

This Pay Gaps report provides an overview of the Gender, Ethnicity, Disability and Sexual Orientation pay gap information for Manchester Metropolitan University as at March 2022.

## Gender Pay Gap

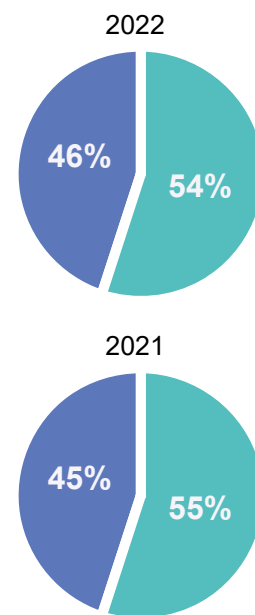
A Gender Pay Gap is the percentage difference between the average pay of all male employees and all female employees. Since 2017, employers have been required to publish the results of their gender pay analysis using prescribed calculations.

For Manchester Metropolitan University, these calculations are given below, together with the sector and whole economy figures taken from the University and Colleges Employers Association (UCEA) and data commissioned from the ONS. The calculations are based on a snapshot of the University's workforce data taken on 31 March 2022 or, in the case of the bonus calculations, bonuses awarded in the year preceding the end of March 2022.

Comparisons between 2022 and 2021 have been provided.

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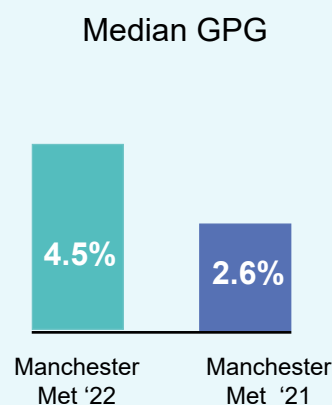
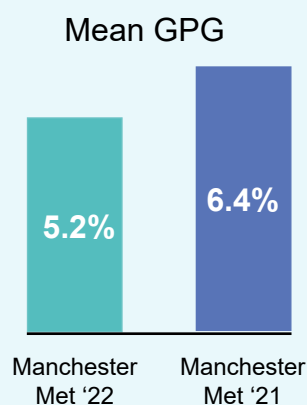
Proportion of all staff by gender



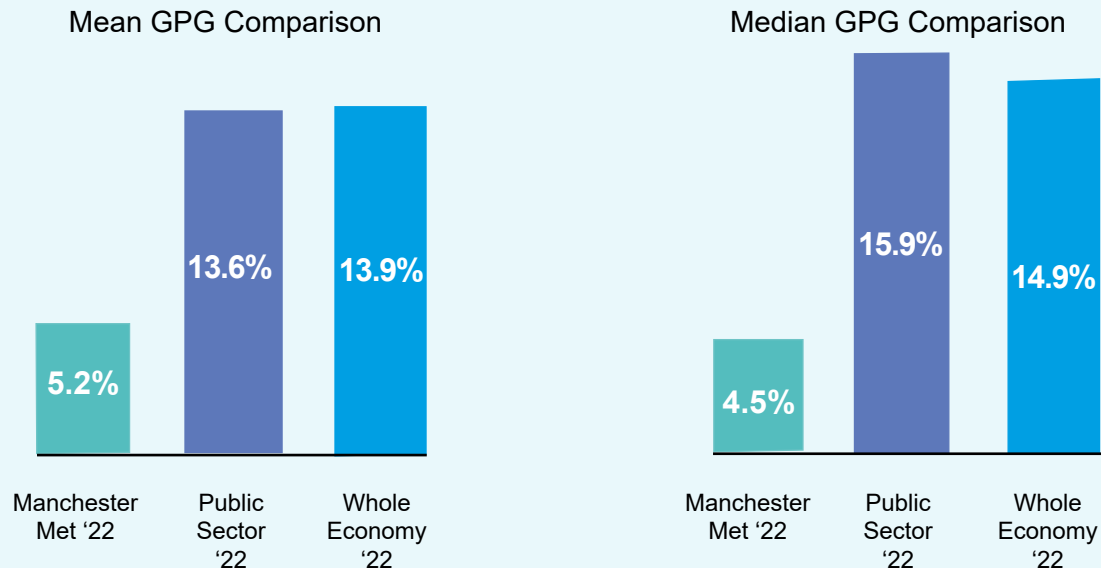
The proportion of males and females has remained consistent between 2021 and 2022.

