

## Appendix A Findings of the Equal Pay Review 2014

### 1.0 Background

Equal pay between male and female employees is a legal right under both domestic and European law. An equal pay review is a statistical analysis of an organisation's pay and HR data to identify and explain any gender-related pay differences<sup>1</sup>.

Although there is no specific legal requirement for the University to carry out an equal pay review, there are compelling reasons for doing so<sup>2</sup>. The Equality Act 2010<sup>3</sup> gives women and men a right to equal pay for equal work and places renewed emphasis on the need for pay equality. The equal pay statutory Code of Practice (EHRC, 2011)<sup>4</sup> recommends that all employers regularly conduct equal pay reviews, suggesting that this may be the most effective means of ensuring that a pay system delivers equal pay. Section 78 of the Act also creates a power to make regulations requiring Higher Education Institutions to publish differences in pay between their male and female employees.

The Government has, this year, published its regulations on equal pay audits as well as its response to the consultation on this issue last year. From 1 October 2014 employers found by an employment tribunal to have committed an equal pay breach will be required to carry out "a systematic review of their pay policies and practices in a comprehensive and transparent way".

There are sound business reasons for conducting regular reviews. Pay systems that are transparent and value the entire workforce send positive messages about the University's values and ways of working. Fair and non-discriminatory systems represent good management practice and contribute to the efficient achievement of the University objectives by encouraging maximum productivity from all employees.

This biennial review compares the pay of male and female employees carrying out work of equal value or work rated equivalent as determined by the job evaluation scheme adopted by the University (HERA<sup>5</sup>). The approach taken is in line with the relevant JNCHES<sup>6</sup> guidance and the Equality and Human Rights Commission advice that where a pay differential related to gender is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. For gender pay gaps of more than 5%, action is needed to address the issue and close the gap.

The Equal Pay Review 2014 was prepared in consultation with representatives from the Trades Unions, University Schools, Faculties, departments and the Human Resources Division, including the Equality and Diversity Section and HR Analytics .

For further information on the methodology used in this report please refer to Annex G.

<sup>1</sup> The University's InterConnect report analyses equal pay across, ethnicity and nationality. Current disclosure rates (HESA staff return 2012/13) on disability (2.8%), gender assignment (3.4%), religion & belief (5.1%) and sexual orientation (5.4%) do not currently allow rigorous analysis.

<sup>2</sup> The JNCHES pay agreement 2006–09 also included a strong recommendation that HEIs undertake an equal pay review within 12 months of the introduction of their new, post-framework pay structures and periodically thereafter.

<sup>3</sup> Replacing the previous provisions in the Equal Pay Act 1970, Sex Discrimination Act 1975, and Pensions Act 1995

<sup>4</sup> Equality and Human Rights Commission, 2011

<sup>5</sup> Higher Education Role Analysis

<sup>6</sup> Joint Negotiating Committee for Higher Education Staff

## 2.0 Summary of Key Findings

This section summarises the most significant findings of the 2014 Equal Pay Review and provides extracts of the data found in full in Appendices B to F. More detailed analysis can be found in the main report at 3.0. Please note that for completeness, in certain tables, data has been provided for the 2013 interim year where an Equal Pay Review was not published.

### 2.1 Employee profile – by gender

On 31 July 2014 University employees occupied 9,905 positions on the single salary pay spine, of which 4,939 (49.9%) were occupied by females and 4,966 (50.1%) by males. This reveals an increase of 0.3 percentage points in the percentage of female employees compared to the 2012 Equal Pay Review. Please see Table 1 for full details.

Table 1: Comparison of University of Cambridge with UK workforce gender representation

| Benchmark               | Female (%) |         |         |         |         |
|-------------------------|------------|---------|---------|---------|---------|
|                         | 2009/10    | 2010/11 | 2011/12 | 2012/13 | 2013/14 |
| University of Cambridge | 49.1%      | 49.5%   | 49.6%   | 49.5%   | 49.9%   |
| National HE Sector*     | 52.4%      | 52.7%   | 53.8%   | 53.9%   | **      |

\* Source: HESA - Staff at Higher Education Institutions in the UK

\*\* data not yet available

As can be seen from Table 1, over the last five years the University has had a slightly lower percentage of female employees compared to the national higher education sector average.

### 2.2 Gender pay gap

#### Gender pay gap – by year

Table 2: Mean pay gap by year, University of Cambridge

| Year    | Population |       | Average basic pay |         |            |             |
|---------|------------|-------|-------------------|---------|------------|-------------|
|         | Female     | Male  | Female            | Male    | Difference | Pay gap (%) |
| 2007/08 | 4,119      | 4,420 | £28,247           | £37,157 | £8,910     | 24.0%       |
| 2008/09 | 4,349      | 4,559 | £29,772           | £38,703 | £8,931     | 23.1%       |
| 2009/10 | 4,393      | 4,552 | £30,253           | £39,139 | £8,886     | 22.7%       |
| 2010/11 | 4,473      | 4,561 | £30,603           | £39,488 | £8,885     | 22.5%       |
| 2011/12 | 4,480      | 4,557 | £31,023           | £39,698 | £8,675     | 21.9%       |
| 2012/13 | 4,614      | 4,712 | £31,651           | £40,180 | £8,529     | 21.2%       |
| 2013/14 | 4,939      | 4,966 | £32,111           | £40,188 | £8,076     | 20.1%       |

As can be seen from Table 2, over the last six years the University's pay gap has fallen slowly by an average of 0.65 percentage points each year. Since the last Equal Pay Review in 2012 it has fallen by 1.8 percentage points.

## Market comparison

The ONS<sup>7</sup> collects data on earnings through the Annual Survey of Hours and Earnings which it uses to estimate gender pay gaps in the public and private sectors.

Table 3a: Comparison of University of Cambridge median pay gap with national public and private sectors

| Benchmark               | % pay gap (median) in favour of men |       |       |       |       |       |
|-------------------------|-------------------------------------|-------|-------|-------|-------|-------|
|                         | 2009                                | 2010  | 2011  | 2012  | 2013  | 2014  |
| University of Cambridge | 23.4%                               | 23.4% | 23.4% | 23.3% | 21.0% | 18.6% |
| National public sector  | 21.0%                               | 19.2% | 19.3% | 18.4% | 17.3% | *     |
| National private sector | 28.8%                               | 27.5% | 27.4% | 26.2% | 26.9% | *     |

*\*Data not yet available*

In July 2014 the gender pay gap between median salaries in the University of Cambridge was 18.6% (a fall of 4.7 percentage points from 2012) aligning it more closely to the pay gap for the national public sector based on 2013 data.

Although these national estimates are of interest for high level benchmarking purposes, they can hide wide variations between different industries, occupations, regions and age groups.

The University has conducted a limited benchmarking exercise against several Russell Group Universities' pay data in order to compare the University's overall pay gap with comparable organisations. Table 3b summarises the data that was publicly available and shows that the University pay gap is comparable with similar organisations.<sup>8</sup>

Table 3b: Comparison of University of Cambridge pay gap with other Russell Group Universities

| Benchmark University* | Mean Pay Gap | Median Pay Gap | Year of Report |
|-----------------------|--------------|----------------|----------------|
| Glasgow               | 24%          | Not reported   | 2013           |
| Sheffield             | 21.9%        | Not reported   | 2012           |
| Edinburgh             | 20.93%       | 18.62%         | 2013           |
| York                  | 20.56%       | 18.62%         | 2013           |
| Cambridge             | 21.2%        | 21.0%          | 2013           |

*\* Comparable data for the University of Oxford are not available*

A recent JNCHES survey<sup>9</sup> to which 68% of HEIs responded indicated that 71% had conducted an equal pay review since 2010. 83% planned to undertake regular reviews in the future, with the highest proportion (45%) opting to undertake them every two years.

<sup>7</sup> Office of National Statistics - all employees' median hourly earnings excluding overtime.

<sup>8</sup> The data of the sample population is from 2013 and 2012. University data from 2013 has therefore been used for comparability, caution should be taken when making any direct comparisons to 2012 data.

<sup>9</sup> New JNCHES, Results of the 2013 survey of equal pay reviews, published January 2014

## 2.3 Analysis of average base salaries (Appendices B1-B5)

Appendix B1 provides a summary of the average salary by grade for all employees on the single pay spine irrespective of occupational category and working hours.

No single grade has a mean pay gap which exceeds the 3% criterion in favour of male employees<sup>10</sup>. This is a change from the 2012 Equal Pay Review where a pay gap exceeding 3% was identified in grade 12.

However, for the first time appendix B1 includes a breakdown of grade 12 by band, both band 4 and un-banded research staff show a pay gap of 4.6%.

Further analysis by occupational category can be found in appendices B2 – B5 and Table 6 in the *main report*, a summary of which follows:

### Academic staff

- Grade 7 exceeds the 3% criterion in favour of male employees.
- Grade 8 exceeds the 5% criterion, however, it should be noted the population is less than 5 academic staff<sup>11</sup>.
- In total there has been a 0.4 percentage point decrease from 2012 in the mean pay gap of academic staff (base salaries).

### Academic-related staff

- Grades 5, 7,9 and 12 exceed the 3% criterion in favour of male employees.
- Grade 12 also exceeds the 5% criterion<sup>12</sup>.
- In total there has been a 1.1 percentage point increase from 2012 in the mean pay gap of academic-related staff (base salaries).

### Assistant staff

- Grade 8 exceeds the 5% criterion in favour of male employees when using the mean pay gap<sup>13</sup>.
- In total there has been a 0.8 percentage point decrease from 2012 in the mean pay gap of assistant staff (base salaries).

### Research staff

- Grade 12 exceeds the 3% pay gap.
- In total there has been a 0.5 percentage point decrease from 2012 in the mean pay gap of research staff (base salaries).

### Part-time employees

- The overall pay gap is higher for part-time employees (22.8%) compared with full-time employees (16.9%), please see Table 12 in main report. There has been an increase of 2.1 percentage points in the mean pay gap for part time workers since the 2012 Equal Pay Review.

One explanatory factor of the gender pay gaps by occupational category is the different distribution of male and female employees across the grade structure (see Table 4 and Chart 1).

<sup>10</sup> Using the median pay gap, both grade 8 and grade 12 exceed the 5% criterion

<sup>11</sup> When using the median pay gap grade 8 exceeds the 5% criterion.

<sup>12</sup> When using the median pay gap grades 7, 8 and 12 exceed the 5% criterion.

<sup>13</sup> When using the median pay gap grade 8 exceeds the 5% criterion at 12.2%.

## 2.4 Analysis of average salaries including additional payments (Appendices C1-C5)

The consolidation of all pay elements results in a small increase in the total gender pay gap from 20.1% to 21.8%, a decrease of 1.3 percentage points from 2012.

For the first time appendix C1 includes a breakdown of grade 12 by band across all staff categories. This reveals an increase in the pay gap when additional payments are consolidated at band 3 (from 2.3% to 11%) and 4 (from 4.6% to 12.3%).

Further analysis by occupational category can be found in appendices C1-C5 and in section 3.1.3 of the main report.

The following breakdown summarises the comparison of 2014 appendix B data and 2014 appendix C data, highlighting the increase or decrease in pay gap that consolidating all pay elements creates.

### Academic staff

- Grade 12 academic staff pay gap increases from 0.7% to 4%.
- Grade 7 academic staff pay gap increases from 3.4% to 3.8%.

### Academic-related staff

- Grade 12 academic-related staff pay gap increases from 13.1% to 18.3%
- Grade 9 academic-related pay gap increases from 3.1% to 4.1%.
- Grade 5 academic-related staff pay gap increases from 6% to 6.1%

### Assistant staff

- Grade 8 assistant staff pay gap decreases from 9.0% to 7.8%
- Grade 3 assistant staff pay gap increases from 0.2% to 5.2%

### Research staff

- Grade 12 research staff pay gap decreases from 4% to 3.6%
- Grade 11 research staff pay gap increases from 1.2% to 5.8%

## 2.5 Analysis of additional payments only (Appendices D1-D4)

### Pensionable and non-pensionable payments (Appendices D1 to D3)

- Female employees received 43.3% of the total number of pensionable payments and 41.3% of the total number of non-pensionable payments.
- Of the 2 types of pensionable payments, female employees received 42.9% of discretionary payments and 43.5% of payments linked to a role.
- Of the total value of the payments, female employees received a lower proportion of both pensionable (22.8%) and non-pensionable payments (16.8%).

### Market related payments<sup>14</sup> (Appendix D4)

- The average payment in 2014 for market supplements, market pay and advanced contribution supplements equates to £15,855 for male and £9,374 for female employees.
- Since the 2012 Equal Pay Review, the value of an average market supplement payment has increased by 85% for female employees and 12.7% for male employees.

## 2.6 The award of contribution increments and single contribution payments by gender and occupational category (Appendices E1 and E2)

<sup>14</sup> Market Supplements have been discontinued since 31 December 2013, see further information in main report.

A total of 295 employees received contribution increments<sup>15</sup> in 2014 and of these 58% were female and 42% male.

A total of 249 employees received single contribution payments<sup>16</sup> and of these 59.4% were female and 40.6% were male.

A breakdown by occupational category is provided in appendices E1 and E2.

## **2.7 Analysis of salaries paid to new employees (Appendices F1 to F3)**

1767 new employees were appointed by the University on to the single salary pay spine from 1 August 2013 to 31 July 2014.

978 of these were appointed above the minimum point of the grade<sup>17</sup>, 453 female employees (46.3%) and 525 male employees (53.7%). Grade 9 in particular shows a higher number of male employees appointed on the top service spine point for that grade, this is a similar picture to the 2012 report.

<sup>15</sup> Contribution Increments are awarded for sustained/ongoing contribution and used to recognise an individual's outstanding and sustained contribution over and above the normal expectation for the role, in the context of expected continuation at that level.

<sup>16</sup> Single Contribution Payments are awarded for one-off/time limited contribution and used to recognise an individual's exceptional contribution, over and above the normal expectation for the role, in the context of a one-off task or project that is finite in nature.

<sup>17</sup> Please note that individuals appointed 'above minimum point' in grade 12 refers to the minimum point within the relevant contribution band rather than Point 68.

### 3.0 Main Report

#### 3.1 Analysis

##### 3.1.1 Employee profile – by gender

On 31 July 2014 University employees occupied 9,905 positions on the single pay spine, of which 4,939 (49.9%) were occupied by females and 4,966 (50.1%) by males. This is a small increase (0.3 percentage points) in the percentage of female employees compared to 2012 figures where 49.6% of positions were occupied by females.

A full breakdown of the numbers of employees at each grade by gender is provided in Chart 1 below. A breakdown of employees at each grade as a percentage of the total gender population is provided in Table 4.

As in previous years, the highest proportion of male employees can be found in grades 7, 9 and 12, whereas the highest proportion of female employees can be found in grades 4, 5 and 7 at the lower end of the pay spine.

