|  |  |
| --- | --- |
| 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 quartiles  Calculate 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 |