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### **1.3 Queen Margaret University's Approach**

### **1.4 Methods of Calculation**

## 2. Section 2 - Gender

	Gender Pay Gap (Including SLT)	Gender Pay Gap (Excluding SLT)



## **2.3 Gender Pay Gap Benchmarking**

*Equality and Higher Education Staff*

*Statistical Report 2022*







## 2.5.1 Grade 10 (Professor)









### 3.4.2 Grade 4







## 5. Section 5 – Sexual Orientation

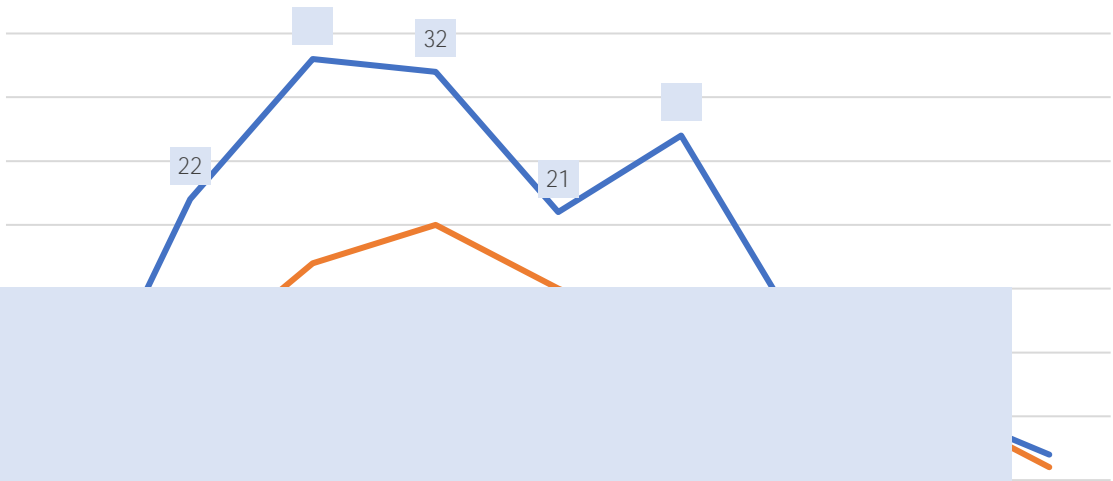


## **6. Section 6: Occupation Segregation Analysis**

### **6.1 Gender**

#### **6.1.1 QMU / Scottish HEI Benchmark**

#### **6.1.2 Vertical Segregation**



### 6.1.3 Horizontal Segregation









## 6.4.2 Vertical Segregation

**7. Section 7 – Action Plan**

<b>Action</b>	<b>Protected Characteristic addressed</b>	<b>Target Completion Date</b>	<b>Responsibility</b>

<a href="#">Minority Ethnic Recruitment Toolkit</a>			





## Appendix C - Gender Pay Gap Analysis – Professional Services Staff

<b>Grade</b>	<b>Mean Salary: Male</b>	<b>Mean Salary: Female</b>	<b>Mean Hourly Rate: Male</b>	<b>Mean Hourly Rate: Female</b>	<b>Median Salary: Male</b>	<b>Median Salary: Female</b>	<b>Median Hourly Rate: Male</b>	<b>Median Hourly Rate: Female</b>	<b>Mean Pay</b>
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**Appendix G – Gender Pay Gap – Age**