## Gender Pay Mean and Median Figures

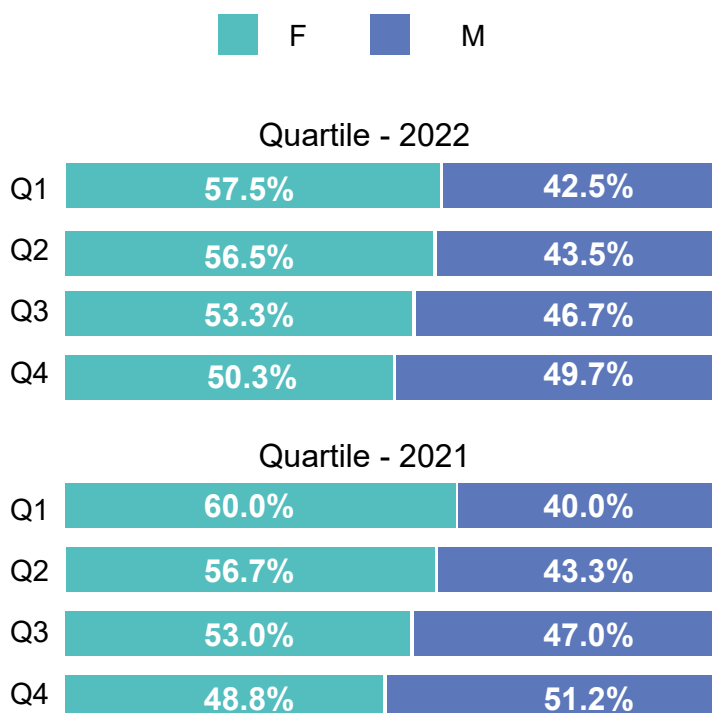
The mean Gender Pay Gap in 2022 is 5.2% and the median is 4.5%, in comparison to 2021 where the mean was 6.4% and the median 3.2%.



A comparison of mean and median pay gaps within the public sector and the whole economy based on 2022 data is shown below, indicating that Manchester Met's pay gap is significantly lower.



## Gender Pay by Quartile



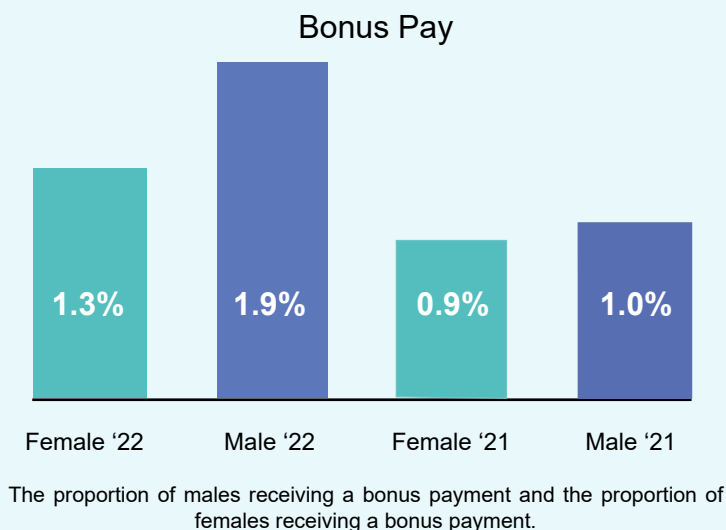
The proportion of male and female employees in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles. The pay gap is strongly impacted by the fact that the University has more women than men in lower graded roles.

The quartiles are similar between 2021 and 2022, with slight movement in the first and fourth quartiles.

## Bonus Pay

At the time of the data snapshot informing the report, the University offered a very limited bonus scheme.

The proportion of females and males receiving a bonus increased slightly in 2022, from 0.9% to 1.3% and 1.0% to 1.9% respectively.