Chart 1: Number of employees at each grade by gender

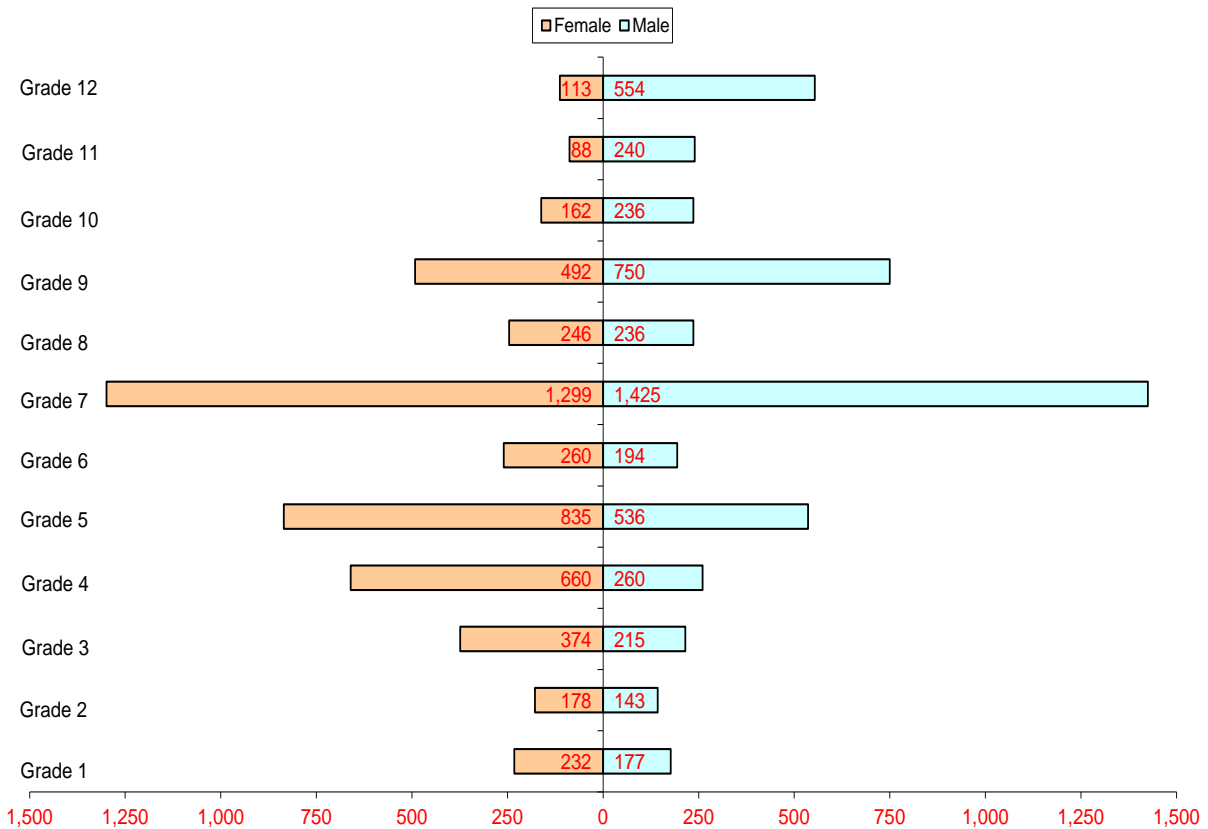


Table 4: Proportion of total gender population by grade

| % of Total Gender Population by Grade | Grade |      |      |       |       |      |       |      |       |      |      |       |        |
|---------------------------------------|-------|------|------|-------|-------|------|-------|------|-------|------|------|-------|--------|
|                                       | 1     | 2    | 3    | 4     | 5     | 6    | 7     | 8    | 9     | 10   | 11   | 12    | All    |
| <b>Female</b>                         | 4.7%  | 3.6% | 7.6% | 13.4% | 16.9% | 5.3% | 26.3% | 5.0% | 10.0% | 3.3% | 1.8% | 2.3%  | 100.0% |
| <b>Male</b>                           | 3.6%  | 2.9% | 4.3% | 5.2%  | 10.8% | 3.9% | 28.7% | 4.8% | 15.1% | 4.8% | 4.8% | 11.2% | 100.0% |

### 3.1.2 Average salaries

#### Gender pay analysis by grade (*Appendix B1*)

Table 5 provides a summary of Appendix B1 - the average salary by grade for all non-clinical staff irrespective of occupational category and working hours.

Table 5: % Pay gap by grade in 2014

| Grade        | Population |       | Average basic pay |         |            |              |
|--------------|------------|-------|-------------------|---------|------------|--------------|
|              | Female     | Male  | Female            | Male    | Difference | Pay gap (%)  |
| <b>1</b>     | 232        | 177   | £14,766           | £14,758 | -£8        | <b>-0.1%</b> |
| <b>2</b>     | 178        | 143   | £17,486           | £17,333 | -£153      | <b>-0.9%</b> |
| <b>3</b>     | 374        | 215   | £20,337           | £20,377 | £40        | <b>0.2%</b>  |
| <b>4</b>     | 660        | 260   | £23,693           | £23,934 | £241       | <b>1.0%</b>  |
| <b>5</b>     | 835        | 536   | £26,756           | £27,030 | £274       | <b>1.0%</b>  |
| <b>6</b>     | 260        | 194   | £30,249           | £30,511 | £262       | <b>0.9%</b>  |
| <b>7</b>     | 1,299      | 1,425 | £33,193           | £33,179 | -£14       | <b>0.0%</b>  |
| <b>8</b>     | 246        | 236   | £41,563           | £42,495 | £932       | <b>2.2%</b>  |
| <b>9</b>     | 492        | 750   | £45,488           | £45,798 | £310       | <b>0.7%</b>  |
| <b>10</b>    | 162        | 236   | £53,604           | £53,780 | £176       | <b>0.3%</b>  |
| <b>11</b>    | 88         | 240   | £57,801           | £57,616 | -£185      | <b>-0.3%</b> |
| <b>12</b>    | 113        | 554   | £80,691           | £81,755 | £1,064     | <b>1.3%</b>  |
| <b>Total</b> | 4,939      | 4,966 | £32,111           | £40,188 | £8,076     | <b>20.1%</b> |



The 2009 and 2010 Equal Pay Reviews identified a gender pay gap of 4.5% at grade 8 in favour of male employees; in 2012 this pay gap fell to 2.5%. The 2014 pay review reveals a further small decrease to 2.2%.

The 2010 Equal Pay Review also identified a gender pay gap of 2.8% at grade 12 (falling from 3.6% in 2009), however in 2012, this pay gap rose to 3.2%. The 2014 figures show this has fallen to 1.3%.

However, when grade 12 is broken down into bands, both band 4 and un-banded research staff show a pay gap of 4.6%. It is not possible to measure this against previous years as this is the first time grade 12 has been broken down by bands in this report.

### Gender pay analysis by occupational category

The mean pay gap for academic, academic-related and research staff occupational categories is over 5% (see Table 6 below).

Table 6: % Pay gap by occupational category

| Grade                   | Population |       | Average basic pay |         |            |              |
|-------------------------|------------|-------|-------------------|---------|------------|--------------|
|                         | Female     | Male  | Female            | Male    | Difference | Pay gap (%)  |
| <b>Academic</b>         | 434        | 1,091 | £54,108           | £62,538 | £8,430     | <b>13.5%</b> |
| <b>Academic-Related</b> | 854        | 799   | £41,009           | £45,646 | £4,636     | <b>10.2%</b> |
| <b>Assistant</b>        | 2,138      | 1,284 | £23,155           | £23,446 | £291       | <b>1.2%</b>  |
| <b>Research</b>         | 1,513      | 1,792 | £33,436           | £36,142 | £2,706     | <b>7.5%</b>  |
| <b>All</b>              | 4,939      | 4,966 | £32,111           | £40,188 | £8,076     | <b>20.1%</b> |

The gender pay gaps by occupational category identified in Table 6, are larger than those identified for individual grades in Table 5. This is due to the distribution of male and female employees in the different grades within each occupational category. Within a particular occupational category, if the proportion of female employees in higher grades is lower than the proportion of male employees in higher grades, this has the effect of increasing the average gender pay gap across that category of staff.

A more detailed breakdown of gender pay by both grade and occupational category as reported in Appendices B2 to B5 is provided in the following analysis.

### Gender pay analysis for academic staff (Appendix B2)

Academic staff are predominantly employed in grades 9 to 12.

The gender profile in the academic staff category is 28.5% Female, 71.5% male, this unequal split is likely to contribute to the overall mean pay gap of 13.5%. If the gender profile is tracked through the

grades there is a higher percentage of women in grade 7 (75.7%) and a higher percentage of men in grades 9-12 (on average 73.1%) which increases the gender pay gap.

Despite the gender profile, grade 7 exceeds the 3% criterion (3.4%) this is an increase from 2012 of 1.2 percentage points. However, grade 7 is not a common grade for academic staff and has a relatively small population of 37.

Grade 8 has a mean pay gap which exceeds the 5% criterion<sup>18</sup>, however this is also not a common grade for academic staff and the population is less than 5. The mean pay gap in grade 8 decreased from 10.9% in 2010 to 8.3% in 2012, however there has been an increase in 2014 of 0.8 percentage points up to 9.1%. It is not possible to examine the gender breakdown in this grade, as the numbers are too small and therefore not provided due to data protection requirements.

### **Gender pay analysis for academic-related staff (Appendix B3)**

Academic-related staff are predominantly employed in grades 6 to 10.

The pay gap in favour of male employees is 10.2% this is an increase of 1.1 percentage points from 2012.

The gender profile of the academic-related staff category is 51.7% female and 48.3% male. This means that the mean pay gap of 10.2% is unlikely to be affected by gender profile. If the gender profile is tracked through the grades there is a fairly equal split between women (grades 5-8 average of 54.8%) and men (grades 9-12 average of 54.1%) across the lower and higher grades. This echoes the assumption that the gender profile is unlikely to be substantially affecting the pay gap.

For academic-related staff, the mean pay gaps in grades 7 and 9 exceed the 3% criterion in favour of male employees at 4.4% (an increase of 1 percentage point) and 3.1% (an increase of 0.2 percentage points) respectively<sup>19</sup>.

Grade 5 is not a common grade for academic-related staff, but it exceeds the 5% criterion at 6.0% (an increase of 2.4 percentage points from 2012) despite the higher percentage of female employees in the grade (75%). The population is relatively small, with 18 female employees and 6 male. The male standard deviation (£3,627) is higher than the female standard deviation (£1,563). However for a small sample group the standard deviation may be misleading for the purposes of gender comparison.

Grade 12, also not a common grade for academic-related staff, exceeds the 5% criterion at 13.1% (increase of 4 percentage points).<sup>20</sup> The gender profile at grade 12 is 28.6% female to 71.4% male which is likely to have an effect on the pay gap. There is not much difference in the standard deviation (female £23,201 versus male £26,467) indicating it is likely that the pay totals for both genders are clustered around the mean point, the female's clustering slightly lower.

For academic-related staff in grade 8 there has been a decrease in the mean pay gap from 2.6% to 1.9% (decrease of 0.7 percentage points).<sup>21</sup>

In the 2010 report it was recommended that the University identified a number of Key Performance Indicators to highlight key themes in equal pay. The grade 8 and grade 12 academic-related staff mean pay gaps have been monitored since 2008, see section 3.2 Key performance Indicators.

<sup>18</sup> The median pay gap at grade 8 also exceeds the 5% criterion.

<sup>19</sup> Using the median pay gap, grade 7 exceeds the 5% criteria in favour of men (8.8%).

<sup>20</sup> Using the median pay gap grade 12 also exceeds the 5% criterion

<sup>21</sup> However the median pay gap grade 8 exceeds the 5% criterion

## **Gender pay analysis for assistant staff (Appendix B4)**

Assistant staff are predominantly employed in grades 1 to 6.

The gender profile in the assistant staff category is 62.5% female, 37.5% male. This means that the mean pay gap of 1.2% in favour of male staff is likely to have fallen due to the gender profile in favour of women. However if the gender profile is tracked through the grades there are a higher percentage of women in grades 1-6 (on average 63.2 %) and a higher percentage of men in grades 7-8 (on average 59.2%).

The assistant staff category pay gap has decreased from 2% in 2012 to 1.2% in 2014.

Assistant staff at grade 8 exceed the 5% criterion, showing an increase in mean pay gap<sup>22</sup> from -0.1% in 2012 to 9% in 2014. The gender split in grade 8 is 65.2% male compared to 77.3% in 2012 and would not seem to account for the change. The population is relatively small, 8 female employees and 15 male; the standard deviation is higher for the 8 females (£6,526 compared to £2,783 for male employees). However for a small sample group the standard deviation may be misleading for the purposes of gender comparison.

## **Gender pay analysis for research staff (Appendix B5)**

Research staff are predominantly employed in grades 5, 7 and grade 9 as research assistants, research associates and senior research associates respectively.

The gender profile in the research staff category is 45.8% female, 54.2% male. This means that the mean pay gap of 7.5% in favour of male staff is unlikely to be affected by the gender profile as this is nearly equal. However if the gender profile is tracked through the grades there is a higher percentage of women in grade 5 (60.3%) and a higher percentage of men in grades 7-12 (on average 57.3%<sup>23</sup>).

Only grade 12 exceeds the 3% pay gap amongst research staff but its pay gap has fallen from 21.0% in 2010 to 15.7% in 2012 and now again to 4.6% in 2014, a decrease of 11.1 percentage points<sup>24</sup>.

The pay gap for the remaining grades remains well below the 3% differential.

### **3.1.3 Average salaries including additional payments (Appendices C1-C5)**

Additional payments comprise longer term pensionable payments or ad hoc, shorter term non-pensionable payments. Pensionable payments can be either discretionary e.g. additional hours<sup>25</sup>/additional responsibility payments, or linked to a role e.g. head of department, secretary of faculty board.

When additional payments are added to basic pay the overall pay gap rises from 20.1% to 21.8%, grade 3 rises to 5.2% (an increase of 5 percentage points) and grade 12 rises to 4% (an increase of 2.7 percentage points).

When grade 12 is broken down by band the consolidation of additional pay has a noticeable effect on the pay gaps in band 3 and 4 rising from 2.3% to 11% and 4.6% to 12.3% respectively. The addition of market related payments in particular have a substantial effect at grade 12, particularly in the academic staff category. As these are relatively small populations and the gender profile is

<sup>22</sup> Using the median pay gap Grade 8 exceeds the 5% criterion at 12.2 %

<sup>23</sup> Excluding grades 10 and 8 as the population is less than 5

<sup>24</sup> Using the median pay gap grade 12 also exceeds the 3% pay gap at 4.2%

<sup>25</sup> Additional hours are contractual and therefore cover regular, planned additional hours

88.0% male (band 3) and 78.1% male (band 4) a relatively small amount of additional payments can have a substantial effect on the pay gap. To a degree the University can be seen to be inheriting an external gender bias as it needs to attract and retain the very best staff at this level.

Interestingly the consolidation of pay for un-banded research staff at grade 12 reduces the pay gap by 1% from 4.6% to 3.6%.

### **Additional payment analysis for academic staff (Appendix C2)**

For academic staff the pay gap rises at grade 7 from 3.4% to 3.8% this is not a substantial rise and is under the 5% criterion for action.

For academic staff the pay gap rises at grade 12 from 0.7% to 4% when additional payments are added to basic pay. This is a larger rise than in 2012 (1.8% versus 3.3%) indicating that more men are in receipt of additional payments and/or that men are receiving larger additional payments.

Additional payments for academic staff largely comprise payments for head and acting head of department, deputy head of department, chair of faculty board and health and safety payments.

It would be reasonable to assume that the larger pay gap at grade 12 is due to more men holding positions of responsibility such as Head of Department. However, the average amount of additional payments made to grade 12 male academics is £3,424 (market related payments) and £3,676 (total other payments), whereas for female grade 12 academics it is £1,018 (market related payments) and £3,107 (total other payments). Market related payments therefore seem to have a larger impact on the pay differential of male and female employees at this level (see further market related payments analysis below).

### **Additional payment analysis for academic-related staff (Appendix C3)**

For grade 5 academic-related staff there is a small increase in the mean pay gap from 6% to 6.1%.

For grade 9 academic-related staff there is a small increase in the mean pay gap from 3.1% to 4.1%.

There is a more noticeable increase in the mean pay gap for grade 12 academic-related staff from 13.1% to 18.3% (5.2 percentage point increase) when additional payments are added to basic pay. This is a smaller increase compared to 2012 (9.7 percentage point increase). The increase is due to a greater number of male employees in this grade receiving additional payments. In total 19 employees in grade 12 received additional payments (2 female, 17 male).

Additional payments for academic-related staff largely comprise health and safety payments and additional responsibility payments.

### **Additional payment analysis for assistant staff (Appendix C4)**

Mirroring previous years, the assistant staff pay gap increases most notably at grade 3 from 0.2% to 5.2% when additional payments are added to basic pay. This is because 53 (89.8%) of male employees in this grade received additional hours and shift allowance payments for security duties in comparison to 6 (10.2%) female employees. These payments are primarily received by the Security Patrollers in the Security Office (21 of the 22 Patrollers are male). Other additional payments for assistant staff largely comprise early morning supplements, onerous duties payments, additional hours payments, standby allowance and health and safety payments.

### Additional payment analysis for research staff (Appendix C5)

The mean pay gap amongst research staff rises from 1.2% to 5.8% in grade 11, an increase of 4.6 percentage points; this takes the pay gap at grade 11 over the 5% criterion. However, this is a relatively small population (12 female employees and 25 male employees) so the additional payments are having quite a substantial effect. For example 5 out of 6 external sponsor enhancements<sup>26</sup> are paid to male employees in this category which with such a small population substantially increases the pay gap.

The grade 12 mean pay gap falls when additional payments are added to basic pay from 4% to 3.6%, a 0.4 percentage point decrease. Whilst this decrease is because a greater proportion of female employees in these grades received an external award, this is exaggerated because the female grade 12 research population is so small (10 female versus 63 male employees).

The pay gap of research staff with additional payments at grade 12 has fallen from 2012 when it was 13.6% (a decrease of 10.0 percentage points.)

Additional payments for research staff largely comprise health and safety payments, Wellcome Trust enhancements and other external awards.

