



Equal Pay Review 2025 (2024 Data)

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1. Section 1 – Introduction

1.1 Queen Margaret University's Equal Pay Statement

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

The University recognises that under the Equality Act 2010, 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.

In addition to the above, the University also recognises its duty to provide equal pay for work of equal value regardless of differences in sex, age, race, religion or belief, gender re-assignment, sexual orientation, marital status, pregnancy/maternity or disability.

The University has in place, a pay and grading system which is used to assist in determining equal pay across the University. The pay and grading system is applied transparently, based on objective criteria to ensure that it is free from unlawful bias.

The University's policies and procedures associated with pay and remuneration have been developed and implemented with a view to eliminating unlawful bias, and are systematically monitored and reviewed.

In order to put the University's commitment to equal pay for work of equal value into practice, the University will:

- Undertake equal pay reviews in accordance with the Public Sector Equality Duty (PSED) for all current staff and starting pay for new staff;
- Monitor the impact of its policies and procedures associated with pay and remuneration and take appropriate action where necessary;
- Provide guidance for managers involved in decisions about recruitment, pay, benefits and promotions.

We intend through the above action to avoid unfair discrimination and to reward fairly the skills, experience and potential of all staff.

1.2 What is an Equal Pay Review?

The purpose of an Equal Pay Review is to examine arrangements within an organisation's remuneration procedures in order to establish and address if there are any pay inequalities between protected characteristics.

It focuses on comparisons between pay arrangements between groups of workers, which allows for significant pay gaps to be identified and investigated. It has been recognised that there are numerous benefits to carrying out such a review, such as eliminating pay inequalities, demonstrating the university's commitment to equal pay and opportunities, ensuring that an organisation's pay procedures are transparent, and maintaining the organisation's commitment to upholding the standards of the Public Sector Equality Duty.

1.3 Queen Margaret University's Approach

The data referred to within this report reflects salary data on 31st March 2024. The Public Sector Equality Duty requires data to be published biennially. However, in order to demonstrate the University's continued commitment towards equal pay, an Equal Pay Review is undertaken annually to review the University's progress and identify if further actions are required. This commitment to annual reporting has allowed data in this report to be analysed both in terms of trends from the last 5 years, but also in terms of any significant changes that may have occurred in the last year.

This data is broken down by the relevant areas (Academic/Professional Services), Grades, Gender, Ethnicity, Disability and Sexual Orientation, for which reliable data is available, in order to allow a detailed analysis to take place. It is recognised that the organisation has less information available in relation to some of the protected characteristics, resulting in less analysis being able to take place in some areas. In order to protect the confidentiality of staff salary information, in cases where there are relatively small numbers (<5) of staff recorded under a particular characteristic, it has not been possible to publish data. In the appendices, instances where particular data sets have not been able to be published for this reason have been indicated with three dashes '---'.

1.4 Methods of Calculation

Any difference between the mean and median pay of male and female employees is referred to as a gender 'pay gap' 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 salaries and hourly pay of female employees, expressed as a percentage of the mean and median salaries of male employees doing work of equal value (same Grade). The salary data has been expressed as a full-time equivalent salary and includes those individuals who work part time hours to allow for comparison. The data used in calculations also factors in market supplements which have been introduced at QMU for a small group of employees.

A positive percentage demonstrates a pay gap in favour of women and a negative percentage pay gap demonstrates a pay gap in favour of males.

The pay gap columns within each of the tables provided in Section 3 have been colour coded to highlight significant gaps as follows:

Significant negative pay gap favouring male, white, heterosexual or non-disabled staff (>5%): **Highlighted in dark red with white text in bold**

Significant pay gap in favour of females, minority ethnic, LGBTQ+ or disabled staff (<5%): **Highlighted in grey with black text in bold italics**

The European Human Rights Commission (EHRC) considers a pay gap of 5% or greater to be significant.

1.5 A note on data size and its influence on pay gap calculations

As a small institution, caution is advised when drawing conclusions from some of the significant changes reported in this Equal Pay Review. With a staff population of 625, it should be noted that, when disaggregating data into various groups relating to protected characteristics, the calculations are often using small numbers of employees, which in turn is more likely to skew the data. There are instances throughout this report where a particular pay gap reported would be significantly changed if just one or two individuals were removed from calculations.

2. Section 2 – Gender

Table 1: Total staff population by gender

Male	Female
195	430

Table 2: Overall Gender Pay Gaps, including and excluding SLT

	Gender Pay Gap (Including SLT)	Gender Pay Gap (Excluding SLT)
Mean Gender Pay Gap in Annual Salary	-2.92%	1.15%
Mean Gender Pay Gap in Hourly Rate	-2.68%	1.35%
Median Gender Pay Gap in Annual Salary	0.00%	0.00%
Median Gender Pay Gap in Hourly Rate	0.00%	0.00%

Table 3: Overall Gender Pay Gaps, 2020 - 2024

	2020	2021	2022	2023	2024
Mean Pay Gap (Inc. SLT)	-5.07%	-3.89%	-4.50%	-6.10%	-2.92%
Median Pay Gap (Inc. SLT)	1.47%	0.00%	2.99%	0.00%	0.00%
Mean Pay Gap (Exc. SLT)	-1.12%	1.17%	-0.23%	-1.60%	1.15%
Median Pay Gap (Exc. SLT)	2.99%	0.00%	2.99%	0.00%	0.00%

2.1 Gender (Mean Pay Gap)

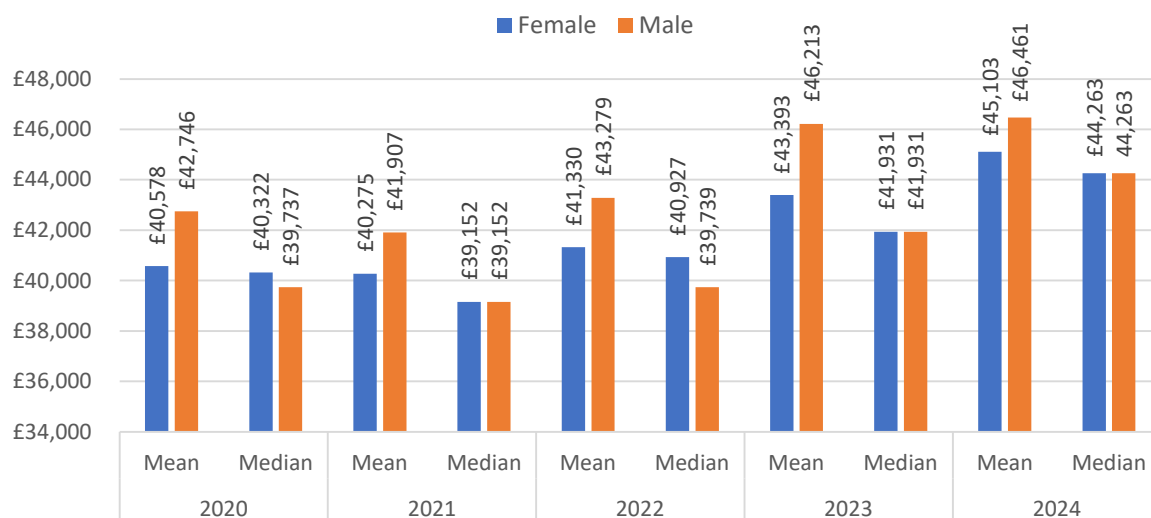
Analysis of the data set within our Equal Pay Review 2025 (based on data from 31st March 2024) indicates that, for all staff (including the Senior Leadership Team), there is a pay gap in terms of mean salary of some -2.92% between female and male employees, in favour of male employees. This gap has decreased since 2023 and is now considered to be insignificant.

When excluding the salaries of SLT members, the Mean Pay Gap reverses to favour women by 1.15%. Although this figure has fluctuated slightly over the course of the past five years, it is noted that these fluctuations have remained relatively consistent and none of these fluctuations have resulted in a figure that is considered significant, or indeed above a 2% pay gap.

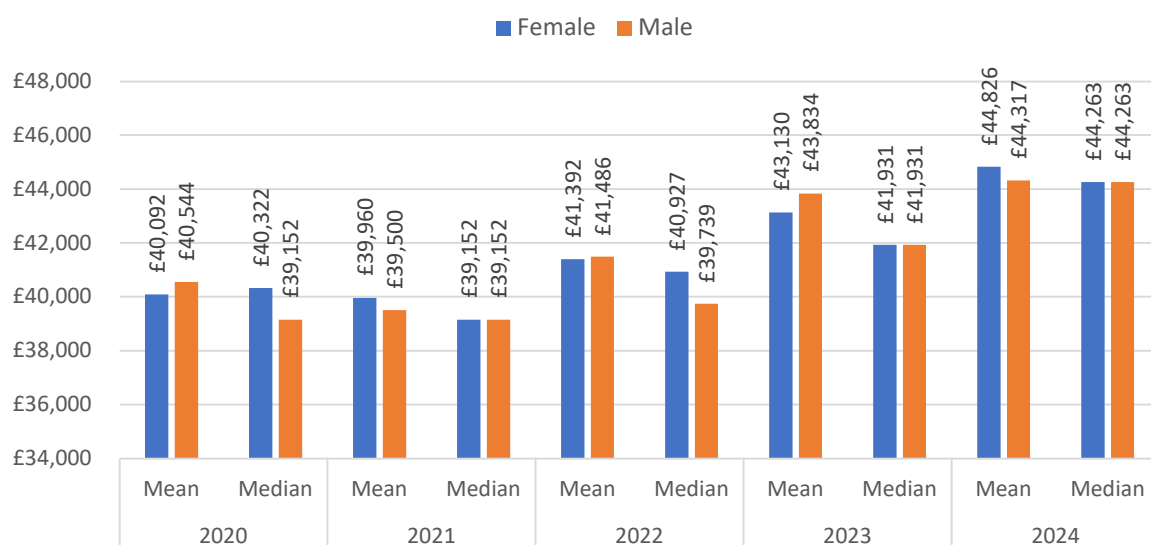
2.2 Gender (Median Pay Gap)

Exclusive and inclusive of SLT salaries, the median pay gap is now at 0.00% in both annual salary and hourly rate.

