

Gender Pay Gap reporting figures	2024	2023	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	2.7%	3.8%	5.2%	3.9%	4.6%	5.5%	5.0%	3.8%
Median gender pay gap in hourly pay	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mean bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Median bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Proportion of males and females receiving a bonus payment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Mean hourly rate analysis	2024	2023	2022	2021	2020	2019	2018	2017
(Average) mean hourly rate men	14.05	13.13	12.90	12.25	11.59	10.99	10.51	10.20
(Average) mean hourly rate women	13.67	12.62	12.23	11.78	11.05	10.39	9.98	9.81
(Average) mean gender pay gap in hourly pay	2.7%	3.8%	5.2%	3.9%	4.6%	5.5%	5.0%	3.8%

Mid-point hourly rate analysis	2024	2023	2022	2021	2020	2019	2018	2017
(Mid-point) median hourly rate men	13.39	11.54	11.05	10.85	9.95	9.49	9.00	8.74
(Mid-point) median hourly rate women	11.95	11.54	11.05	10.85	9.95	9.49	9.00	8.74
(Mid-point) median gender pay gap in hourly pay	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Proportion of males and females in each pay quartile	Men									Women						
	2024	2023	2022	2021	2020	2019	2018	2017	2024	2023	2022	2021	2020	2019	2018	2017
Upper quartile	30.8%	35.8%	33.6%	27.7%	31.5%	32.4%	32.9%	35.6%	73.3%	64.2%	66.4%	72.3%	68.5%	67.6%	67.1%	64.4%
Upper middle quartile	35.8%	25.1%	26.9%	26.3%	28.2%	26.6%	26.3%	31.3%	60.0%	74.9%	73.1%	73.7%	71.8%	73.4%	73.7%	68.7%
Lower middle quartile	25.0%	25.1%	26.1%	26.3%	28.2%	25.9%	25.7%	27.4%	94.2%	74.9%	73.9%	73.7%	71.8%	74.1%	74.3%	72.6%
Lower quartile	24.6%	25.1%	25.2%	26.3%	26.2%	24.3%	26.3%	27.9%	56.6%	74.9%	74.8%	73.7%	73.8%	75.7%	73.7%	72.1%

Proportion of males and females employed (permanent & sessional)	Men									Women						
	2024	2023	2022	2021	2020	2019	2018	2017	2024	2023	2022	2021	2020	2019	2018	2017
Numbers	140	133	133	146	149	152	139	179	342	348	343	402	373	405	439	407
Percentages	29.0%	27.7%	27.9%	26.6%	28.5%	27.3%	24.0%	30.5%	71.0%	72.3%	72.1%	73.4%	71.5%	72.7%	76.0%	69.5%

Permanent Staff - male / female proportion employed	Men									Women						
	2024	2023	2022	2021	2020	2019	2018	2017	2024	2023	2022	2021	2020	2019	2018	2017
Numbers	101	99	106	117	114	110	123	133	270	269	281	323	263	273	296	284
Percentages	27.2%	26.9%	27.4%	26.6%	30.2%	28.7%	29.4%	31.9%	72.8%	73.1%	72.6%	73.4%	69.8%	71.3%	70.6%	68.1%

Sessional Staff - male / female proportion employed	Men									Women						
	2024	2023	2022	2021	2020	2019	2018	2017	2024	2023	2022	2021	2020	2019	2018	2017
Numbers	39	34	27	29	35	42	16	46	72	77	62	79	110	132	143	123
Percentages	35.1%	30.6%	30.3%	26.9%	24.1%	24.1%	10.1%	27.2%	64.9%	69.4%	69.7%	73.1%	75.9%	75.9%	89.9%	72.8%

Signed as accurate, 30 September 2024, Brian Watts, Director for People