#### 3.1.4 Additional payments only (Appendices D1 – D4)

##### Additional non-pensionable payments (Appendix D1)

Male employees received 58.7% of the non-pensionable payments made in 2014, making up 83.2% of the total value of these payments. Female employees received 41.3% of non-pensionable payments making up 16.8% of the total value of these payments. This is a smaller percentage of total value compared to 2012 which was 23.3%. Please see Table 7 below.

On average in 2014 female employees were paid £1,762 less per non pensionable payment than male employees (£710 total average payment versus £2,472 total average payment).

Table 7: Non-pensionable payments by gender

| Non-pensionable payments | Female            | Male               | Total      |
|--------------------------|-------------------|--------------------|------------|
| Number                   | 547<br>(41.3%)    | 777<br>(58.7%)     | 1,324      |
| Value                    | 388402<br>(16.8%) | 1920575<br>(83.2%) | £2,308,977 |

##### Additional pensionable payments (Appendix D2 and D3)

Additional pensionable payments linked to an office and pensionable payments awarded on a discretionary basis are provided in Appendices D2 and D3 and are summarised in Table 8 below.

<sup>26</sup> Additional payments made by external bodies, e.g. The Wellcome Trust, the University does not set the amount or decide who receives such an award.

Table 8: Pensionable payments by type and gender

| Pensionable payments    | Female     |                 | Male       |                   | Total      |                   |
|-------------------------|------------|-----------------|------------|-------------------|------------|-------------------|
|                         | Number     | Value           | Number     | Value             | Number     | Value             |
| <b>Discretionary</b>    | 140        | £194,177        | 186        | £704,856          | 326        | £899,033          |
| <b>Linked to a role</b> | 256        | £604,370        | 333        | £2,001,295        | 589        | £2,605,666        |
| <b>Total Number</b>     | <b>396</b> | <b>£798,547</b> | <b>519</b> | <b>£2,706,151</b> | <b>915</b> | <b>£3,504,699</b> |

In 2014, 915 additional pensionable payments were awarded to employees. Of these, 56.7% were awarded to male employees, making up 77.2% of the total value of all pensionable payments made. Compared to 2012, the percentage of payments awarded to women (43.3%) has decreased slightly by 1.3 percentage points. The total value of all pensionable payments awarded to women in 2014 (22.8%) has risen by 1.4 percentage points, these payments are broken down by type below.

57.1% of *discretionary payments* were awarded to male employees, making up 78.4% of the total value of all discretionary payments made. In particular, male employees received more additional hours payments than female employees (61 male to 14 female recipients) whilst the female employees received more additional responsibility payments (109 female to 79 male recipients). On average, additional hours payments increased male employees' salaries by £1,438 (female employees salaries increased by £992), whereas additional responsibility payments increased female salaries by £891 (male employees' salaries increased by £1,435). Mirroring previous years, male employees also received higher payments for administrative responsibilities than female employees – male employees received 88.4% of the total value. Figures are not available to compare the number of payments as less than 5 were awarded to female employees.

On average in 2014 female employees were paid £2,403 less per pensionable discretionary payment than male employees (£1,387 total average payment versus £3,790 total average payment).

56.5% of *payments linked to a role* were awarded to male employees, making up 76.8% of the total value of this type of payment.

On average in 2014 female employees were paid £3,649 less per pensionable payment linked to a role than male employees (£2,361 total average payment versus £6,010 total average payment). However as the value of these payments is fixed, gender differences are largely due to gender representation.

Overall it is worth noting that a reason men receive more of these payments is largely due to the higher proportion of men in the types of roles these payments are linked to.

Please note that across all types of additional payments the data is based on actual monetary values received, aggregated over the year, these are not scaled to a full time amount if the employee is working part time. This could account for some of the differences in percentage of the total value of additional payments made to men and women taking into consideration that women working part time make up 15% of the work force compared with 5.6% of men.

#### **Market related payments (Appendix D4)**

Market supplements have traditionally been paid in order to recruit and retain employees with specific skills for which higher reward packages are offered in the wider labour market. In such circumstances, there had to be a demonstrable business need supported by objective market data.

Since 1 January 2014, in accordance with the “Joint Report of the Council and the General Board on amendments to the pay and grading scheme for non-clinical staff implemented following the Second Joint Report of 25 July 2005”, market supplements have been discontinued and are

gradually being phased out. Market pay (MP) and advanced contribution supplements (ACSs) have been introduced. MP and ACS applications need to demonstrate a clear business need supported by objective market data. The awards once made will diminish over time as any contribution increments or band changes will erode the supplement (rather than adding on to it as with market supplements). More information can be found in the report at:

<http://www.admin.cam.ac.uk/reporter/2012-13/weekly/6302/section5.shtml#heading2-16>

Market supplements, market pay and advanced contribution supplements are reported in Appendix D4. As there have only been 5 advanced contribution supplements and 11 market pay awards made since 1 January 2014 these have been aggregated with existing market pay arrangements as the numbers are not yet significant enough to report by type.

By the 2016 review it is expected that market supplements will have been phased out and only market pay and advanced contribution supplements will be reported on in appendix D4.

The award by gender for all those in receipt of a market supplement, market pay or advanced contribution supplement as at 31 July 2014 is provided in Table 9 below.

Table 9: market supplements, market pay and advanced contribution increments by gender and occupational category

| Occupational Category | Female           |                 | Male               |                  |
|-----------------------|------------------|-----------------|--------------------|------------------|
|                       | Recruitment      | Retention       | Recruitment        | Retention        |
| Academic              | 17<br>(£112,101) | 10<br>(£61,747) | 73<br>(£1,352,005) | 43<br>(£535,090) |
| Academic-Related      | 16<br>(£247,411) | <5<br>(£22,251) | 21<br>(£343,722)   | 6<br>(£93,530)   |
| Assistant             | <5<br>(£820)     | 0               | 0                  | 0                |
| Research              | 0                | <5<br>(£15,015) | 5<br>(£27,823)     | <5<br>(£10,246)  |
| <b>Total Number</b>   | <b>34</b>        | <b>15</b>       | <b>99</b>          | <b>50</b>        |
| <b>Total Value</b>    | <b>£360,332</b>  | <b>£99,013</b>  | <b>£1,723,550</b>  | <b>£638,866</b>  |
| <b>Combined Total</b> | <b>49</b>        |                 | <b>149</b>         |                  |
| <b>Combined Value</b> | <b>£459,345</b>  |                 | <b>£2,362,416</b>  |                  |

In 2014, the average market supplement, market pay and advanced contribution supplement payment was £15,855 for male employees and £9,374 for female employees. When compared to the 2012 figures, the average payment has risen by 12.7% for male and 85.0% for female employees.

Overall, 75.3% of market supplements, market pay and advanced contribution supplements were awarded to male employees and 24.7% to female employees; this represents an 8.8 percentage point increase in the proportion of awards made to female employees compared to the 2012 Equal Pay Review.

The gender profiles across staff categories, at the grades that are most frequently awarded market supplements, market pay and advanced contribution supplements (grades 9, 10, 11 and 12), are likely to explain the gender bias towards men in the total awards made. It does not however explain the difference in total value although progression is clearly being made.

The largest number of market supplements were awarded to academic and academic-related staff (143 males and 46 females). Amongst academic staff, 81.1% of awards were made to male employees, 65.5% of whom were in grade 12 (76 out of a total of 116 male academic awards). Amongst academic-related staff, 58.7% of awards were made to male employees with 41.3% made to female employees. This is a rise of 15.4 percentage points in awards made to female employees compared with the 2012 equal pay review.

Again it is worth noting that the total value data is based on actual monetary values received, aggregated over the year, these are not scaled to a full time amount if the employee is working part time. This could account for some of the differences in total value of market supplements, market pay and advanced contribution increments made to men and women taking into consideration that women working part time make up 15% of the work force compared with 5.6% of men working part time.

### 3.1.5 Contribution payments for academic-related and assistant staff (Appendices E1 and E2)

#### Contribution increment awards (Appendix E1)

A total of 341 employees applied for contribution increments in the academic year 2013/14 and 86.5% were successful (84.2% of female applicants and 89.9% of male applicants). Overall 93.0% of female academic-related applicants were successful and 80.8% of female assistant staff applicants were successful.

A total of 295 employees received contribution increments in 2014 and of these 58.0% were female and 42.0% male.

It is useful to look at the amount of contribution increments awarded in relation to gender split (the scheme allows a range of 1, 2 or 3 increments to be awarded) to ensure there is no inherent bias. The break down can be shown in table 10 below:

Table 10: Amount of Contribution Increments awarded by gender

| Contribution points awarded | Female |      | Male   |      |
|-----------------------------|--------|------|--------|------|
|                             | Number | %    | Number | %    |
| 1 Point                     | 158    | 92.4 | 113    | 91.1 |
| 2 Points                    | 13     | 7.6  | 10     | 8.1  |
| 3 Points                    | 0      | 0    | <5     | *    |
| Total                       | 171    | 100  | 124    | 100  |

Table 10 shows no inherent bias in the amount of increment points awarded.

#### Single contribution payments (Appendix E2)

This scheme allows awarding authorities to recognise an individual's exceptional contribution, over and above the normal expectation for the role, in the context of a one-off task or project that is finite in nature.

258 employees applied for a single payment and 96.5% were successful (96.1% of female applicants and 97.1% of male applicants were successful). 100% of female academic-related applicants were successful and 94.9% of female assistant staff applicants were successful.

A total of 249 employees received, single contribution payments and of these 59.4% were female and 40.6% were male.



It is useful to look at the type of single contribution payment in relation to gender split (the scheme allows for a 2% team award or a 3% individual award) to ensure there is no inherent bias. The break down can be shown in table 11 below:

Table 11: Single contribution payment type by gender

| Single Contribution Payment | Female |      | Male   |      |
|-----------------------------|--------|------|--------|------|
|                             | Number | %    | Number | %    |
| <b>2% Team Award</b>        | 13     | 8.8  | 29     | 28.7 |
| <b>3% Individual Award</b>  | 135    | 91.2 | 72     | 71.3 |
| <b>Total</b>                | 148    | 100  | 101    | 100  |

Table 11 shows a slightly more divergent practice, compared with the award of contribution increments, with female employees more likely to be awarded the higher level of payment of 3% for the individual award.

### 3.1.6 New employees (Appendices F1 – F3)

New University employees appointed onto the single pay spine between 1 August 2013 and 31 July 2014 are shown as a chart of starters by scale point (Appendix F1) and a tabular presentation of starters by spine point and grade (Appendix F2).

Appendix F1 provides a visual depiction of the allocation by gender of new appointments but does not differentiate by grade. The overall trend shows that more female employees than male were appointed from spine points 13 to 36, with more male employees than female appointed from spine points 37 to 97. There are exceptions to these trends at spine points 16, 17, 20, 21 and 33 where more or equal numbers of male appointments have been made and at spine points 38, 47, 48, 49, 51, 56, 59, 60, 74, 76, 77, 78, 79 and 83 where more or equal numbers of female appointments have been made. The picture is mixed.

Appendix F2 provides a more detailed analysis (by gender), showing new starters by scale point within their evaluated grades.

Overall there were 1767 new appointments between 1 August 2013 and 31 July 2014, of these 978 (55.3%) were appointed above the grade minimum, 53.7% of these were male employees, 46.3% were female.

The largest concentration of employees appointed above the minimum spine point for the grade are in grades 5, 7 and 9. The distribution of new appointments above the minimum spine point by gender in grades 5 and 7 is broadly equal (grade 5: 47.9% female, 52.1% male, grade 7: 43.9% female, 56.1% male).

However of the 114 appointments made in grade 9 above the minimum spine point for the grade (spine point 49) 68.4% are male and 31.6% are female. Notably 28 male appointments are at the maximum service point of the grade (spine point 57) compared with 9 female appointments at this spine point.

Appendix F3 provides further detail of the appointments in grade 9 showing that the highest proportion of males (28%) are appointed on point 57, while the highest proportion of females (38%) are appointed on point 49. This is a similar picture to the 2012 equal pay review.

The 2010 and 2012 equal pay reviews recommended that further investigation, diagnosis, and possible remedial actions (in line with JNCHES guidance) be undertaken into the reasons for the

appointment at higher spine points in grade 9 for male employees. In 2010 the University identified a number of Key Performance Indicators (KPIs) to highlight key themes in equal pay. KPI 3 was introduced to help monitor this situation.

### 3.1.7 Part-time employees

Table 12 below provides a comparison of full-time and part-time average salaries<sup>27</sup>. The overall pay gap is higher for part-time employees (22.8%), compared with full-time employees (16.9%). This represents an increase of 2.1 percentage points in the mean pay gap for part time workers since the 2012 Equal Pay Review.

20.6% of the total workforce of the University are part time employees, part time female employees make up 15% of the total work force, part time male employees make up 5.6% of the total work force. The gender split across all part time employees is 73% female and 27% male.

The largest category of part time employees are female assistant staff (41.9%), followed by female researchers (16.3%).

Table 12: % Pay gap by full-time and part-time

| Working Hours     | Population |       | Average basic pay |         |            |              |
|-------------------|------------|-------|-------------------|---------|------------|--------------|
|                   | Female     | Male  | Female            | Male    | Difference | Pay gap (%)  |
| <b>Full-Time</b>  | 3,452      | 4,416 | £33,844           | £40,705 | £6,861     | <b>16.9%</b> |
| <b>Part-Time*</b> | 1,487      | 550   | £28,172           | £36,491 | £8,319     | <b>22.8%</b> |

\* Part time salaries are scaled up to full time equivalents to allow comparability

<sup>27</sup> Please note the parameters of the data set for part time employees has changed in 2014, previously this report only considered part time employees on fixed hour contracts. In 2014 the data set also includes zero hour contracts for staff paid on the single salary spine.

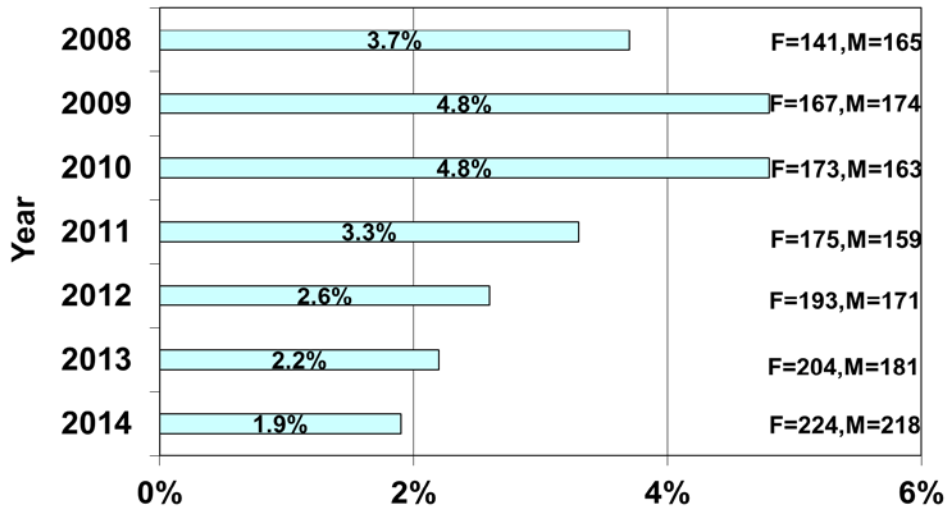
### 3.2 Key Performance Indicators (KPIs)

In 2010 the University identified a number of Key Performance Indicators (KPIs) to highlight key themes in equal pay at the University of Cambridge and over time to help quantify the effectiveness (or otherwise) of related policy action.

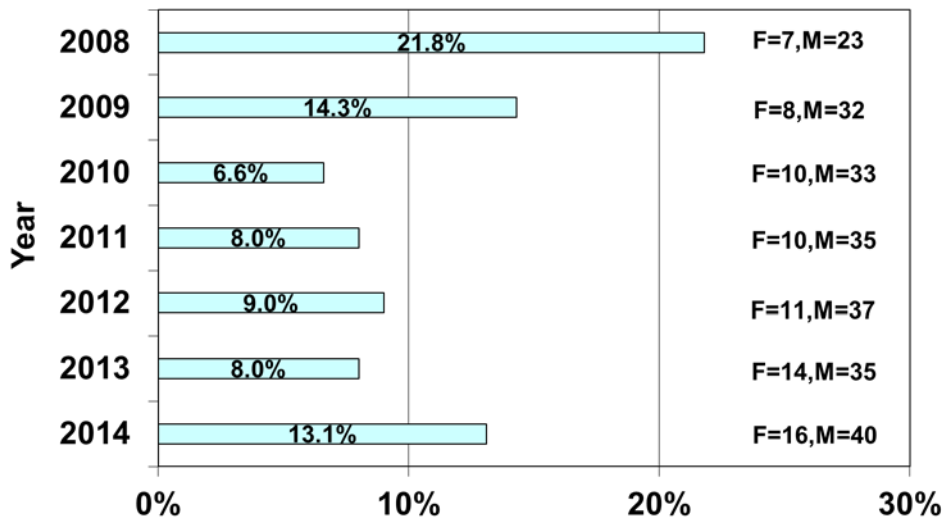
The KPIs have been updated to include this year's data. Please note that they are based on basic salary information only and do not include additional payments.

