### **SECTION 1 - Introduction**

## 1.2 Queen Margaret University's Equal Pay Statement

Queen Margaret University is committed to supporting and promoting equality of opportunity for all employees.

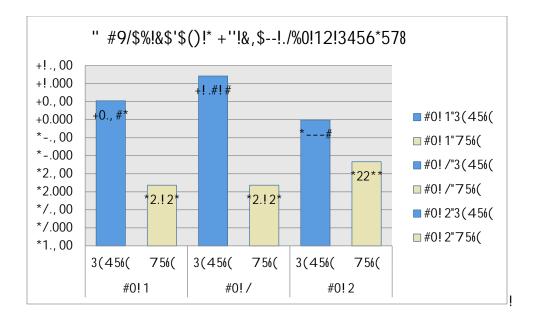
### 1.3 Our Approach

The review takes into consideration employee salary data collected as at 1<sup>st</sup> August 2018. This data is broken down by the relevant areas (Academic/Professional Services), Grades, Gender and Protected Characteristics.

### 1.4 Methods for calculating the Pay Gap

Any difference between the mean and median pay of male and female employees is referred to  $a \cdot k = \hbar a \cdot k = a \cdot k =$ 

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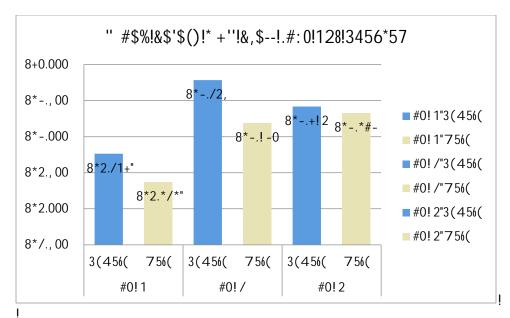


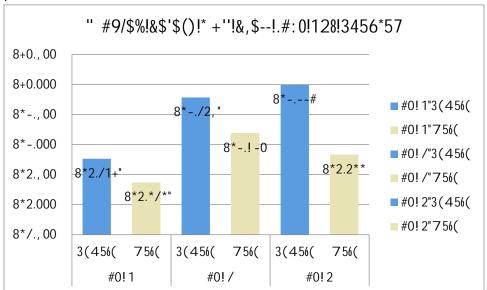
## 2.2 Gender Pay Gap All Employees (excluding EB)

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-0.23%
Mean Gender Pay Gap in Hourly Pay	-0.33%
Median Gender Pay Gap in Annual Salary	-2.98%
Median Gender Pay Gap in Hourly Rate	-2.98%

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	2016	2017	2018
Mean Pay Gap	1.02%	1.52%	-0.23%
Median Pay Gap	9.30%	6.13%	-2.98%





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#### ; <4 Summary Narrative

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As advised earlier in this report, we are committed to the principle of equal pay for work of equal value, free from bias and based on objective criteria. The University recognises that under the Equality Act 2010, both women and men have the right to equal pay for work of equal value; this applies to all employees regardless of full or part-time status, casual or temporary contract or length of service. Equally, the University also recognises its duty to provide equal pay for work of equal value regardless of

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# SECTION 3 Detailed Findings

## 3.1 Gender Pay Gap Analysis by Grade All Staff

All staff		Меа	an			Median						Gender Pay Gap				
Grade	Salary		Hourly		Grade	Grade Sala		lary Ho			Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap		
	Male	Female	Male	Female		Male	Female	Male	Female		Salary	Hourly Rate	Salary	Hourly Rate		
G2	£16,498	£0	£8.87	£0.00	G2	£16,498	£0	£8.87	£0.00		100.0%	0.00%	100.00%	100.00%		
G3	£18,233	£18,389	£9.81	£9.89	G3	£18,263	£17,764	£9.82	£9.56		-0.9%	-0.86%	2.73%	2.73%		
G4	£22,158	£21,785	£11.92	£11.72	G4	£22,231	£21,287	£11.96	£11.45		1.7%	1.68%	4.24%	4.24%		
G5	£26,961	£26,543	£14.50	£14.28	G5	£27,285	£26,890	£14.68	£14.46		1.6%	1.55%	1.45%	1.45%		
G6	£30,441	£30,546	£16.43	£16.50	G6	£30,688	£30,688	£16.51	£16.51		-0.3%	-0.40%	0.00%	0.00%		

Disa bled Mea n Sala ry	Disa bled Medi an Sala ry	Disa bled Mea n Hour Iy Rate	Disa bled Medi an Hour Iy Rate	Refuse d/Not Known Mean Salary	Refuse d/Not Known Median Salary	Refuse d/Not Known Mean Hourly Rate	Refuse d/Not Known Median Hourly Rate	Not Disa bled Mea n Sala ry	Not Disa bled Medi an Sala ry	Not Disa bled Mea n Hour Iy Rate	Not Disa bled Medi an Hour Iy Rate	Refuse d/Not known & Not Disabl ed Mean Salary	Refuse d/Not known & Not Disabl ed Median Salary	Refuse d/Not known & Not Disabl ed Mean Hourly Rate	Refuse d/Not known & Not Disabl ed Median Hourly Rate
£36,	£32,	£19.	£17.	£41,16	£42,41	£22.46	£22.82	£40,	£39,	£22.	£21.	£40,61	£39,99	£21.15	£21.97
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# 3.8 Pay Gap Analysis Staff Declaring a Disability

# 3.10 Pay Gap Analysis - All staff by Age Group

