

# DATA

## Workforce by gender at 31 March 2018

Headcount of relevant full-pay staff



**Men**  
1,088 (39.4%)



**Women**  
1,673 (60.6%)

**Total 2,761**

## Gender pay gap – gross pay

The **mean** average gross hourly pay gap is

**11.3%**

The **median** average gross hourly pay gap is

**5.8%**

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees. The figure is expressed as a percentage of the male employee's earnings.

## Proportion of men and women in each mean hourly rate quartile band

### Lower (1)



**Male**  
33.3%

**Female**  
66.7%

### Lower middle (2)



**Male**  
32.2%

**Female**  
67.8%

### Upper middle (3)



**Male**  
42.5%

**Female**  
57.5%

### Upper quartile (4)



**Male**  
49.7%

**Female**  
50.3%

## Gender pay gap – bonuses

The University paid 6 bonus payments in the year ending 31 March 2018.

**The mean bonus pay gap is -7.5%**

**The median bonus pay gap is -12.5%**

The percentage of female employees who received bonus pay was **0.1%** and the percentage of male relevant employees who received bonus pay was **0.1%**.

## Number receiving bonus



**Men: 1**

Mean bonus: £200  
Median bonus: £200



**Women: 5**

Mean bonus: £215  
Median bonus: £225