#### Key Performance Indicator 1: The mean pay gap for grade 8 and 12 academic-related staff

KPI 1a: Pay gap - grade 8 academic-related staff



KPI 1b: Pay gap- grade 12 academic-related staff

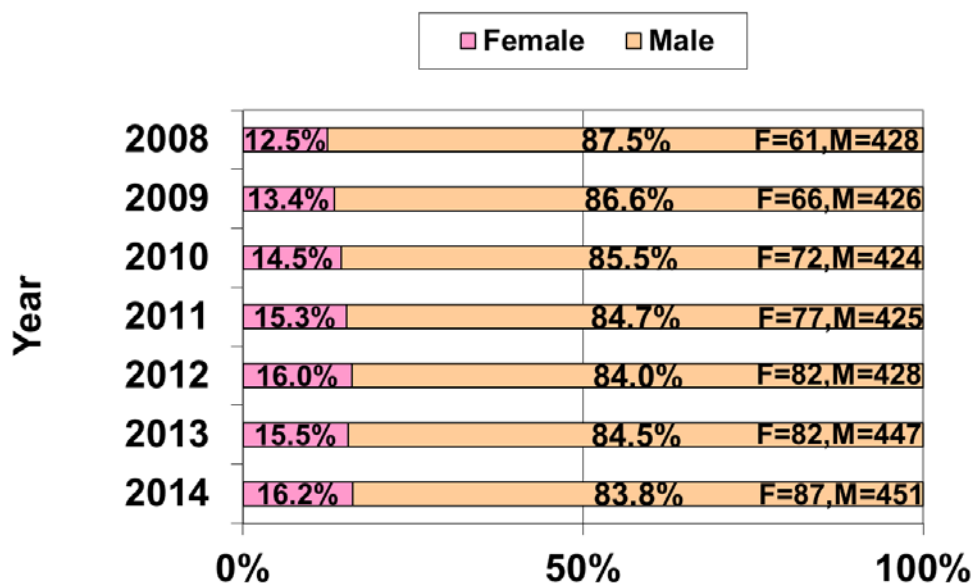


As can be seen from KPI 1a, the percentage difference in the pay gap for grade 8 academic-related staff has fallen further over the last two years to 1.9%.

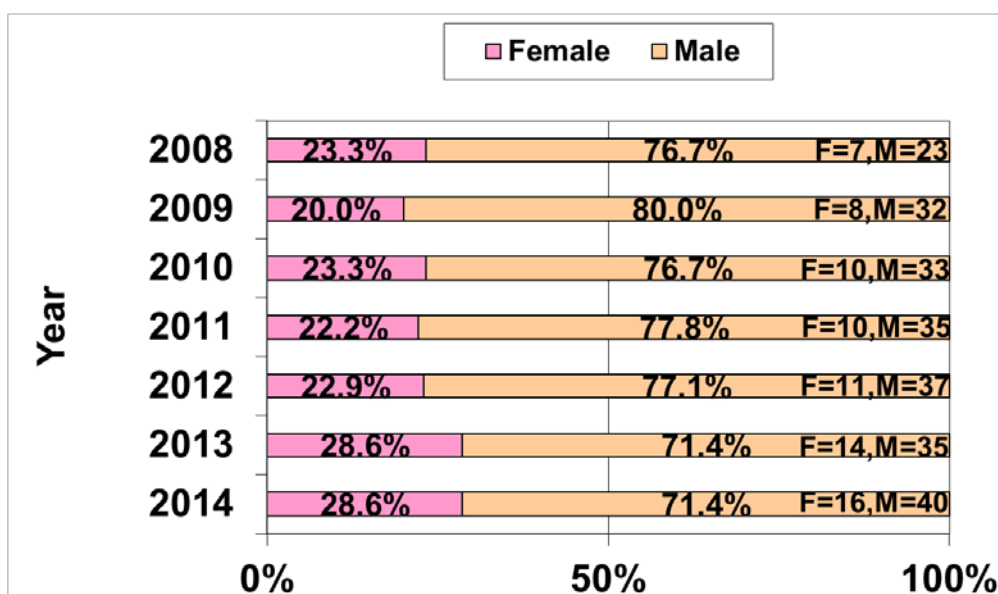
However the percentage difference in the pay gap for academic-related staff in grade 12 (KPI 1b) increased by 4.1 percentage points over the last two years, it remains below the 2008 and 2009 figures but is a concern.

**Key Performance Indicator 2: Gender representation of academic and academic-related staff in grade 12**

KPI 2a: Gender representation - grade 12 academic staff



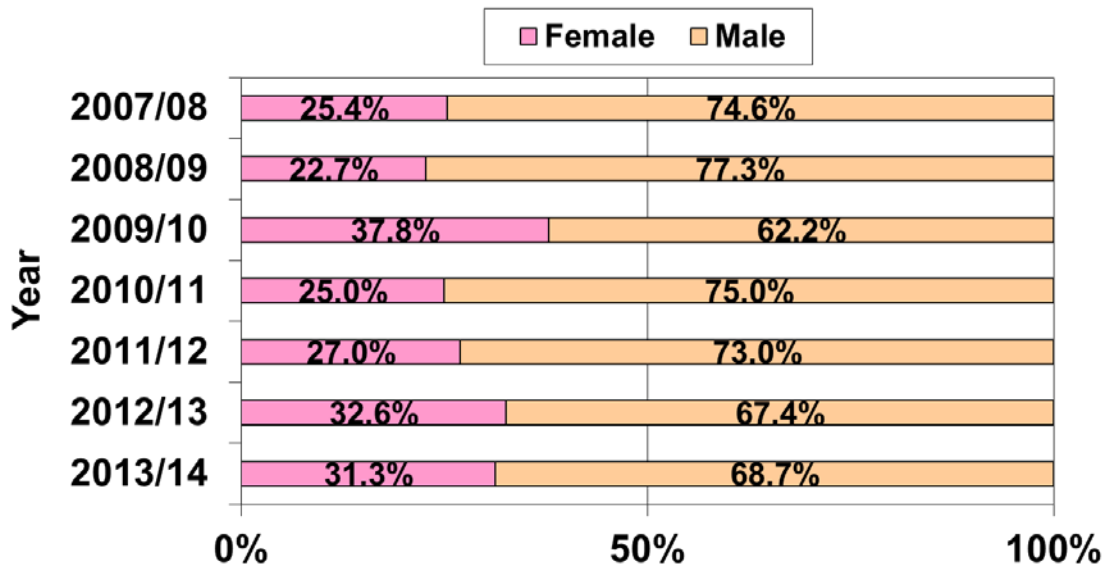
KPI 2b: Gender representation - grade 12 academic-related staff



In 2014 female employees in grade 12 comprised 16.2% of all academic staff and 28.6% of academic-related staff. KPI 2a above indicates that the percentage of female academic staff in grade 12 has increased by approximately 1 percentage point each year between 2008 and 2012 however this has slowed to an increase of 0.2 percentage points in 2014. In contrast, the percentage of female academic-related staff in grade 12 has increased by 5.7 percentage points.

**Key Performance Indicator 3: Gender distribution of new employees appointed within the top half of grade 9**

KPI 3: Gender distribution of new employees appointed within the top half of grade 9 (points 55 – 61)



As can be seen in KPI 3 above, the percentage of female staff appointed within the top half of grade 9 decreased by 12.8 percentage points in 2010/11, but increased by 2.0 percentage points to 27.0% in 2011/12 this has increased again in 2013/14 by 4.3 percentage points.

## 4.0 Review of Actions arising from the 2012 Equal Pay Review

### Sabbatical Leave stipend calculation

Clarification has been provided under relevant HR policies that for the purposes of calculating stipend during sabbatical leave, any period/s of maternity or additional paternity leave during the period of reckonable service, should not affect the individual's stipend during sabbatical leave.

### Returning Carers Scheme

2012-13 a returning carers scheme for the University was piloted in the Schools of Technology and Physical Sciences. The scheme provided financial support to (both male and female) research and academic staff who have returned from a period of leave for caring responsibilities (e.g. maternity, adoption, parental or paternity leave) by making funds available to assist these individuals in building up their research profiles and activity. This is one of a number of initiatives to assist more women in being promoted to senior academic positions in the University.

Three rounds of the scheme have been rolled out across the University in 2013 and 2014 with a dedicated administrated fund:

| Round | Successful applicants | Total spend | Date of round  |
|-------|-----------------------|-------------|----------------|
| 1     | 32                    | £173,000    | November 2013  |
| 2     | 30                    | £177,000    | March 2014     |
| 3     | 27                    | £112,000    | September 2014 |

### Widening of applicant pools

A range of policies (and guidelines) have been implemented to assist Boards of Electors and Appointments Committees in widening their search for potential candidates:

- Guidelines for Boards of Electors have been agreed by the General Board
- Equality & Diversity training is now a requirement for all involved in appointments and recruitment procedures
- Development of the new online recruitment system has enabled the University to capture appointments information so that gender data can be reported on. Data has yet to be collected

### Grade 9, new starter information

There has been ongoing monitoring by the Gender Equality Group (GEG). GEG's recommendation is that a new analysis needs to be run for Lent/Easter 2015 on updated Grade 9 data which is now collected via the new online recruitment system.

### Senior Academic Promotions, CV Scheme

After receiving recommendations from GEG, the Senior Academic Promotions (SAP) Review Group proposed further revisions for the 2012 and 2013 exercises including mentoring and advice for prospective applicants.

The Senior Academic Promotions CV Scheme has been extended to all subjects for both men and women. At the end of the last round (2013), 47 staff (30% male) requested mentors (this was nearly double the previous year at 26). There were 18 mentors, several of whom took on multiple mentees. As of September 2014, 27 staff have been assigned a mentor (10 male) across 23 mentors.

Evaluation of the Senior Academic Promotions CV Scheme is due to go to GEG in Lent term 2015. Anecdotal evidence describes the mentoring scheme as contributing to success but there is currently insufficient data to quantify this.

### **Equal Pay Briefing**

A briefing was held in Michaelmas term 2013 with Sheila Wild an equal pay expert, her website is <http://www.equalpayportal.co.uk/>

Equal Pay briefings are to be held after the publication of each Equal Pay Review, the next one is planned for 2015

### **Equality Objectives**

The University Equality Objectives were revised in 2013. These include the need to address the senior gender gap by increasing the proportion of female employees in senior academic and administrative roles. There is a particular focus on training, recruitment, promotion and the decision-making processes of the University, and the aim of improving the gender balance at all levels in academic and administrative units.

A full report against the published Equality Objectives is made to the Equality & Diversity Committee; the next full report is due Lent term 2015.

### **Senior Gender Equality Network (SGEN)**

SGEN recommendations were approved by GEG and incorporated into the University's Gender Action Plan which was formally adopted in 2014.

School SGEN Champions have been identified and will formally take up these new roles in 2014-15.

## **5.0 Equal Pay Review Group recommendations 2014**

1. For the Gender Equality Group (GEG) to continue monitoring the set KPIs with particular attention given to Grade 12 academic-related staff, an area which continues to be of concern. To review whether KPI 1a (grade 8 academic-related staff) remains a relevant measure for the 2016 review, as the pay gap has consistently dropped since 2011 and is no longer in the 3% criterion.
2. For GEG / the University to continue to take action to address the under-representation of women at senior grades, particularly at grades 11 and 12.
3. That a review of the process for setting starting salaries is undertaken to ensure that objective and consistent criteria are applied in the approval process.
4. For GEG to explore in more detail any pay gaps greater than 5% and to consider action required to remedy where there is not an obvious explanation for the gap.
5. To explore initiatives for working parents and aspiring female leaders across the University, building on work undertaken by the Equality and Diversity department.
6. To hold briefings on this report for the newly appointed school SGEN champions and subsequently across the University.

| Grade        | Population   |              |              | Gender split (%) |              | % on contribution points |              | Average (mean) basic pay |                           |                |                         |                |              | Median basic pay |                             |                |                           |                |              |
|--------------|--------------|--------------|--------------|------------------|--------------|--------------------------|--------------|--------------------------|---------------------------|----------------|-------------------------|----------------|--------------|------------------|-----------------------------|----------------|---------------------------|----------------|--------------|
|              | Female       | Male         | Total        | Female           | Male         | Female                   | Male         | Female                   | Female standard deviation | Male           | Male standard deviation | Total          | Pay gap (%)  | Female           | Female inter-quartile range | Male           | Male inter-quartile range | Total          | Pay gap (%)  |
| 1            | 232          | 177          | 409          | 56.7%            | 43.3%        | 18.5%                    | 14.7%        | £14,766                  | £823                      | £14,758        | £780                    | £14,763        | -0.1%        | £15,054          | £1,077                      | £15,054        | £1,077                    | £15,054        | 0.0%         |
| 2            | 178          | 143          | 321          | 55.5%            | 44.5%        | 11.2%                    | 5.6%         | £17,486                  | £1,211                    | £17,333        | £1,050                  | £17,417        | -0.9%        | £17,678          | £1,933                      | £18,185        | £1,933                    | £17,678        | 2.8%         |
| 3            | 374          | 215          | 589          | 63.5%            | 36.5%        | 12.0%                    | 13.0%        | £20,337                  | £1,172                    | £20,377        | £1,204                  | £20,352        | 0.2%         | £20,972          | £1,725                      | £20,972        | £1,725                    | £20,972        | 0.0%         |
| 4            | 660          | 260          | 920          | 71.7%            | 28.3%        | 20.2%                    | 28.1%        | £23,693                  | £1,482                    | £23,934        | £1,567                  | £23,761        | 1.0%         | £24,289          | £2,049                      | £24,289        | £2,086                    | £24,289        | 0.0%         |
| 5            | 835          | 536          | 1,371        | 60.9%            | 39.1%        | 19.9%                    | 26.3%        | £26,756                  | £1,660                    | £27,030        | £1,818                  | £26,863        | 1.0%         | £27,318          | £1,559                      | £27,318        | £2,373                    | £27,318        | 0.0%         |
| 6            | 260          | 194          | 454          | 57.3%            | 42.7%        | 23.8%                    | 30.9%        | £30,249                  | £2,271                    | £30,511        | £2,483                  | £30,361        | 0.9%         | £30,728          | £2,596                      | £30,728        | £2,672                    | £30,728        | 0.0%         |
| 7            | 1,299        | 1,425        | 2,724        | 47.7%            | 52.3%        | 10.5%                    | 10.4%        | £33,193                  | £3,479                    | £33,179        | £3,593                  | £33,186        | 0.0%         | £32,590          | £6,824                      | £32,590        | £6,824                    | £32,590        | 0.0%         |
| 8            | 246          | 236          | 482          | 51.0%            | 49.0%        | 15.4%                    | 16.9%        | £41,563                  | £4,311                    | £42,495        | £4,344                  | £42,019        | 2.2%         | £42,476          | £7,009                      | £45,053        | £6,146                    | £43,745        | 5.7%         |
| 9            | 492          | 750          | 1,242        | 39.6%            | 60.4%        | 15.9%                    | 19.3%        | £45,488                  | £4,197                    | £45,798        | £4,264                  | £45,675        | 0.7%         | £47,787          | £6,545                      | £47,787        | £5,311                    | £47,787        | 0.0%         |
| 10           | 162          | 236          | 398          | 40.7%            | 59.3%        | 16.0%                    | 14.4%        | £53,604                  | £1,927                    | £53,780        | £1,758                  | £53,708        | 0.3%         | £53,765          | £1,561                      | £53,765        | £0                        | £53,765        | 0.0%         |
| 11           | 88           | 240          | 328          | 26.8%            | 73.2%        | *                        | *            | £57,801                  | £2,187                    | £57,616        | £1,873                  | £57,666        | -0.3%        | £57,031          | £0                          | £57,031        | £0                        | £57,031        | 0.0%         |
| 12           | 113          | 554          | 667          | 16.9%            | 83.1%        | *                        | *            | £80,691                  | £15,420                   | £81,755        | £17,055                 | £81,575        | 1.3%         | £74,367          | £20,700                     | £78,884        | £24,672                   | £78,884        | 5.7%         |
| Band 1       | 57           | 260          | 317          | 18.0%            | 82.0%        | *                        | *            | £69,658                  | £3,712                    | £69,377        | £4,275                  | £69,428        | -0.4%        | £68,067          | £6,115                      | £66,089        | £6,115                    | £68,067        | -3.0%        |
| Band 2       | 30           | 140          | 170          | 17.6%            | 82.4%        | *                        | *            | £86,636                  | £4,460                    | £85,843        | £4,404                  | £85,983        | -0.9%        | £86,187          | £9,570                      | £83,680        | £7,520                    | £86,187        | -3.0%        |
| Band 3       | 9            | 66           | 75           | 12.0%            | 88.0%        | *                        | *            | £101,318                 | £5,054                    | £103,716       | £8,071                  | £103,429       | 2.3%         | £99,889          | £5,898                      | £102,882       | £12,154                   | £102,882       | 2.9%         |
| Band 4       | 7            | 25           | 32           | 21.9%            | 78.1%        | *                        | *            | £120,807                 | £9,085                    | £126,616       | £11,930                 | £125,345       | 4.6%         | £115,775         | £5,255                      | £122,816       | £18,414                   | £119,244       | 5.7%         |
| no band**    | 10           | 63           | 73           | 13.7%            | 86.3%        | *                        | *            | £79,096                  | £12,750                   | £82,943        | £18,562                 | £82,416        | 4.6%         | £75,544          | £21,674                     | £78,884        | £28,116                   | £78,884        | 4.2%         |
| <b>Total</b> | <b>4,939</b> | <b>4,966</b> | <b>9,905</b> | <b>49.9%</b>     | <b>50.1%</b> | <b>19.2%</b>             | <b>30.1%</b> | <b>£32,111</b>           | <b>£12,768</b>            | <b>£40,188</b> | <b>£19,171</b>          | <b>£36,161</b> | <b>20.1%</b> | <b>£28,972</b>   | <b>£12,372</b>              | <b>£35,597</b> | <b>£19,655</b>            | <b>£30,728</b> | <b>18.6%</b> |

