

FALMOUTH

UNIVERSITY

REPORTED GENDER PAY GAP FIGURES 2023/24

THIS DOCUMENT SETS OUT THE GENDER PAY GAP FIGURES FOR FALMOUTH UNIVERSITY AND ITS SUBSIDIARY ORGANISATIONS FOR 2023/24 AS REPORTED VIA THE GOVERNMENT GENDER PAY GAP SERVICE.

1. Falmouth University (snapshot date 31 March 2023)

Gender Pay Gap Metrics:

Metrics	2023
Mean gender pay gap – Women's pay is:	6.4% lower
Median gender pay gap - Women's pay is:	0% lower
Mean gender bonus pay gap – Women's bonus pay is:	N/a
Median gender bonus pay gap – Women's bonus pay is:	N/a
The proportion of male employees receiving a bonus:	0%
The proportion of female employees receiving a bonus:	0%

Gender Pay Gap Quartiles:

	Women	Men	Description
Lower quartile	62.4%	37.6%	All employees whose standard hourly rate places them at or below the lower quartile.
Lower middle quartile	45.8%	54.2%	All employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper middle quartile	53%	47%	All employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper quartile	39%	61%	All employees whose standard hourly rate places them above the upper quartile.

2. Subsidiary Organisations

While the reported figures for Falmouth's subsidiary organisations are based on the statutory reporting date of 5 April 2023, it should be noted that where these figures are combined with those of Falmouth University to provide a combined Core Staffing figure for internal analysis, the snapshot date is adjusted so that it aligns with the public sector snapshot date applicable for Falmouth University of 31 March 2023.

a. Falmouth Agency (snapshot date 5 April 2023)

No reporting requirements in 2023/24 as headcount <250 at snapshot date

b. Falmouth Staffing (snapshot date 5 April 2023)

Gender Pay Gap Metrics:


Metrics	2023
Mean gender pay gap – Women's pay is:	11.1%
Median gender pay gap - Women's pay is:	10.8%
Mean gender bonus pay gap – Women's bonus pay is:	N/a
Median gender bonus pay gap – Women's bonus pay is:	N/a
The proportion of male employees receiving a bonus:	0%
The proportion of female employees receiving a bonus:	0%

Gender Pay Gap Quartiles:

	Women	Men	Description
Lower quartile	71.6%	28.4%	All employees whose standard hourly rate places them at or below the lower quartile.
Lower middle quartile	61.7%	38.3%	All employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper middle quartile	58%	42%	All employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper quartile	43.8%	56.3%	All employees whose standard hourly rate places them above the upper quartile.

3. Written Statement

As part of our legal obligations Falmouth University are publishing this data in response to our responsibilities under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which require us to report on the metrics above as of 31 March in a given year for Falmouth University, and as of 5 April in a given year for Falmouth Staffing. On behalf of Falmouth University and its subsidiary organisations, I confirm that the 2023 gender pay gap information provided in this report, and reported to the government online using the gender pay gap service for the year 2023/24 is accurate.

Signed:	
Name:	Mark Smalley
Job Title:	Deputy Director of People & Culture
Date:	26 March 2024