



Gender Pay Gap 2023

June 2023

Gender Pay Gap

- Snapshot Date: 5th April 2023
- Sample Size: 105
- Gender Distribution within Sample:
 - 49.5% Male, 50.5% Female



Gender Pay Gap – 5th April 2023 Results



- Mean Average: -1.85%
- Female colleagues earn 1.85% more than Male colleagues increasing from -0.44% in 2022
- Median Average: 0%
- Female and Male colleagues earn the same, levelling from -0.84% in 2022
- No bonuses paid (long service award) during period with both mean and median in 2022 being 0%

Gender Pay Gap - Comparison



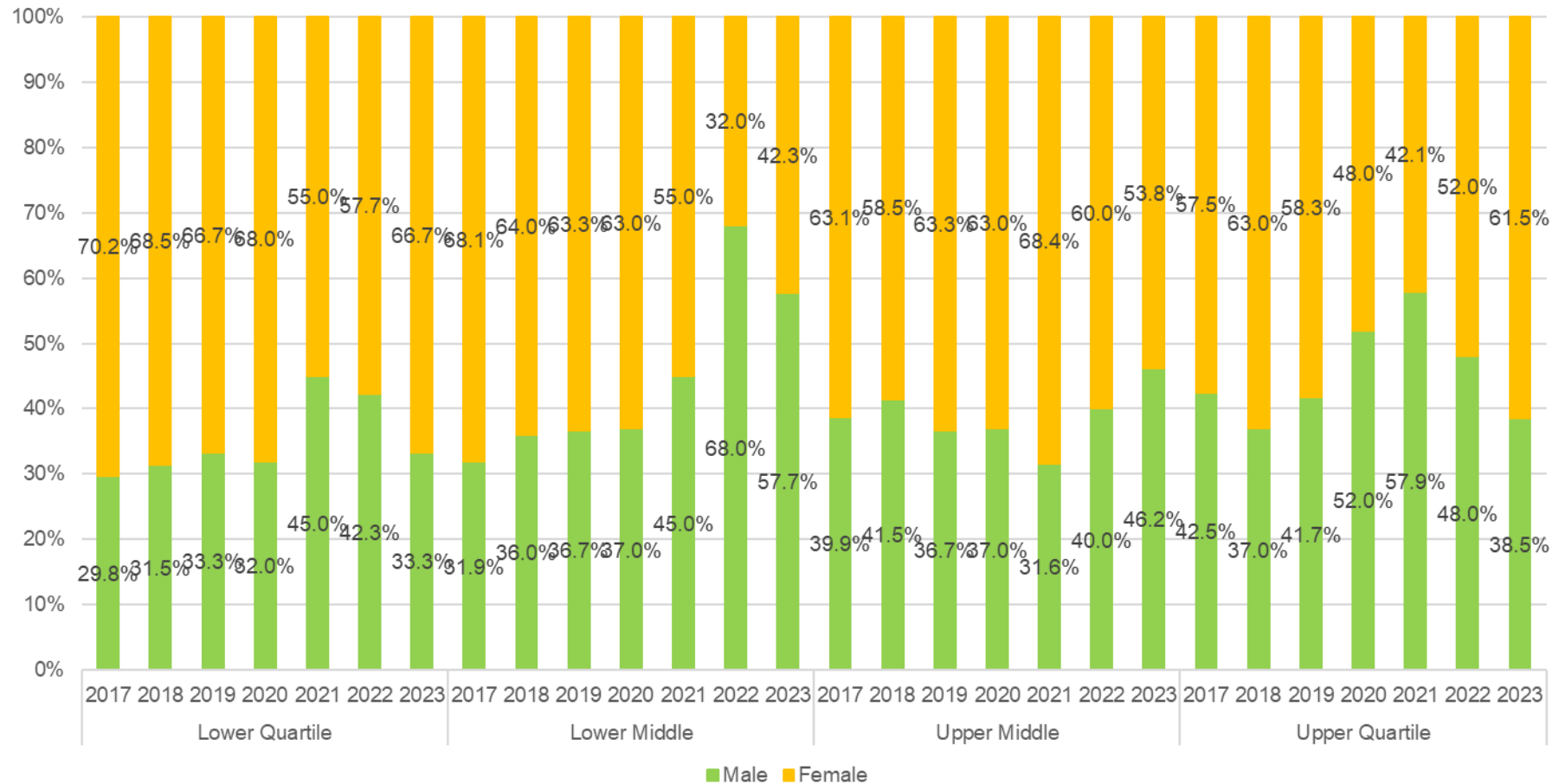
	WSU 2023	WSU 2022	UoW 2022	National 2022
Mean Pay	-1.85%	-0.44%	20.3%	12.3%
Median Pay	0.00%	-5.84%	18.6%	9.4%
Mean Bonus	Nil Paid	0%	5.3 % 24.6%*	
Median Bonus	Nil Paid	0%	8.3%	