Mean and Median Salaries - All Staff including SLT (2020 - 2024)



Mean and Median Salaries - All staff excluding SLT (2020 - 2024)



2.3 Gender (Academic and Professional Services)

Table 4: Gender Pay Gap split into Academic and Professional Services

	Gender Pay Gap (Academic)	Gender Pay Gap (Professional Services)
Mean Gender Pay Gap in Annual Salary	-3.58%	-2.41%
Mean Gender Pay Gap in Hourly Pay	-3.58%	-2.40%
Median Gender Pay Gap in Annual Salary	-4.33%	0.00%
Median Gender Pay Gap in Hourly Rate	-4.33%	0.00%

Table 5: Academic and Professional Services Gender Pay Gaps: 2020 - 2024

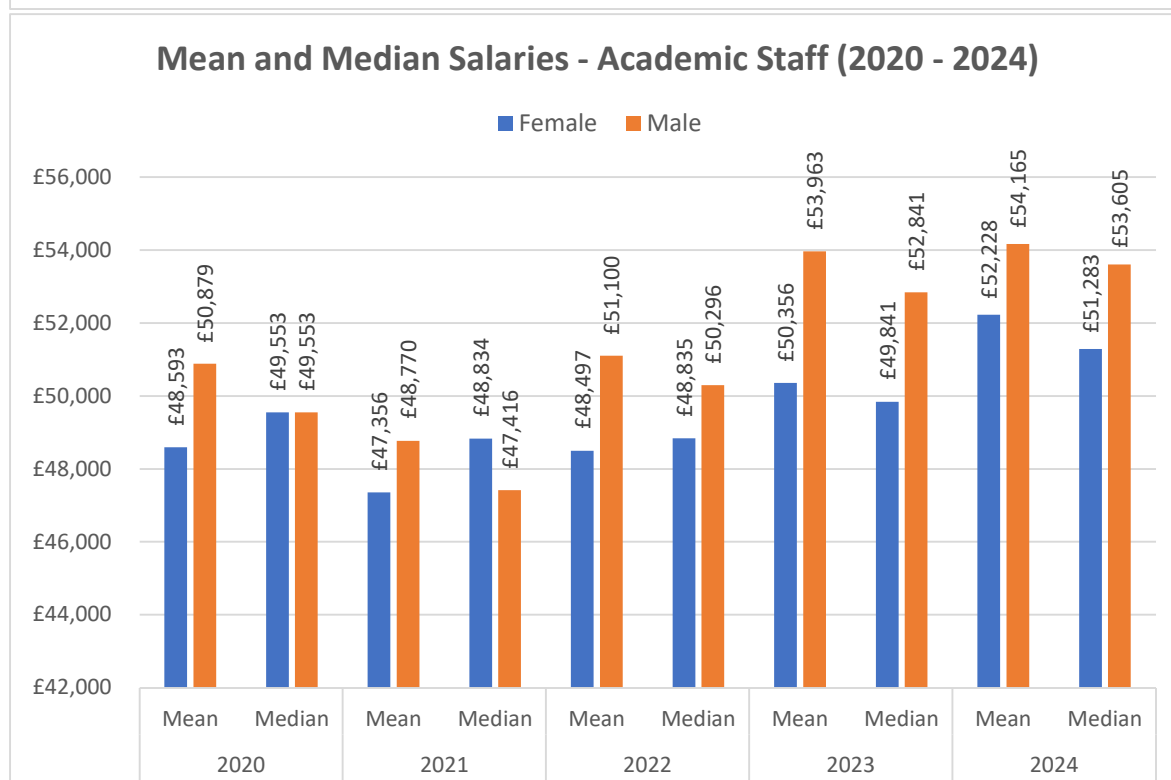
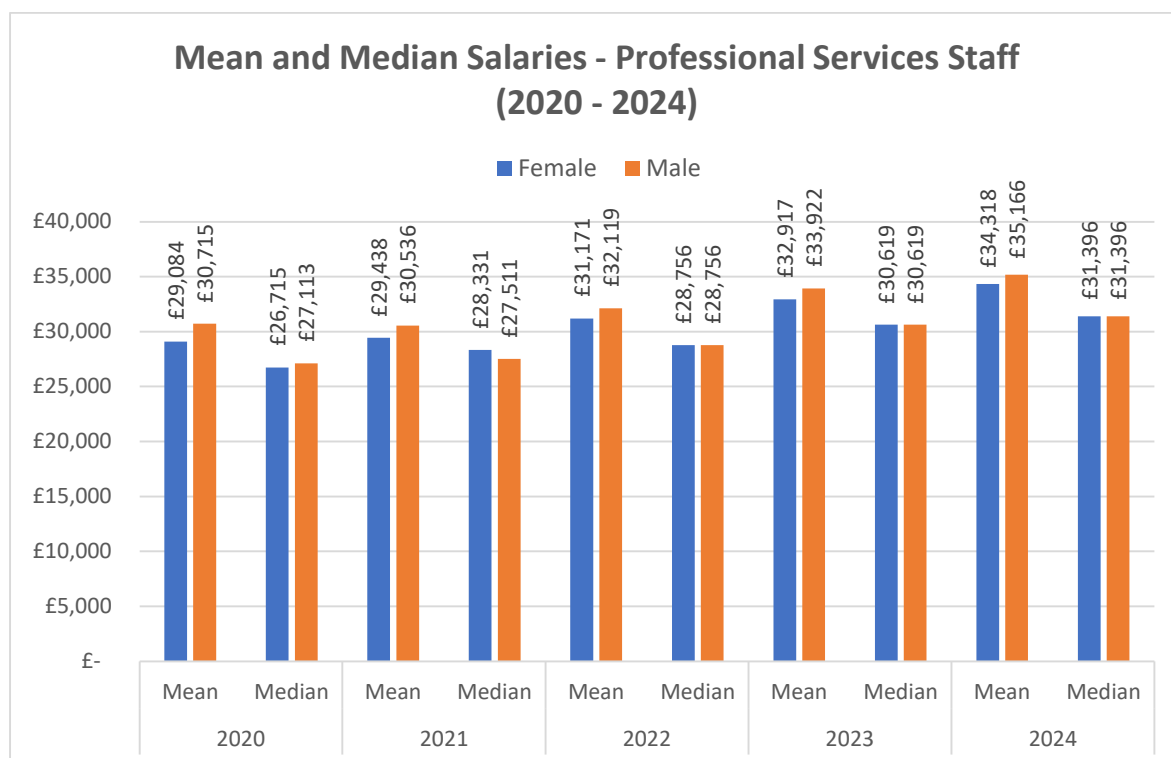
	2020	2021	2022	2023	2024
Mean Pay Gap (Academic)	-4.49%	-2.90%	-5.09%	-6.68%	-3.58%
Median Pay Gap (Academic)	0.00%	2.99%	-2.90%	-5.68%	-4.33%
Mean Pay Gap (Professional Services)	-5.31%	-3.60%	-2.95%	-2.96%	-2.41%
Median Pay Gap (Professional Services)	-1.47%	2.98%	0.00%	0.00%	0.00%

Upon analysing data broken down to Academic and Professional Services categories, it is determined that there are no significant gender pay gaps present within Academic or Professional Services.

Within the category of Academic Staff, there is a pay gap in terms of mean salary of some -3.58% in favour of male employees. This gap has decreased since 2023 and is now considered to be insignificant. The median Academic pay gap has also decreased since 2023 and is now at an insignificant level of -4.33% in favour of male

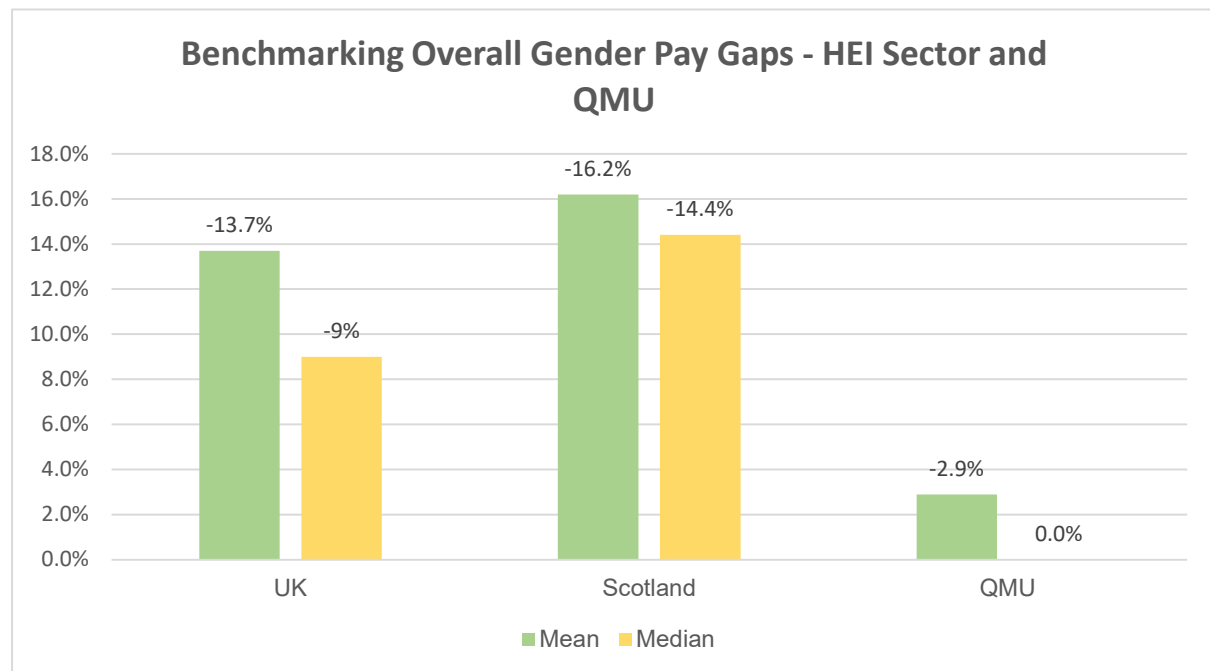
employees. It is acknowledged that, despite the reduction in this pay gap, it remains close to a significant level and thus will be monitored in future audits.

Within the category of Professional Services staff, there is a pay gap in terms of mean salary of some -2.41% in favour of male employees. It is noted that this pay gap is not significant and has continued to reduce in size year-on-year since 2020. The median pay gap for Professional Services staff is reported to be at 0.00% for a third consecutive year.

