

Dundee University Students' Association (DUSA)

Gender Pay Gap Report for the snapshot date of 5 April 2019

At DUSA, we believe in a diverse, gender balanced workforce which reflects the environment we operate in.

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

What is the Gender Pay Gap?

The gender pay gap measures the difference between the average pay of all men and women in different jobs within an organisation.

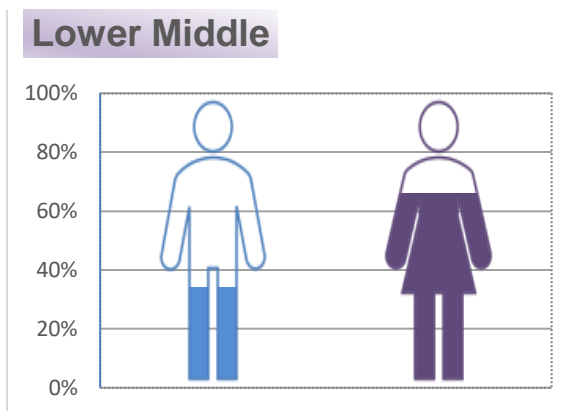
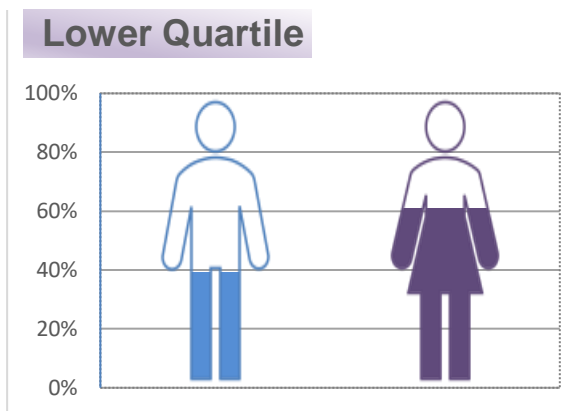
This is different to Equal pay which relates to the pay difference between men and women who carry out the same job.

Gender Pay and bonus gap

Mean gender pay gap	10.15 %
Median gender pay gap	2.04 %
Mean bonus gender pay gap	N/A
Median bonus gender pay gap	N/A
Proportion of males who receive a bonus	N/A
Proportion of females who receive a bonus	N/A

Pay Quartiles

Number of males/females in the quartile pay bands		Men	Woman
	Lower	39%	61%
	Lower Middle	34%	66%
	Upper Middle	48%	52%
	Upper	53 %	47 %



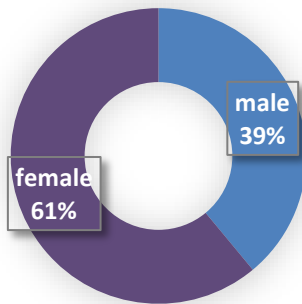
Upper Middle



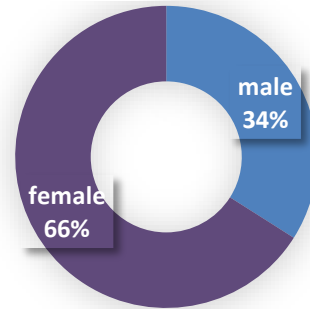
Upper Quartile



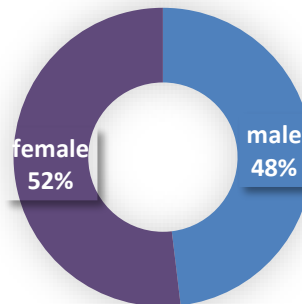
Lower Quartile



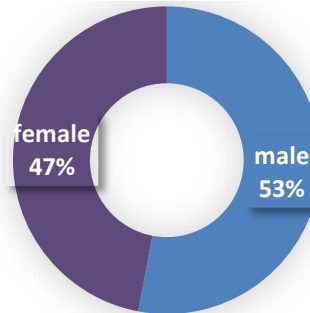
Lower Middle



Upper Middle



Upper Quartile



We have a large number of part-time, semester time only and flexible workers who are in the lower, and lower middle roles. This reflects the gender balance of the University population where 65% of the students are female.

We do not pay any bonuses to staff.

Although the results of our gender pay gap are positive, we will not become complacent and will continue to keep the balance.

I confirm that DUSA is committed to the principle of gender pay equality and has prepared its 2019 gender pay gap results in line with mandatory requirements.

Willie Anderson
FBSM
March 2020