INTRODUCTION

What is the gender pay gap?

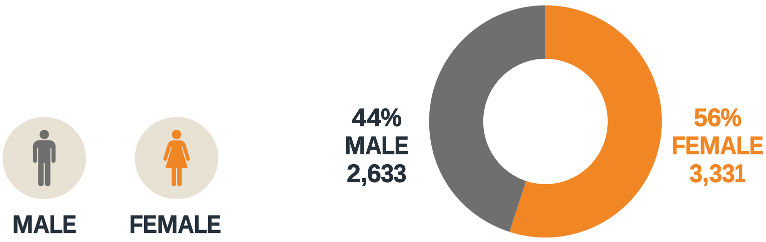
GENDER PAY

EQUAL PAY

Our reported figures

GENDER SPLIT

5,964



Summary

GENDER PAY GAP

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YEAR	MEAN (AVERAGE) hourly rate pay gap	MEDIAN (MIDDLE) hourly rate pay gap
2020	19.1%	18.6%
2019	18.9%	16.0%
2018	17.6%	16.3%
2017	19.3%	17.7%

Understanding the changes to our gender pay gap

CHART 1: DISTRIBUTION OF HOURLY RATES – 2020 (casual sta only)

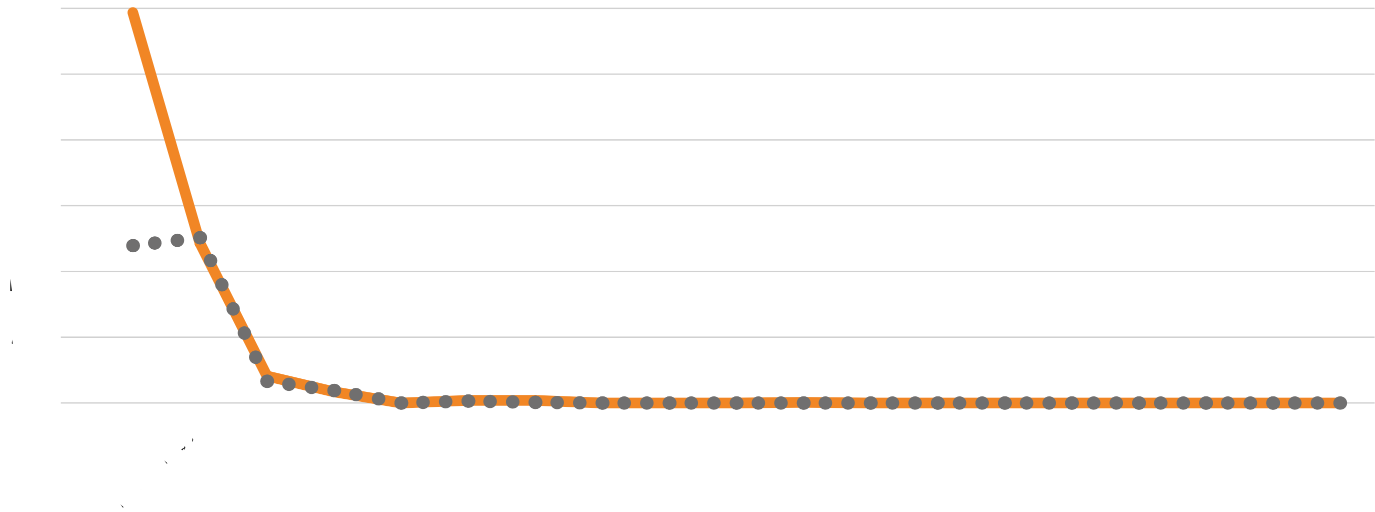

CHART 4: PROPORTION OF MALES AND FEMALES BY GRADE – PROFESSIONAL AND SUPPORT (excluding casual sta□)

OTHER KEY FACTS ARISING IN OUR REPORT:

Academic sta□:

ABLE PA GAP B PROFE ORIAL BAND

BAND LEVEL	2020	2019	2018	2017
PROFESSORIAL BAND 1	-0.3%	-0.3%	-4.4%	0.8%
PROFESSORIAL BAND 2	1.8%	4.2%	4.4%	7.5%
PROFESSORIAL BAND 3	4.2%	5.4%	6.2%	8.6%

PROGRESS SINCE OUR LAST REPORT:

FUTURE ACTIONS

1. Achieve 50:50 gender balance in Professorial Bands 2 and 3. In order to do this we will:

R[illegible]

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Definitions

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