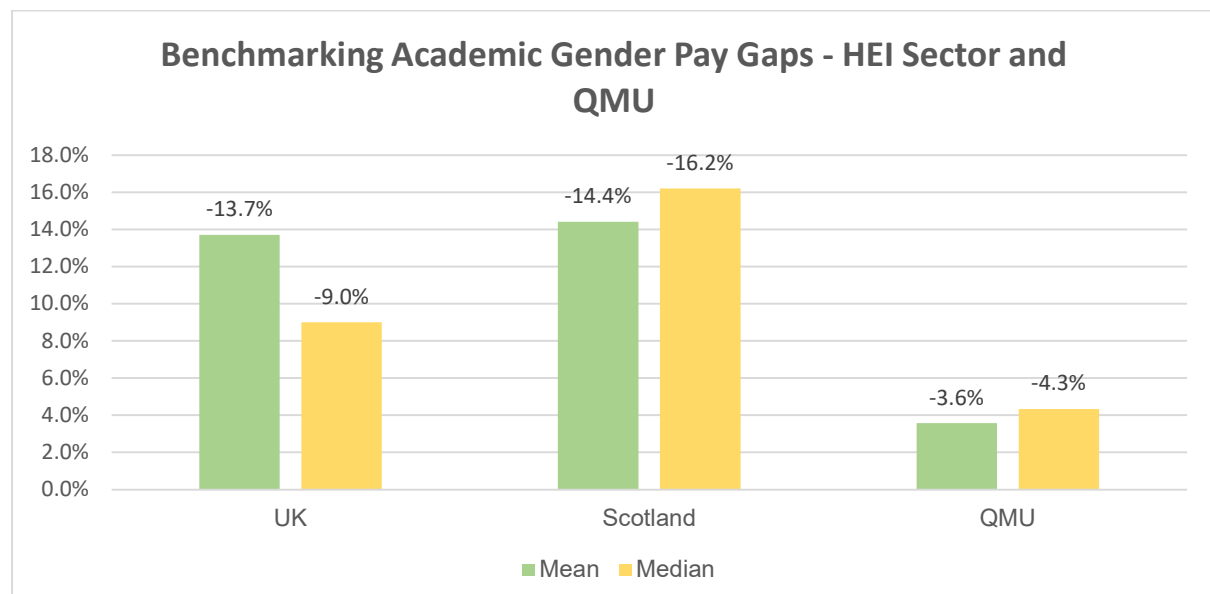


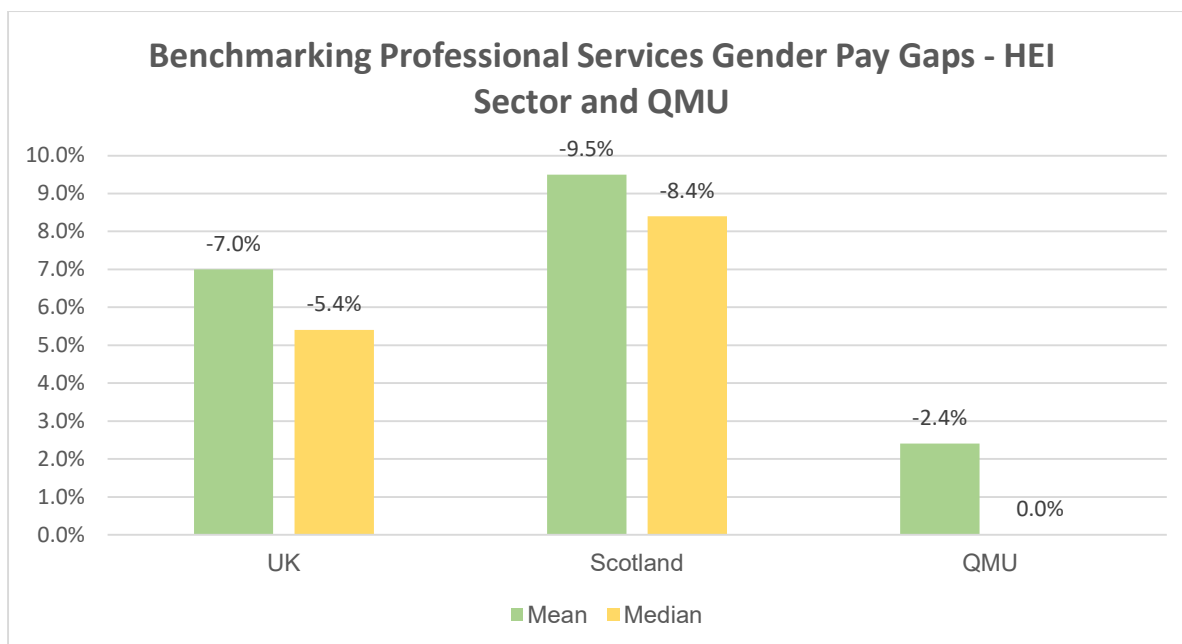
2.4 Gender Pay Gap Benchmarking

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2024*', reported a mean pay gap of -13.7% in favour of male employees and a median pay gap of -9.0% across UK HEIs. As with previous years the overall gender pay gap in Scotland continues to be wider, with a mean negative female pay gap of -16.2% and median pay gap of -14.4%. It is acknowledged that these figures have narrowed slightly in recent years. In terms of benchmarking, QMU continues to perform significantly better in terms of the gender pay gaps reported for UK and Scottish HEIs. Nevertheless, QMU is not complacent, and will commit to continuing to work to reduce pay gaps where they exist in our staff population.



QMU also performs significantly better in terms of the gender pay gaps for Academic and Professional Services, as can be seen in the charts below.





2.5 Gender Pay Gap – Grade

Full details of salary and gender pay gap calculations by grade can be found in Appendices [A](#), [B](#) and [C](#). This data is categorised by overall university population data and the split into Academic and Professional Services categories.

When looking at the overall population data, as well as splitting the data between academic and professional services, there are no significant gender pay gaps in the mean between Grades 2 – 10.

The data does reveal two significant gender pay gaps in the median: -5.70% at Grade 5 (Professional Services), and -5.67% at Grade 7 (Academic). However, the mean pay gaps reported for these grades remain at insignificant (<5) levels. We will continue to monitor these gaps in future pay audits.

2.5.1 Grade 10 (Professor)

Professors are attached to a separate Professorial scale and have separate pay progression arrangements.

In this year's Equal Pay Audit, due to data samples being too small when broken down by gender, it has not been possible to publish a full break down of our gender pay gaps at Professor level. Whilst full details cannot be published to protect the confidentiality of staff data, it is possible to report that the pay gaps found at Professorial level in our Equal Pay Audit 2024 (2023 Data) have reduced.

The mean gender pay gap at Professor Level has decreased to -10.71% (previously -15.30% in last year's report) in favour of male professors. Likewise, the median pay gap has decreased to -13.02% (previously -21.01% in last year's report) in favour of male professors. The gender pay gaps in both the mean and median remain significant, although the data provides evidence of progress being made in narrowing the gaps at this level.

Benchmarking with the HEI sector, the Advanced HE 'Equality and Higher Education Staff Statistical Report 2024' reported significant professorial pay gaps in favour of male employees at both a Scotland and UK-wide level. However, it is noted that overall Scottish HEI's reported smaller Professorial gender pay gaps of -6.4% (mean) and -5.4% (median) in favour of male Professors compared to QMU. It is also noted that due to the size of the university, at Professorial level, the data is looking at a small number of employees (14), which can be more easily skewed. We will continue to monitor this pay gap in future audits.

2.6 Gender and Age

A full breakdown of salary and pay gap data relating to age can be accessed in [Appendix G](#).

Following a similar pattern to that reported in last year's report, significant pay gaps favouring male employees have been found in the age groups of 25-34, 55-64 and 65+, whilst significant pay gaps favouring female employees have been found in the age groups of 16-24, 35-44 and 45-54. Initial investigation suggests that, across the age brackets, there is evidence of occupational segregation. For example, there are significantly more male employees employed in IT focused roles, while females are the predominant gender employed in roles with an administrative focus. Further analysis of occupational segregation can be found in Section 6 of this report.

2.7 Gender and Full-Time/Part-Time Status

A full breakdown of salary and pay gap data relating to Full-Time/Part-Time status can be accessed in Appendices [D](#), [E](#) and [F](#).

The data reveals a number of improvements compared to the findings of last year's report. In last year's report, when comparing men and women who work part-time, significant pay gaps in favour of men were found in both overall staff data and for academic staff. These mean pay gaps have now reduced to insignificant levels, although a significant median pay gap of -5.77% in favour of male employees remains and will be monitored in future audits.

Consistent with the findings of last year's report, a reverse pay gap favouring part-time women compared to part-time men is found in the Professional Services. It is noted that the number of male staff working part-time in the Professional Services is small, and thus calculations are likely to be skewed by this.

3. Section 3 – Ethnicity/Race

Table 6: Total staff population by ethnicity

Minority Ethnicity	White	Unknown
55	539	31

3.1 Ethnicity – A Note on Terminology

In this report, the overall ethnicity pay gap is calculated by grouping minority ethnic employees' salaries and comparing those with white employees. We recognise that the term 'minority ethnic' has problematic limitations, as it masks important differences between different ethnic groups. QMU is committed to reviewing and providing disaggregated ethnicity data where numbers are large enough (>5) for us to do so. Where possible in our Equal Pay Review, we have presented ethnicity pay data into disaggregated groupings in Section 3.3. However, due to the small number of staff (55) from a minority ethnic background in the March 2024 data, it is not possible, at present, to disaggregate the data further than the broad groupings of 'White', 'Black', 'Mixed', 'Asian' and 'Other' due to data protection considerations.

4.9% of employees have not declared their ethnicity in their monitoring data, and for the purposes of reporting, have been left out of ethnicity pay gap calculations.

3.2 Ethnicity – Mean and Median Pay Gaps

Table 7: Overall Ethnicity Pay Gaps including and excluding SLT

	Ethnicity Pay Gap (Inc SLT)	Ethnicity Pay Gap (Exc. SLT)
Mean Ethnicity Pay Gap in Annual Salary	-12.08%	-10.40%
Mean Ethnicity Pay Gap in Hourly Pay	-11.95%	-10.28%
Median Ethnicity Pay Gap in Annual Salary	-5.72%	-4.33%
Median Ethnicity Pay Gap in Hourly Rate	-5.72%	-3.30%

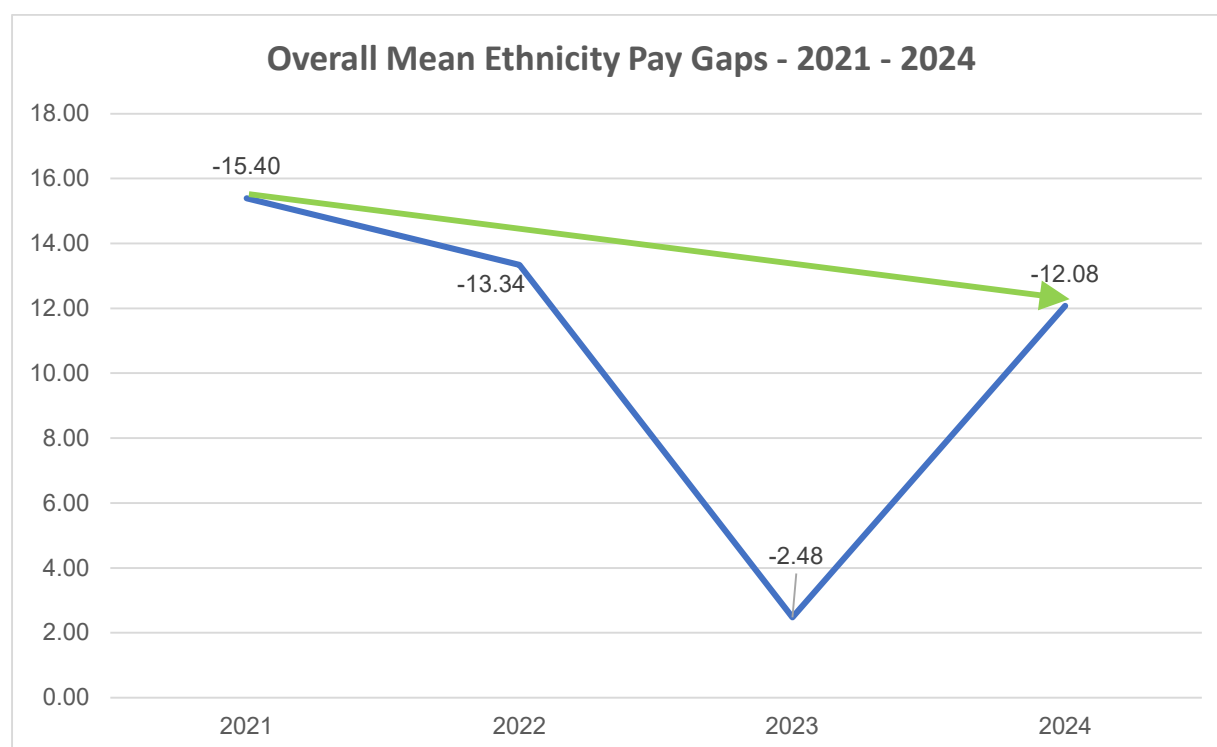
Table 8: Overall Ethnicity Pay Gaps: 2020 - 2024

	2020	2021	2022	2023	2024
Mean Pay Gap (Inc. SLT)	-3.75%	-15.40%	-13.34%	-2.48%	-12.08%
Median Pay Gap (Inc. SLT)	-2.90%	-13.68%	-2.90%	0.00%	-5.72%
Mean Pay Gap (Exc. SLT)	_____	-12.61%	-11.20%	-0.37%	-10.40%
Median Pay Gap (Exc. SLT)	_____	-9.70%	-1.47%	2.92%	-4.33%

The Ethnicity mean pay gap has widened significantly since 2023, when it was reported to be insignificant, with the mean now at a significant level of -12.08% favouring white employees. The median pay gap has also increased to -5.72% in favour of white employees.

