

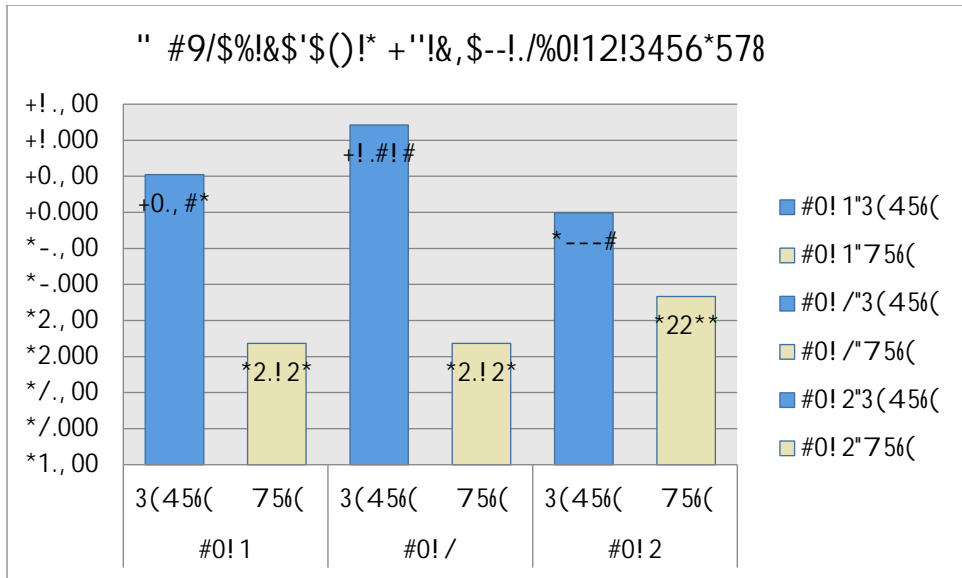
SECTION 1 - Introduction

1.2 Queen Margaret University's Equal Pay Statement

1.3 Our Approach

1.4 Methods for calculating the Pay Gap

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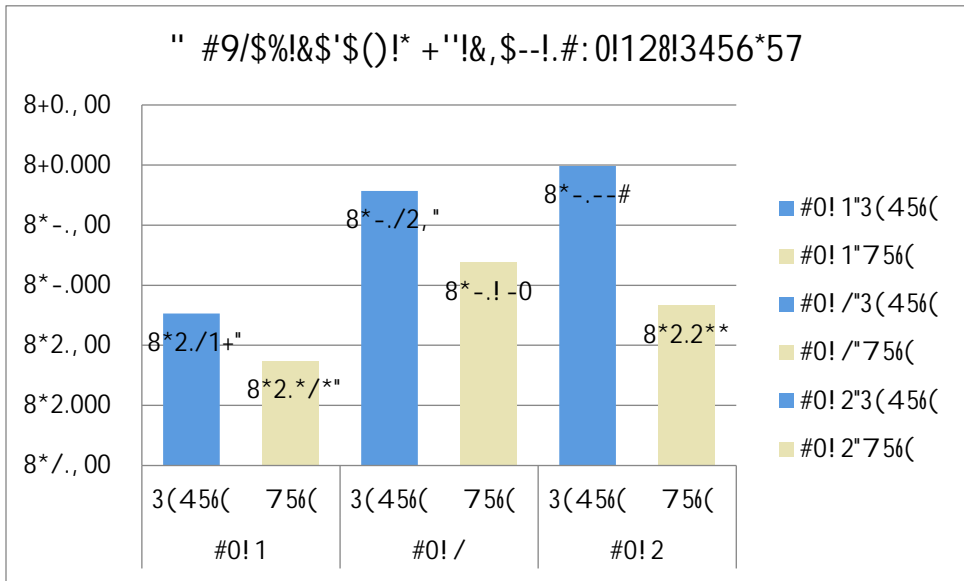
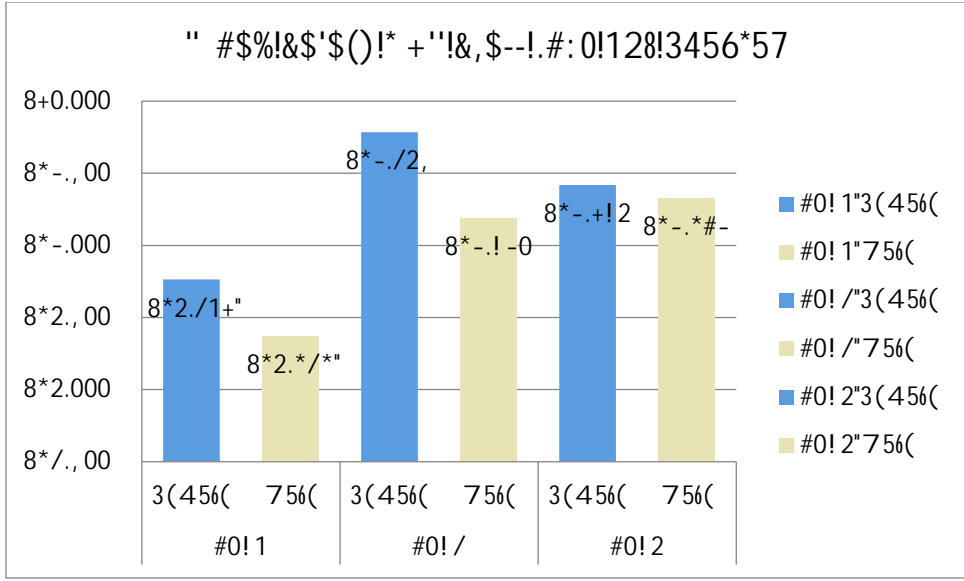


2.2 Gender Pay Gap All Employees (excluding EB)

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	
Mean Gender Pay Gap in Hourly Pay	
Median Gender Pay Gap in Annual Salary	
Median Gender Pay Gap in Hourly Rate	

	2016	2017	2018
Mean Pay Gap			
Median Pay Gap			

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; <4 **Summary Narrative**
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SECTION 3 Detailed Findings

3.1 Gender Pay Gap Analysis by Grade All Staff

All staff	Mean					Median					Gender Pay Gap				
	Salary		Hourly			Grade	Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap	
	Male	Female	Male	Female			Male	Female	Male						Female
G2					G2										
G3					G3										
G4					G4										
G5					G5										
G6					G6										

3.8 Pay Gap Analysis Staff Declaring a Disability

Disa bled Mea n Sala ry	Disa bled Medi an Sala ry	Disa bled Mea n Hour ly Rate	Disa bled Medi an Hour ly 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 ly Rate	Not Disa bled Medi an Hour ly 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

3.10 Pay Gap Analysis - All staff by Age Group

Age
Group

