

# GENDER PAY GAP 2018

## Report Summary

March 2019

The University is committed to providing a safe, healthy and inspiring work environment, with diverse, high performing, confident and motivated staff, who feel valued, supported and proud to be part of the University.

As we enter the new academic year, we continue to press a strong equalities related agenda, which continues to support the University's commitment to ensuring that all members of our community are treated, and treat each other, with respect and dignity in all our activities.

We are confident that women are able to progress within the University at all levels and staff groups, and we will continue to review and monitor to ensure that this is the same for all our staff.

However, a gender pay gap remains evident, resulting from the uneven distribution of men and women across the grading structure, in particular the on-going under representation of men in the more junior roles.

This report helps us focus on the actions we can undertake to help reduce this pay gap.

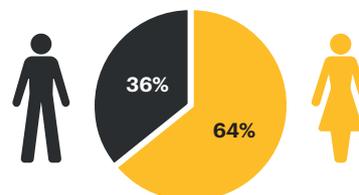
## GENDER BALANCE

Percentage of male and female employees at the University of Suffolk

### Gender split

Women 64%

Men 36%



## GENDER PAY GAP

	Mean (average)	Median (middle)
Gender Pay Gap	14.93%	18.92%

Our gender pay gap has increased this year as a result of the inclusion of an increased number of casual workers, a high proportion of who were female student ambassadors.

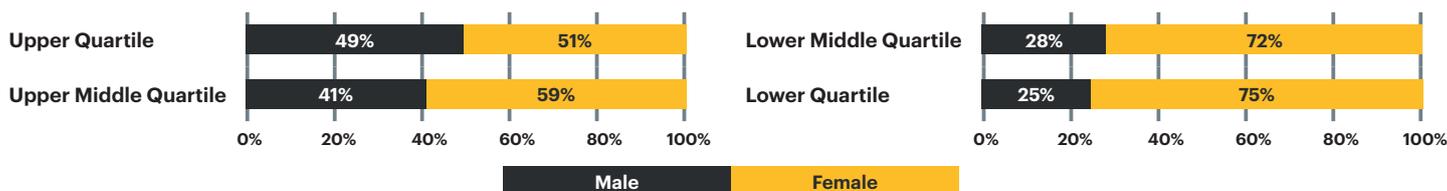
## BONUS PAY GAP

	Male % receiving a bonus payment	Female % receiving a bonus payment	Pay Gap
Mean/Median	0.59%	0%	100%

Bonus payments within the institution are only payable in very exceptional circumstances. One bonus payment was made during the reporting period.

## PAY QUANTILES

The percentage distribution of men and women in each pay quartile.



## ACTION PLANNING

Recruiting more men into our junior roles

- Encouraging male applicants for female dominated roles.
- Review language in job descriptions, adverts and job titles which maybe discouraging male applicants
- Wider external promotion of job opportunities within the Professional Service staff group
- Review male specific training/development opportunities