As can be seen above, excluding SLT salaries does narrow the mean gap somewhat to -10.40% and the median pay gap to -4.33% in favour of white employees.

In order to protect staff data confidentiality, it is not possible to provide full analysis of the widening of ethnicity pay gaps in both the mean and median from last year. However, in consideration of the significant ethnicity gaps reported in 2021 and 2022, it could be reflected that the insignificant gap reported in 2023 presented an anomaly, and that the gap reported in 2024 provides a more accurate reflection of the overall ethnicity pay gap at QMU. As can be seen in the graph below, there is evidence of a steady decrease in the ethnicity pay gap since 2021 when the 2023 data is removed. The 2024 ethnicity pay gap remains significant in line with those found in 2021 and 2022, and indicates that this is a priority area for the university to address.

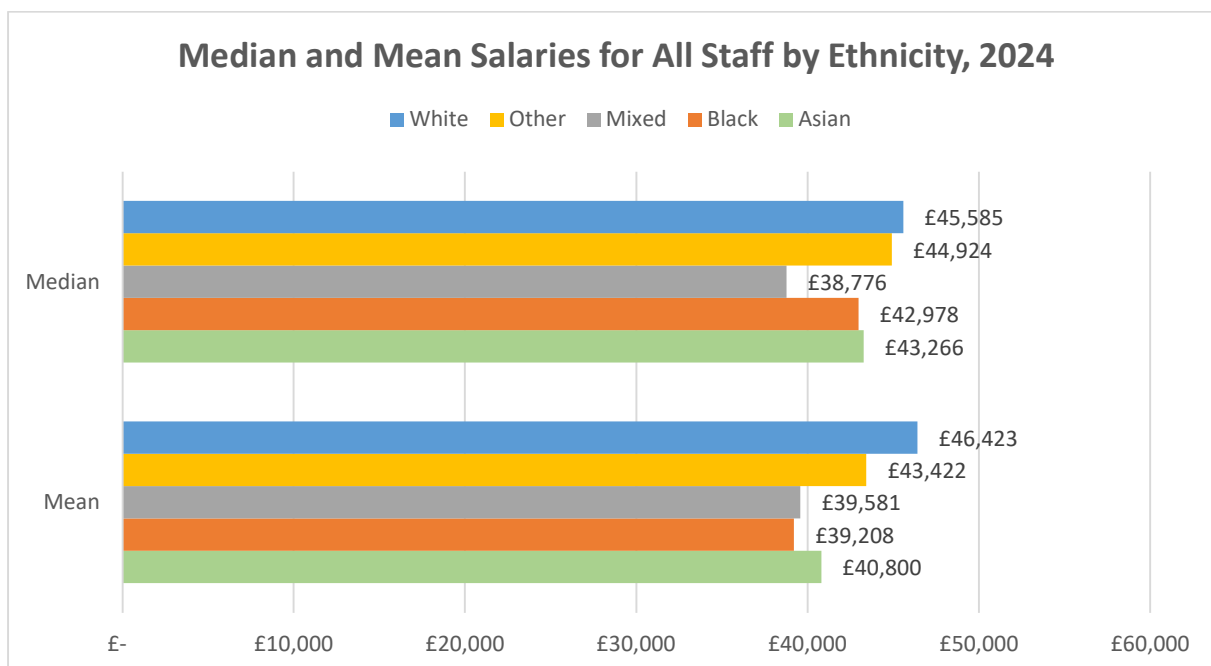
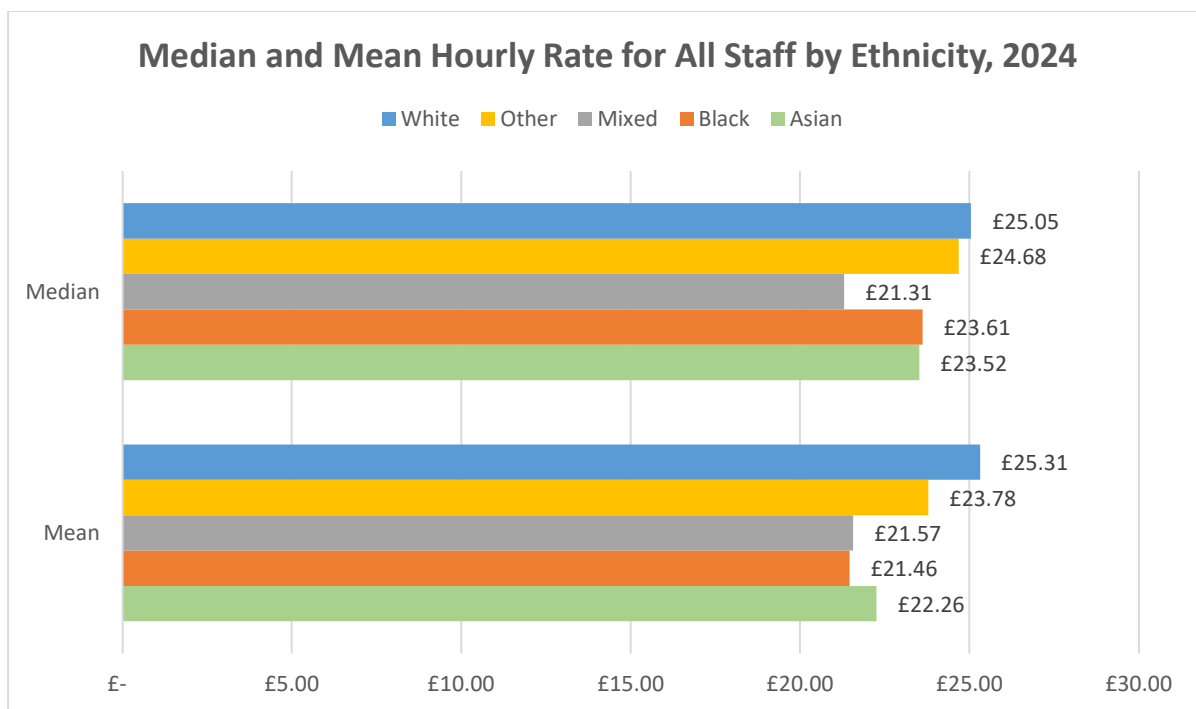


3.3 Ethnicity – Disaggregated Data

Table 9: Total staff population by ethnicity (disaggregated)

'White'	'Black'	'Asian'	'Mixed'	'Other'	Unknown
539	7	20	16	12	31

When data is disaggregated into the groups of 'White', 'Other', 'Mixed', 'Black' and 'Asian', it is noted that in both annual salary and hourly rate, White employees earn the highest out of all groups in both the mean and the median.



It should be noted that in disaggregating ethnicity data into these groups, the calculations are using small numbers of employees that are more likely to skew the data, and thus any conclusions from the data should be treated with caution. However, these initial findings demonstrate the differential outcomes that can be masked by the aggregate grouping of 'minority ethnicity'. We therefore commit to reviewing our ethnicity pay gap data on a disaggregated level through the Race Equality Steering Group to monitor and investigate these initial findings.

3.4 Ethnicity – Academic and Professional Services

Table 10: Ethnicity Pay Gaps split into Academic and Professional Services

	Ethnicity Pay Gap (Academic)	Ethnicity Pay Gap (Professional Services)
Mean Ethnicity Pay Gap in Annual Salary	-9.70%	-17.34%
Mean Ethnicity Pay Gap in Hourly Pay	-9.70%	-17.35%
Median Ethnicity Pay Gap in Annual Salary	-11.06%	-18.16%
Median Ethnicity Pay Gap in Hourly Rate	-11.06%	-18.16%

Splitting the data into Academic and Professional Services reveals a number of different pay gaps.

Within the Academic grouping, the mean pay gap has also widened from its 2023 levels (-1.89%) to -9.70% in favour of white employees. The median pay gap, however, has reduced to -11.06% (from -13.43% in 2023), although it is noted that the remaining gap is significant.

In the Professional Services, there are significant mean and median pay gaps of -17.34% and -18.16%. These figures have slightly reduced from last year's pay gaps. It should be noted that there is a very small number of minority ethnic employees (22) in the Professional Services, and so it should be considered that the data is more likely to skew the calculations.

3.5 Ethnicity Pay Gap Benchmarking

By way of context, the Universities and Colleges Employers Association report titled '*Intersectional Pay Gaps in Higher Education 2022-23*', reported a mean pay gap of -6.4% and a median pay gap of -3.9% in favour of white employees for staff across UK HEIs. In terms of benchmarking, it is acknowledged that the ethnicity pay gap at QMU is wider in both the mean and median than that of the sector average.

Reviewing the ethnicity data for the entire University employee population, minority ethnic employees make up a small percentage (8.8%) of the overall employee composition. Progress continues to be made in increasing our minority ethnic employee population, with the percentage of minority ethnic employees rising from 8% (2023) to 8.8% (2024). As a result of increasing appointments of minority ethnic staff, the data shows that the majority of minority ethnic employees are currently placed at lower points of each grade's respective pay scale. Therefore, as service length increases, salary will also increase through incremental progression, which may result in the pay gap narrowing over time.

Although there are minority ethnic employees employed across the majority of grades within the University, the majority of minority ethnic employees are within Grade 8. The 2024 data also shows that there are no minority ethnic employees at

Grade 10 or Professor level, which is also influencing the overall pay gap.

It is acknowledged that further work is required to understand whether there are differential pay gaps between minority ethnic employees who are UK nationals and those who are non-UK employees. With small numbers, it is not possible to draw firm conclusions from our data at present, but this will continue to be monitored in future audits.

The University has recently conducted an EDI culture review led by Professor Paul Miller, EDI and Anti-racism Adviser to the Principal. Findings from the culture review have supported QMU in the further development of our EDI and anti-racism strategy and 5-year action plan. Further information can be found here: <https://www.qmu.ac.uk/about-the-university/equality-and-diversity/equality-diversity-and-inclusion-culture-review/>

3.6 Ethnicity – Grade

Due to the relatively small number of minority ethnic staff employed within a number of grades, in order to protect the confidentiality of employee salary information, it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 4, 7, 8 and 9, which are available in [Appendix H](#). Pay gaps by grade which are considered significant are highlighted within the following section.

3.6.1 Grades 7, 8 and 9

For the first time, numbers have been large enough to publish details of ethnicity pay gaps at Grade 7. Within Grade 7, a significant median pay gap of -7.08% favouring white employees has been identified. However, in the mean, the pay gap reported is at an insignificant level of -3.57%. It should be noted that calculations for ethnicity pay gaps at Grade 7 are made using a small group of minority ethnic employees (6) and thus any conclusions should be considered with caution.

Within Grade 8, mean (-5.13%) and median (-5.72%) pay gaps favouring white employees have been identified. These pay gaps are a similar level to those reported last year. Whilst these gaps have reduced from those identified in the 2022 data for Grade 8 (-8.48% and -11.11%), it is acknowledged that these pay gaps remain significant and will continue to be monitored in future audits.

Within Grade 9, the data shows progress of narrowing ethnicity pay gaps. The mean pay gap has narrowed to an insignificant gap of -3.77% (previously -5.69% in last year's report) favouring white employees and the median pay gap has reduced to -5.72% (previously -8.46% in last year's report) favouring white employees. Although there is evidence of progress, it is acknowledged that the median gap remains significant and will be monitored in future audits.

Upon reviewing the employee data, the majority of minority ethnic employees are currently placed at lower points of each grade's respective pay scale, indicating that their appointments have taken place more recently. Therefore, as service length increases, salary will also increase through incremental progression, which may

result in the pay gap narrowing. It is acknowledged that it would take a number of years before incremental progression could potentially narrow the pay gap to insignificant levels, but the narrowing of the gaps in Grade 8 and 9 suggests that some progress is being made.

