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.

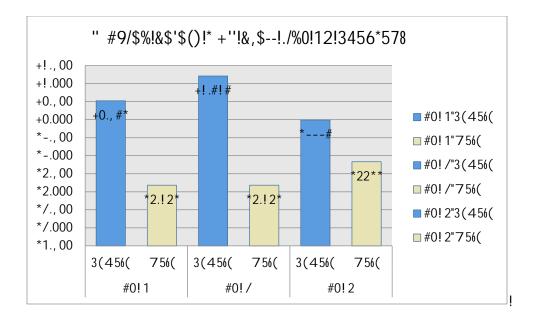
1.3 Our Approach

The review takes into consideration employee salary data collected as at 1st 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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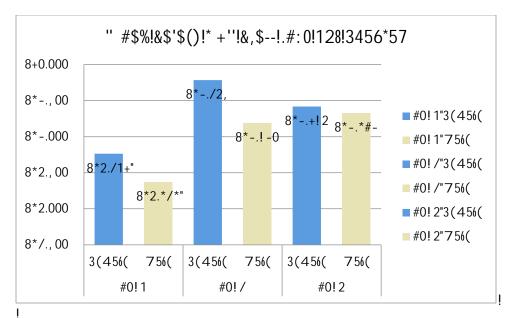


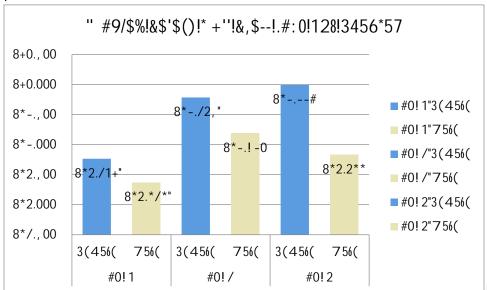
2.2 Gender Pay Gap All Employees (excluding EB)

| | 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 |
| 755 | 076 | 98 | 25 | 9 | 8 | | | 543 | 992 | 11 | 97 | 1 | 2 | | |

3.8 Pay Gap Analysis Staff Declaring a Disability

3.10 Pay Gap Analysis - All staff by Age Group

