

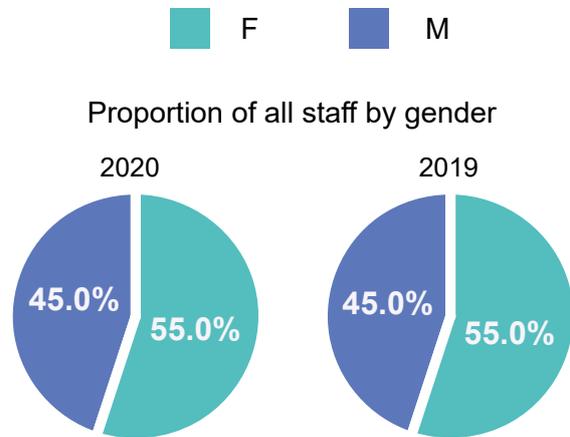
This Gender and Ethnicity Pay Gaps report provides an overview of the Gender Pay Gap and Ethnicity Pay Gap information for Manchester Metropolitan University as at March 2020.

Gender Pay Gap

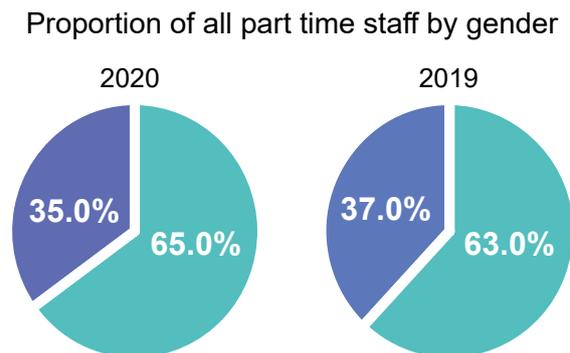
A gender pay gap is the percentage difference between the average pay of male and female employees, this is different to equal pay which deals with the pay differences between men and women who carry out the same or similar jobs. Since 2017, employers have been required to publish the results of their gender pay analysis using prescribed calculations.

For Manchester Metropolitan University, these calculations are given here, together with the sector and whole UK Economy figures taken from the Government Gateway data. The calculations are based on a snapshot of the University's workforce data taken in March 2020 or, in the case of the bonus calculations, bonuses awarded in the year preceding the end of March 2020.

Comparisons between 2019 and 2020 have been provided.



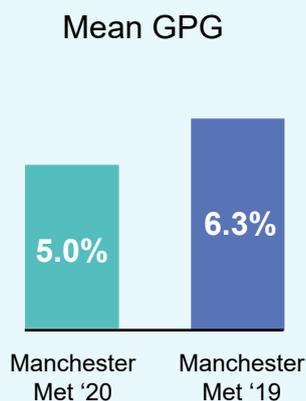
The proportion of males and females has remained consistent between 2019 and 2020.



The proportion of part-time males and females has remained consistent between 2019 and 2020.

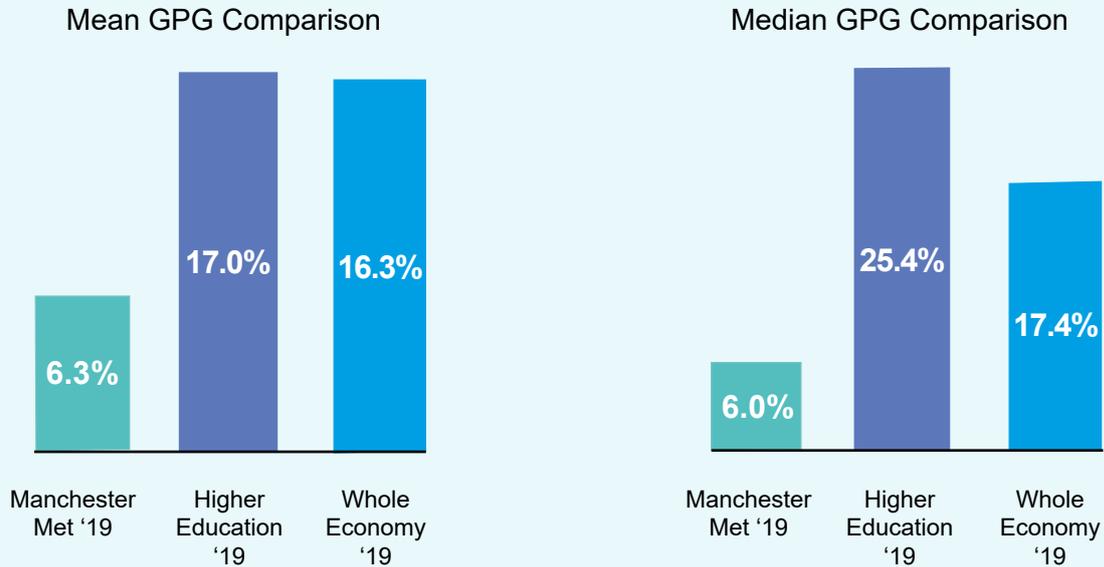
Gender Pay Mean and Median Figures

The mean gender pay gap in 2020 is 5.0% and the median is 2.6%. Both figures have reduced from 2019, where the mean was 6.3% and the median 6.0%.