3.7 Intersectional Pay Gaps: Ethnicity and Gender

Where data allows, Queen Margaret University is committed to investigating intersectional pay gaps. At present, our data allows us to report pay data which considers the intersect of gender and ethnicity. It should, however, be noted that in disaggregating data into these intersectional groups, the calculations are using small numbers of employees, as can be seen in the table below. For the purposes of reporting, those who have not declared their ethnicity data have not been included in calculations.

Table 11: Total staff population by ethnicity and gender

Minority Ethnic Women	Minority Ethnic Men	White Women	White Men	Women – Unknown ethnicity	Men – unknown ethnicity
26	29	381	158	23	8

Table 12: Pay Gaps of Minority Ethnic Women

	Minority Ethnic Women to White Men	Minority Ethnic Women to White Women	Minority Ethnic Women to Minority Ethnic Men
Mean Pay Gap in Annual Salary	-14.75%	-11.12%	-0.28%
Median Pay Gap in Annual Salary	-2.90%	-5.72%	-2.90%
Mean Pay Gap in Hourly Rate	-14.43%	-11.01%	-0.20%
Median Pay Gap in Hourly Rate	-2.90%	-5.72%	-2.90%

The results of this intersectional analysis reveal an intersectional pay gap of -14.75% in the mean between minority ethnic women and white men. It is noted that this intersectional mean pay gap is slightly narrower than that of the UK HEI Sector average, reported at -19.1% in favour of white men (UCEA Intersectional Pay Gaps Report 2022-23), although QMU's gap remains at a significant level. In the median, the pay gap for minority ethnic women compared to white men is at -2.90%. Contrary to the mean, the median is at an insignificant level, and considerably narrower than the HEI Sector average of -16% (UCEA Intersectional Pay Gaps Report 2022-23).

Table 13: Pay Gaps of Minority Ethnic Men

	Minority Ethnic Men to White Men	Minority Ethnic Men to White Women
Mean Pay Gap in Annual Salary	-14.51%	-10.87%
Median Pay Gap in Annual Salary	0.00%	-2.90%
Mean Pay Gap in Hourly Rate	-14.46%	-10.83%
Median Pay Gap in Hourly Rate	0.00%	-2.90%

The data reveals a number of changes in intersectional pay gaps compared to those reported in last year's report. Pay gaps for both minority ethnic women and men have widened compared to white women and white men, whereas the pay gap between minority ethnic women and men has narrowed to an insignificant level.

As with other elements of this Equal Pay Review, it should be noted that in conducting an intersectional analysis by gender and ethnicity, the calculations are using small numbers of employees that are more likely to skew the data, and thus any conclusions from the data should be treated with caution. However, the initial findings of this intersectional analysis reveal similar levels of significant pay gaps for both minority ethnic men and women.

4. Section 4 – Disability

Table 14: Total Population of Staff by Declared Disability

Disabled	No Disability Declared	Unknown
56	514	55

4.1 Overall Disability Pay Gaps – Mean and Median

Table 15: Overall Mean and Median Disability Pay Gaps

Disability Pay Gap	
Mean Disability Pay Gap in Annual Salary	-12.71%
Mean Disability Pay Gap in Hourly Pay	-12.83%
Median Disability Pay Gap in Annual Salary	-5.72%
Median Disability Pay Gap in Hourly Rate	-7.70%

Table 16: Overall Disability Pay Gaps, 2020 - 2024

	2020	2021	2022	2023	2024
Mean Pay Gap	-22.82%	-16.63%	-17.71%	-15.52%	-12.71%
Median Pay Gap	-30.75%	-27.04%	-17.40%	-5.58%	-5.72%

As indicated in the tables above, significant pay gaps continue to be present in mean, (-12.71%) and median (-5.72%) data in favour of staff who have not declared a disability. It is noted that there has been a reduction in the mean pay gap since 2023, and a significant reduction in both the mean and median gaps since 2020.

4.2 Disability Pay Gaps – Academic and Professional Services

Table 17: Disability Pay Gaps - Academic and Professional Services

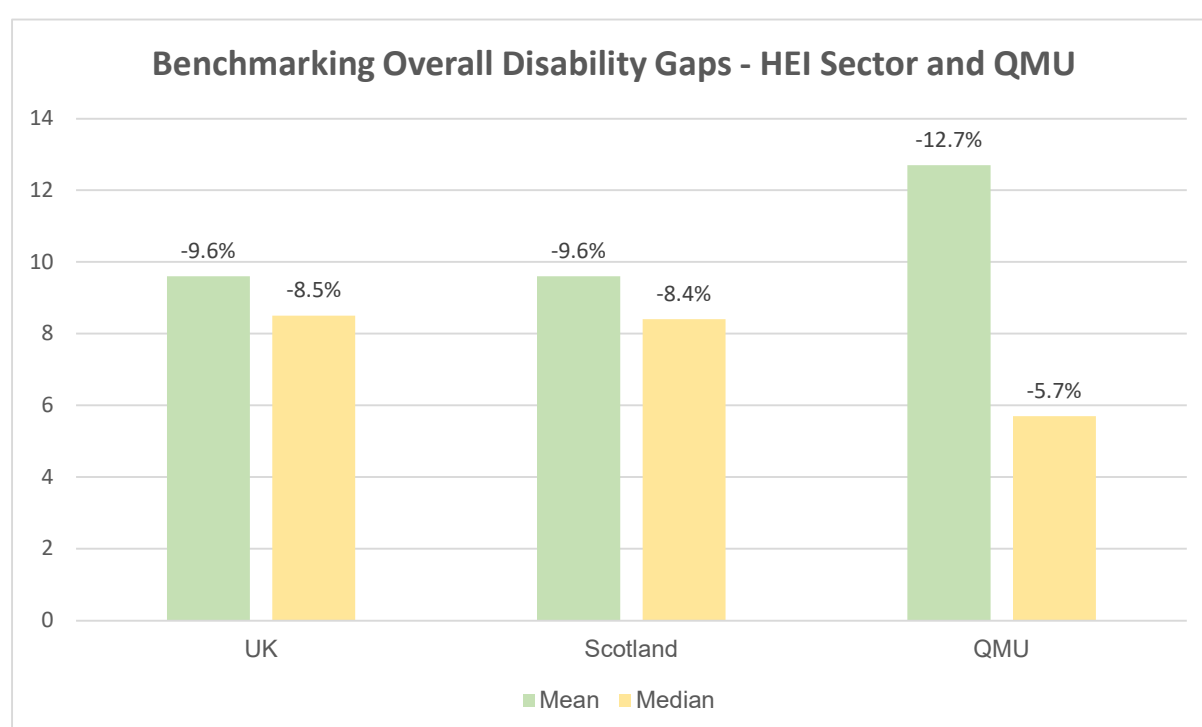
	Disability Pay Gap (Academic)	Disability Pay Gap (Professional Services)
Mean Disability Pay Gap in Annual Salary	-8.75%	-6.96%
Mean Disability Pay Gap in Hourly Pay	-8.75%	-6.96%
Median Disability Pay Gap in Annual Salary	-13.69%	0.00%
Median Disability Pay Gap in Hourly Rate	-13.69%	0.00%

When the data is split into Academic and Professional Services, significant disability pay gaps in the mean and median are revealed for academic staff. There is a significant mean pay gap for Professional Services staff, although the median pay gap is at 0%.

In line with trends across the HEI Sector in Scotland and the UK, the disability pay gaps are wider for academic staff than professional services.

4.3 Disability Pay Gap Benchmarking

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2024*', reported a mean pay gap of -9.6% and a median pay gap of -8.4% in favour of non-disabled employees across Scottish HEIs. In terms of benchmarking, QMU's disability pay gap is wider in the mean and narrower in the median.



It is acknowledged that the staff data the university currently holds is still not robust enough to offer a detailed analysis, and the large proportion of 'unknowns' (8.8%) in our staff data, which have been left out of the calculation, may be skewing the pay gaps. The University is committed to encouraging staff to declare if they have a disability and will explore appropriate mechanisms for doing this. There are signs of positive progress in this area, with the percentage of employees declaring a disability increasing from 8.4% (2023) to 9% (2024). This puts QMU at a higher disclosure rate than that of the UK sector rate of 7.2% (Advance HE, Equality and Higher Education Staff Statistical Report 2024). Despite this positive progress, the university recognises that there is still work to do to improve this data further and does not remain complacent.

4.4 Disability Pay Gap - Grade

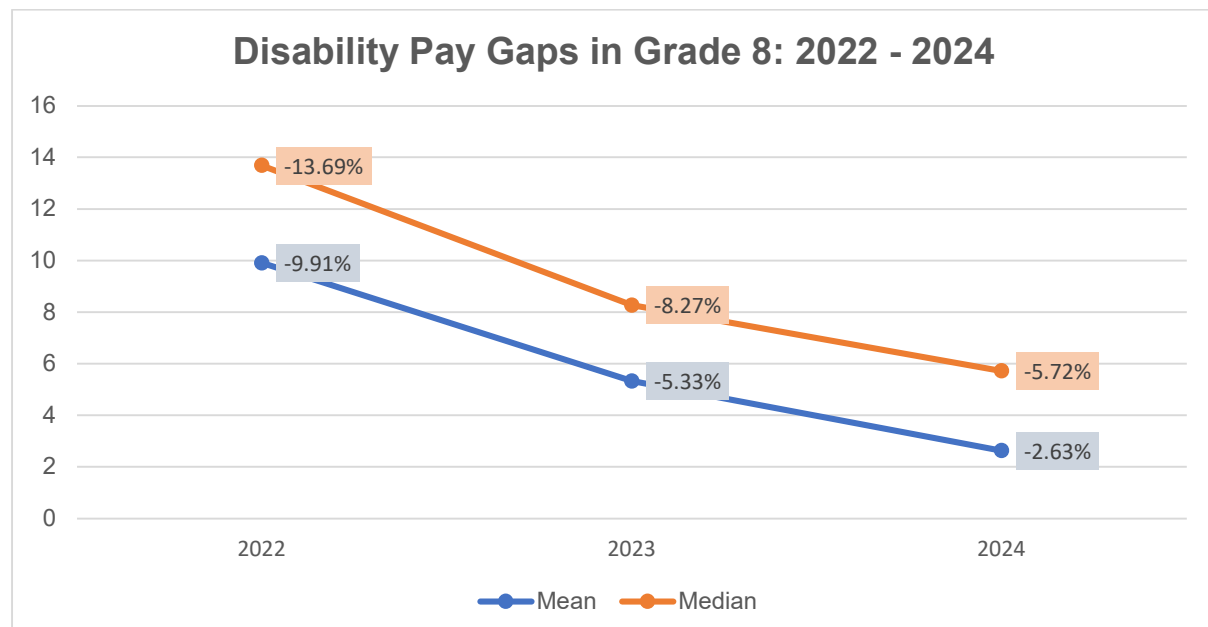
Due to the relatively small number of disabled employees within several grades, in order to protect the confidentiality of employee salary information it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 5, 6, 7 and 8, which are available in [Appendix I](#). It is noted that the data reports no significant disability pay gaps in the mean within these grades. A significant disability pay gap found in the median within Grade 8 is explored within the following section.

