



Equal Pay Review 2020

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1. Background

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination and recognition and reward of the University's staff as its greatest asset. As part of this commitment the University analyses equal pay data annually and publishes an Equal Pay Review biennially. This is the University's eighth Equal Pay Review.

What is an Equal Pay Review?

An equal pay review is a statistical analysis of an organisation's pay and Human Resources data to identify any gender pay differences. It is recommended in the statutory Code of Practice (Equality and Human Rights Commission 2011) as an effective means of ensuring that a pay system delivers equal pay.

How was the Equal Pay Review 2020 conducted?

The Equal Pay Review 2020 was prepared in consultation with representatives from the University's trade unions, schools, faculties, departments (and equivalent) and the Human Resources Division, including the Equality and Diversity Section and HR Analytics.

The review represents data collected as at 31st March 2020 and compares the number of employees by gender and the pay of men and women carrying out work of equal value or work rated equivalent (grade). The census date has been moved from 31st July to 31st March in order to align all gender based reporting to the same census date, this change was made for the 2019 interim report. Consistent with previous years, this review includes in its analysis all University employees on the single salary spine in all grades (1 to 12), where their salary is determined by the University.

Any difference between the average pay of men and women is referred to as a gender 'pay gap', calculated by dividing the difference between the average pay of women and men by the average pay for men. For further information on the methodology used in this Equal Pay Review please refer to Appendix F.

2. Key Findings

- Women occupy **53.4%** of positions, an **increase** in comparison to the 2018 Equal Pay Review.
- *The gender pay gap including additional payments (total pay) is **18.8%** and excluding additional payments (basic pay) is **16.9%**. The **base pay gap** is at the **lowest level** since Equal Pay Reviews have been conducted.*
- Men continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to women, and vice versa, but the percentage of women in grades 9 and above has **increased**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps. Base pay gaps range from -1.1% to 3.7%. Total pay gaps range from 0.3% to 6.8%. While some grades show women are paid more than men for base pay, across all grades men's total pay is higher than women's total pay. The figures indicate that the overall gender pay gaps continue to be impacted by the higher proportion of men in the higher grades.
- Men continue to receive a **higher proportion of the total number and value of market related additional payments**. The gap in the average value of payments has **increased** since 2018.
- Across all grades men are **more likely** to be appointed **above the grade minimum** than women. Both genders are more likely to be appointed above the grade minimum at the higher grades (9 to 12) than the lower grades (1 to 4).

3. Main Report

3.1. Overall figures and trend analysis

Employee gender profile by year and in comparison to the sector¹

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

Benchmark	Women (%)								
	2012	2013	2014	2015	2016	2017	2018	2019	2020
Cambridge Equal Pay Review	49.6%	49.5%	49.9%	50.3%	50.8%	51.3%	52.1%	52.5%	53.4%
UK Higher Education Sector*	53.8%	53.9%	53.8%	54.0%	54.1%	54.2%	54.3%	54.3%	**

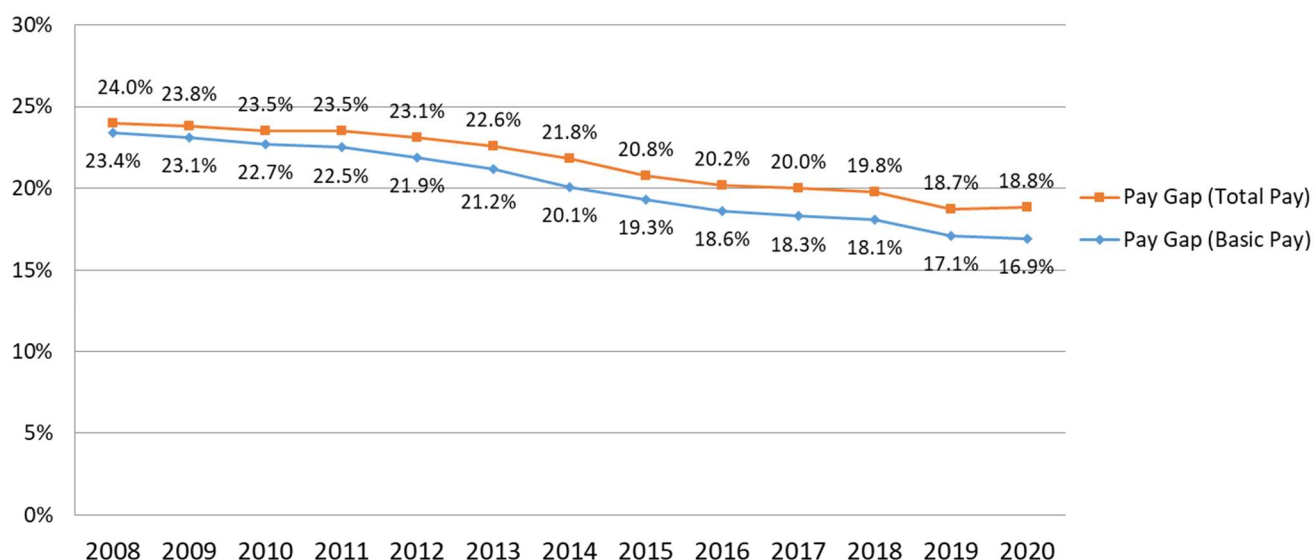
* Source: HESA - Staff at Higher Education Institutions in the UK (table A)