Female's bonus payments were **25%** lower than males, in comparison with it having been 17% lower in 2021.

The difference between the average of male and females' bonuses (mean figure)



The midpoint bonus payment for females was **17%** lower than for males, in comparison with it having been 16% lower in 2021.

The difference between the midpoints in the ranges of males and females' bonuses (median figure)

The University recognises that our Gender Pay Gaps compare favourably with sector and national averages. However, there is a continued commitment to supporting a further reduction in the Gender Pay Gap. This work is supported through the analysis and action planning carried out by our Athena SWAN Self-Assessment Team.

Manchester Metropolitan University is committed to supporting our employees to develop their skills and experience and to take up opportunities within the University. Further information on the University's work in equality and diversity and data on the composition of our workforce can be found on the [Equality & Diversity website](#).

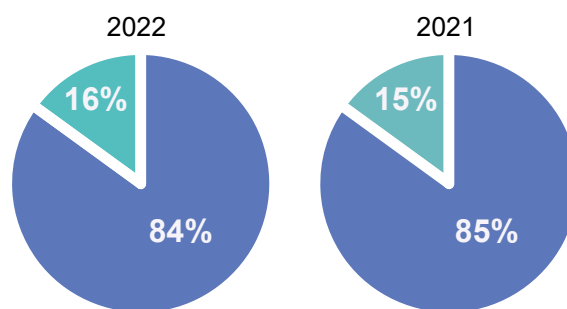
# Ethnicity Pay Gap

An Ethnicity Pay Gap is the percentage difference between the average pay of white employees and BAME employees.

For Manchester Metropolitan University, these figures are given below, and comparisons between 2021 and 2022 have been provided.

■ BAME ■ White

Proportion of all staff by ethnicity

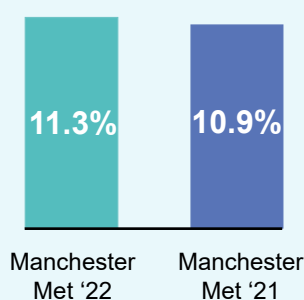


The proportion of white employees and BAME employees has remained fairly consistent between 2021 and 2022.

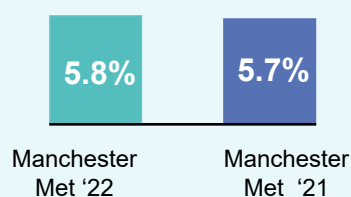
## Ethnicity Pay Mean and Median Figures

The mean Ethnicity Pay Gap in 2022 is 11.3% and the median is 5.8%. Both gaps have increased slightly from 2021, where the mean was 10.9% and the median 5.7%.

Mean EPG



Median EPG



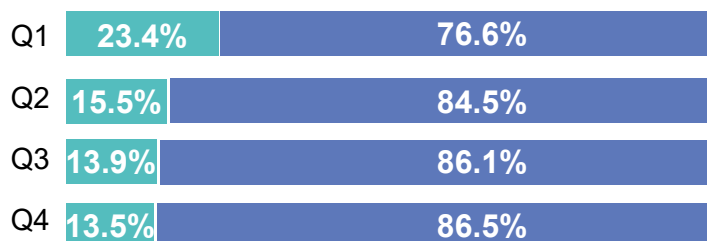
## Ethnicity Pay by Quartile

The proportion of white and BAME employees in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles. The pay gap is strongly impacted by the fact that a greater proportion of employees in lower graded roles are BAME compared to higher graded roles.

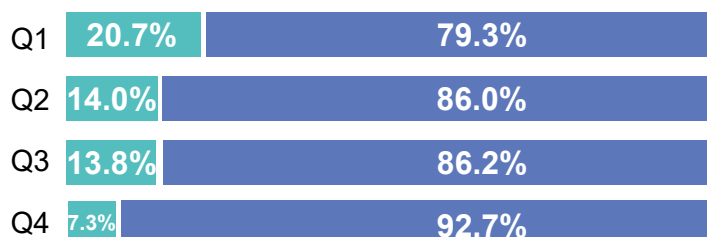
The quartiles are fairly similar between 2021 and 2022, with slight changes in the first and second quartile and a significant change in the fourth quartile.

