

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

Gender pay gap reporting shows the pay gap between an organisation’s male and female employees.

This 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.

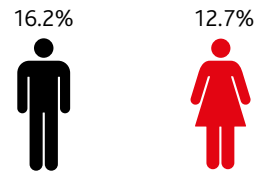
We are continuing to work to reduce our gender pay gap. An update action plan will be published by the equality and well-being committee by July 2020.

SOLENT GENDER PAY GAP FIGURES (31 MARCH 2019)

Pay and bonus gap

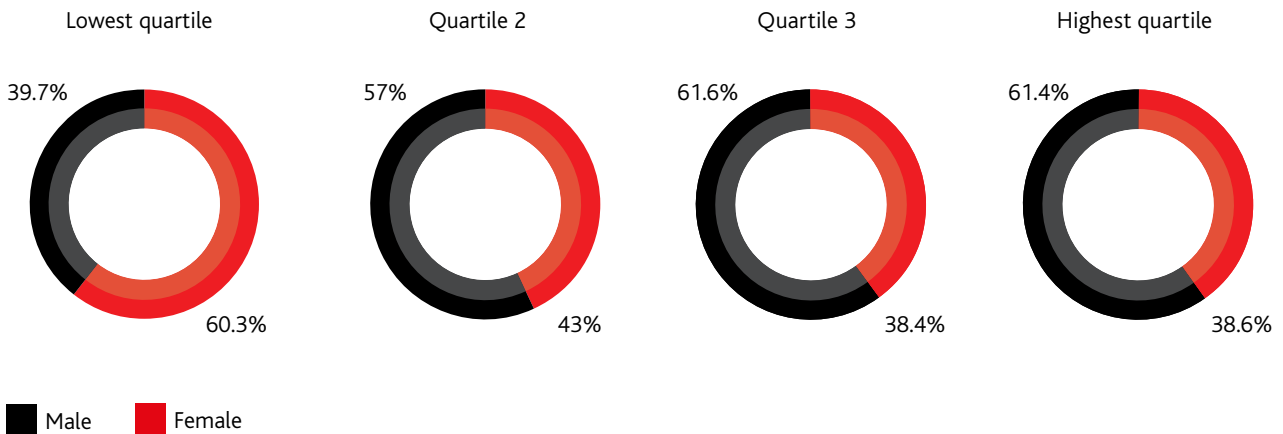
| | Mean | Median |
|---------------|-------|--------|
| Pay gap | 8.9% | 5.7% |
| Bonus pay gap | 13.0% | 7.1% |

Proportion of colleagues receiving a bonus payment



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

Pay Quartiles



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

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Solent University Services Ltd (SUS LTD) is a wholly owned subsidiary company of Solent University. SUS Ltd is the employer for most Professional Services roles and all Campus jobs recruited after 1 October 2018.

The 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.

As a wholly owned subsidiary company of 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.

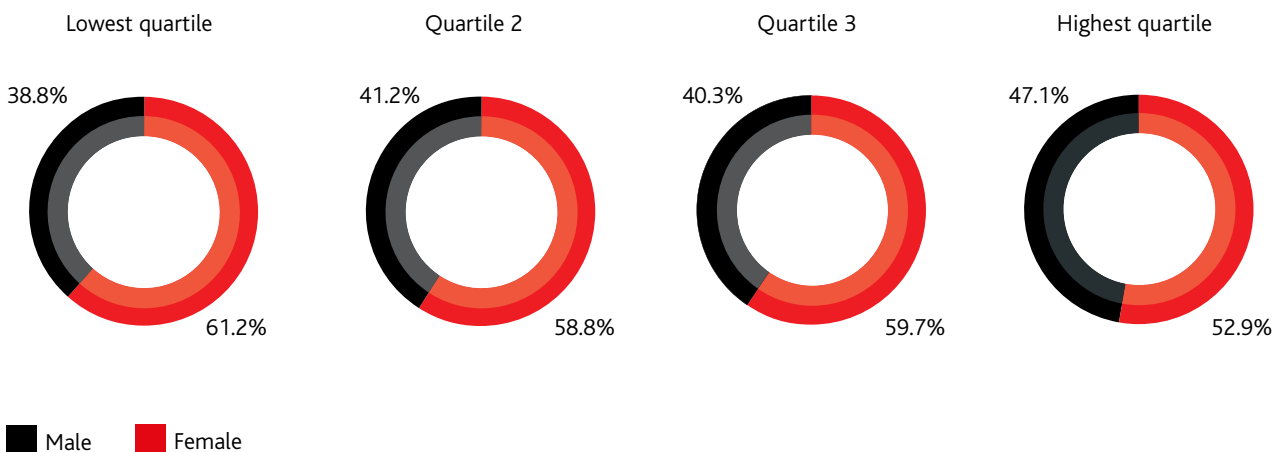
We are continuing to work to reduce our gender pay gap. An update action plan will be published by the equality and well-being committee by July 2020.

GENDER PAY GAP FIGURES SUS LTD (31 MARCH 2019)

| Pay gap* | Mean | Median |
|----------|------|--------|
| | 3.4% | 4.8% |

*No bonus payments were made to employees within SUS ltd during the reporting period.

Pay Quartiles



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

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For comparative purposes, this information shows the combined 2019 Gender Pay Gap information for Solent University and Solent University Services Ltd (SUS LTD). It also draws comparisons with the 2018 Gender pay information for Solent University.

Solent University Services limited (SUS LTD) is a wholly owned subsidiary company of Solent University. SUS LTD became the employer for most Professional Services roles and all Campus job from October 2018.

Gender pay reporting legislation requires that companies report information for any employer with over 250 employees separately.

At the 31 March 2019, Solent University reported Gender pay information for 1253 relevant employees and for 270 relevant employees of SUS LTD.

Gender pay gap reporting shows the pay gap information between an organisation's male and female employees.

This 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 to 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 2020.

Pay and bonus gap

| | Mean | Median |
|---------------------|-------|--------|
| Pay gap 2019 | 12.6% | 11.1% |
| Bonus pay gap | 13% | 7.1% |

| | Mean | Median |
|---------------------|-------|--------|
| Pay gap 2018 | 14.5% | 12.3% |
| Bonus pay gap | 5.3% | 9.1% |

Proportion of colleagues receiving a bonus payment

