

# 2019 Gender Pay Gap Metrics

University of Lincoln & UOL Services Combined

The snapshot data below was taken on 31st March 2019, as required by the regulations underpinning the Public Sector Duty.

## WORKFORCE REPRESENTATION >

FEMALE  
55%

MALE  
45%

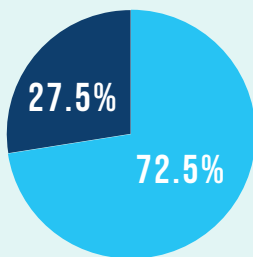
## GENDER PAY GAP (HOURLY) >

MEAN  
18.46%

MEDIAN  
13.65%

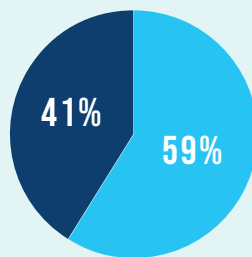
## PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE PAY QUARTILE >

MALE FEMALE



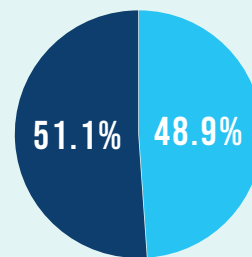
### LOWER

(0-25% of relevant employees)



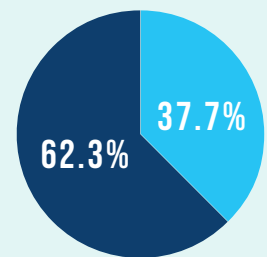
### LOWER MIDDLE

(25-50% of relevant employees)



### UPPER MIDDLE

(50-75% of relevant employees)



### UPPER

(75-100% of relevant employees)

## PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT >

FEMALE  
2.00%

MALE  
5.02%

## BONUS PAYMENT GENDER PAY GAP >

MEAN  
-1.49%

MEDIAN  
1.59%

# 2019 Gender Pay Gap Metrics

University of Lincoln

The snapshot data below was taken on 31st March 2019, as required by the regulations underpinning the Public Sector Duty.

**WORKFORCE REPRESENTATION** >

FEMALE  
**53%**

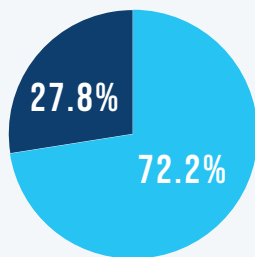
MALE  
**47%**

**GENDER PAY GAP (HOURLY)** >

MEAN  
**17.44%**

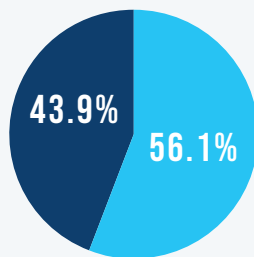
MEDIAN  
**11.09%**

**PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE PAY QUARTILE** > ■ MALE ■ FEMALE



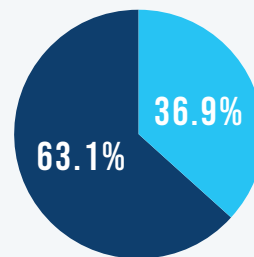
**LOWER**

(0-25% of relevant employees)



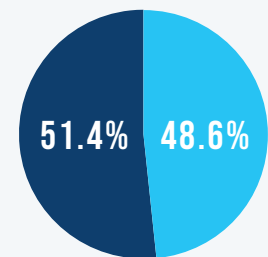
**LOWER MIDDLE**

(25-50% of relevant employees)



**UPPER MIDDLE**

(50-75% of relevant employees)



**UPPER**

(75-100% of relevant employees)

**PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT** >

FEMALE  
**2.28%**

MALE  
**5.47%**

**BONUS PAYMENT GENDER PAY GAP** >

MEAN  
**-1.49%**

MEDIAN  
**1.59%**

# 2019 Gender Pay Gap Metrics

## UOL Services

The snapshot data below was taken on 31st March 2019, as required by the regulations underpinning the Public Sector Duty.

### WORKFORCE REPRESENTATION >

FEMALE  
64%

MALE  
36%

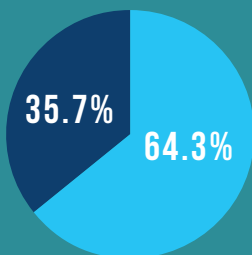
### GENDER PAY GAP (HOURLY) >

MEAN  
11.10%

MEDIAN  
15.38%

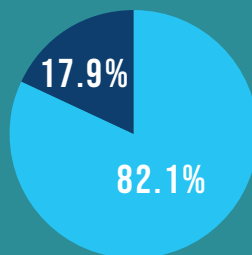
### PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE PAY QUARTILE >

MALE FEMALE



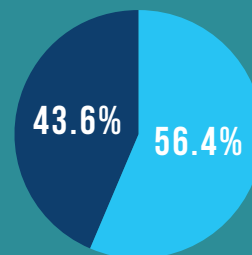
#### LOWER

(0-25% of relevant employees)



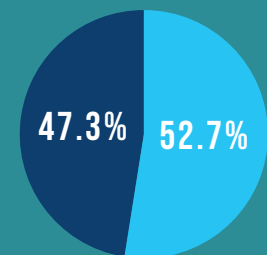
#### LOWER MIDDLE

(25-50% of relevant employees)



#### UPPER MIDDLE

(50-75% of relevant employees)



#### UPPER

(75-100% of relevant employees)

### PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT >

FEMALE  
0%

MALE  
0%

### BONUS PAYMENT GENDER PAY GAP >

MEAN  
N/A

MEDIAN  
N/A