

OUR COMMITMENT TO EQUALITY AND DIVERSITY UNDERPINS ALL ASPECTS OF OUR PEOPLE EXPERIENCE.

Gender pay gap shows the pay gap between all men and women employees in an organisation.

It is different to an equal pay review which shows whether men and women are paid equally for doing work deemed to be of equal value. At Solent University, we are confident that people undertaking the same roles and roles assessed to be of equal value are paid within the same pay grade.

We are continuing to work to reduce our gender pay gap. An update action plan will be published by the equality and well-being committee by July 2019.

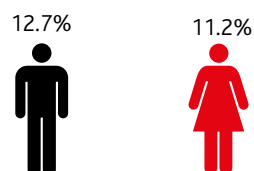
GENDER PAY GAP FIGURES (31 MARCH 2018)

This data shows the difference in pay and bonuses (for example, special payments) between all men and women at Solent and the proportion of men and women receiving a bonus.

Pay and bonus gap

	Mean	Median
Pay gap	14.5%	12.3%
Bonus pay gap	5.27%	9.09%

Proportion of colleagues receiving a bonus payment



Pay Quartiles

This data shows the gender distribution across four equally sized quartiles of the University.

