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.

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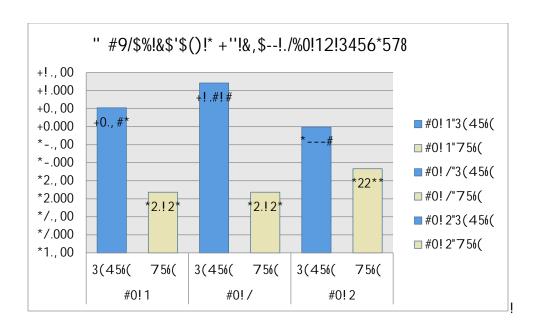
1.3 Our Approach

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 æ•\æ**^}å^\\\\\]\@^**\æ]\@\and has been calculated following the formula provided in the public sector equality duty guidelines. The gender pay gap has been calculated using the mean and median





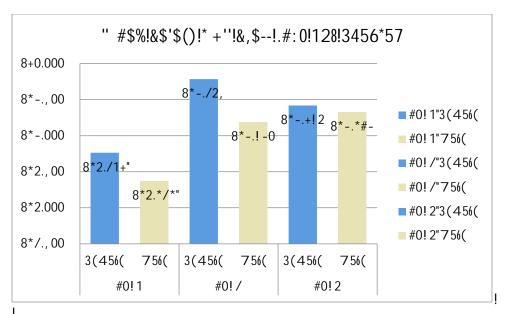
2.2 Gender Pay Gap All Employees (excluding EB)

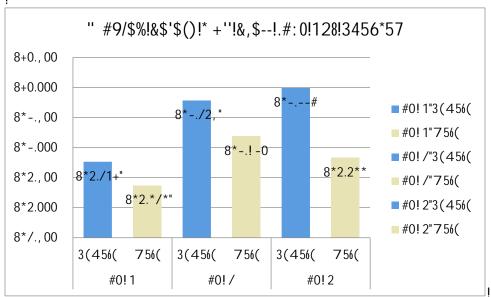
	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-0.23%
Mean Gender Pay Gap in Hourly Pay	-0.33%
Median Gender Pay Gap in Annual Salary	-2.98%
Median Gender Pay Gap in Hourly Rate	-2.98%

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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 !

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



SECTION 3 Detailed Findings

3.1 Gender Pay Gap Analysis by Grade All Staff

All staff		Mea	an				Median					ay Mean Pay Median Pa ap Gap Gap Gap				
Grade	Salary Hourly		Grade	Sal	ary	Но	Hourly		Hourly		Hourly		Mean Pay Gap	•	Pay	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%		

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	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
£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		

3.10 Pay Gap Analysis - All staff by Age Group