** data not yet available

- The proportion of men and women at the University **has remained fairly equal** over time but since 2015 has shifted from a higher proportion of men to an increasingly **higher proportion of women**.
- Women now represent 53.4% (6,335 employees) of the workforce, an **increase** when compared to the 2019 interim review, and the last full equal pay review.
- The proportion of women at the University has remained **consistently lower** than in the UK Higher Education Sector, but the gap has **decreased** every year since 2012.

Gender pay gap by year

Chart 1: Percentage Pay Gap by Year (illustration), University of Cambridge



- The overall mean gender basic pay gap has **decreased** year on year (down from 23.4% in 2008 to 16.9% in 2020).
- The overall mean total pay gap for total pay has **decreased** since 2008, and but has increased slightly from the 2019 interim report. Average salary figures are provided below:
- In the 2019 report, had the census date remained unchanged (i.e. 31st July) the total pay gap in the 2019 interim report would have been 18.8%, rather than the 18.7% reported, indicating the gap currently remains stable.

¹ Please note that benchmark comparators are provided for illustrative purposes as methodology for different sources may differ.

Table 2: Percentage Pay Gap by Year (full details), University of Cambridge

Year	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay Gap (Basic Pay)	Women	Men	Difference	Pay Gap (Total Pay)
2008	£28,183	£36,810	£8,627	23.4%	£28,247	£37,157	£8,910	24.0%
2009	£29,772	£38,703	£8,931	23.1%	£29,969	£39,336	£9,367	23.8%
2010	£30,253	£39,139	£8,886	22.7%	£30,452	£39,804	£9,352	23.5%
2011	£30,603	£39,488	£8,885	22.5%	£30,811	£40,260	£9,449	23.5%
2012	£31,023	£39,698	£8,675	21.9%	£31,230	£40,608	£9,378	23.1%
2013	£31,651	£40,180	£8,529	21.2%	£31,900	£41,223	£9,323	22.6%
2014	£32,111	£40,188	£8,076	20.1%	£32,384	£41,416	£9,032	21.8%
2015	£33,164	£41,117	£7,953	19.3%	£33,436	£42,243	£8,807	20.8%
2016	£33,734	£41,444	£7,710	18.6%	£34,091	£42,717	£8,626	20.2%
2017	£34,282	£41,973	£7,691	18.3%	£34,693	£43,359	£8,666	20.0%
2018	£34,976	£42,713	£7,738	18.1%	£35,414	£44,177	£8,763	19.8%
2019	£35,956	£43,394	£7,438	17.1%	£36,427	£44,833	£8,406	18.7%
2020	£36,800	£44,307	£7,507	16.9%	£37,295	£45,948	£8,653	18.8%

- Average basic and total pay figures have **increased** each year
- The gender pay gaps have **reduced** overall since Equal Pay Reviews have been conducted, although the average salaries of men have remained **consistently higher** than women's average salaries. The interim figures in 2019 were impacted slightly by the change to the census date (the change in date resulted in an additional 0.1% drop in the total pay gap).

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

Benchmark	% pay gap (mean) basic pay in favour of men								
	2012	2013	2014	2015	2016	2017	2018	2019	2020
Cambridge Equal Pay Review	21.9%	21.2%	20.1%	19.3%	18.6%	18.3%	18.1%	17.1%	16.9%
UK public sector*	17.5%	17.4%	17.7%	17.9%	17.8%	17.7%	17.4%	15.7%*	**
UK private sector*	24.1%	24.7%	22.6%	22.7%	21.9%	20.9%	20.6%	19.9%*	**

Source: Office of National Statistics Annual Survey of Hours and Earnings gender pay gap tables (ONS may revise previous years data)

*Provisional data at the time of reporting

** Data not yet available

- The overall mean gender pay gap at the University has remained **consistently higher** than the UK public sector since Equal Pay Reviews have been conducted. The gap has increased slightly since the 2018 report.
- The overall mean gender pay gap at the University has remained **consistently lower** than the gender pay gap for the UK private sector over the same period and the difference has remained fairly stable.