4.4.1 Grade 8

Table 18: Disability Pay Gaps within Grade 8: 2022 - 2024

	2022	2023	2024
Mean Disability Pay Gap	-9.91%	-5.33%	-2.63%
Median Disability Pay Gap	-13.69%	-8.27%	-5.72%

There has been significant progress within the last three years to reduce the disability pay gaps in both the mean and the median within Grade 8. In 2024, the mean pay gap has reduced to -2.63% and is no longer considered significant. The median pay gap has also reduced to -5.72%. Although this remains at a significant level, the data demonstrates that this has reduced significantly year-on-year since 2022. This median pay gap will continue to be monitored in future pay audits.



5. Section 5 – Sexual Orientation

Table 19: Total Staff Population by Sexual Orientation

LGBTQ+	Heterosexual	Unknown
44	405	176

5.1 Sexual Orientation – A Note on Terminology

In this report, the overall sexual orientation pay gap is calculated by grouping the salaries of colleagues who have declared their sexual orientation as 'gay', 'lesbian', 'bisexual' or 'other' (in accordance with the categorisation set by Higher Educational Statistics Agency (HESA)) and comparing those with the salaries of heterosexual employees. For the purposes of reporting, and in consideration of the fact that staff have the option to select 'other sexual orientation', the umbrella term of 'LGBTQ+' has been used in data labelling.

Since April 2023, the university has also collected data on trans status. However, within the data snapshot of 31st March 2024, there were no staff declarations of trans status.

Table 20: Overall Sexuality Pay Gap in the Mean and Median

Sexuality Pay Gap	
Mean Sexuality Pay Gap in Annual Salary	-1.90%
Mean Sexuality Pay Gap in Hourly Pay	-1.68%
Median Sexuality Pay Gap in Annual Salary	-1.45%
Median Sexuality Pay Gap in Hourly Rate	-2.50%

Table 21: Annual Salary and Hourly Pay for LGBTQ+ and Heterosexual employees

	LGBTQ+	Heterosexual
Mean Annual Salary	£43,162	£43,998
Median Annual Salary	£43,621	£44,623
Mean Hourly Pay	£23.57	£23.97
Median Hourly Pay	£23.71	£24.32

5.2 Sexual Orientation Pay Gap – Mean and Median

As in previous years analysis indicates that there aren't any significant pay gaps in relation to sexual orientation in the mean or median.

However, it should be noted that LGBTQ+ employees make up a small percentage of QMU's population (7.4%), whilst a large percentage of the population (27%) has

declared this information as unknown. It is acknowledged that the staff data the university currently holds is still not robust enough to offer a detailed analysis, and the large proportion of 'unknowns' in our staff data, which have been left out of the calculation, may be skewing the pay gaps.

5.3 Sexual Orientation Pay Gap - Grade

Due to the relatively small number of declared LGBTQ+ employees within a number of grades, in order to protect the confidentiality of employee salary information, it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 3, 4, 7, 8 and 9, which are available in [Appendix J](#). Pay gaps by grade which are considered significant are highlighted within the following section.

5.3.1 Grades 4, 7 and 8

Within Grade 4, significant pay gaps of -5.33% in the mean and -5.72% in the median favouring heterosexual employees have been identified. However, it should be noted that calculations for sexual orientation pay gaps at Grade 4 are made using a small group of LGBTQ+ employees (5) and thus any conclusions should be considered with caution. We will continue to monitor this gap in future audits.

Within Grade 7, a significant median pay gap of -5.72% in favour of heterosexual employees has been identified. However, in the mean, the pay gap is reported at an insignificant level of -2.42%. It should be noted that the calculations for sexual orientation pay gaps at Grade 7 are made using a small group of LGBTQ+ employees (5) and thus any conclusions should be considered with caution. We will continue to monitor this gap in future audits.

Within Grade 8, a significant median pay gap of -8.45% in favour of heterosexual employees has been identified. However, in the mean, the pay gap is reported at an insignificant level of -3.38%. This will be monitored in future audits.

6. Section 6: Occupational Segregation Analysis

Occupational segregation is a term used to describe employment patterns where employees with certain characteristics are grouped either in certain grades or within certain job roles.

There are two dimensions to occupational segregation:

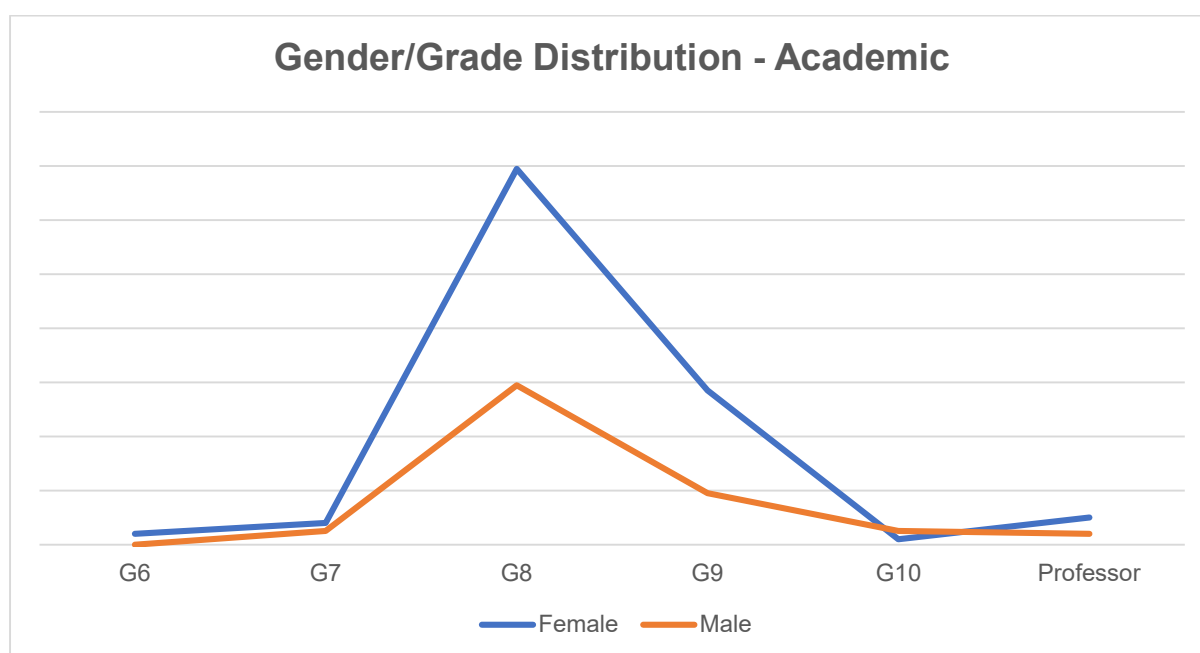
- Vertical segregation – employees with certain characteristics clustered at certain levels of jobs within an organisation's hierarchy
- Horizontal segregation – employees with certain characteristics are clustered in certain types of jobs across the organisation

6.1 Gender

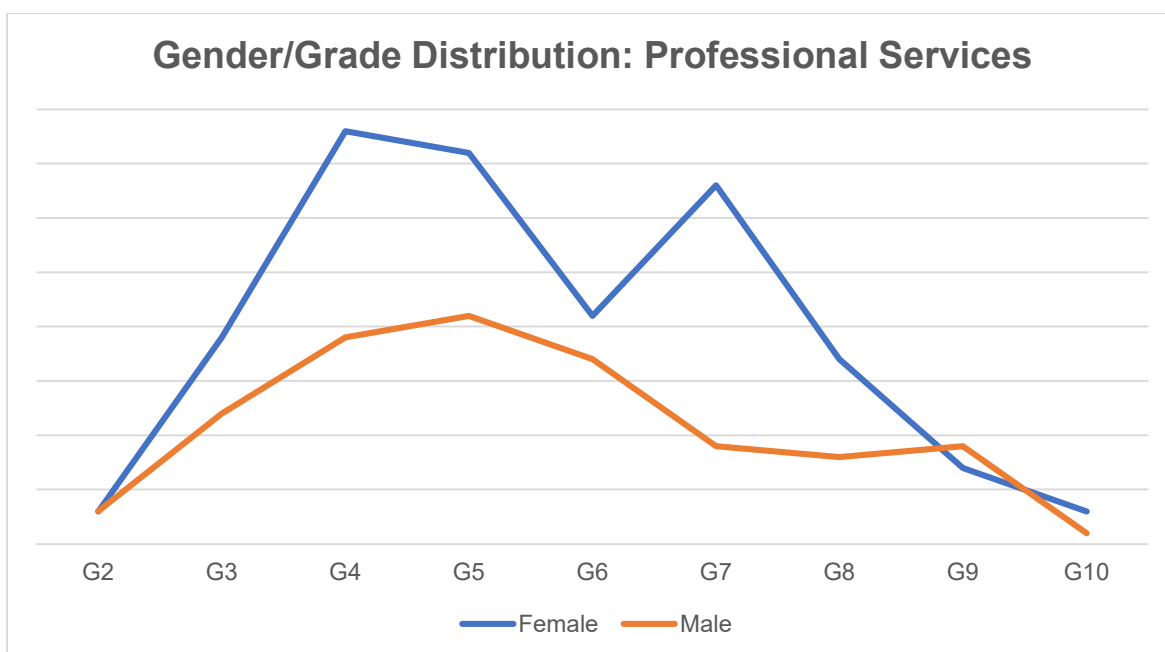
6.1.1 QMU / Scottish HEI Benchmark

The Advance HE report titled 'Equality and Higher Education Staff Statistical Report 2024' reported that within Scottish HEI's, staff population is 55.4% female. As of 31st March 2024, female staff at Queen Margaret University represent 68.8% of staff overall. Although the underrepresentation of male staff is consistent with this benchmark, it is recognised that the proportion of female employees at QMU is notably higher than other Scottish HEIs.

6.1.2 Vertical segregation



Throughout Grades 6-9 for academic staff, female headcount is higher than male headcount at all grades. It should be noted that the gap between female and male employees is largest at Grade 8, where the majority of academic staff are placed. The gap is most narrow at the lower and higher grades on the academic scale. Notably, at Professor level, there is a higher number of women than men. This is contrary to the sector-wide trend, where female Professors are the minority amongst UK HEIs.



Throughout Grades 3 – 10 for professional services staff, female headcount is also higher than male headcount at all grades except Grade 9, where there are slightly more men than women. There is an even gender balance at Grade 2. It is noted that the biggest gaps occur at Grades 4 and 7, and that the gap is noticeably narrower at Grade 6, 9 and 10.

6.1 Horizontal Segregation

	Female	Male	% Female
Estates and Commercial Services	51	59	46.4%
University Secretary's Group	87	25	77.7%
Executive Support & Planning	7	3	70%
Human Resources, LEAD & RKEDU	21	6	77.7%
School Support – Technical and Administration	16	7	69.6%
Academic ASSAM	80	52	60.6%
Academic SHS	166	39	81%

The above table details gender headcounts and percentages for professional services and academic departments. In order to ensure numbers are large enough for publication, we have combined the data of smaller teams which have similar gender proportions (Human Resources, LEAD and RKEDU) together in one grouping. Areas highlighted in bold have been identified as having a gender proportion that is considered significantly different to that of the overall gender split of staff at QMU (>10% over or under the overall 68.8% female split).

This analysis reveals that proportional to our staff population, women are underrepresented in Estates and Commercial Services, but overrepresented in academic roles within the School of Health Sciences.

Analysis by departments has been conducted at a more granular level but cannot be published to protect the confidentiality of our staff data. However, it is possible to confirm that detailed analysis by department demonstrates areas of potential occupational segregation in a number of areas. The data demonstrates that there are more men than women employed in IT, Estates and Campus Operations roles, while female employees are the predominant gender employed in roles with an administrative focus, such as roles within Student Services, Executive Support and Human Resources.

