

Gender Pay Gap Report 2017

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 2017 in this instance).

Women's hourly rate is:

12.1% Lower Mean
11.5% Lower Median

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 2017.

3.5% of men at Leeds Trinity University received a bonus
2.1% of women at Leeds Trinity University received a bonus

Women's bonus pay is:

3.4% Lower Mean
22.2% Lower Median

Pay Quartiles

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



We recognise there is a pay gap at Leeds Trinity University, and we want to take the time to understand where the gaps are, and how we can close them. Our Equality and Diversity Committee, overseen by the Executive Team, will be managing, analysing and monitoring these results to fully inform an action plan moving forward, and we'll be looking at further ways to reduce pay inequalities across the institution.

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.



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