■ BAME ■ White

Quartile - 2022



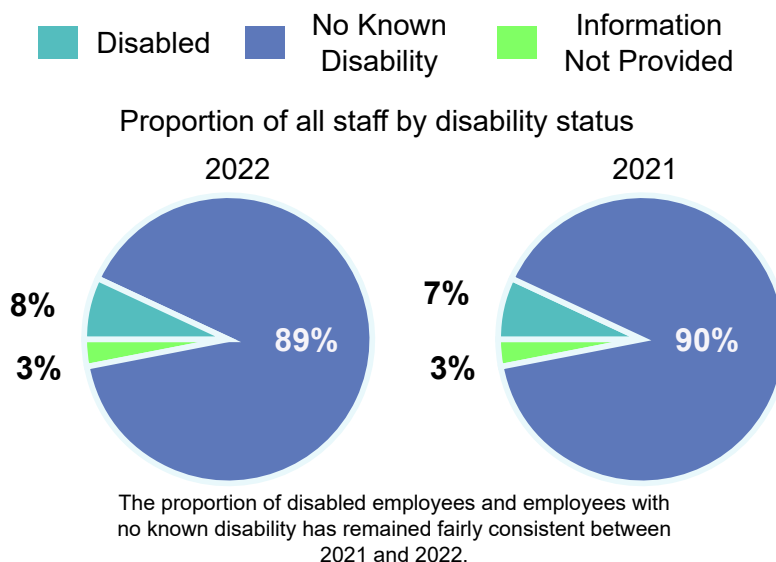
Quartile - 2021



# Disability Pay Gap

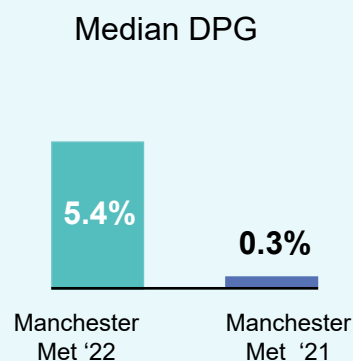
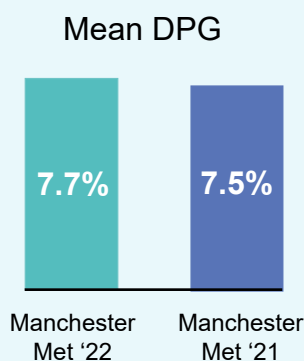
A Disability Pay Gap is the percentage difference between the average pay of employees with no known disability and disabled employees.

For Manchester Metropolitan University, these figures are given below, and comparisons between 2021 and 2022 have been provided.



## Disability Pay Mean and Median Figures

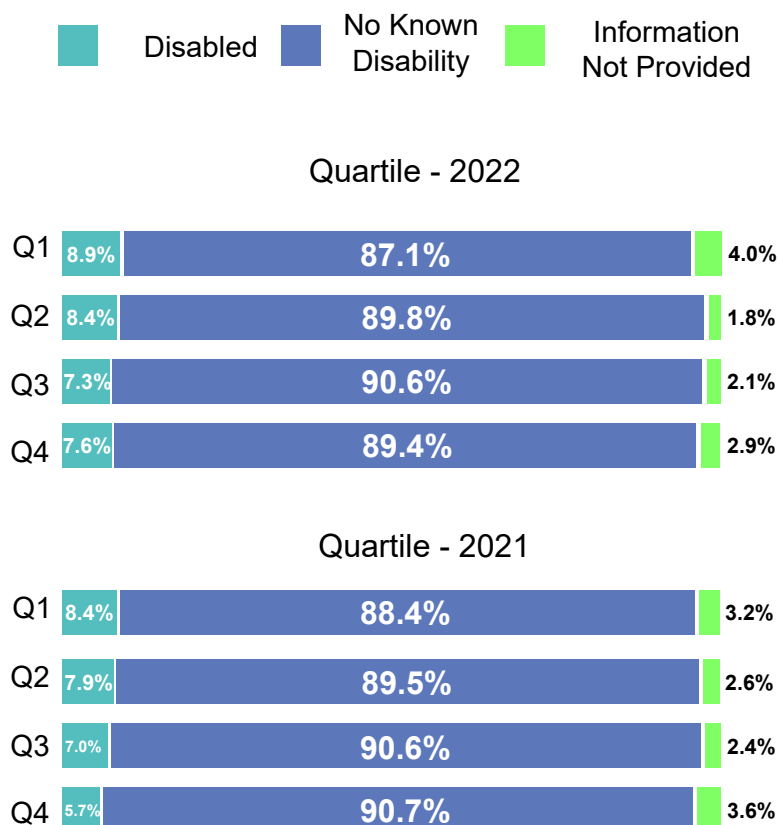
The mean Disability Pay Gap in 2022 is 7.7% and the median is 5.4%. The mean gap has increased slightly from 7.5% in 2021, and the median gap has increased significantly from 0.3% in 2021.



