



SRUC GENDER PAY GAP 2017-18

This report confirms the **Gender Pay Gap figures for SRUC**, as published on the **GOV.UK** website. The detail required includes:

- **mean gender pay gap in hourly pay**
- **median gender pay gap in hourly pay**
- *proportion of males and females receiving a bonus payment (none – see below)*
- **proportion of males and females in each pay quartile**

There is provision for publishing “mean and median bonus gender pay gaps”, however SRUC do not pay employee bonuses.

The figures are calculated according to the relevant Government formulae so differ from the data we published last April in our Equality & Diversity reports at the time (the formulae were not available at that time). The government/ national calculation methods show the following results for SRUC.

Mean Hourly Rate (Male)	£18.21
Mean Hourly Rate (Female)	£14.86
Gender Pay Gap (Mean Hourly Rate) %	18.4% (£3.35)
Median Hourly Rate (Male)	£17.57
Median Hourly Rate (Female)	£12.77
Gender Pay Gap (Median Hourly Rate)	27.3% (£4.80)

The proportion of males and females in each pay quartile (as defined by HMG) are as follows:

	Male	Female
Lower Quartile	33.6	66.4
Lower Middle Quartile	31.3	68.7
Upper Middle Quartile	51.3	48.7
Upper Quartile	56	44