

Gender Pay Gap Reporting 2024/25

The following data assumes that all staff are paid Distant Islands Allowance as part of gross pay in order for comparable figures. 3 female staff members currently work outside Shetland and therefore are not eligible for this allowance.

UHI Shetland employed 101 staff members as at 31 March 2025, comprising 36 biological Males and 65 biological females.

1. Percentage of men and women in each hourly pay quarter						
101 Employees	Number of Males	Number of Females	% Males per Quarter	% Females per Quarter	Lowest Hrly Rate	Highest Hrly Rate
lower hourly pay quarter (25)	3	22	12	88	£14.63	£20.78
lower middle hourly pay quarter (25)	6	19	24	76	£21.38	£24.16
upper middle hourly pay quarter (25)	13	12	53.85	46.15	£24.90	£28.14
upper hourly pay quarter (26)	14	12	51.9	48.1	£28.14	£51.07

2. Mean (average) gender pay gap for hourly pay			
101 Employees	Number	Total Hourly pay	Mean (average) hourly pay
Males	36	£964.37	£26.79
Females	65	£1540.60	£23.70
Average Pay males minus av. pay females			£3.09
Divided by Av pay Males			£0.12
Av gender pay gap in hourly pay as a % of men's pay			12%
This means that, using the average, women at UHI Shetland are paid 12% less than men. This means for every £1 a male earns, a woman will earn 88p.			

3. Median gender pay gap for hourly pay				
101 Employees	Number	Lowest hourly rate	Highest hourly pay	Median hourly pay
Males	36	£16.00	£34.02	£28.14
Females	65	£14.63	£51.07	£21.71
Male median minus female median (difference)				£6.43
Divided by Male median				0.23
Median gender pay gap in hourly pay as a % of men's pay				23%

This means that, using the median, women at UHI Shetland are paid 23% less than men. This means for every £1 a male earns, a woman will earn 77p.