|  |  |
| --- | --- |
| Date  | 19/05/17 |
| Period  | 05/04/17 |
| Author  |  |
| Date for review  | July 2017 |
| Mean Pay | The mean gender pay gap is the difference between the;* Mean gross hourly pay of female employees
* Mean gross hourly pay of male employees

Calculate % difference

|  |  |  |  |
| --- | --- | --- | --- |
| Female  | Male  | Difference  | Comments/Narrative  |
| 12.21 | 15.39 | 20.66% |  |

 |
| Median Pay  | The median gender pay gap is the difference between the;* Mid point gross hourly pay of female employees
* Mid point gross hourly pay of male employees

Calculate % difference

|  |  |  |  |
| --- | --- | --- | --- |
| Female  | Male  | Difference  | Comments/Narrative  |
| 10.17 | 17.05 | 40.35% |  |

 |
| Pay quartiles  | Divide your overall pay range into 4 equal quartilesCalculate number of men and women in each \*465 positions at HCFE = 116 per quartile (one quartile 117 – lowest)

|  |  |  |  |
| --- | --- | --- | --- |
| 1st quartile  | 2nd quartile  | 3rd quartile  | 4th quartile  |
| Female  | Male  | Female  | Male | Female  | Male  | Female  | Male  |
| 88 | 29 | 73 | 43 | 51 | 65 | 49 | 67 |
| £3.50 – £9.16 | £9.16 – £12.94 | £12.94 – 17.37 | £17.37 – 67.56 |

 |
| Bonus pay  | N/A |
| Mean Bonus  | N/A  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Lecturer Comparison**  | Total  | Mean  | Median  |
| Male  | 67 | 16.83 | 17.37 |
| Female  | 44 | 16.46 | 17.37 |
| Difference  | 23 | 0.37 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **PT Lecturer Comparison**  | Total  | Mean  | Median  |
| Male  | 30 | 18.05 | 17.05 |
| Female  | 30 | 17.95 | 17.05 |
| Difference  | 0 | 0.1 | 0 |