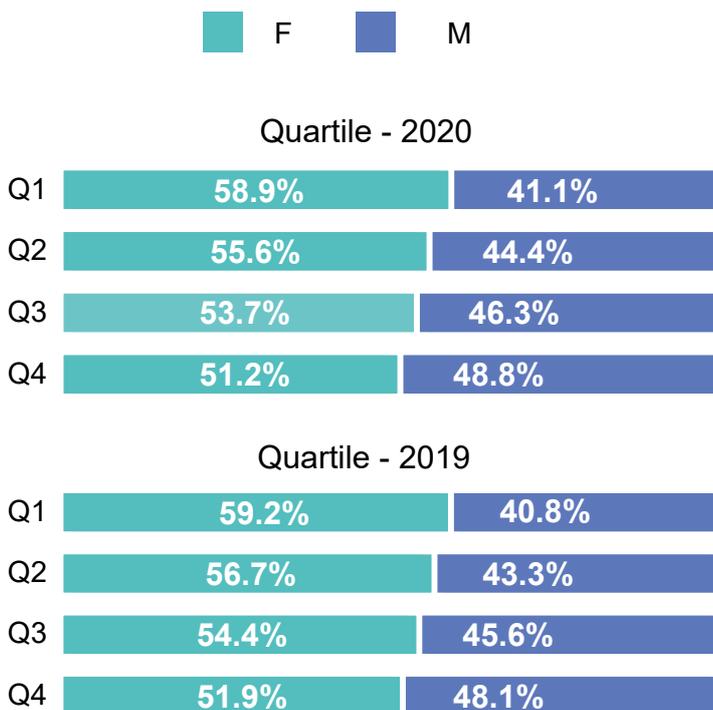


A comparison of mean and median pay gaps within the higher education sector and the whole economy in 2019 is below, indicating that Manchester Met's pay gap was significantly lower than the average.

Comparative information for the higher education sector and whole economy for 2020 pay gaps has yet to be released so the 2019 data is provided.



Gender by Pay Quartile



The proportion of male and female employees in four pay bands ordered from the lowest pay band (Quartile 1) to the highest pay band (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 attributable to the fact that the University has more females than males in lower graded roles.

The quartile proportions have remained consistent between 2019 and 2020.

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 both increased slightly, from 0.30% to 0.60% and 0.43% to 0.80% respectively.



The proportion of males receiving a bonus payment and the proportion of females receiving a bonus payment.



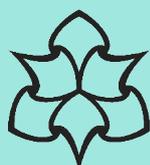
Female's bonus payments were **33.0%** lower than males, in comparison with 14.0% lower in 2019.

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



The midpoint bonus payment for females was **1.8%** higher than males, in comparison with 133.0% higher in 2019.

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



**Manchester
Metropolitan
University**

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

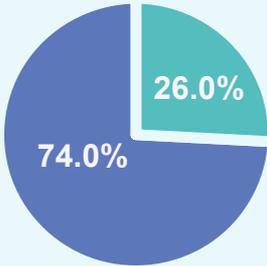
An ethnicity pay gap is the percentage difference between the average pay of White British and BAME employees, this is different to equal pay which deals with the pay differences between White British and BAME employees who carry out the same or similar jobs. The University has no statutory obligation to report its ethnicity pay gap, we have chosen to include this information to demonstrate our commitment to equal pay for BAME employees. As this is the first year reporting this data, comparisons to 2019 are not available. year-on-year comparisons will be included in the 2021 report.

For Manchester Metropolitan University, these calculations are given here, together with the whole society figures taken from Government Gateway data. The calculations are based on a snapshot of the University's workforce data taken in March 2020.

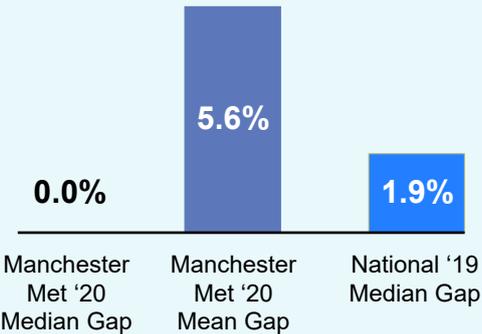
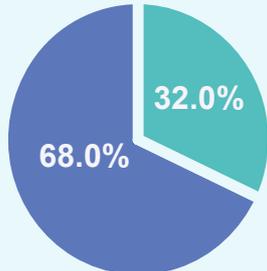
There is no nationally agreed formula for the calculation of ethnicity pay gaps and that we have chosen to replicate the approach taken with the gender pay gap. Any comparisons to other data should therefore be treated with caution.

White British BAME

Proportion of all staff by ethnicity

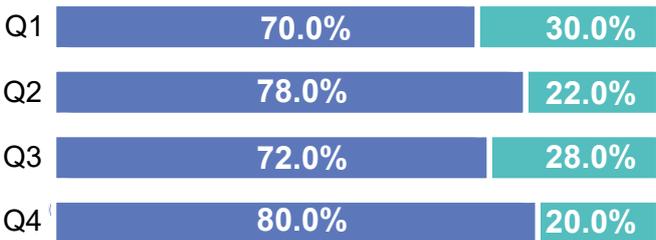


Proportion of part-time staff by ethnicity



Ethnicity by Pay Quartile

White British BAME



The proportion of White British and BAME employees in four pay bands ordered from the lowest pay band (Quartile 1) to the highest pay band (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.