\* all points on these grades are discretionary

\*\* applies to research staff



| Grade        | Population |       |       | Gender split (%) |       | Average (mean) basic pay |                           |         |                         |         |             | Median basic pay |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|-------|--------------------------|---------------------------|---------|-------------------------|---------|-------------|------------------|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male  | Female                   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female           | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 5            | < 5        | < 5   | *     | *                | *     | £25,408                  | £1,318                    | £25,013 | £0                      | £25,329 | -1.6%       | £25,013          | £757                        | £25,013 | £0                        | £25,013 | 0.0%        |
| 6            | 0          | 0     | 0     | -                | -     | -                        | -                         | -       | -                       | -       | -           | -                | -                           | -       | -                         | -       | -           |
| 7            | 28         | 9     | 37    | 75.7%            | 24.3% | £30,635                  | £491                      | £31,702 | £2,082                  | £30,895 | 3.4%        | £30,728          | £0                          | £30,728 | £0                        | £30,728 | 0.0%        |
| 8            | < 5        | < 5   | *     | *                | *     | £39,761                  | £570                      | £43,765 | £1,822                  | £41,096 | 9.1%        | £40,046          | £285                        | £43,765 | £1,289                    | £40,046 | 8.5%        |
| 9            | 163        | 283   | 446   | 36.5%            | 63.5% | £45,259                  | £3,751                    | £45,378 | £3,312                  | £45,334 | 0.3%        | £47,787          | £6,545                      | £47,787 | £5,311                    | £47,787 | 0.0%        |
| 10           | 89         | 158   | 247   | 36.0%            | 64.0% | £53,261                  | £1,036                    | £53,276 | £1,031                  | £53,271 | 0.0%        | £53,765          | £0                          | £53,765 | £0                        | £53,765 | 0.0%        |
| 11           | 59         | 187   | 246   | 24.0%            | 76.0% | £57,031                  | £0                        | £57,013 | £171                    | £57,018 | 0.0%        | £57,031          | £0                          | £57,031 | £0                        | £57,031 | 0.0%        |
| 12           | 87         | 451   | 538   | 16.2%            | 83.8% | £79,105                  | £13,367                   | £79,623 | £14,172                 | £79,540 | 0.7%        | £74,367          | £18,120                     | £76,592 | £20,098                   | £76,592 | 2.9%        |
| <b>Total</b> | 434        | 1,091 | 1,525 | 28.5%            | 71.5% | £54,108                  | £15,572                   | £62,538 | £17,625                 | £60,139 | 13.5%       | £52,204          | £9,244                      | £57,031 | £22,317                   | £57,031 | 8.5%        |

\* data not displayed due to a gender population of less than 5

| Grade        | Population |      |       | Gender split (%) |       | Average (mean) basic pay |                           |          |                         |          |             | Median basic pay |                             |         |                           |         |             |
|--------------|------------|------|-------|------------------|-------|--------------------------|---------------------------|----------|-------------------------|----------|-------------|------------------|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male | Total | Female           | Male  | Female                   | Female standard deviation | Male     | Male standard deviation | Total    | Pay gap (%) | Female           | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 5            | 18         | 6    | 24    | 75.0%            | 25.0% | £26,484                  | £1,563                    | £28,187  | £3,627                  | £26,909  | 6.0%        | £26,527          | £2,305                      | £26,946 | £5,717                    | £26,527 | 1.5%        |
| 6            | 78         | 68   | 146   | 53.4%            | 46.6% | £30,216                  | £2,880                    | £31,125  | £3,066                  | £30,639  | 2.9%        | £29,837          | £2,596                      | £30,728 | £3,618                    | £30,728 | 2.9%        |
| 7            | 267        | 192  | 459   | 58.2%            | 41.8% | £33,851                  | £3,660                    | £35,392  | £3,855                  | £34,496  | 4.4%        | £33,562          | £5,933                      | £36,661 | £5,166                    | £35,597 | 8.8%        |
| 8            | 224        | 218  | 442   | 50.7%            | 49.3% | £41,542                  | £4,277                    | £42,356  | £4,434                  | £41,943  | 1.9%        | £42,476          | £7,297                      | £45,053 | £6,146                    | £43,745 | 6.1%        |
| 9            | 161        | 173  | 334   | 48.2%            | 51.8% | £46,107                  | £4,594                    | £47,585  | £4,266                  | £46,872  | 3.1%        | £47,787          | £6,740                      | £47,787 | £4,163                    | £47,787 | 0.0%        |
| 10           | 73         | 74   | 147   | 49.7%            | 50.3% | £54,022                  | £2,582                    | £54,787  | £2,339                  | £54,407  | 1.4%        | £53,765          | £3,171                      | £53,765 | £2,852                    | £53,765 | 0.0%        |
| 11           | 17         | 28   | 45    | 37.8%            | 62.2% | £60,761                  | £2,660                    | £61,191  | £2,649                  | £61,029  | 0.7%        | £60,496          | £3,568                      | £60,496 | £5,432                    | £60,496 | 0.0%        |
| 12           | 16         | 40   | 56    | 28.6%            | 71.4% | £90,311                  | £23,201                   | £103,918 | £26,467                 | £100,030 | 13.1%       | £86,336          | £34,936                     | £99,933 | £43,700                   | £94,164 | 13.1%       |
| <b>Total</b> | 854        | 799  | 1,653 | 51.7%            | 48.3% | £41,009                  | £11,307                   | £45,646  | £16,865                 | £43,250  | 10.2%       | £38,907          | £12,838                     | £43,745 | £12,555                   | £41,242 | 11.1%       |

| Grade        | Population |       |       | Gender split (%) |       | Average (mean) basic pay |                           |         |                         |         |             | Median basic pay |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|-------|--------------------------|---------------------------|---------|-------------------------|---------|-------------|------------------|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male  | Female                   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female           | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 1            | 232        | 177   | 409   | 56.7%            | 43.3% | £14,766                  | £823                      | £14,758 | £780                    | £14,763 | -0.1%       | £15,054          | £1,077                      | £15,054 | £1,077                    | £15,054 | 0.0%        |
| 2            | 178        | 143   | 321   | 55.5%            | 44.5% | £17,486                  | £1,211                    | £17,333 | £1,050                  | £17,417 | -0.9%       | £17,678          | £1,933                      | £18,185 | £1,933                    | £17,678 | 2.8%        |
| 3            | 374        | 215   | 589   | 63.5%            | 36.5% | £20,337                  | £1,172                    | £20,377 | £1,204                  | £20,352 | 0.2%        | £20,972          | £1,725                      | £20,972 | £1,725                    | £20,972 | 0.0%        |
| 4            | 660        | 260   | 920   | 71.7%            | 28.3% | £23,693                  | £1,482                    | £23,934 | £1,567                  | £23,761 | 1.0%        | £24,289          | £2,049                      | £24,289 | £2,086                    | £24,289 | 0.0%        |
| 5            | 470        | 302   | 772   | 60.9%            | 39.1% | £27,044                  | £1,580                    | £27,538 | £1,824                  | £27,237 | 1.8%        | £27,318          | £2,373                      | £27,318 | £1,605                    | £27,318 | 0.0%        |
| 6            | 182        | 126   | 308   | 59.1%            | 40.9% | £30,264                  | £1,963                    | £30,179 | £2,040                  | £30,229 | -0.3%       | £30,728          | £1,756                      | £30,728 | £2,672                    | £30,728 | 0.0%        |
| 7            | 34         | 46    | 80    | 42.5%            | 57.5% | £34,782                  | £2,913                    | £35,401 | £2,844                  | £35,138 | 1.7%        | £36,661          | £3,099                      | £36,661 | £3,191                    | £36,661 | 0.0%        |
| 8            | 8          | 15    | 23    | 34.8%            | 65.2% | £40,195                  | £6,526                    | £44,178 | £2,783                  | £42,793 | 9.0%        | £39,569          | £8,555                      | £45,053 | £1,289                    | £45,053 | 12.2%       |
| <b>Total</b> | 2,138      | 1,284 | 3,422 | 62.5%            | 37.5% | £23,155                  | £4,992                    | £23,446 | £6,103                  | £23,264 | 1.2%        | £24,289          | £6,725                      | £24,289 | £9,133                    | £24,289 | 0.0%        |

| Grade        | Population |       |       | Gender split (%) |        | Average (mean) basic pay |                           |         |                         |         |             | Median basic pay |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|--------|--------------------------|---------------------------|---------|-------------------------|---------|-------------|------------------|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male   | Female                   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female           | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 5            | 343        | 227   | 570   | 60.2%            | 39.8%  | £26,390                  | £1,700                    | £26,332 | £1,488                  | £26,367 | -0.2%       | £26,527          | £3,029                      | £26,527 | £2,305                    | £26,527 | 0.0%        |
| 6            | 0          | 0     | 0     | -                | -      | -                        | -                         | -       | -                       | -       | -           | -                | -                           | -       | -                         | -       | -           |
| 7            | 970        | 1,178 | 2,148 | 45.2%            | 54.8%  | £33,030                  | £3,437                    | £32,743 | £3,416                  | £32,873 | -0.9%       | £32,590          | £6,824                      | £32,590 | £6,824                    | £32,590 | 0.0%        |
| 8            | 10         | < 5   | *     | *                | *      | £43,857                  | £3,240                    | £45,053 | £0                      | £43,966 | 2.7%        | £45,053          | £4,082                      | £45,053 | £0                        | £45,053 | 0.0%        |
| 9            | 168        | 294   | 462   | 36.4%            | 63.6%  | £45,116                  | £4,166                    | £45,151 | £4,771                  | £45,138 | 0.1%        | £46,400          | £6,545                      | £46,400 | £7,741                    | £46,400 | 0.0%        |
| 10           | 0          | < 5   | *     | 0.0%             | 100.0% | -                        | -                         | £55,056 | £3,569                  | £55,056 | -           | -                | -                           | £55,398 | £4,462                    | £55,398 | -           |
| 11           | 12         | 25    | 37    | 32.4%            | 67.6%  | £57,393                  | £3,259                    | £58,119 | £2,968                  | £57,884 | 1.2%        | £56,203          | £1,656                      | £57,031 | £1,707                    | £57,031 | 1.5%        |
| 12           | 10         | 63    | 73    | 13.7%            | 86.3%  | £79,096                  | £12,750                   | £82,943 | £18,562                 | £82,416 | 4.6%        | £75,544          | £21,674                     | £78,884 | £28,116                   | £78,884 | 4.2%        |
| <b>Total</b> | 1,513      | 1,792 | 3,305 | 45.8%            | 54.2%  | £33,436                  | £7,539                    | £36,142 | £11,895                 | £34,903 | 7.5%        | £31,644          | £8,529                      | £33,076 | £7,919                    | £32,590 | 4.3%        |

\* data not displayed due to a gender population of less than 5

| Grade        | Population   |              |              | Gender split (%) |              | % on contribution points |              | Average (mean) basic pay |                           |                |                         |                |              | Median basic pay |                             |                |                           |                |              |
|--------------|--------------|--------------|--------------|------------------|--------------|--------------------------|--------------|--------------------------|---------------------------|----------------|-------------------------|----------------|--------------|------------------|-----------------------------|----------------|---------------------------|----------------|--------------|
|              | Female       | Male         | Total        | Female           | Male         | Female                   | Male         | Female                   | Female standard deviation | Male           | Male standard deviation | Total          | Pay gap (%)  | Female           | Female inter-quartile range | Male           | Male inter-quartile range | Total          | Pay gap (%)  |
| 1            | 232          | 177          | 409          | 56.7%            | 43.3%        | 18.5%                    | 14.7%        | £14,903                  | £936                      | £15,033        | £1,303                  | £14,959        | 0.9%         | £15,054          | £1,448                      | £15,054        | £1,174                    | £15,054        | 0.0%         |
| 2            | 178          | 143          | 321          | 55.5%            | 44.5%        | 11.2%                    | 5.6%         | £17,596                  | £1,341                    | £17,649        | £1,576                  | £17,619        | 0.3%         | £17,691          | £1,933                      | £18,185        | £1,963                    | £17,810        | 2.7%         |
| 3            | 374          | 215          | 589          | 63.5%            | 36.5%        | 12.0%                    | 13.0%        | £20,426                  | £1,282                    | £21,553        | £3,202                  | £20,837        | 5.2%         | £20,972          | £1,725                      | £20,972        | £2,350                    | £20,972        | 0.0%         |
| 4            | 660          | 260          | 920          | 71.7%            | 28.3%        | 20.2%                    | 28.1%        | £23,750                  | £1,511                    | £24,256        | £1,996                  | £23,893        | 2.1%         | £24,289          | £2,128                      | £24,289        | £2,268                    | £24,289        | 0.0%         |
| 5            | 835          | 536          | 1,371        | 60.9%            | 39.1%        | 19.9%                    | 26.3%        | £26,813                  | £1,721                    | £27,177        | £2,035                  | £26,955        | 1.3%         | £27,318          | £1,559                      | £27,318        | £2,373                    | £27,318        | 0.0%         |
| 6            | 260          | 194          | 454          | 57.3%            | 42.7%        | 23.8%                    | 30.9%        | £30,375                  | £2,381                    | £30,695        | £2,641                  | £30,512        | 1.0%         | £30,728          | £3,332                      | £30,728        | £2,672                    | £30,728        | 0.0%         |
| 7            | 1,299        | 1,425        | 2,724        | 47.7%            | 52.3%        | 10.5%                    | 10.4%        | £33,283                  | £3,576                    | £33,254        | £3,693                  | £33,268        | -0.1%        | £32,590          | £6,824                      | £32,590        | £6,824                    | £32,590        | 0.0%         |
| 8            | 246          | 236          | 482          | 51.0%            | 49.0%        | 15.4%                    | 16.9%        | £41,758                  | £4,498                    | £42,664        | £4,398                  | £42,202        | 2.1%         | £42,476          | £6,510                      | £45,053        | £5,200                    | £43,745        | 5.7%         |
| 9            | 492          | 750          | 1,242        | 39.6%            | 60.4%        | 15.9%                    | 19.3%        | £45,945                  | £4,678                    | £46,548        | £5,740                  | £46,309        | 1.3%         | £47,787          | £6,545                      | £47,787        | £6,740                    | £47,787        | 0.0%         |
| 10           | 162          | 236          | 398          | 40.7%            | 59.3%        | 16.0%                    | 14.4%        | £54,323                  | £2,753                    | £54,464        | £2,660                  | £54,406        | 0.3%         | £53,765          | £1,248                      | £53,765        | £1,610                    | £53,765        | 0.0%         |
| 11           | 88           | 240          | 328          | 26.8%            | 73.2%        | *                        | *            | £58,525                  | £3,404                    | £59,547        | £6,117                  | £59,273        | 1.7%         | £57,031          | £1,707                      | £57,031        | £1,707                    | £57,031        | 0.0%         |
| 12           | 113          | 554          | 667          | 16.9%            | 83.1%        | *                        | *            | £85,770                  | £21,626                   | £89,372        | £30,993                 | £88,762        | 4.0%         | £81,247          | £26,104                     | £81,247        | £29,936                   | £81,247        | 0.0%         |
| Band 1       | 57           | 260          | 317          | 18.0%            | 82.0%        | *                        | *            | £71,963                  | £7,282                    | £72,214        | £8,322                  | £72,169        | 0.3%         | £70,104          | £8,278                      | £69,043        | £8,564                    | £70,104        | -1.5%        |
| Band 2       | 30           | 140          | 170          | 17.6%            | 82.4%        | *                        | *            | £93,744                  | £13,316                   | £94,580        | £20,669                 | £94,433        | 0.9%         | £91,889          | £10,816                     | £88,767        | £13,640                   | £89,177        | -3.5%        |
| Band 3       | 9            | 66           | 75           | 12.0%            | 88.0%        | *                        | *            | £110,109                 | £14,447                   | £123,701       | £37,848                 | £122,070       | 11.0%        | £104,133         | £26,071                     | £109,138       | £24,191                   | £109,138       | 4.6%         |
| Band 4       | 7            | 25           | 32           | 21.9%            | 78.1%        | *                        | *            | £136,036                 | £30,788                   | £155,053       | £49,206                 | £150,893       | 12.3%        | £126,837         | £22,272                     | £140,491       | £29,064                   | £136,906       | 9.7%         |
| no band**    | 10           | 63           | 73           | 13.7%            | 86.3%        | *                        | *            | £83,458                  | £10,876                   | £86,584        | £24,165                 | £86,155        | 3.6%         | £85,686          | £16,930                     | £81,247        | £33,999                   | £81,247        | -5.5%        |
| <b>Total</b> | <b>4,939</b> | <b>4,966</b> | <b>9,905</b> | <b>49.9%</b>     | <b>50.1%</b> | <b>19.2%</b>             | <b>30.1%</b> | <b>£32,384</b>           | <b>£13,547</b>            | <b>£41,416</b> | <b>£22,895</b>          | <b>£36,912</b> | <b>21.8%</b> | <b>£28,972</b>   | <b>£12,372</b>              | <b>£35,597</b> | <b>£20,399</b>            | <b>£30,968</b> | <b>18.6%</b> |