3.2. Employee gender profile

By grade

Chart 2: Number of employees at each grade by gender

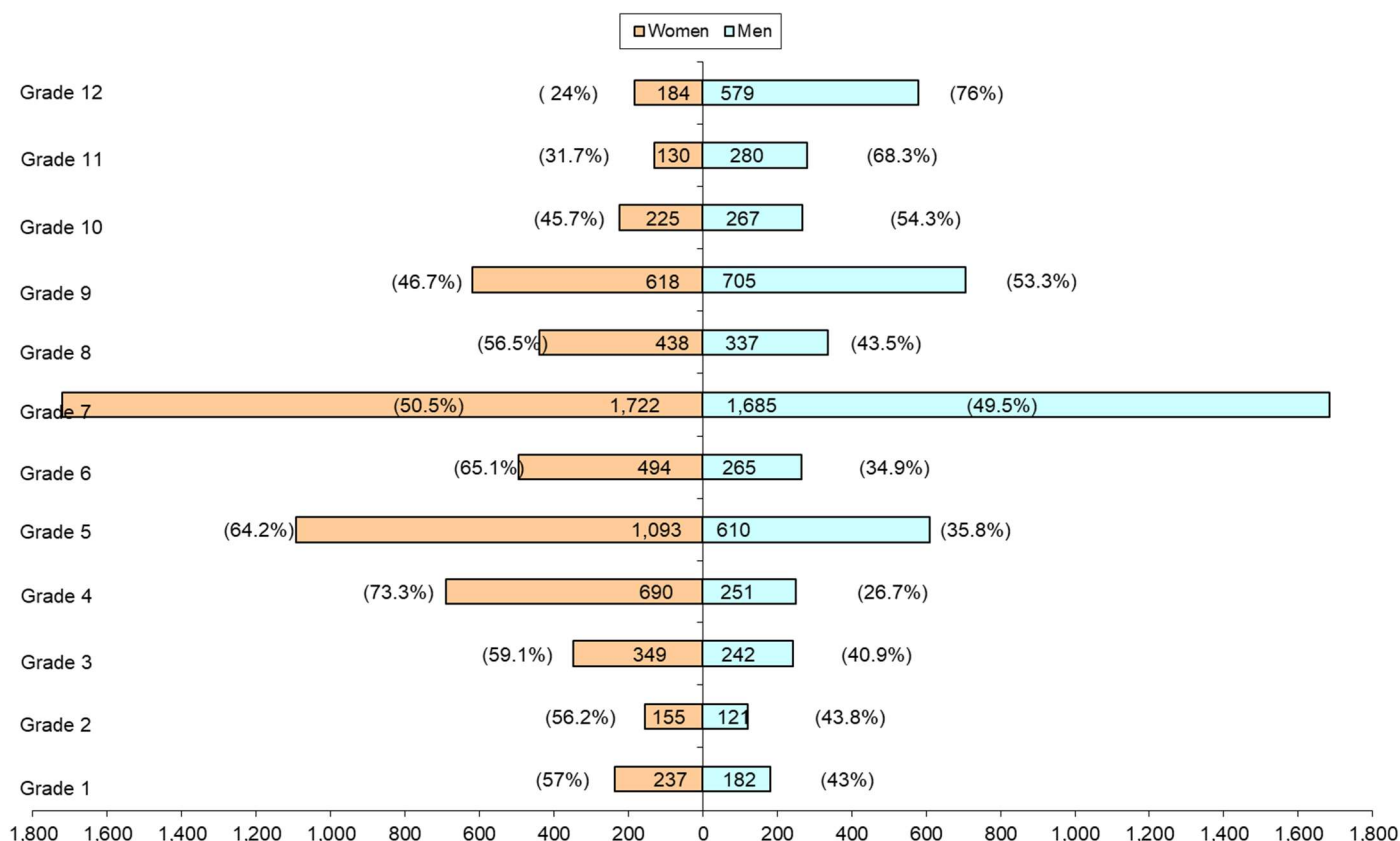


Table 4: Proportion of total gender population by grade

Gender	% of Total Gender Population by Grade												
	1	2	3	4	5	6	7	8	9	10	11	12	All
Women	3.7	2.5	5.5	10.9	17.3	7.8	27.2	6.9	9.8	3.6	2.1	2.9	100
Men	3.3	2.2	4.4	4.5	11.0	4.8	30.5	6.1	12.8	4.8	5.1	10.4	100

