

## IntoUniversity: *Gender Pay Gap Report - 2024*

We're pleased to present **IntoUniversity's** gender pay gap report for 2024.

The gender pay gap refers to the difference in average pay between men and women across all roles and job types at the charity.

We've followed the guidance set out by the Government Equalities Office (you can find this [here](#)) on how to report our gender pay gap. This guidance requires us to report on male and female employees only.

We've analysed our data for **IntoUniversity** staff for the snapshot date of 5 April 2024, and we've outlined our findings below.

### **Median pay gap**

The median pay gap is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

*Our median pay gap on 5 April 2024 was **0%**.*

This means that women working at **IntoUniversity** earned £1 for every £1 that men earned (based on median hourly pay).

### **Mean pay gap**

The mean (average) gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. The mean for each is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

*Our mean pay gap on 5 April 2024 was **4%**.*

This means that the average hourly pay for women working at **IntoUniversity** was 4% lower than men at 5 April 2024.

## Pay quarters

The proportion of male and female full pay relevant employees in each of the four quartiles at 5 April 2024 was:

	Female	Male
Upper hourly pay quarter (highest paid jobs)	76%	24%
Upper middle hourly pay quarter	79%	21%
Lower middle hourly pay quarter	82%	18%
Lower hourly pay quarter (lowest paid jobs)	77%	23%

## Bonus reporting

IntoUniversity did not pay any bonuses so no reporting of bonuses is presented here.

## Our response to the gender pay gap reporting

It's pleasing to see that we did not have a median gender pay gap, and we will continue to work to close the mean gender pay gap of 4%. We realise that the gender pay gap is linked to a broad range of socio-economic, educational and cultural factors.

Like many educational organisations and comparable charities, our team at IntoUniversity has a high proportion of female staff, and so we are also looking at how we can address the under-representation of male staff within IntoUniversity.

Our work in this regard forms part of our broader organisational approach to diversity and inclusion. You can read about our Diversity and Inclusion Strategy on our website [here](#).