\* all points on these grades are discretionary

\*\* applies to research staff

| Grade        | Population |       |       | Gender split (%) |       | Average (mean) basic pay including additional payments |                           |         |                         |         |             | Median basic pay including additional payments |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|-------|--|---------------------------|---------|-------------------------|---------|-------------|--|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male  | Female   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female   | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 5            | < 5        | < 5   | *     | *                | *     | £25,408  | £1,318                    | £25,013 | £0                      | £25,329 | -1.6%       | £25,013  | £757                        | £25,013 | £0                        | £25,013 | 0.0%        |
| 6            | 0          | 0     | 0     | -                | -     | -  | -                         | -       | -                       | -       | -           | -  | -                           | -       | -                         | -       | -           |
| 7            | 28         | 9     | 37    | 75.7%            | 24.3% | £30,635  | £491                      | £31,843 | £2,051                  | £30,929 | 3.8%        | £30,728  | £0                          | £30,728 | £1,271                    | £30,728 | 0.0%        |
| 8            | < 5        | < 5   | *     | *                | *     | £39,761  | £570                      | £43,765 | £1,822                  | £41,096 | 9.1%        | £40,046  | £285                        | £43,765 | £1,289                    | £40,046 | 8.5%        |
| 9            | 163        | 283   | 446   | 36.5%            | 63.5% | £45,884  | £4,654                    | £46,418 | £5,720                  | £46,223 | 1.2%        | £47,787  | £6,328                      | £47,787 | £5,311                    | £47,787 | 0.0%        |
| 10           | 89         | 158   | 247   | 36.0%            | 64.0% | £53,567  | £1,473                    | £54,036 | £2,493                  | £53,867 | 0.9%        | £53,765  | £0                          | £53,765 | £0                        | £53,765 | 0.0%        |
| 11           | 59         | 187   | 246   | 24.0%            | 76.0% | £57,501  | £1,319                    | £58,645 | £5,820                  | £58,370 | 2.0%        | £57,031  | £0                          | £57,031 | £0                        | £57,031 | 0.0%        |
| 12           | 87         | 451   | 538   | 16.2%            | 83.8% | £83,231  | £17,258                   | £86,724 | £27,152                 | £86,159 | 4.0%        | £77,698  | £24,127                     | £81,247 | £26,097                   | £81,247 | 4.4%        |
| <b>Total</b> | 434        | 1,091 | 1,525 | 28.5%            | 71.5% | £55,297  | £17,584                   | £66,134 | £25,276                 | £63,050 | 16.4%       | £53,765  | £9,244                      | £57,031 | £23,679                   | £57,031 | 5.7%        |

\* data not displayed due to a gender population of less than 5

Appendix C3 Summary of gender pay gap and grade (basic pay including additional payments) – academic-related staff EPR 2014

| Grade        | Population |      |       | Gender split (%) |       | Average (mean) basic pay including additional payments |                           |          |                         |          |             | Median basic pay including additional payments |                             |          |                           |          |             |
|--------------|------------|------|-------|------------------|-------|--|---------------------------|----------|-------------------------|----------|-------------|--|-----------------------------|----------|---------------------------|----------|-------------|
|              | Female     | Male | Total | Female           | Male  | Female   | Female standard deviation | Male     | Male standard deviation | Total    | Pay gap (%) | Female   | Female inter-quartile range | Male     | Male inter-quartile range | Total    | Pay gap (%) |
| 5            | 18         | 6    | 24    | 75.0%            | 25.0% | £26,497  | £1,576                    | £28,232  | £3,679                  | £26,930  | 6.1%        | £26,527  | £2,440                      | £26,946  | £5,717                    | £26,527  | 1.6%        |
| 6            | 78         | 68   | 146   | 53.4%            | 46.6% | £30,401  | £3,093                    | £31,278  | £3,208                  | £30,809  | 2.8%        | £29,837  | £3,361                      | £30,728  | £3,824                    | £30,728  | 2.9%        |
| 7            | 267        | 192  | 459   | 58.2%            | 41.8% | £33,971  | £3,768                    | £35,518  | £3,936                  | £34,618  | 4.4%        | £34,145  | £5,933                      | £36,661  | £5,166                    | £35,597  | 6.9%        |
| 8            | 224        | 218  | 442   | 50.7%            | 49.3% | £41,727  | £4,458                    | £42,519  | £4,500                  | £42,117  | 1.9%        | £42,476  | £7,297                      | £45,053  | £6,146                    | £43,745  | 5.7%        |
| 9            | 161        | 173  | 334   | 48.2%            | 51.8% | £46,178  | £4,666                    | £48,147  | £5,897                  | £47,198  | 4.1%        | £47,787  | £6,740                      | £47,967  | £4,288                    | £47,787  | 0.4%        |
| 10           | 73         | 74   | 147   | 49.7%            | 50.3% | £55,244  | £3,568                    | £55,177  | £2,460                  | £55,210  | -0.1%       | £53,765  | £3,741                      | £54,897  | £3,266                    | £53,945  | 2.1%        |
| 11           | 17         | 28   | 45    | 37.8%            | 62.2% | £61,997  | £4,577                    | £63,179  | £5,669                  | £62,733  | 1.9%        | £62,306  | £5,432                      | £60,496  | £5,432                    | £60,496  | -3.0%       |
| 12           | 16         | 40   | 56    | 28.6%            | 71.4% | £101,019   | £37,743                   | £123,621 | £53,749                 | £117,163 | 18.3%       | £91,010  | £44,605                     | £108,062 | £55,128                   | £103,961 | 15.8%       |
| <b>Total</b> | 854        | 799  | 1,653 | 51.7%            | 48.3% | £41,456  | £13,039                   | £46,948  | £23,051                 | £44,110  | 11.7%       | £38,907  | £14,110                     | £44,117  | £12,555                   | £41,242  | 11.8%       |

| Grade        | Population |       |       | Gender split (%) |       | Average (mean) basic pay including additional payments |                           |         |                         |         |             | Median basic pay including additional payments |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|-------|--|---------------------------|---------|-------------------------|---------|-------------|--|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male  | Female   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female   | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 1            | 232        | 177   | 409   | 56.7%            | 43.3% | £14,903  | £936                      | £15,033 | £1,303                  | £14,959 | 0.9%        | £15,054  | £1,448                      | £15,054 | £1,174                    | £15,054 | 0.0%        |
| 2            | 178        | 143   | 321   | 55.5%            | 44.5% | £17,596  | £1,341                    | £17,649 | £1,576                  | £17,619 | 0.3%        | £17,691  | £1,933                      | £18,185 | £1,963                    | £17,810 | 2.7%        |
| 3            | 374        | 215   | 589   | 63.5%            | 36.5% | £20,426  | £1,282                    | £21,553 | £3,202                  | £20,837 | 5.2%        | £20,972  | £1,725                      | £20,972 | £2,350                    | £20,972 | 0.0%        |
| 4            | 660        | 260   | 920   | 71.7%            | 28.3% | £23,750  | £1,511                    | £24,256 | £1,996                  | £23,893 | 2.1%        | £24,289  | £2,128                      | £24,289 | £2,268                    | £24,289 | 0.0%        |
| 5            | 470        | 302   | 772   | 60.9%            | 39.1% | £27,130  | £1,658                    | £27,792 | £2,125                  | £27,389 | 2.4%        | £27,318  | £2,373                      | £27,318 | £2,445                    | £27,318 | 0.0%        |
| 6            | 182        | 126   | 308   | 59.1%            | 40.9% | £30,363  | £2,010                    | £30,381 | £2,229                  | £30,371 | 0.1%        | £30,728  | £2,605                      | £30,728 | £2,672                    | £30,728 | 0.0%        |
| 7            | 34         | 46    | 80    | 42.5%            | 57.5% | £35,199  | £3,177                    | £35,775 | £3,264                  | £35,530 | 1.6%        | £36,661  | £2,854                      | £36,661 | £3,191                    | £36,661 | 0.0%        |
| 8            | 8          | 15    | 23    | 34.8%            | 65.2% | £40,992  | £7,226                    | £44,474 | £2,473                  | £43,263 | 7.8%        | £39,569  | £9,030                      | £45,053 | £1,412                    | £45,053 | 12.2%       |
| <b>Total</b> | 2,138      | 1,284 | 3,422 | 62.5%            | 37.5% | £23,249  | £5,028                    | £23,878 | £6,233                  | £23,485 | 2.6%        | £24,289  | £6,944                      | £24,289 | £9,356                    | £24,289 | 0.0%        |



| Grade        | Population |       |       | Gender split (%) |        | Average (mean) basic pay including additional payments |                           |         |                         |         |             | Median basic pay including additional payments |                             |         |                           |         |             |
|--------------|------------|-------|-------|------------------|--------|--|---------------------------|---------|-------------------------|---------|-------------|--|-----------------------------|---------|---------------------------|---------|-------------|
|              | Female     | Male  | Total | Female           | Male   | Female   | Female standard deviation | Male    | Male standard deviation | Total   | Pay gap (%) | Female   | Female inter-quartile range | Male    | Male inter-quartile range | Total   | Pay gap (%) |
| 5            | 343        | 227   | 570   | 60.2%            | 39.8%  | £26,412  | £1,728                    | £26,339 | £1,494                  | £26,383 | -0.3%       | £26,527  | £2,996                      | £26,527 | £2,305                    | £26,527 | 0.0%        |
| 6            | 0          | 0     | 0     | -                | -      | -  | -                         | -       | -                       | -       | -           | -  | -                           | -       | -                         | -       | -           |
| 7            | 970        | 1,178 | 2,148 | 45.2%            | 54.8%  | £33,103  | £3,520                    | £32,797 | £3,499                  | £32,935 | -0.9%       | £32,590  | £6,824                      | £32,590 | £6,824                    | £32,590 | 0.0%        |
| 8            | 10         | < 5   | *     | *                | *      | £43,857  | £3,240                    | £45,053 | £0                      | £43,966 | 2.7%        | £45,053  | £4,082                      | £45,053 | £0                        | £45,053 | 0.0%        |
| 9            | 168        | 294   | 462   | 36.4%            | 63.6%  | £45,780  | £4,732                    | £45,733 | £5,490                  | £45,750 | -0.1%       | £47,787  | £6,545                      | £46,400 | £8,406                    | £46,400 | -3.0%       |
| 10           | 0          | < 5   | *     | 0.0%             | 100.0% | -  | -                         | £58,181 | £6,406                  | £58,181 | -           | -  | -                           | £57,885 | £5,175                    | £57,885 | -           |
| 11           | 12         | 25    | 37    | 32.4%            | 67.6%  | £58,641  | £5,265                    | £62,224 | £6,690                  | £61,062 | 5.8%        | £57,031  | £3,133                      | £57,031 | £10,844                   | £57,031 | 0.0%        |
| 12           | 10         | 63    | 73    | 13.7%            | 86.3%  | £83,458  | £10,876                   | £86,584 | £24,165                 | £86,155 | 3.6%        | £85,686  | £16,930                     | £81,247 | £33,999                   | £81,247 | -5.5%       |
| <b>Total</b> | 1,513      | 1,792 | 3,305 | 45.8%            | 54.2%  | £33,600  | £7,908                    | £36,466 | £12,992                 | £35,154 | 7.9%        | £31,644  | £8,529                      | £33,562 | £7,919                    | £32,590 | 5.7%        |

\* data not displayed due to a gender population of less than 5

|                           |              | No          | £ average     | £ total           |
|---------------------------|--------------|-------------|---------------|-------------------|
| Biological Safety Officer | Male         | 37          | £494          | £18,267           |
|                           | Female       | 33          | £504          | £16,648           |
| Bonus Payment             | Male         | 18          | £38,447       | £692,038          |
|                           | Female       | < 5         | *             | £3,290            |
| Chair Payment             | Male         | 31          | £652          | £20,225           |
|                           | Female       | 6           | £906          | £5,435            |
| Course Director           | Male         | 3           | £160          | £480              |
|                           | Female       | 0           | -             | £0                |
| Deputy Director/Head      | Male         | 11          | £3,320        | £36,521           |
|                           | Female       | 5           | £1,115        | £5,577            |
| Head of Department        | Male         | 2           | £553          | £1,107            |
|                           | Female       | 0           | -             | £0                |
| Laser Officer             | Male         | 27          | £592          | £15,990           |
|                           | Female       | < 5         | *             | £1,666            |
| Librarian                 | Male         | < 5         | *             | £1,249            |
|                           | Female       | 0           | -             | £0                |
| Radiation Supervisor      | Male         | 51          | £719          | £36,663           |
|                           | Female       | 39          | £632          | £24,657           |
| Safety Off/Adviser        | Male         | 51          | £325          | £16,559           |
|                           | Female       | 51          | £337          | £17,211           |
| Secretary Payment         | Male         | 8           | £2,191        | £17,528           |
|                           | Female       | < 5         | *             | £1,750            |
| Other Payment             | Male         | 535         | £1,989        | £1,063,949        |
|                           | Female       | 406         | £769          | £312,168          |
| Total                     | Male         | <b>777</b>  | <b>£2,472</b> | <b>£1,920,575</b> |
|                           | Female       | <b>547</b>  | <b>£710</b>   | <b>£388,402</b>   |
|                           | <b>Total</b> | <b>1324</b> | <b>£1,744</b> | <b>£2,308,977</b> |

\* data not displayed due to a gender population of less than 5

**Note 1.** The row entitled 'Other Payment' includes non-pensionable payments not separately identified in other rows. This mainly includes assistant staff and research staff payments eg Early Morning Supplements, Marie Curie Allowances.

**Note 2.** There are a small number of bonus payments specifically agreed with individuals where the University wishes to tie their remuneration to the delivery of certain duties or outcomes.

|                           |              | No         | £ average     | £ total         |
|---------------------------|--------------|------------|---------------|-----------------|
| Admin Responsibility      | Male         | 10         | £6,986        | £69,861         |
|                           | Female       | < 5        | *             | £9,167          |
| Additional Responsibility | Male         | 79         | £1,435        | £113,335        |
|                           | Female       | 109        | £891          | £97,132         |
| Additional Hours          | Male         | 61         | £1,438        | £87,707         |
|                           | Female       | 14         | £992          | £13,887         |
| Other Payment             | Male         | 36         | £12,054       | £433,953        |
|                           | Female       | 13         | £5,692        | £73,992         |
| Total                     | Male         | <b>186</b> | <b>£3,790</b> | <b>£704,856</b> |
|                           | Female       | <b>140</b> | <b>£1,387</b> | <b>£194,177</b> |
|                           | <b>Total</b> | <b>326</b> | <b>£2,758</b> | <b>£899,033</b> |

\* data not displayed due to a gender population of less than 5

**Note.** The row entitled 'Other Payment' includes discretionary pensionable payments not separately identified in other rows.

