

Gender Pay Gap Report 2018

The gender pay gap shows the difference between the mean and median earnings of men and women across the whole organisation based on hourly rates of pay at a point in time (specifically March 2018 in this instance).

Women's hourly rate is:



Bonus Gap

The gender pay gap report also captures the mean and median difference between bonuses paid to men and women at Leeds Trinity, in the year up to March 2018.

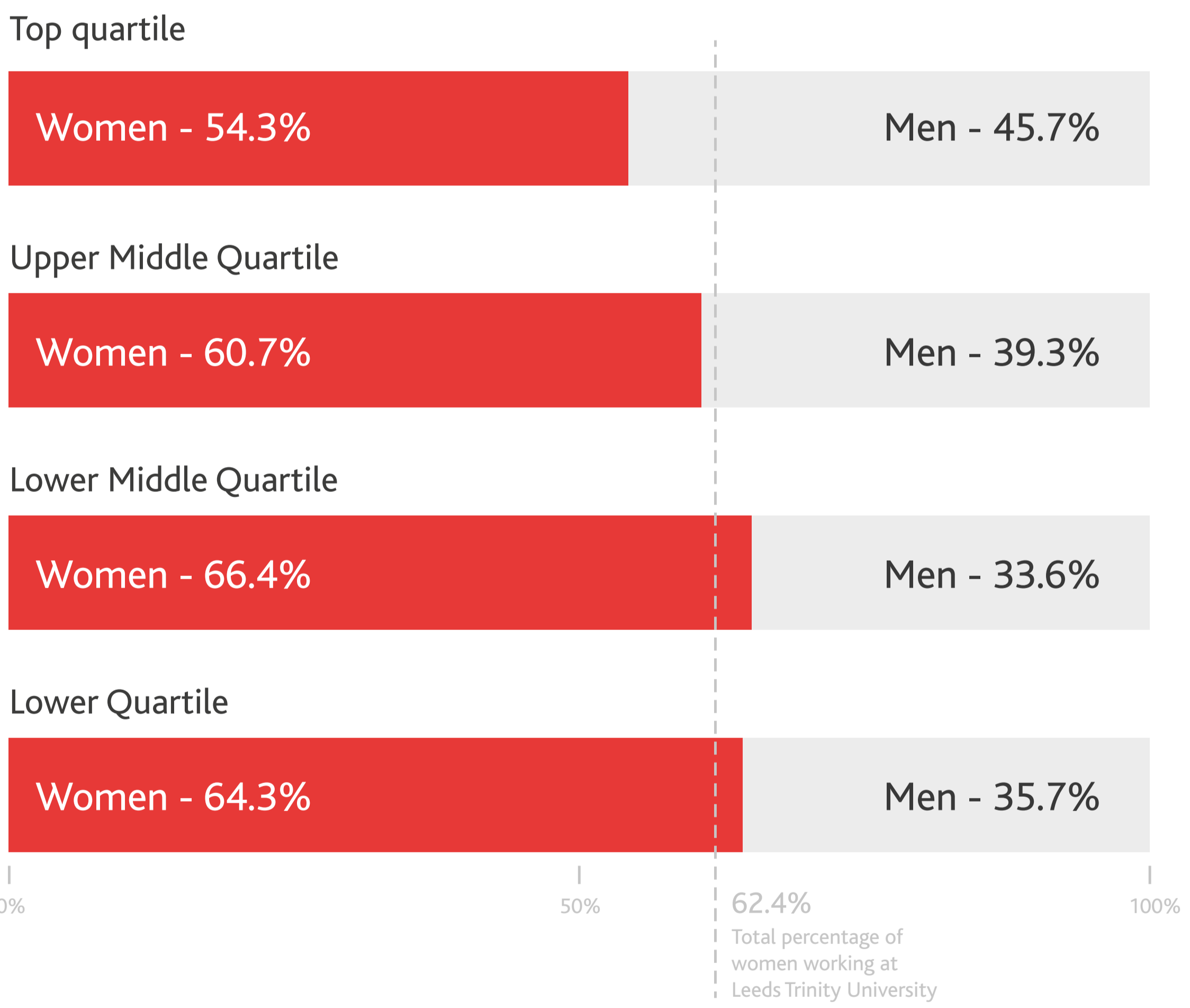


Women's bonus pay is:



Pay Quartiles

The image below illustrates the gender distribution at Leeds Trinity University across four equally sized quartiles, each containing nearly 150 colleagues.



Over the last 12 months, through the University's Equality, Diversity and Inclusion (ED&I) Committee, we have implemented a number of actions to improve the pay gap for women at our institution. We have introduced revised guidance on establishing starting salaries to help eliminate discrepancies, and established a 'Women's Staff Equality Network', which feeds directly into the ED&I Committee.

We are also in the process of delivering management and leadership training for women, through the North East and Yorkshire Action Learning for Women group, and delivering refreshed Unconscious Bias training to those who are recruiting new staff members.

It is encouraging that the hourly mean rate for women has fallen (from 12.1% in March 2017 to 10.8% in March 2018) but we do acknowledge that there is still work to be done. We continue to work hard to further reduce pay inequalities across the institution and moving forward, we will be sharing analysis of this year's data with our Staff Equality Networks, and engaging them in drawing up an action plan for the next 12 months..

Our staff members are our greatest asset; underpinning the success of our institution. We recognise the value each staff member brings to Leeds Trinity and their commitment to enhancing the student experience at Leeds Trinity.

Margaret A House

Professor Margaret A House OBE
Vice-Chancellor at Leeds Trinity University