As the majority of staff at QMU are female, it is not surprising that the data shows a higher count of female staff in most areas. It is relevant to note that our staff population is mirrored by our student population, which is also majority female. This reflects our academic portfolio, and in particular, the number of programmes in Allied Health, where women are traditionally over-represented.

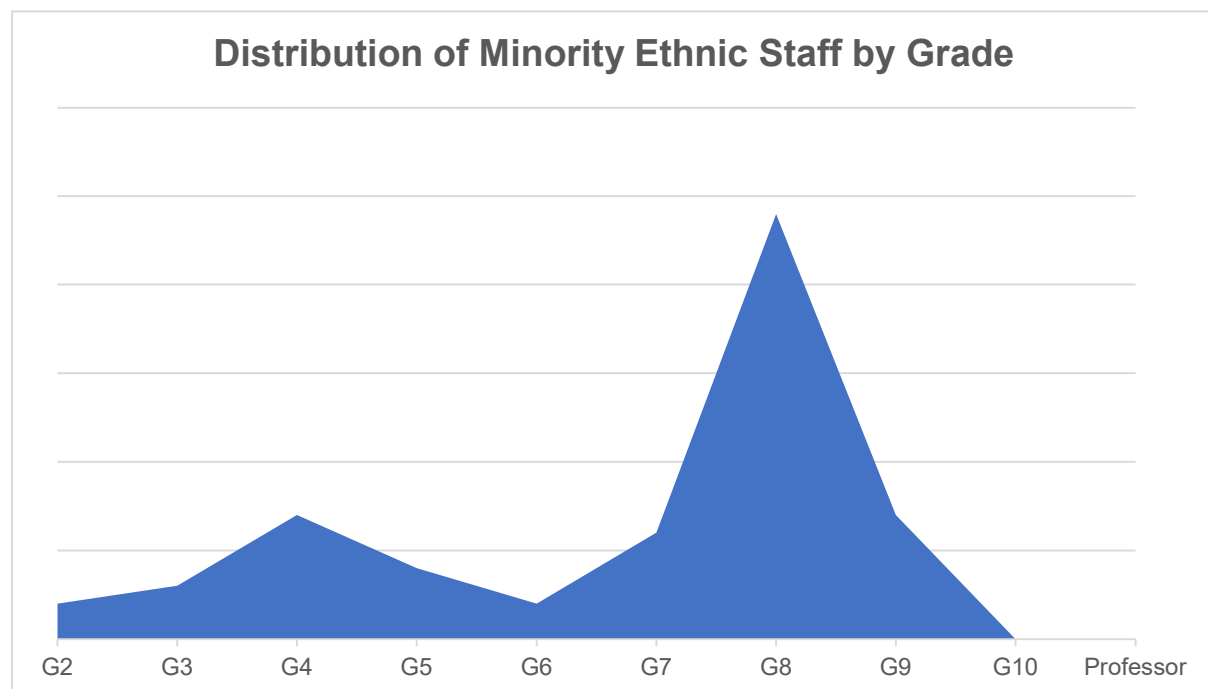
In consideration of the gender imbalance of our student and staff populations, we also reflect on the importance of recognising and redressing the underrepresentation of men. At QMU, we are committed to widening participation of men in disciplines and professions where they are underrepresented due to social, economic or cultural reasons, particularly Nursing and Allied Health. In acknowledgement that the underrepresentation of men within these disciplines extends beyond QMU and the HE sector, to the professions and society as a whole, our work to actively address this area is focused within our outreach and widening participation strategies, and has informed one of our Equality Outcomes 2025 – 2029.

6.2 Ethnicity

6.2.1 QMU/Scottish HEI Benchmark

The Advance HE report titled 'Equality and Higher Education Staff Statistical Report 2024' reported that within Scottish HEI's, minority ethnic employees make up 4.6% of staff population. As of 31st March 2024, minority ethnic employees at Queen Margaret University represent 8.8% of staff overall. In terms of benchmarking, although QMU's proportion of minority ethnic employees is above other Scottish HEIs, it is acknowledged that our numbers of minority ethnic employees remain low and that lack of minority ethnic representation is a sector-wide problem.

6.2.2 Vertical Segregation



Looking at the distribution of minority ethnic staff alongside grade identifies that the majority of minority ethnic staff are found within Grade 8. This is in part due to the majority of academic staff being positioned at Grade 8. Due to the small numbers of minority ethnic staff overall, it is not possible to draw more detailed conclusions from the below graph.

6.2.3 Horizontal Segregation

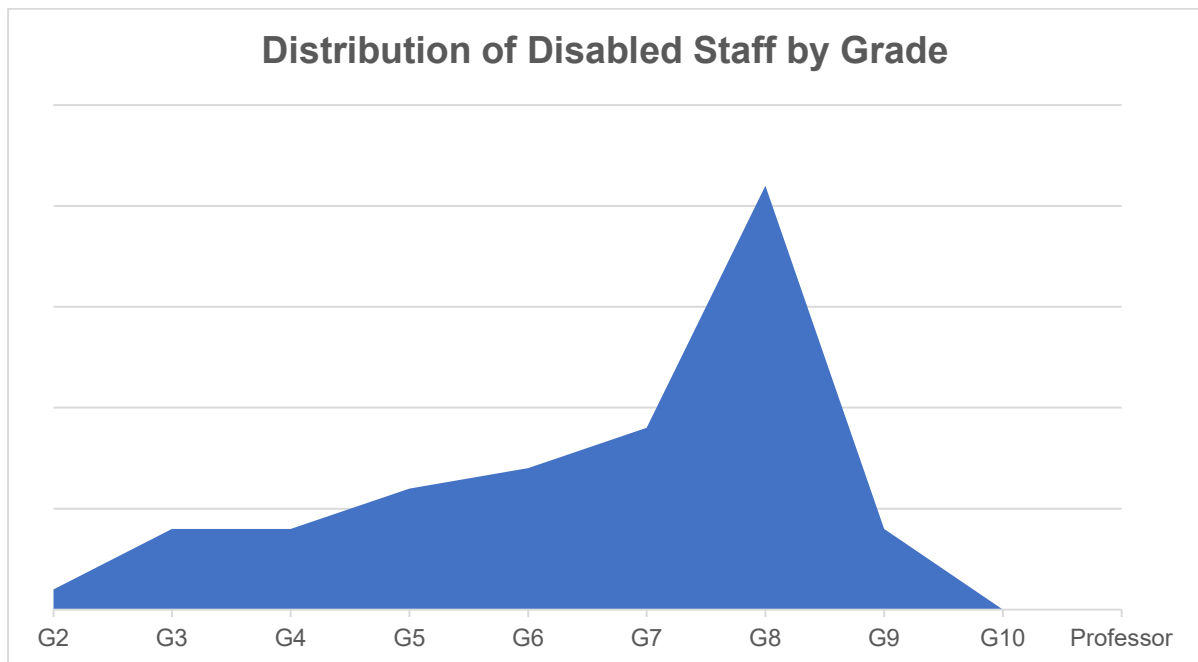
There was no evident pattern when reviewing the job roles carried out by minority ethnic staff due to the small numbers of minority ethnic staff.

6.3 Disability

6.3.1 QMU/Scottish HEI Benchmark

The Advance HE report titled 'Equality and Higher Education Staff Statistical Report 2024' reported that within Scottish HEI's, disabled staff made up 5.9% of staff population. As of 31st March 2024, disabled staff at Queen Margaret University represent 9% of staff overall.

6.3.2 Vertical Segregation



6.3.3 Horizontal Segregation

There was no evident pattern when reviewing job roles carried out by disabled staff due to the small numbers of staff declaring a disability.

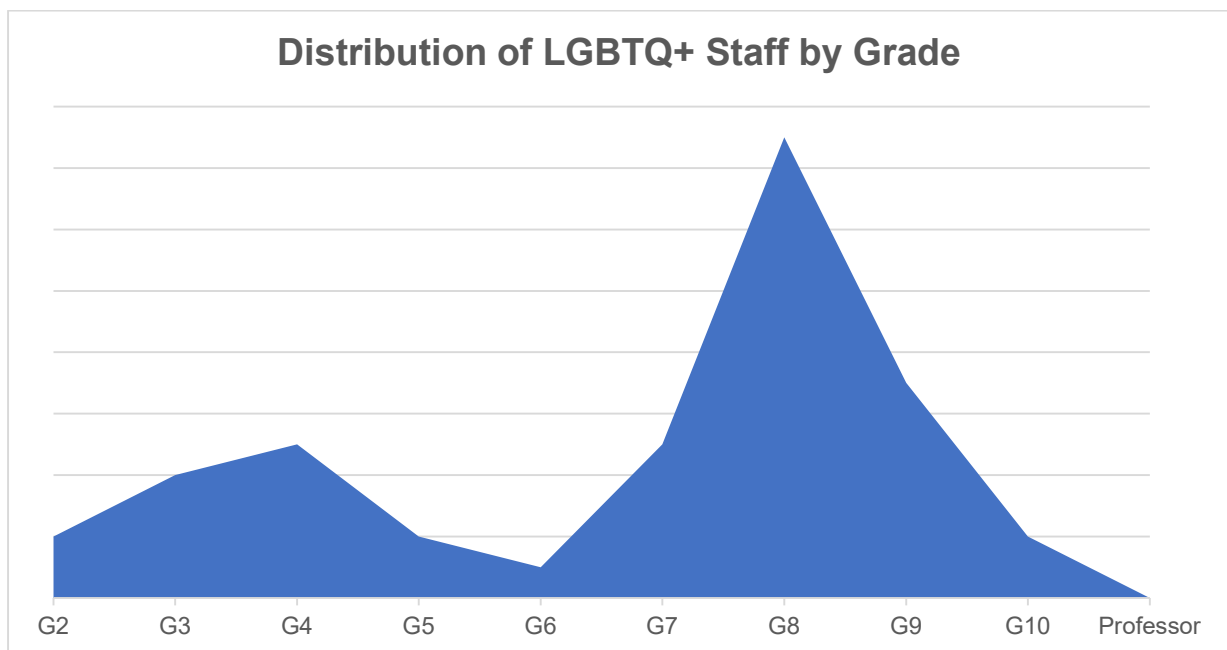
6.4 Sexual Orientation

6.4.1 QMU/Scottish HEI Benchmark

As of 31st March 2024, LGBTQ+ employees at Queen Margaret University represent 7.4% of staff overall.

Benchmarking data for sexual orientation is not currently available. This is because HESA sexual orientation data is currently voluntary to return, and we therefore do not yet have a national demographic picture of the HE staff population in relation to trans status or sexual orientation.

6.4.2 Vertical Segregation



The above diagram shows the distribution of LGBTQ+ employees by grade. This demonstrates clusters of LGBTQ+ employees at Grades 8. As with analysis of other protected characteristics, the Grade 8 cluster may be in part due to the majority of academic staff being positioned at Grade 8. However, due to the small numbers, it is not possible to draw conclusions from this.

6.4.3 Horizontal Segregation

There was no evident pattern when reviewing the job roles carried out by LGBTQ+ staff due to the small numbers of LGBTQ+ staff.