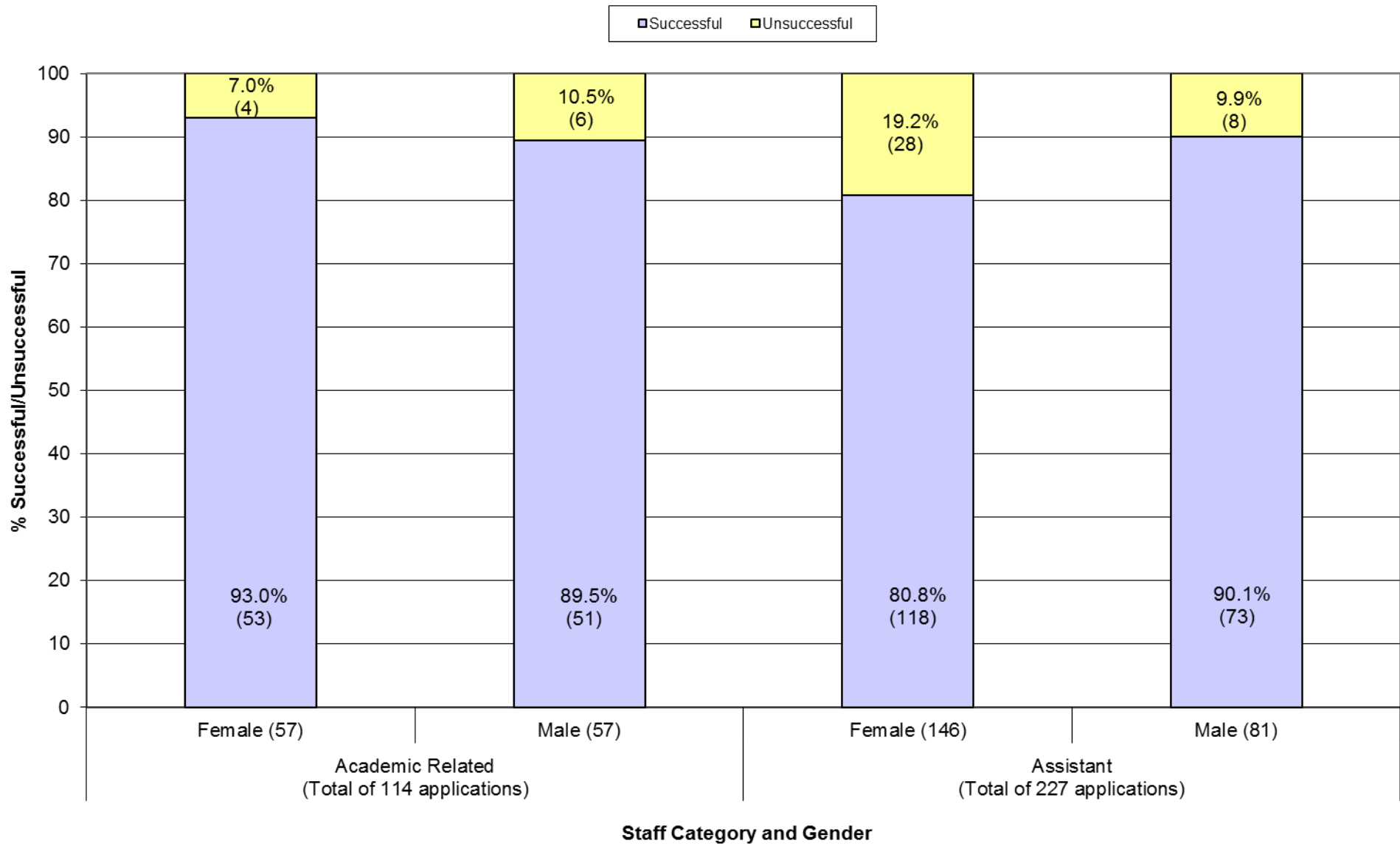
|                         |              | No         | £ average     | £ total           |
|-------------------------|--------------|------------|---------------|-------------------|
| Chair Faculty Board     | Male         | 9          | £5,313        | £47,820           |
|                         | Female       | < 5        | *             | £12,343           |
| Deputy Director/Head    | Male         | 24         | £5,167        | £124,012          |
|                         | Female       | 10         | £4,237        | £42,375           |
| Director                | Male         | 14         | £5,502        | £77,027           |
|                         | Female       | < 5        | *             | £37,489           |
| Head of Department      | Male         | 55         | £9,925        | £545,900          |
|                         | Female       | 7          | £6,071        | £42,496           |
| Acting Head             | Male         | < 5        | *             | £12,843           |
|                         | Female       | 0          | -             | £0                |
| Head of Division        | Male         | 9          | £3,039        | £27,351           |
|                         | Female       | 0          | -             | £0                |
| Secretary Faculty Board | Male         | 7          | £2,343        | £16,404           |
|                         | Female       | < 5        | *             | £1,356            |
| Other Payment           | Male         | 211        | £5,450        | £1,149,938        |
|                         | Female       | 232        | £2,019        | £468,311          |
| Total                   | Male         | <b>333</b> | <b>£6,010</b> | <b>£2,001,295</b> |
|                         | Female       | <b>256</b> | <b>£2,361</b> | <b>£604,370</b>   |
|                         | <b>Total</b> | <b>589</b> | <b>£4,424</b> | <b>£2,605,666</b> |

\* data not displayed due to a gender population of less than 5

**Note.** The row entitled 'Other Payment' includes pensionable payments (linked to a role) not separately identified in other rows. This mainly includes assistant staff and research staff payments eg Shift Allowances, Wellcome Trust additional payments.

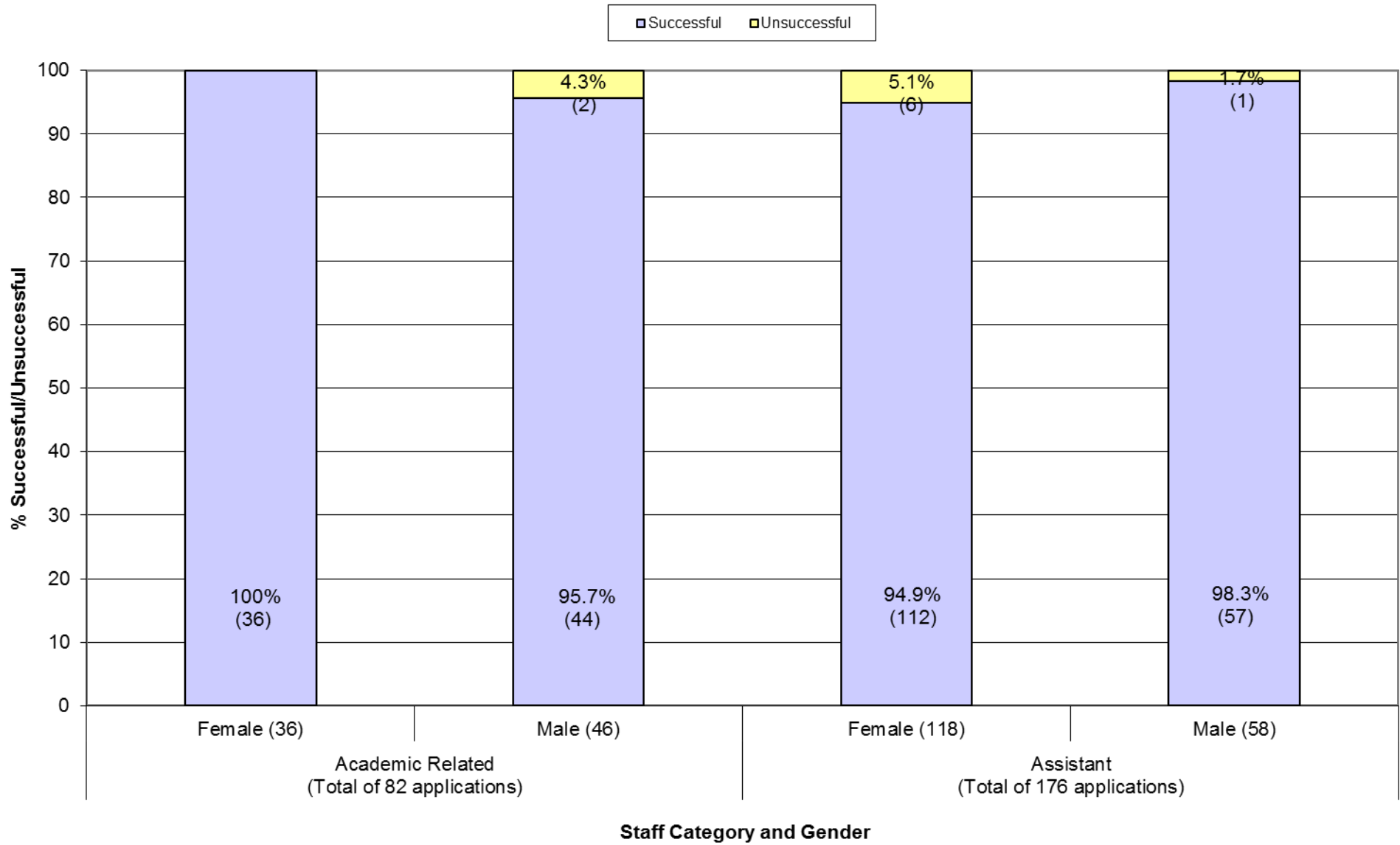
| Staff category         | Supplement % of salary | Grade | Sub-Total         |                 |      |
|------------------------|------------------------|-------|-------------------|-----------------|------|
|                        |                        |       | M                 | F               | % F  |
| Academic               | ≤2.5%                  | 12    |                   | 1               | 100% |
|                        |                        | 9     | 2                 | 2               | 50%  |
|                        | >2.5% ≤5%              | 10    |                   | 1               | 100% |
|                        |                        | 12    | 3                 | 2               | 40%  |
|                        |                        | 9     | 4                 | 1               | 20%  |
|                        | >5% ≤7.5%              | 10    | 1                 |                 | 0%   |
|                        |                        | 12    | 15                | 2               | 12%  |
|                        |                        | 9     | 12                | 4               | 25%  |
|                        | >7.5% ≤10%             | 10    | 2                 | 1               | 33%  |
|                        |                        | 11    | 3                 | 1               | 25%  |
|                        |                        | 12    | 21                | 4               | 16%  |
|                        | >10% ≤12.5%            | 9     |                   | 1               | 100% |
|                        |                        | 12    | 7                 | 1               | 13%  |
|                        | >12.5% ≤15%            | 11    | 2                 |                 | 0%   |
|                        |                        | 12    |                   | 2               | 100% |
|                        |                        | 10    | 1                 |                 | 0%   |
|                        | >15% ≤17.5%            | 11    | 4                 |                 | 0%   |
|                        |                        | 12    | 3                 |                 | 0%   |
|                        | >17.5% ≤20%            | 9     | 3                 | 2               | 40%  |
|                        |                        | 12    | 4                 |                 | 0%   |
|                        | >20% ≤22.5%            | 12    | 1                 |                 | 0%   |
|                        |                        | 9     |                   | 1               | 100% |
|                        | >22.5% ≤25%            | 11    | 1                 |                 | 0%   |
|                        |                        | 12    | 1                 |                 | 0%   |
|                        |                        | 9     |                   | 1               | 100% |
|                        | >25% ≤27.5%            | 10    | 1                 |                 | 0%   |
|                        |                        | 12    | 2                 |                 | 0%   |
|                        | >27.5% ≤30%            | 12    | 3                 |                 | 0%   |
|                        | >30% ≤32.5%            | 12    | 1                 |                 | 0%   |
|                        | >32.5% ≤35%            | 12    | 1                 |                 | 0%   |
|                        | >35% ≤37.5%            | 12    | 1                 |                 | 0%   |
|                        | >37.5% ≤40%            | 9     | 1                 |                 | 0%   |
|                        | >40% ≤42.5%            | 12    | 1                 |                 | 0%   |
| >42.5% ≤45%            | 12                     | 1     |                   | 0%              |      |
| >50% ≤52.5%            | 12                     | 4     |                   | 0%              |      |
| >52.5% ≤55%            | 12                     | 1     |                   | 0%              |      |
| >55% ≤57.5%            | 9                      | 1     |                   | 0%              |      |
| >57.5% ≤60%            | 11                     | 1     |                   | 0%              |      |
| >60% ≤62.5%            | 12                     | 1     |                   | 0%              |      |
| >62.5% ≤65%            | 12                     | 1     |                   | 0%              |      |
| >65% ≤67.5%            | 12                     | 1     |                   | 0%              |      |
| >67.5% ≤70%            | 12                     | 1     |                   | 0%              |      |
| >70% ≤72.5%            | 11                     | 1     |                   | 0%              |      |
| >72.5% ≤75%            | 12                     | 2     |                   | 0%              |      |
| >75% ≤77.5%            | 12                     | 1     |                   | 0%              |      |
| >77.5% ≤80%            | 12                     | 1     |                   | 0%              |      |
| >80% ≤82.5%            | 12                     | 2     |                   | 0%              |      |
| >82.5% ≤85%            | 12                     | 1     |                   | 0%              |      |
| >85% ≤87.5%            | 12                     | 1     |                   | 0%              |      |
| >87.5% ≤90%            | 12                     | 1     |                   | 0%              |      |
| >90% ≤92.5%            | 12                     | 2     |                   | 0%              |      |
| >92.5% ≤95%            | 12                     | 1     |                   | 0%              |      |
| >95% ≤97.5%            | 12                     | 1     |                   | 0%              |      |
| >97.5% ≤100%           | 12                     | 1     |                   | 0%              |      |
| <b>Total £ awarded</b> |                        |       | <b>£1,887,095</b> | <b>£173,848</b> |      |
| Academic-Related       | ≤2.5%                  | 9     |                   | 1               | 100% |
|                        |                        | 11    |                   | 1               | 100% |
|                        | >2.5% ≤5%              | 9     | 1                 |                 | 0%   |
|                        |                        | 10    | 1                 |                 | 0%   |
|                        |                        | 7     | 1                 |                 | 0%   |
|                        | >5% ≤7.5%              | 9     | 1                 |                 | 0%   |
|                        |                        | 10    |                   | 1               | 100% |
|                        |                        | 11    | 3                 |                 | 0%   |
|                        |                        | 7     | 1                 | 1               | 50%  |
|                        | >7.5% ≤10%             | 8     | 1                 |                 | 0%   |
|                        |                        | 9     | 1                 |                 | 0%   |
|                        |                        | 10    |                   | 2               | 100% |
|                        | >10% ≤12.5%            | 9     |                   | 1               | 100% |
|                        |                        | 10    | 2                 | 2               | 50%  |
|                        |                        | 12    | 1                 | 1               | 50%  |
|                        | >12.5% ≤15%            | 10    |                   | 1               | 100% |
|                        |                        | 12    | 2                 | 1               | 33%  |
|                        | >15% ≤17.5%            | 10    |                   | 1               | 100% |
|                        |                        | 11    | 1                 |                 | 0%   |
|                        |                        | 12    | 1                 |                 | 0%   |
|                        | >17.5% ≤20%            | 10    | 1                 | 2               | 67%  |
|                        |                        | 11    | 1                 |                 | 0%   |
|                        | >20% ≤22.5%            | 9     | 1                 |                 | 0%   |
|                        | >22.5% ≤25%            | 11    |                   | 1               | 100% |
|                        |                        | 12    | 1                 |                 | 0%   |
|                        | >25% ≤27.5%            | 10    |                   | 1               | 100% |
|                        |                        | 12    | 1                 |                 | 0%   |
| >27.5% ≤30%            | 12                     |       | 1                 | 100%            |      |
| >30% ≤32.5%            | 10                     |       | 1                 | 100%            |      |
| >32.5% ≤35%            | 9                      | 1     |                   | 0%              |      |
| >35% ≤37.5%            | 11                     | 1     |                   | 0%              |      |
| >37.5% ≤40%            | 12                     | 1     |                   | 0%              |      |
| >40% ≤42.5%            | 12                     | 1     |                   | 0%              |      |
| >42.5% ≤45%            | 12                     | 2     |                   | 0%              |      |
| >45% ≤47.5%            | 12                     | 1     |                   | 0%              |      |
| >47.5% ≤50%            | 12                     | 2     |                   | 0%              |      |
| >50% ≤52.5%            | 12                     |       | 2                 | 100%            |      |
| <b>Total £ awarded</b> |                        |       | <b>£437,252</b>   | <b>£269,662</b> |      |
| Assistant              | >2.5% ≤5%              | 6     |                   | 1               | 100% |
| <b>Total £ awarded</b> |                        |       |                   | <b>£820</b>     |      |
| Research               | >2.5% ≤5%              | 12    | 2                 |                 | 0%   |
|                        | >5% ≤7.5%              | 11    | 1                 |                 | 0%   |
|                        |                        | 12    |                   | 1               | 100% |
|                        | >10% ≤12.5%            | 7     | 1                 |                 | 0%   |
|                        | >12.5% ≤15%            | 11    |                   | 1               | 100% |
| <b>Total £ awarded</b> |                        |       | <b>£38,069</b>    | <b>£15,015</b>  |      |