* CEA – Clinical Excellence Awards - These awards are high value and are paid by the NHS to a small number of senior staff in Medical Schools. The value in relation to other UoW bonus distorts bonus reporting, therefore bonus calculations are completed to include and exclude CEAs

Gender Pay Gap - Results



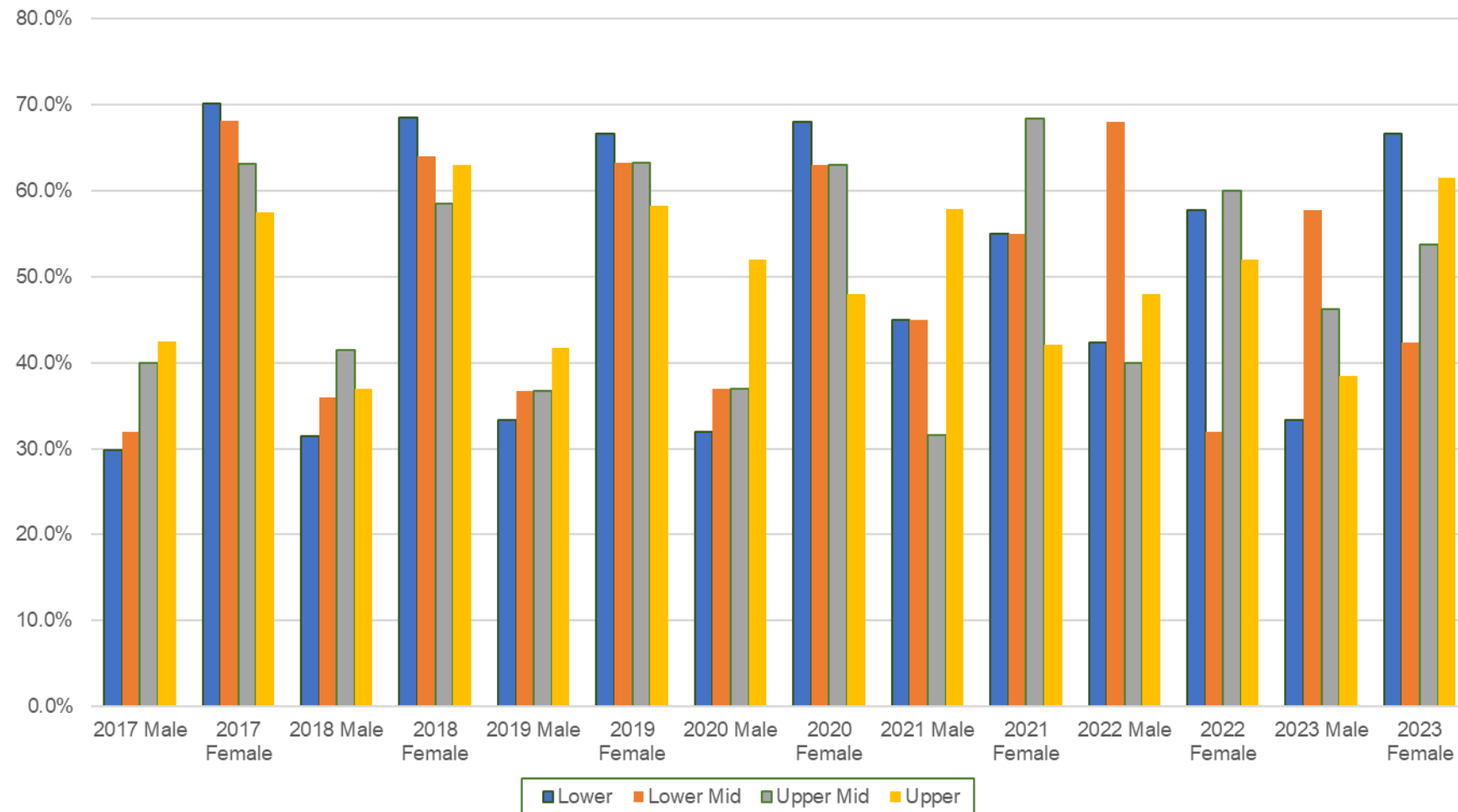
Gender Pay Gap - Quartile Distribution by Year