7. Equal Pay Action Plan

Item	Overall Action/Objective	Rationale	Specific Actions for Implementation	Protected Characteristic addressed	Target Completion Date	Responsibility
1	Continue to encourage staff to declare their protected characteristics, reduce the number of unknown ethnicity, sexual orientation, and disability data.	There are a number of gaps within our staff monitoring data which limits our ability for more accurate and intersectional pay gap reporting and analysis. The highest proportion of 'unknowns' are for sexual orientation and disability.	<ul style="list-style-type: none"> Send out communications at least twice per year reminding staff of where to update their information and the benefits of declaring. Monitor the number of unknowns in our data twice/year to evaluate the effectiveness of communication interventions 	All	Ongoing – twice per year	EDI Adviser; HR Data & Systems Partner; Senior HR Partners
2	Launch new guidance on reasonable adjustments for staff to encourage declarations of staff disabilities and increase knowledge of the support available.	8.8% of staff disability data is 'unknown'	<ul style="list-style-type: none"> Launch new guidance with communications to all staff to increase awareness of support in place. 	Disability	April 2025	Head of HR; Senior HR Partners
3	Monitor data relating to the numbers and pay gaps of ethnic minority staff quarterly; where numbers allow disaggregate ethnicity data and by gender.	To closely monitor the significant ethnicity pay gaps identified at QMU for both minority ethnic men and women.	<ul style="list-style-type: none"> Produce a quarterly report on ethnic minority staff numbers, turnover and pay gaps to be distributed to the Race Equality Steering Group, disaggregating ethnicity where possible and analysing data by both gender and ethnicity. 	Race	Ongoing quarterly	HR Data and Systems Partner; Race Equality Steering Group

4	Set up a working group to develop a Staff Disability Policy which sets intentions to create a supportive and inclusive culture for disabled staff at QMU.	Data has revealed narrowing but significant disability pay gaps, and a significant proportion of unknowns in our data.	<ul style="list-style-type: none"> • Develop Terms of Reference for Working Group & ensure lived experience representation, including from the Neurodivergent and Disabled Staff Network • Working Group to develop Policy 	Disability	Working Group to be set up in AY 25/26	Head of HR; EDI Adviser
5	Athena Swan Self-Assessment Team to analyse internal data relating to occupational segregation	There is evidence in the data of areas of gendered occupational segregation.	<ul style="list-style-type: none"> • Athena Swan SAT to analyse data and consider any approaches to tackling issues identified 	Race / Gender	By December 2025	Athena Swan Self-Assessment Team
6	Conduct a review of the 2025 round of Reward and Recognition applications by protected characteristic	Reward and Recognition processes were paused at the time of the data snapshot, so it will be important to consider applications for its 2025 re-introduction with an EDI lens.	<ul style="list-style-type: none"> • Data of R&R applications to be analysed and report produced 	All	October 2025	Senior HR Partners

Appendix A - Gender Pay Gap Analysis by Grade – All 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 Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£22,473	£22,537	£12.09	£12.12	£22,214	£22,214	£11.95	£11.95	0.28%	0.28%	0.00%	0.00%
G4	£25,222	£25,299	£13.57	£13.61	£25,138	£25,138	£13.52	£13.52	0.31%	0.31%	0.00%	0.00%
G5	£30,615	£29,991	£16.47	£16.14	£31,396	£29,605	£16.89	£15.93	-2.04%	-1.98%	-5.70%	-5.70%
G6	£35,751	£34,851	£19.23	£18.82	£36,024	£34,473	£19.38	£18.74	-2.52%	-2.14%	-4.31%	-3.30%
G7	£40,566	£39,611	£21.99	£21.46	£40,521	£39,347	£22.03	£21.62	-2.35%	-2.40%	-2.90%	-1.87%
G8	£49,485	£48,534	£27.12	£26.61	£49,794	£48,350	£27.36	£26.01	-1.92%	-1.88%	-2.90%	-4.94%
G9	£63,359	£62,389	£34.58	£34.21	£64,914	£64,914	£34.92	£34.92	-1.53%	-1.08%	0.00%	0.00%
G10	£70,013	£70,181	£38.32	£38.06	£68,857	£68,857	£37.83	£37.04	0.24%	-0.65%	0.00%	-2.10%
G10P*	---	---	---	---	---	---	---	---	---	---	---	---

*Professors are attached to a separate Professorial scale and have separate pay progression arrangements. For the purposes of reporting, staff members on the professorial scale have been reported under 'G10P'

Appendix B - Gender Pay Gap Analysis by Grade – Academic 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 Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£40,086	£38,370	£22.03	£21.08	£40,521	£38,223	£22.26	£21.00	-4.28%	-4.28%	-5.67%	-5.67%
G8	£49,143	£48,873	£27.00	£26.85	£49,794	£48,350	£27.36	£26.57	-0.55%	-0.56%	-2.90%	-2.90%
G9	£63,538	£62,451	£34.91	£34.31	£64,914	£64,914	£35.67	£35.67	-1.71%	-1.71%	0.00%	0.00%
G10	---	---	---	---	---	---	---	---	---	---	---	---
G10P*	---	---	---	---	---	---	---	---	---	---	---	---

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 Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£22,473	£22,537	£12.09	£12.12	£22,214	£22,214	£11.95	£11.95	0.28%	0.28%	0.00%	0.00%
G4	£25,222	£25,299	£13.57	£13.61	£25,138	£25,138	£13.52	£13.52	0.31%	0.31%	0.00%	0.00%
G5	£30,615	£29,991	£16.47	£16.14	£31,396	£29,605	£16.89	£15.93	-2.04%	-1.98%	-5.70%	-5.70%
G6	£35,751	£35,311	£19.23	£18.99	£36,024	£34,980	£19.38	£18.82	-1.23%	-1.24%	-2.90%	-2.90%
G7	£40,832	£40,164	£21.97	£21.61	£40,521	£40,521	£21.80	£21.80	-1.63%	-1.64%	0.00%	0.00%
G8	£50,286	£47,890	£27.05	£25.76	£48,384	£46,974	£26.03	£25.27	-4.76%	-4.76%	-2.91%	-2.91%
G9	£62,980	£63,321	£33.88	£34.06	£63,029	£64,914	£33.90	£34.92	0.54%	0.54%	2.99%	2.99%
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix D – Gender Pay Gap – FT/PT - All Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£44,611	£24.32	£44,263	£24.32	£43,857	£23.84	£43,266	£23.52	1.72%	2.02%	2.30%	3.39%
Part Time	£45,091	£24.64	£44,263	£24.32	£45,728	£25.06	£46,974	£25.81	-1.39%	-1.65%	-5.77%	-5.77%

Appendix E – Gender Pay Gap – FT/PT – Academic Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£54,247	£29.81	£54,395	£29.89	£56,681	£31.14	£54,395	£29.89	-4.29%	-4.29%	0.00%	0.00%
Part Time	£50,272	£27.62	£48,350	£26.57	£50,424	£27.71	£49,794	£27.36	-0.30%	-0.31%	-2.90%	-2.90%

Appendix F – Gender Pay Gap – Professional Services Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£34,121	£18.35	£31,396	£16.89	£35,932	£19.33	£30,396	£16.89	-5.04%	-5.04%	0.00%	0.00%
Part Time	£34,665	£18.65	£31,396	£16.89	£28,354	£15.25	£25,717	£13.83	22.26%	22.30%	22.09%	22.09%

Appendix G – Gender Pay Gap – Age

AGE	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median FTE Hourly Rate	Mean Pay Gap (Salary)	Mean Pay Gap (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Age 16-24	£23,778	£12.79	£23,700	£12.75	£23,135	£12.45	£21,828	£11.74	2.78%	2.78%	8.58%	8.58%
Age 25-34	£33,885	£18.41	£32,657	£17.74	£35,850	£20.56	£38,342	£20.63	-10.48%	-10.47%	-14.83%	-13.98%
Age 35-44	£44,879	£24.52	£45,585	£25.05	£40,910	£22.27	£39,626	£21.62	9.70%	10.10%	15.04%	15.85%
Age 45-54	£48,758	£26.62	£48,350	£26.57	£45,657	£24.83	£45,585	£25.05	6.79%	7.19%	6.07%	6.07%
Age 55-64	£49,299	£26.93	£51,283	£28.18	£64,716	£35.25	£61,198	£33.63	-23.82%	-23.60%	-16.20%	-16.20%
Age 65+	£50,742	£27.75	£54,395	£29.89	£62,681	£34.44	£56,021	£30.78	-19.05%	-19.44%	-2.90%	-2.90%

Appendix H – Ethnicity Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: Minority Ethnicity	Mean Salary: White	Mean Hourly Rate: Minority Ethnicity	Mean Hourly Rate: White	Median Salary: Minority Ethnicity	Median Salary: White	Median Hourly Rate: Minority Ethnicity	Median Hourly Rate: White	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	---	---	---	---	---	---	---	---	---	---	---	---
G4	£24,773	£25,306	£13.33	£13.61	£24,248	£25,138	£13.04	£13.52	-2.11%	-2.11%	-3.54%	-3.54%
G5	---	---	---	---	---	---	---	---	---	---	---	---
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£38,734	£40,167	£21.06	£21.72	£37,652	£40,521	£20.69	£21.80	-3.57%	-3.03%	-7.08%	-5.09%
G8	£46,598	£49,120	£25.60	£26.92	£45,585	£48,350	£25.05	£26.57	-5.13%	-4.89%	-5.72%	-5.72%
G9	£60,497	£62,867	£33.14	£34.42	£61,198	£64,914	£33.63	£34.92	-3.77%	-3.71%	-5.72%	-3.70%
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix I – Disability Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: Disabled	Mean Salary: Non-Disabled	Mean Hourly Rate: Disabled	Mean Hourly Rate: Non-Disabled	Median Salary: Disabled	Median Salary: Non-Disabled	Median Hourly Rate: Disabled	Median Hourly Rate: Non-Disabled	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	---	---	---	---	---	---	---	---	---	---	---	---
G4	---	---	---	---	---	---	---	---	---	---	---	---
G5	£30,663	£30,120	£16.49	£16.21	£30,942	£30,487	£16.64	£16.40	1.80%	1.75%	1.49%	1.49%
G6	£34,390	£35,475	£18.55	£19.12	£34,980	£35,502	£18.82	£19.10	-3.60%	-2.97%	-1.47%	-1.47%
G7	£39,733	£39,975	£21.52	£21.65	£39,347	£39,347	£21.62	£21.62	-0.61%	-0.59%	0.00%	0.00%
G8	£47,529	£48,813	£26.06	£26.76	£45,585	£48,350	£25.05	£26.57	-2.63%	-2.62%	-5.72%	-5.72%
G9	---	---	---	---	---	---	---	---	---	---	---	---
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix J – Sexual Orientation Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: LGBTQ+	Mean Salary: Hetero-sexual	Mean Hourly Rate: LGBTQ+	Mean Hourly Rate: Hetero-sexual	Median Salary: LGBTQ+	Median Salary: Hetero-sexual	Median Hourly Rate: LGBTQ+	Median Hourly Rate: Hetero-sexual	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	---	---	---	---	---	---	---	---	---	---	---	---
G4	£23,810	£25,149	£12.81	£13.53	£23,700	£25,138	£12.75	£13.52	-5.33%	-5.33%	-5.72%	-5.72%
G5	---	---	---	---	---	---	---	---	---	---	---	---
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£39,173	£40,146	£21.25	£21.71	£38,205	£40,521	£20.55	£21.80	-2.42%	-2.09%	-5.72%	-5.72%
G8	£46,857	£48,498	£25.68	£26.58	£44,263	£48,350	£24.32	£26.01	-3.38%	-3.41%	-8.45%	-6.49%
G9	£61,281	£61,366	£33.67	£33.56	£61,198	£61,198	£33.63	£33.63	-0.14%	0.32%	0.00%	0.00%
G10	---	---	---	---	---	---	---	---	---	---	---	---