

Dundee University Students' Association (DUSA)

Gender Pay Gap Report for the snapshot date of 5 April 2017

At DUSA, we are required by law to publish an annual gender pay gap report, due to the fact that the combined total of employees and workers, takes DUSA beyond the reporting threshold of 250 people.

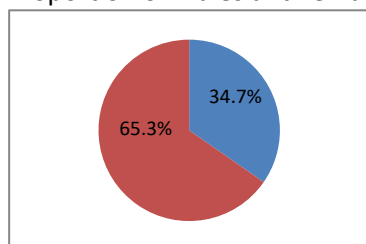
Gender pay and bonus gap

Mean gender pay gap	12.2%
Median gender pay gap	0%
Mean bonus gender pay gap	N/A*
Median bonus gender pay gap	N/A*
Proportion of males who receive a bonus	0%*
Proportion of females who receive a bonus	0.6%*

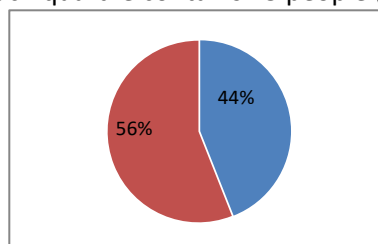
*Only one (female) employee received a bonus during the reference period

Pay quartiles

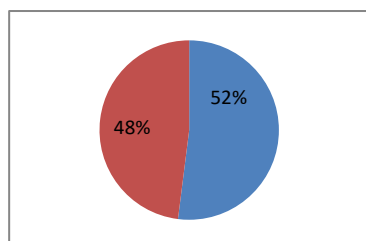
Proportion of males and females in each pay quartile, each quartile contains 75 people (Q. 4 – 74)



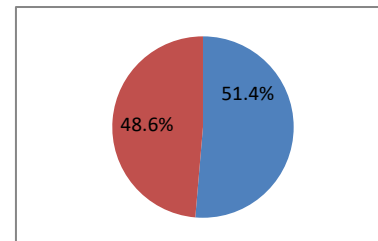
1st Quartile



2nd Quartile



3rd Quartile



4th Quartile

■ percentage male
■ percentage female

Key points

The mean gender pay gap of 12.2% results from the nature of our 200+ workers, who are almost exclusively students at Dundee University, doing casual work across the organisation. The gender balance of our workers is reflective of the gender balance of students at Dundee University (roughly 2:1, female:male).

There is no median gender pay gap.

The 3rd and 4th Quartiles, which contains the top 50% of earners in the organisation, shows an almost even split between females and males.

Although the results of our gender pay gap analysis are positive, we will not become complacent and will keep our own performance in this area under ongoing review.

I confirm that the information in this statement is accurate.

Willie Anderson
Finance Manager
September 2018