

University of Plymouth Services Limited

2021 GENDER PAY GAP REPORT

Gender pay and bonus gap

Please note: The data contained within this report refers to the University of Plymouth Services Limited only. Our [EDI Plan 2022-25](#) and the action plan within the [University of Plymouth Gender Pay Gap](#) report covers both University of Plymouth and University of Plymouth Services Ltd as we continue to action plan holistically at this time.

Gender pay gap

The **mean hourly rate** of pay for women at the University of Plymouth Services Limited on 5th April 2021 is 2.6% higher than for men.

The **median hourly rate** of pay for women at the University of Plymouth Services Limited on 5th April 2021 is 0.4% higher than for men.

Employees who do not receive their full months' pay due to 'leave' are not included (leave means sickness, maternity, paternity, sabbatical etc.). Salary sacrifice schemes are also excluded from the calculations (childcare vouchers, cycle to work scheme).

Please note: During this reporting period we did have a proportion of staff on Furlough. These staff remained on 100% pay and are therefore included in the calculations.

Gender bonus gap

The University of Plymouth Services Limited does not operate a performance-related pay scheme therefore the percentage of men and women who received a bonus pay is 0%.

1. Pay quartiles

The charts below show the proportion of men and women in each pay quartile on 5th April 2021. We are committed to equal pay and our figures indicate that within each quartile there are no significant gender pay gaps. However, the results also demonstrate the imbalance of men and women across organisational levels (occupational segregation). Occupational segregation is the distribution of men and women across different pay grades.

Figure 1 – Pay quartile one

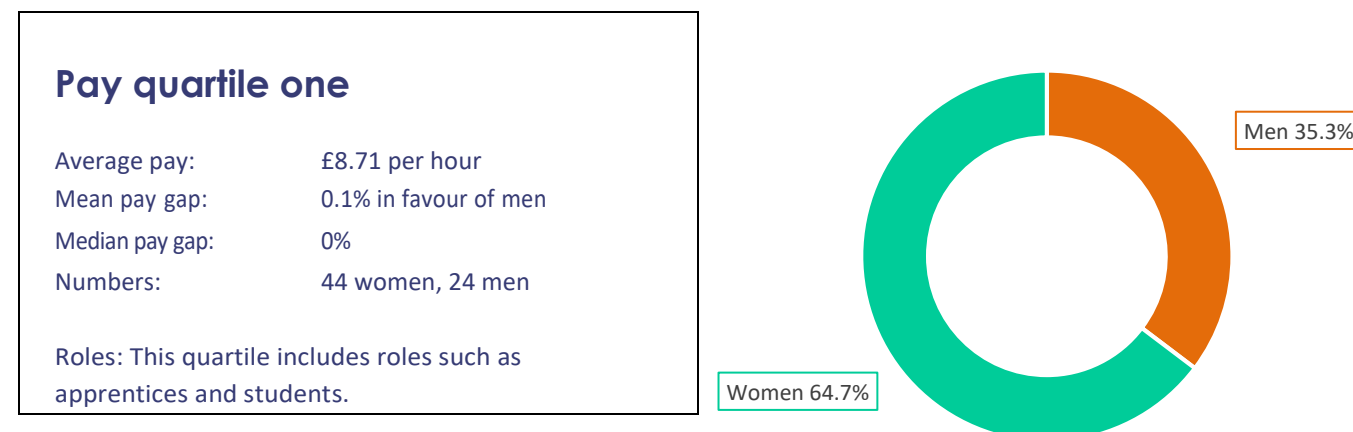


Figure 2 – Pay quartile two



Figure 3 – Pay quartile three

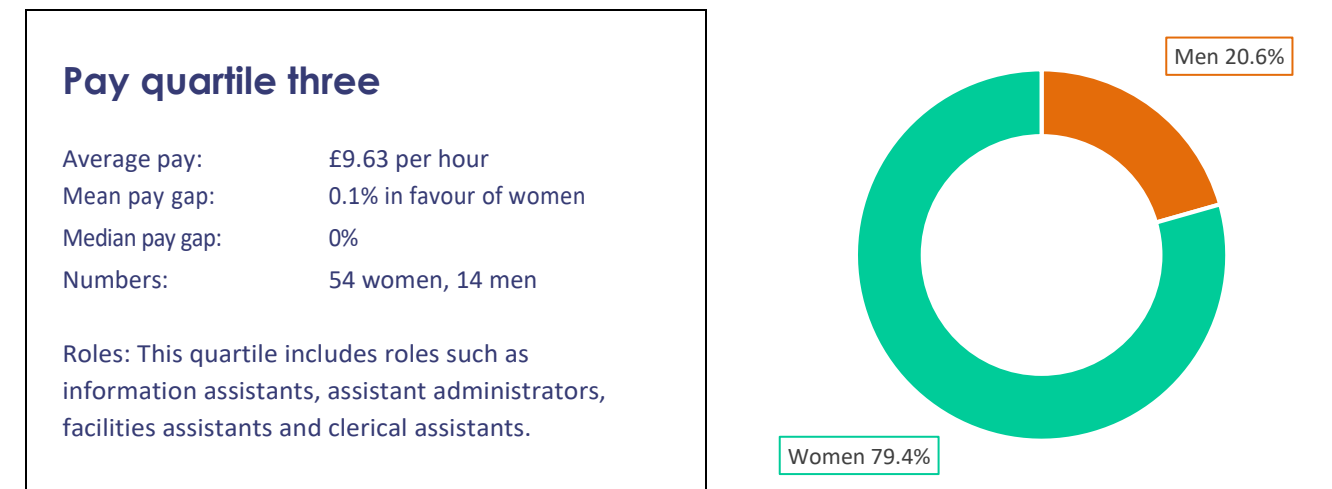


Figure 4 – Pay quartile four