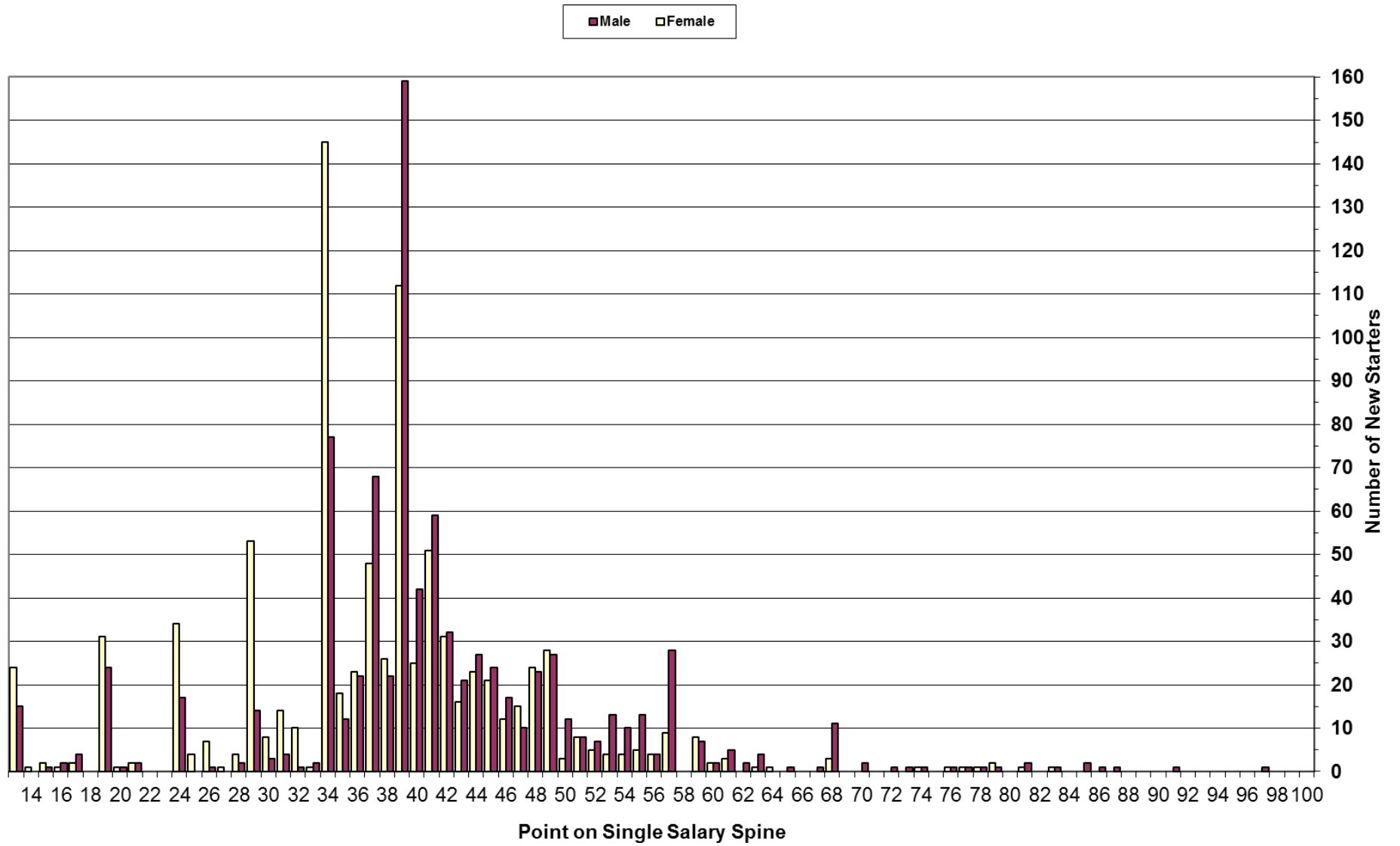
Appendix E1 Graph showing Contribution Increments awarded at 1 January 2014, distributed by gender and occupational category \* EPR 2014



\* Appendix E1 has been amended to correct an error whereby the chart for Appendix E2 had been published at both Appendix E1 and Appendix E2.

Appendix E2 Graph showing Single Contribution Payments awarded at 1 January 2014, distributed by gender and occupational category EPR 2014

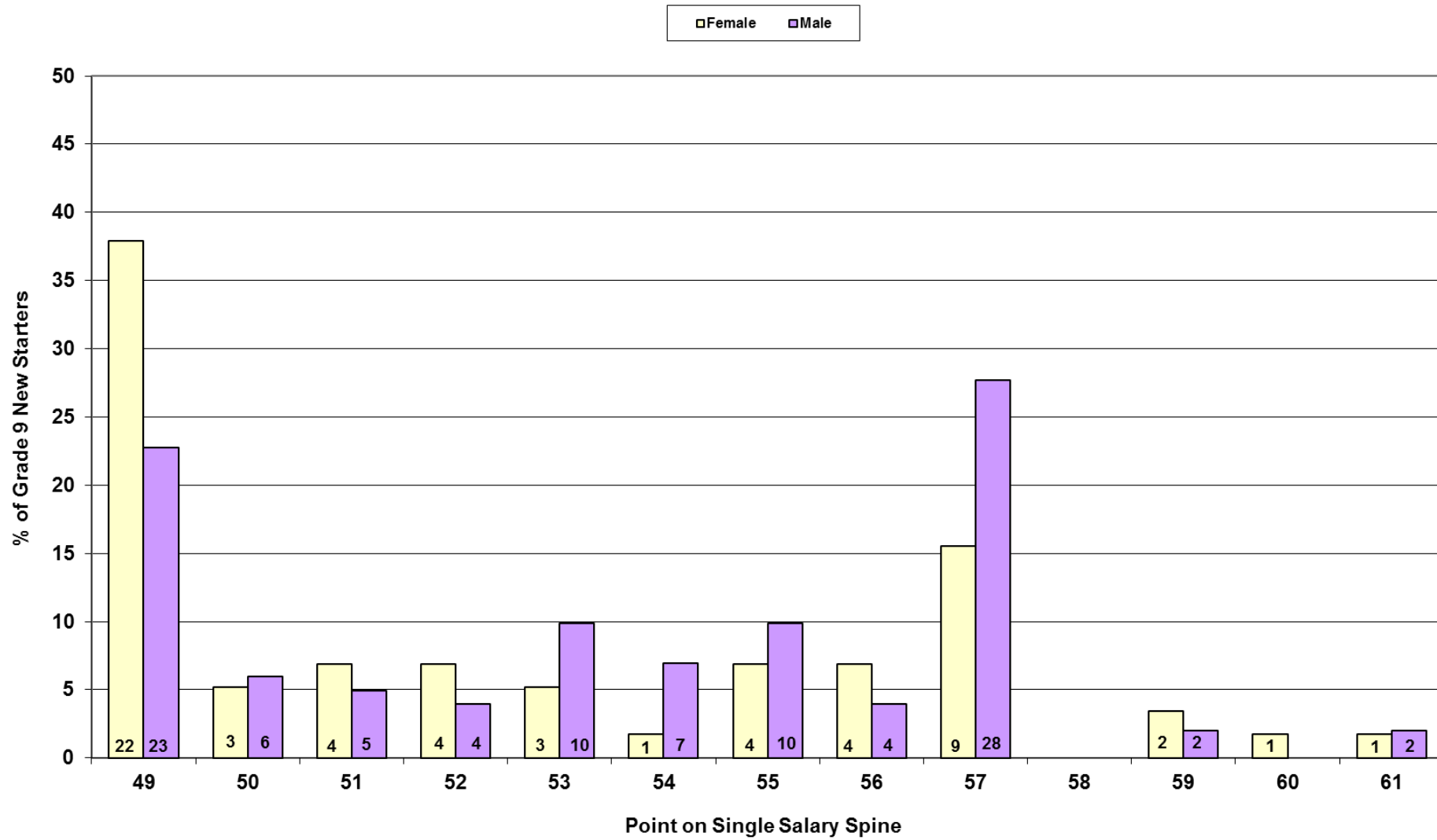






| Scale Point | Grade 1 |    | Grade 2 |    | Grade 3 |    | Grade 4 |    | Grade 5 |     | Grade 6 |    | Grade 7 |     | Grade 8 |    | Grade 9 |     | Grade 10 |    | Grade 11 |   | Grade 12 |    | Overall |     | Scale Point |     |
|-------------|---------|----|---------|----|---------|----|---------|----|---------|-----|---------|----|---------|-----|---------|----|---------|-----|----------|----|----------|---|----------|----|---------|-----|-------------|-----|
|             | F       | M  | F       | M  | F       | M  | F       | M  | F       | M   | F       | M  | F       | M   | F       | M  | F       | M   | F        | M  | F        | M | F        | M  | F       | M   |             |     |
| 100         |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 100 |
| 99          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 99  |
| 98          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 98  |
| 97          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 97  |
| 96          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         | 1   |             | 96  |
| 95          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 95  |
| 94          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 94  |
| 93          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 93  |
| 92          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         | 1   |             | 92  |
| 91          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 91  |
| 90          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 90  |
| 89          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 89  |
| 88          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 88  |
| 87          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 87  |
| 86          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 86  |
| 85          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 85  |
| 84          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 84  |
| 83          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 83  |
| 82          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 82  |
| 81          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 81  |
| 80          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 80  |
| 79          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 79  |
| 78          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 78  |
| 77          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 77  |
| 76          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 76  |
| 75          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 75  |
| 74          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 74  |
| 73          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 73  |
| 72          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 72  |
| 71          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 71  |
| 70          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 70  |
| 69          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 69  |
| 68          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 68  |
| 67          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 67  |
| 66          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 66  |
| 65          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 65  |
| 64          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 64  |
| 63          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 63  |
| 62          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 62  |
| 61          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 61  |
| 60          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 60  |
| 59          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 59  |
| 58          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 58  |
| 57          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 57  |
| 56          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 56  |
| 55          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 55  |
| 54          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 54  |
| 53          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 53  |
| 52          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 52  |
| 51          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 51  |
| 50          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 50  |
| 49          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 49  |
| 48          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 48  |
| 47          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 47  |
| 46          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 46  |
| 45          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 45  |
| 44          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 44  |
| 43          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 43  |
| 42          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 42  |
| 41          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 41  |
| 40          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 40  |
| 39          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 39  |
| 38          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 38  |
| 37          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 37  |
| 36          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 36  |
| 35          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 35  |
| 34          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 34  |
| 33          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 33  |
| 32          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 32  |
| 31          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 31  |
| 30          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 30  |
| 29          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 29  |
| 28          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 28  |
| 27          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 27  |
| 26          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 26  |
| 25          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 25  |
| 24          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 24  |
| 23          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 23  |
| 22          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 22  |
| 21          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 21  |
| 20          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 20  |
| 19          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 19  |
| 18          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 18  |
| 17          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 17  |
| 16          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 16  |
| 15          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 15  |
| 14          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 14  |
| 13          |         |    |         |    |         |    |         |    |         |     |         |    |         |     |         |    |         |     |          |    |          |   |          |    |         |     |             | 13  |
| Total       | 30      | 22 | 35      | 28 | 53      | 19 | 93      | 25 | 240     | 190 | 18      | 19 | 306     | 403 | 31      | 27 | 58      | 101 | 9        | 12 | 2        | 6 | 11       | 28 | 886     | 881 | Total       |     |

\* Appendix F2 has been amended to correct an error in labelling the gender identifiers (M and F) by Grade. In the original published report these were correct until Grade 7 where both identifiers were incorrectly labelled F (F F). Grades 8-12 and the Overall column had been incorrectly transposed and were reading M then F instead of F then M. The underlying data remains unchanged, the error lying only with the labelling.



## **Appendix G**

## **Points to note when interpreting the results of the 2014 EPR**

### **Methodology**

The methodology chosen by the University and the Trade Unions in this equal pay review is consistent with previous pay reviews. It is based on the guidance issued by the EHRC's equal pay review model and the JNCHES 2007 and 2013 equal pay review guidance for higher education institutions. JNCHES states that the initial focus should be on base pay, allowances and total earnings (including contribution-related pay and bonuses) and that, to be comprehensive, such reviews should additionally establish the extent to which there are inequities in the operation of any contribution-related pay arrangements.

The guidance recommended that the analysis of pay data should consider employee numbers in each grade, staff group, and across all employees on the single salary spine as follows:

- average pay for each grade,
- average pay for each job category (where differentiated within or across grades),
- average pay for all employees,
- average pay for full-time, part-time, term-time, and fixed-term contract<sup>1</sup> employees by grade and job category,
- pay gap percentages for each staff group and all employees.

Consistent with previous reviews, the 2014 EPR includes in its analysis all University employees on the single salary spine (i.e. excluding those on spot salaries or those whose pay is not determined by the University),<sup>2 3</sup> covering 89% of staff.

### **Sample sizes**

Care should be taken when interpreting gender differences in % pay terms as sample sizes vary considerably and a small change in the numbers employed by gender in an occupational category or grade can make a significant difference. Another factor that impacts on average salaries is the assimilation process from the former grading structure into the single salary spine with its 12 grades. It will be a number of years before this factor has worked its way through the pay structures. Even so, the analyses and key findings in this report provide a sound basis for identifying equal pay issues that require monitoring or action.

### **Pay gap methodology**

The pay gap calculation is based on a percentage of the average male salary, this is a standard equal pay approach and allows meaningful benchmarking with external organisations and publicly available statistics

### **Mean and median averages**

Average salaries and gender pay gaps can be calculated by either using the mean or median values. In the 2008 Equal Pay Report, the mean was used for calculating average salaries. The 2009, 2010 and 2012 Equal Pay Reports displayed both mean and median values. The 2014 Equal Pay Report continues to displays both the mean (with standard deviation) and median (with quartile information) values for Appendices B1-B5 and C1-C5.

<sup>1</sup> Please note that the University's Equal Pay Review does not include an analysis of term time or fixed term working.

<sup>2</sup> Those who have TUPE transferred into the University on externally set salaries are not included in the data set.

<sup>3</sup> Due to the way data on secondments is recorded on the HR Information System both the substantive post and the secondment post are included in the data set.

The median can be a more appropriate method of measuring averages than the mean where there are outlying values within the data being analysed. The median is also helpful for benchmarking with national statistics (ONS) and other Institutions who primarily use the median. However, a significant proportion of salaries on the University's pay scale are on the top service point of the grade, for both male and female employees. In this situation the median values for both genders will tend to be the same, masking any pay gap that may exist.

Therefore, for the purposes of this report, the mean has continued to be used as the primary method of analysis and continues to inform the narrative of the report, providing consistency with previous reports. Where the term average is used this will be the mean unless otherwise stated. The University may review this approach in future equal pay reports.

### **Standard deviation**

A number of the appendices to this review include standard deviation calculations which are used to identify the dispersion of the values from the average (mean) salary value. A low standard deviation indicates that the pay totals are clustered around the average value whereas a high standard deviation indicates that the pay totals are spread over a wide range. This provides another helpful indicator on the conclusions that can be drawn from the comparisons but where the sample group size is less than 10, the standard deviation may be misleading.

### **Disclosure to third parties**

The disclosure to third parties of data from equal pay reviews is covered by the Data Protection Act (1998). The results of an equal pay review can be disclosed as regards individuals or small groups as long as they are in sufficiently anonymised form. For the purposes of this year's report, the data provided on basic pay in the appendices has been anonymised where fewer than 5 employees are identified. This is in accordance with HESA guidance.