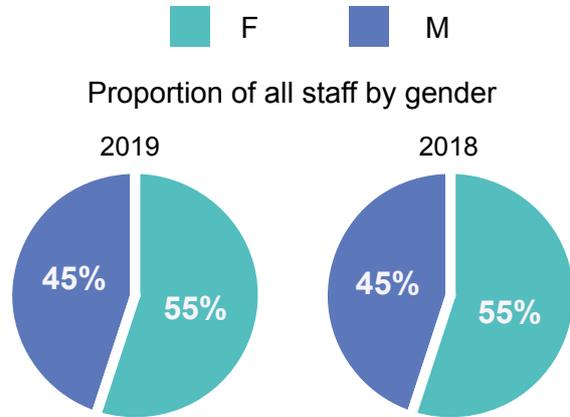
# Gender Pay Gap 2019



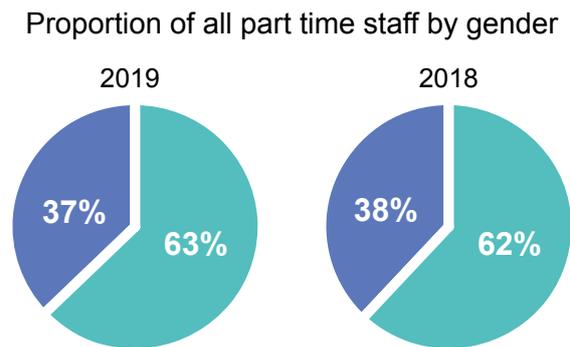
A gender pay gap is the percentage difference between the average pay of male employees and female employees. From 2017, employers are required to publish the results of their gender pay analysis using prescribed calculations.

For Manchester Metropolitan University, these calculations are given below, together with the sector and whole society figures taken from the Government Gateway data. The calculations are based on a snapshot of the University's workforce data taken in March 2019 or, in the case of the bonus calculations, bonuses awarded in the year preceding the end of March 2019.

Comparisons between 2018 and 2019 have been provided.



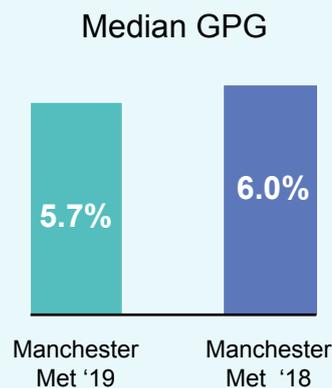
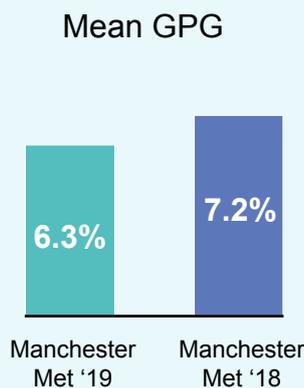
The proportion of males and females has remained consistent between 2018 and 2019.



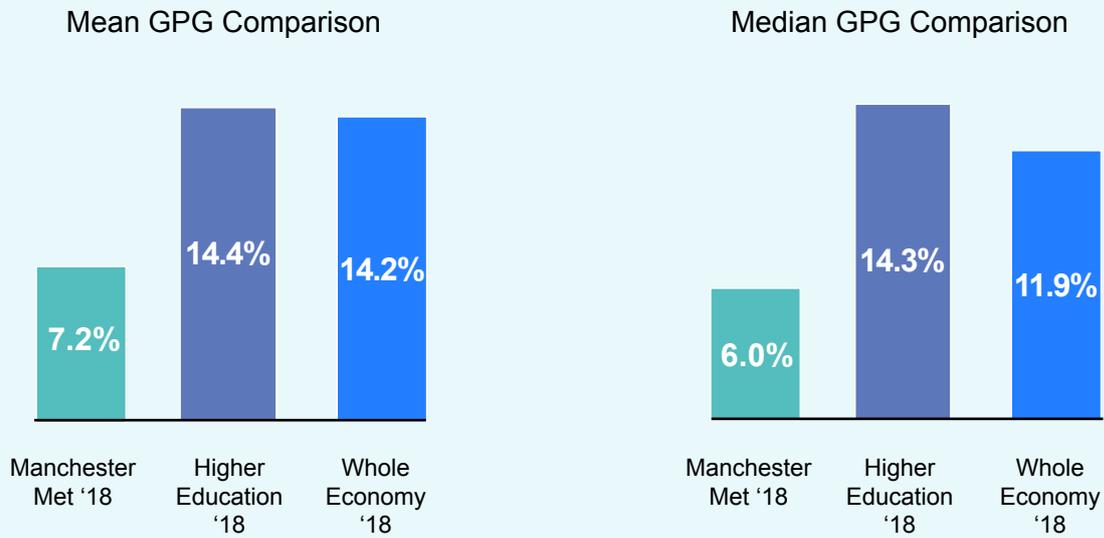
The proportion of part-time males and females has remained consistent between 2018 and 2019.

## Gender Pay Mean and Median Figures

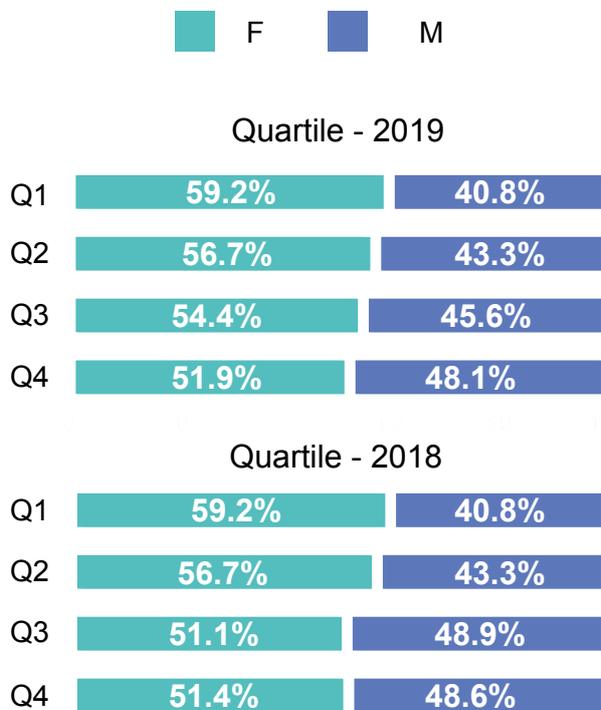
The mean gender pay gap in 2019 is 6.3% and the median is 5.7%. Both figures have reduced from 2018, where the mean was 7.2% and the median 6%.



A comparison of mean and median pay gaps within the higher education sector and the whole economy in 2018 is below, indicating that Manchester Met's pay gap was significantly lower than the average.



## 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 females than males in lower graded roles.

The quartiles are similar between 2018 and 2019, with a slight change in the third quartile, with an increased proportion of females.

# Bonus Pay

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

The proportion of females receiving a bonus increased slightly in 2019 from 0.19% to 0.30%. The proportion of males remained at a similar level.



The proportion of males receiving a bonus payment and the proportion of females receiving a bonus payment.



Female's bonus payments were **14%** lower than males, the same as 2018

The difference between the average of male and females' bonuses (mean figure)



The midpoint bonus payment for females was **133%** higher, in comparison with 200% in 2018.

The difference between the midpoints in the ranges of males and females' bonuses (median figure)



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**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](#).**