Gender Pay Gap - Results



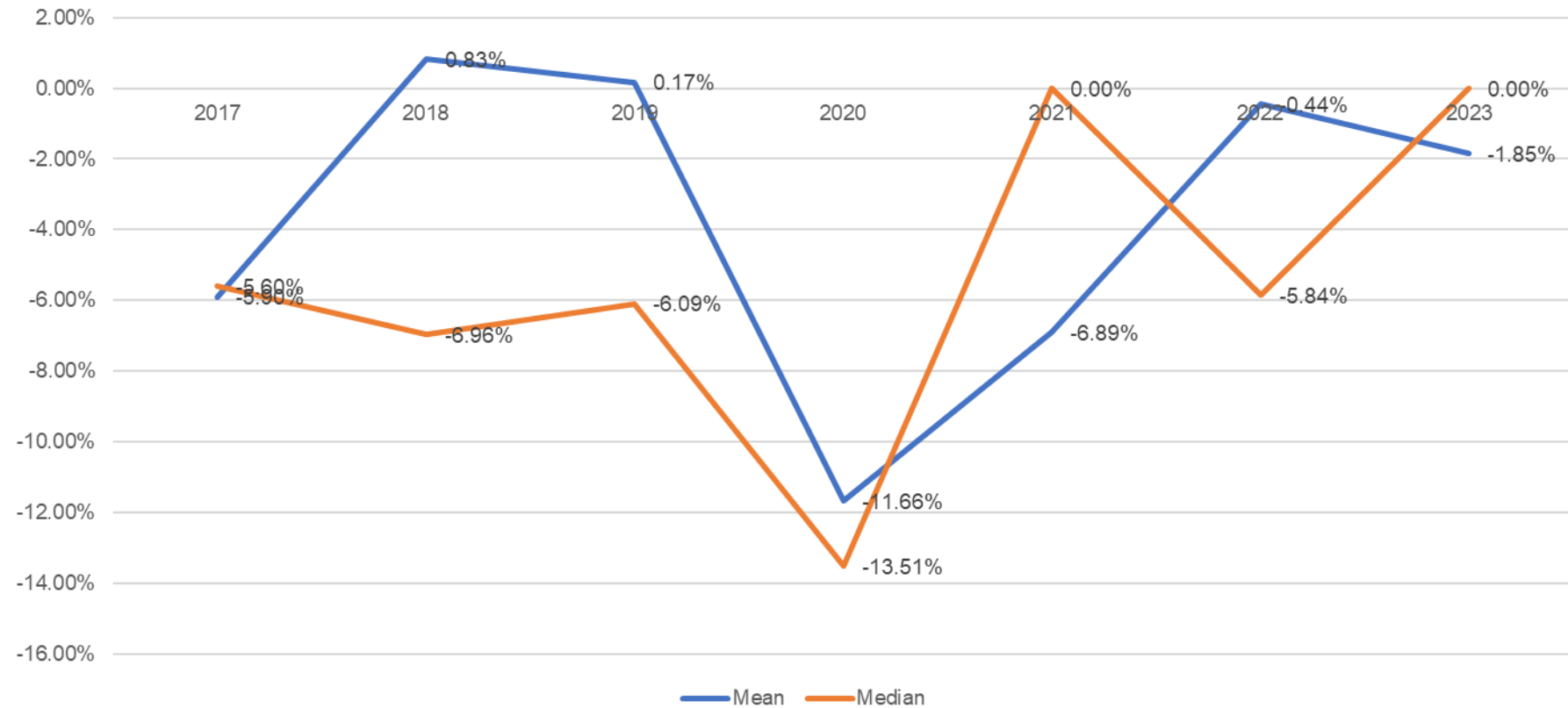
Gender Pay Gap - Quartile Distribuion by Gender, by Year



Gender Pay Gap - Results



Gender Pay Gap - Mean V Median Comparison



Next Steps

- Continue to ensure WSU has a structured approach to Pay and Reward and that remains relevant to market
- Review a range of approaches which would help our careers attraction appeal to more diverse candidates
- Better promotion of flexible working and hybrid working arrangements
- Review how we can better support maternity leave returners
- Increase the Positive Action conversations around recruitment, retention, development and promotion

