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1.	Section 1 – Introduction4
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1.4	Methods of Calculation		

1.3 Queen Margaret University's Approach

2. Section 2 - Gender

Gender Pay Gap Gender Pay Gap
(Including SLT) (Excluding SLT)

2.3 Gender Pay Gap Benchmarking

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2.5.1 Grade 10 (Professor)

3.4.2 Grade 4

5. Section 5 – Sexual Orientation

	Sexuality Pay Gap
Mean Sexuality	

6.1 Gender
6.1.1 QMU / Scottish HEI Benchmark
6.1.2 Vertical Segregation

6. Section 6: Occupation Segregation Analysis



6.1.3 Horizontal Segregation

6.4.2 Vertical Segregation

7. Section 7 – Action Plan

Action	Protected Characteristic addressed	Target Completion Date	Responsibility
Continue to female career development through established programmes, including Aurora, Athena SWAN and ensure equal access by all staff to promotion opportunities through the management of PER and Reward and Recognition.	Gender All	Ongoing To be reviewed at regular intervals.	HR Department
Ensure that our Professorial Review Procedure provides transparent process for reward and promotion of Professors by conducting an Equality Impact Assessment of the Professorial Review Policy	Gender	2024	HR Department
Ensure that our revised Reward and Recognition Policy and Procedure provides transparent process for reward and promotion of all staff by conducting an annual Equality Impact Assessment of the Reward and Recognition process.	All	September 2023	HR Department

We will investigate the root causes of the negative change in the identified gaps of this report and we will discuss options for resolving these causes with the Senior Leadership Team and our

Maintain our commitment to HR related policy reviews, every 3 years, as agreed with Trade Unions and ensure that our commitment to supporting equality and diversity is embedded across all policies and procedures.	All	Ongoing	HR Department
dance. In addition, we will use new joiner and leaver surveys, as well as other means, to enhance our knowledge on the experience of	Race	Ongoing	HR Department
We will implement changes identified as a result of benchmarking each of the key stages of our recruitment process against the findings of our EDI Culture Report and Action Plan (expected in Summer 2023) and the Minority Ethnic Recruitment Toolkit	Race	From Summer 2023	HR Department
Through the Race Equality Steering Group, chaired by the Principal, we will progress work-streams that invest in a diverse workforce, foster an anti-racist culture of understanding, record and respond effectively to racist incidents, monitor and review organisational race data and consult with community	Race	April 2023 and actions ongoing	Principal & Vice-Chancellor
partners.		-	Equality and Diversity

Appendix C - Gender Pay Gap Analysis – Professional Services Staff

Grade	Mean Salary: Male	Mean Salary: Female	Mean Hourly Rate: Male	Mean Hourly Rate: Female	Median Salary: Male	Median Salary: Female	Median Hourly Rate: Male	Median Hourly Rate: Female	Mean Pay	
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Appendix G – Gender Pay Gap – Age

