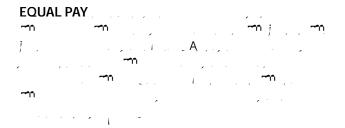


# **INTRODUCTION**

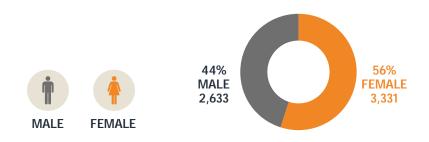
## What is the gender pay gap?

GENDER PAY

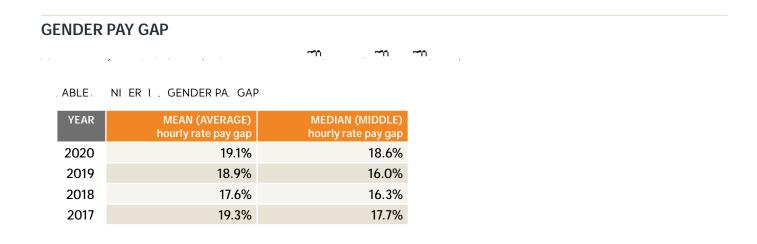


## Our reported figures

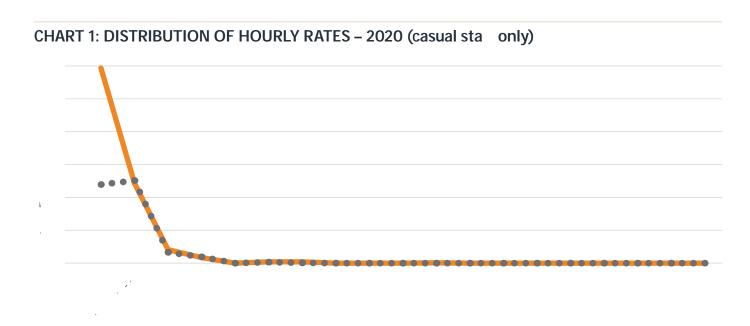
#### **GENDER SPLIT**



## **Summary**



Understanding the changes to our gender pay gap





# CHART 4: PROPORTION OF MALES AND FEMALES BY GRADE – PROFESSIONAL AND SUPPORT (excluding casual sta )



### OTHER KEY FACTS ARISING IN OUR REPORT:

Academic sta :

ABLE PA. GAP B. PROFE ORIAL BAND

BAND LEVEL	2020	2019	2018	2017
PROFESSORIAL BAND 1	-0.3%	-0.3%	-4.4%	0.8%
PROFESSORIAL BAND 2	1.8%	4.2%	4.4%	7.5%
PROFESSORIAL BAND 3	4.2%	5.4%	6.2%	8.6%

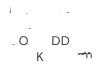
### PROGRESS SINCE OUR LAST REPORT:

### **FUTURE ACTIONS**

1. Achieve 50:50 gender balance in Professorial Bands 2 and 3. In order to do this we will:

# **Definitions**

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