- **Men** continue to occupy a **higher proportion** of the positions in grades at the **higher end** of the pay scale (57.3% of the positions in grades 8 to 12).
- **Women** occupy a **higher proportion** of positions in grades 1 to 6 of the pay scale (64.4%) compared to men (35.6%), an increase from the 2018 report (63.7% compared to 36.3%)
- Women are most likely to be employed in grades 4 to 7, a slight change upwards from 2018 where the range was grades 3 to 6.
- Men are most likely to occupy positions in grades 9 to 12, this is unchanged from the 2018 report, however the % of men has increased in grade 1 (+1%) and grade 3 (+2.6%) since the 2018 report.
- The **lowest proportion** of women continues to be in grade 12, but this proportion has **increased** (from 21% in 2018 to 24% in 2020).

By staff category (Appendices [A2](#) to [A5](#))

- **Academic** is the staff category with the **lowest proportion** of women (31.6%), this has increased over the last 2 reports from 29.6% in 2016. Academic staff positions range from grades 5 to 12.
- The **research** staff category has the **second lowest** proportion of women (46.9%), an **increase** from the 46.6% seen in 2018. Research staff positions range from grades 5 to 12.

- The proportion of women in the **academic-related** category is 58.7%, an **increase** from 56.8% in 2018). Academic related positions range from grades 5 to 12.
- The staff category with the **highest proportion** of women is the **assistant** staff category, where 64.5% of positions are occupied by women, an **increase** from 63.3% seen in 2018. Assistant staff positions range from grades 1 to 8.

3.3. Average Pay (Appendices [A1](#) - [B5](#))

Gender pay analysis by grade

Table 5: % Pay Gap by Grade in 2020

Grade	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay gap (%)	Women	Men	Difference	Pay gap (%)
1	£17,779	£17,744	-£35	-0.2%	£18,382	£18,529	£147	0.8%
2	£19,270	£19,454	£184	0.9%	£19,494	£19,641	£147	0.7%
3	£21,910	£22,027	£117	0.5%	£22,000	£23,167	£1,167	5.0%
4	£25,470	£25,664	£194	0.8%	£25,538	£25,876	£338	1.3%
5	£29,617	£29,873	£256	0.9%	£29,686	£29,990	£303	1.0%
6	£33,151	£33,707	£556	1.7%	£33,244	£33,865	£621	1.8%
7	£36,854	£36,942	£88	0.2%	£36,937	£37,034	£97	0.3%
8	£44,728	£46,439	£1,711	3.7%	£44,899	£46,625	£1,726	3.7%
9	£50,174	£50,923	£749	1.5%	£51,352	£52,091	£739	1.4%
10	£59,574	£59,720	£146	0.2%	£60,751	£61,664	£913	1.5%
11	£64,061	£63,391	-£670	-1.1%	£66,495	£67,104	£609	0.9%
12	£87,858	£91,105	£3,247	3.6%	£94,560	£101,221	£6,661	6.6%
Overall	£36,800	£44,307	£7,507	16.9%	£37,295	£45,948	£8,653	18.8%

- The gender pay gap figures are **much smaller within each grade** compared to the overall gender pay gaps figures, due to the higher proportion of men occupying positions at the higher end of the pay scale compared to women.
- Since the 2018 report the base pay gap has increased by 1% or greater in grades 4 (+1.7%), 8 (+1%) and 12 (+1.4%). No gaps have decreased by 1% or more when compared to the 2018 report.
- Since the 2018 report the total pay gap has increased by 1% or greater in grades 4 (+1.5%), 8 (+1.3%), 10 (+1.8%) and 12 (+1.8%).
- The grade with the **highest basic pay gap** continues to be grade 8 (which has **increased** to 3.7% from 2.7% in 2018). The grade with the **highest total pay gap** is grade 12 (the gap has increased from 4.8% in 2018 to 6.6% in 2020), previously the highest total pay gap was grade 3.
- The **total pay gap** in grade 3 is primarily due to additional payments made to security staff in relation to the 24 hour patrol service, shifts and unsocial hours working required in the role.
- The total pay gap at grade 12 is primarily impacted by the awarding of market related supplements. Since the 2018 report men have received 81.2% of all new market related awards, the average value of the market payment for men was £5,045 higher than women.

