This Pay Gaps report provides an overview of the Gender Pay Gap, Ethnicity Pay Gap and Disability Pay Gap information for Manchester Metropolitan University as at March 2021.

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 2021 or, in the case of the bonus calculations, bonuses awarded in the year preceding the end of March 2021.

Comparisons between 2021 and 2020 have been provided.

Gender Pay Mean and Median Figures

The mean Gender Pay Gap in 2021 is 6.4% and the median is 3.2%, in comparison to 2020 where the mean was 5.1% and the median 2.6%.
A comparison of mean and median pay gaps within the higher education sector and the whole economy based on 2021 data is shown below, indicating that Manchester Met’s pay gap is significantly lower.

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 2020 and 2021, with slight movement in the first 3 quartiles.
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 2020 and 2021 have been provided.

### Ethnicity Pay Mean and Median Figures

The mean Ethnicity Pay Gap in 2021 is 10.9% and the median is 3.2%. The mean has increased slightly and the median decreased significantly from 2020, where the mean was 10.7% and the median 5.7%.

#### Mean EPG

<table>
<thead>
<tr>
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<th>Manchester Met ’21</th>
<th>Manchester Met ’20</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPG</td>
<td>10.9%</td>
<td>10.7%</td>
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</tbody>
</table>

#### Median EPG

<table>
<thead>
<tr>
<th></th>
<th>Manchester Met ’21</th>
<th>Manchester Met ’20</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPG</td>
<td>3.2%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>

### 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 the University has more BAME employees than white employees in lower graded roles than it does in higher graded roles.

The quartiles are similar between 2020 and 2021, with slight changes in all 4 quartiles.
Disability Pay Gap

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

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.

Disability Pay mean and median figures

The mean Disability Pay Gap in 2021 is 7.5% and the median is 0.3%.

Disability Pay by Quartile

The proportion of disabled employees, employees with no known disability 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 the University has more disabled employees than employees with no known disability in lower graded roles than it does in higher graded roles.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Disabled</th>
<th>No Known Disability</th>
<th>Information Not Provided</th>
</tr>
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<tbody>
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<td>88.4%</td>
<td>3.2%</td>
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<tr>
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<td>2.6%</td>
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<tr>
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<td>2.4%</td>
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<tr>
<td>Q4</td>
<td>5.7%</td>
<td>90.7%</td>
<td>3.6%</td>
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