## Disability Pay by Quartile

The proportion of employees with no known disability, disabled employees and employees who did not provide the information in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.

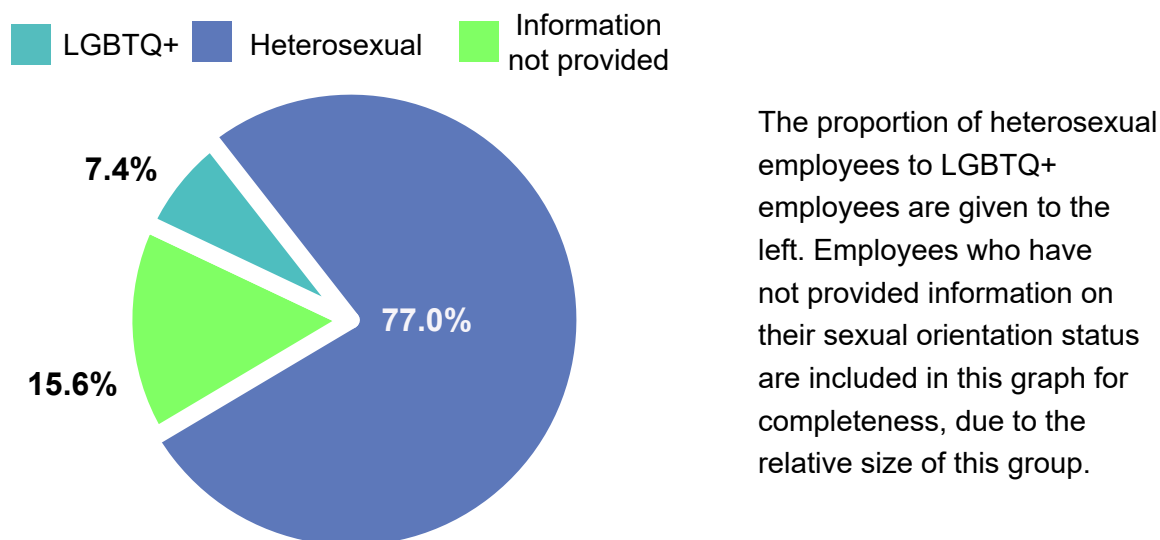
The quartiles are fairly similar between 2021 and 2022, with a slight increase in the number of disabled employees in the fourth quartile.



# Sexual Orientation Pay Gap

A Sexual Orientation Pay Gap is the percentage difference between the average pay of heterosexual employees and LGBTQ+ employees.

For Manchester Metropolitan University, these figures are given below. As this is the first year these figures have been provided, comparisons will be made available next year.



## Sexual Orientation Pay mean and median figures

The mean Sexual Orientation Pay Gap in 2022 is 5.1% and the median gap is 6.7%.

## Sexual Orientation Pay by Quartile

The proportion of heterosexual employees, LGBTQ+ employees and employees who did not provide the information in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles. The pay gap is impacted by the fact that a greater proportion of employees are LGBTQ+ compared to higher graded roles, and further impacted by the comparatively high proportion of employees who chose not to provide the information.