Gender pay analysis by staff category

Table 6: % Pay gap by staff category

Staff category	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Average	Pay gap (%)	Women	Men	Average	Pay gap (%)
Academic	£63,757	£70,871	£68,625	10.0%	£66,769	£76,573	£73,478	12.8%
Research	£37,902	£40,321	£39,186	6.0%	£38,134	£40,771	£39,534	6.5%
Academic Related	£44,400	£49,347	£46,441	10.0%	£44,979	£50,815	£47,387	11.5%
Assistant	£26,457	£26,435	£26,449	-0.1%	£26,611	£26,885	£26,708	1.0%
Overall	£36,800	£44,307	£40,297	16.9%	£36,800	£44,307	£41,326	18.8%

- The **academic** and **academic related** staff categories have the **joint highest** basic pay gap. Both have reduced since the 2018 report from 11.3% (academic) and 10.6% (academic related).
- The **academic** staff category continues to show the **highest** total pay gap (12.8%). This has **decreased** since 2018 (from 13.8%).
- The **research** staff category continues to show the **third highest** basic pay (6.0%) and total pay (6.5%) gaps. Both gaps have **decreased** since 2018 (from 6.3% basic pay and 6.8% total pay).
- The **assistant** staff category continues to show the lowest basic pay (-0.1%) and total pay (1.0%) gaps. Both have **decreased** since 2018 (from 0.2% for basic pay and 1.4 % for total pay).

3.4. Additional Payments (Appendices C1 – D2)

Additional payments comprise longer term pensionable payments and ad-hoc, shorter non-pensionable payments. Additional payments can either be discretionary e.g. additional hours or additional responsibility payments, or linked to a role e.g. head of department or secretary of a faculty board. The levels are determined by the University through policy or custom and practice and are approved through governing bodies relevant to the particular payment. When additional payments are added to basic pay the overall pay gap **increases** from 18.1% to 19.8%. Further analysis is provided below:

Additional non-pensionable payments ([Appendix C1](#))

Table 7: Non-pensionable payments by gender

Non-pensionable payments	Women	Men	Total
Number	675 (43.5%)	875 (56.5%)	1,550
Value	£752,353 (30.6%)	£1,709,983 (69.4%)	£2,462,336
Average payment value	£1,114.60	£1,954.27	

- Men received a **higher** proportion of the total **number** of non-pensionable additional payments (56.5%), these figures are the same as those in the 2018 report.
- Men also received a **higher** proportion of the total **value** of non-pensionable additional payments (69.4%) a **decrease** from 2018 (70.7%).
- On average, women were paid £839.67 **less** per non-pensionable payment than men (there was a decrease in the difference of £160.77 (2018 difference in average payments was £1,000.44)).
- Average value per payment has decreased for both men (10% lower) and women (4.8%) when compared to the average values paid in 2018.

Additional pensionable payments (Appendix C2 and C3)

Table 8: Pensionable payments by type and gender

Pensionable payments	Women		Men		Total	
	Number	Value	Number	Value	Number	Value
Discretionary	179	£291,633	190	£686,407	369	£978,040
Linked to a role	511	£1,055,835	571	£2,306,980	1082	£3,362,815
Total Number	690	£1,347,468	761	£2,993,387	1,451	£4,340,855

- Men received a **higher** proportion of the total **number** of pensionable additional payments (52.5%), a slight **decrease** compared to 2018 when this was 55%.
- Men also received a **higher** proportion of the total **value** of pensionable additional payments (69%) a **decrease** from the proportion seen in 2018 of 71.1%.
- On average, women were paid £1,980 **less** per pensionable payment than men, this gap has increased by £52 since 2018 (£1,928 in 2018).
- In comparison to 2018, the average payment amount has increased for both genders but women have seen a **smaller proportional increase** in the average payment value (1.9% compared to 2.3% for men).

Market related payments (Appendix C4)

Market related payments are paid in order to secure the recruitment or retention of an individual where evidence indicates that similar posts outside the University command a higher salary. These payments are awarded under either the Market Pay (MP) or Advanced Contribution Supplement (ACS) schemes.

