

GENDER PAY GAP REPORT 2020/21

Behind our various qualities, knowledge areas, skills and abilities, is our diverse community of staff, students and visitors. And we're proud of everything they bring to the University. Our policies support our commitment to equality, diversity and inclusion, and our staff are trained in their expectations and legal obligations.

Falmouth University ensures equal pay for equal work and does so through the adoption of a nationally agreed job evaluation system and pay scales. The gender pay gap is different to equal pay and is the difference between men and women's average pay, shown here as both a mean and median percentage.

Our Gender Pay Gap Report provides an extra set of metrics in relation to differences between men and women's average pay within the University. As part of our legal obligations we are publishing this data in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which require us to report on a number of metrics as of 31st March in a given year.

We recognise that reporting on our metrics is an important component of our actions as it enables analysis on our progress. However, we also believe it is important to have a future focused action plan aligned to our Equality, Diversity & Inclusion Charter to ensure that we continue to progress actions to close the gender pay gap and this plan can be found within the Equality, Diversity & Inclusion section of our website.

2021 metrics for Falmouth University:

- Mean gender pay gap – Women's pay is 9.4% lower
- Median gender pay gap – Women's pay is 11.1% lower
- Mean gender bonus pay gap – Men's bonus pay is 27.6% higher
- Median gender bonus pay gap – Men's bonus pay is 20% higher
- Proportion of male employees receiving a bonus – 9.4%
- Proportion of female employees receiving a bonus – 5.3%

Bonus payments relate to Staff Excellence Awards which awarded more teams comprising men rather than women during the year and recognises the fact that no bonuses were paid to the senior team which comprises 31% of women.

| | Women | Men | Description |
|------------------------------|-------|-------|--|
| Lower quartile | 65.6% | 34.4% | All employees whose standard hourly rate places them at or below the lower quartile |
| Lower middle quartile | 50.8% | 49.2% | All employees whose standard hourly rate places them above the lower quartile but at or below the median |
| Upper middle quartile | 53.1% | 46.9% | All employees whose standard hourly rate places them above the median but at or below the upper quartile |
| Upper quartile | 39.7% | 60.3% | All employees whose standard hourly rate places them above the upper quartile |

