

GENDER PAY GAP REPORT

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1. Introduction

Gender pay reporting legislation under the Equality Act 2010 requires employers with over 250 staff to carry out and publish statutory data on an annual basis showing the pay gap between their female and male staff expressed as a percentage.

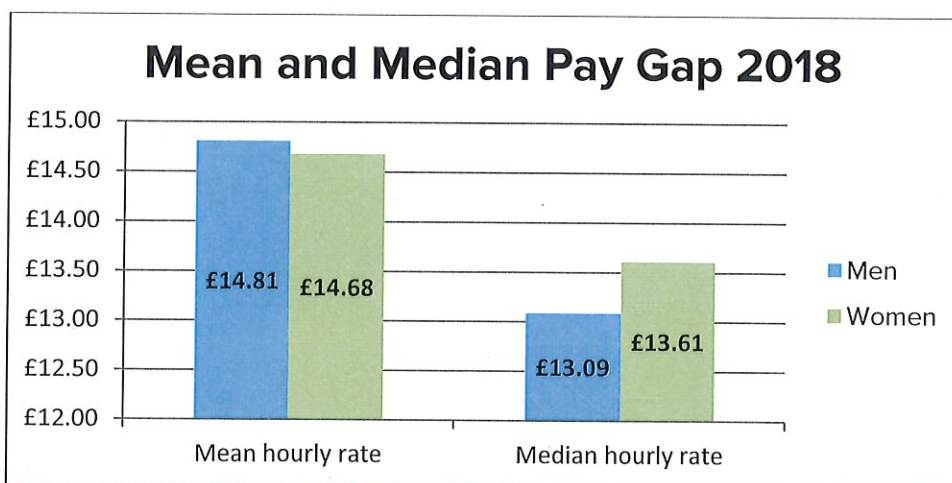
The data required to be published is detailed below:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of females and males receiving a bonus
- Proportion of females and males in each quartile band

2. The Mean and Median Gender Pay Gap

It should be noted that bonuses are not paid to any staff at the Library, therefore there is no data in relation to this requirement.

- our mean gender pay gap is 0.88% in favour of men
- our median gender pay gap is 3.97% in favour of women



3. Gender Distribution by Salary Quartiles



We believe the factors that influence these results include:

- A fair and open recruitment and selection process
- A robust pay and grading system with single fixed pay points for all posts
- All posts are subject to a job evaluation system where gender is not a determining factor
- Flexible working for staff at all levels in the Library
- Last year following a review of how additional payments were employed, a number of changes were made to ensure staff were being paid on an equitable basis.

Further details of our progress and action plan in relation to equality are available on our website [Equalities Mainstreaming Report Part 2 – Progress and Action Plan](#)

Signed: 
Director of Business Support

Date: 27/03/2019