Table 9: Market related payments by gender and occupational category

Occupational Category	Women		Men	
	Recruitment	Retention	Recruitment	Retention
Academic	27 (£354,393)	37 (£565,555)	77 (£1,349,872)	108 (£2,662,540)
Academic Related	24 (£225,826)	27 (£357,793)	20 (£291,696)	33 (£663,525)
Assistant	0	0	0	0
Research	1 (£4,859)	2 (£20,629)	6 (£42,531)	5 (£40,958)
Total Number	52	66	103	146
Total Value	£585,078	£943,978	£1,684,100	£3,367,024
Combined Total	118		249	
Combined Value	£1,529,056		£5,051,124	

- Men received a higher proportion of the total **number** of market related payments (67.9%), a **decrease** compared to 2018 where this was 69.5% and total **value** (76.8%, **slightly lower** than in 2018 where this was 77.7%) compared to women.
- On average women were paid £7,328 **less** per market related payment than men (£12,958 compared to £20,259), this has **increased** from the level seen in 2018 (£6,545).
- The average payment value for women **increased** from £12,375 (in 2018) to £12,958 in 2020, however this remains lower than the average of £12,975 seen in 2016.
- The average value for men has **increased** to £20,285 (from £18,920 in 2018). The gap in average payments has increased £781, with men receiving an average payment of £7,328 compared to £6,545.

- A **higher** proportion of payments to both genders were for **retention** purposes (57.8%), a slight increase from the 57.7 seen in 2018. Both genders received more payments based on retention (men 58.6%, and 56% for women).
The majority of market payment awards for women are at grade 9 (37.2%), whereas for men the majority of awards are at grade 12 (47.8%).
The proportion of women at grade 12 with a market pay award has increased since 2018 from 22% to 23.7%, and the proportion of men at grade 12 with a market pay award has decreased from 49.2% in 2018 to 47.8% in 2020.
- At grade 12, the current proportion of employees who currently receive a market related payment stands at 42%.
- At grade 12, of the employees with more than 1 years service 43% also have a market related payment, increasing to 71.4% for those employees with under 1 years service.

Contribution payments (Appendices [D1](#) and [D2](#))

Contribution increments (a spine point movement within the employee's grade) and single contribution payments (a one-off payment of 2% or 3% of salary) are awarded under the annual Contribution Reward Scheme for assistant and academic-related staff in grades 1 to 11 for exceptional contribution.

Table 10: Amount of Contribution Increments awarded by gender

Contribution points awarded	Women		Men	
	Number	%	Number	%
1 Point	239	79.4%	108	78.3%
2 Points	61	20.3%	28	20.3%
3 Points	1	0.3%	2	1.4%
Total	301		138	

Table 11: Single contribution payment type by gender

Single Contribution Payment	Women		Men	
	Number	%	Number	%
2% Team Award	45	20.5%	47	31.5%
3% Individual Award	174	79.5%	102	68.5%
Total	219		149	

- A **higher** proportion of employees receiving contribution increments were **women** (68.6%, an **increase** compared with 2018 where this was 67.7%).
- Significantly more men and women received more than one increment, with 20.6% of women and 21.7% of men receiving two or three increments (in 2018 the figures were 6.6% of women and 6.9% of men).
- A **higher proportion** of employees receiving single contribution payments were **women** (59.5%, a **decrease** compared with 2018 where this was 64.7%) compared to men.
- The proportion of successful applications for contribution increments was **higher** for women (86.5% of women were successful, compared to 82.6% of men). A **higher** proportion of men were successful in their applications for single contribution payments (89.2% of men were successful, compared to 86.6% of women).
- Women received **more** 3% individual single contribution payments (79.5% of all 3% awards made), an increase from the 68.5% seen 2018.
- Women were **more likely** to be awarded a 3% individual award single contribution payments (79.5%) compared to men (68.5%), and men were more likely to receive a 2% team awards (31.5%) compared to women (20.5%).

3.5. New Employees (Appendices [E1](#) – [E3](#))

- Of the 2,059 new employees recruited to the University from 1 April 2019 to 31 March 2020, 57.3% (1180) were women and 42.7% (979) were men.
- **Women** were more likely than **men** to be appointed in **grades 1 to 6**, with 55.5% (656) of women and 39.8% (350) of men appointed to these grades.
- The proportion of men who were appointed to grades 1 to 6 (39.8%) is higher than in 2018 where the proportion of men were appointed to these grades was 38.7%.
- In **grades 7 to 12** there were 1,053 new appointments. The proportion of women appointed in these grades has increased from the 42% in 2018 to 44.4% (524) in this report, the proportion of men 60.1% (529) appointed into these grades has increased from the 55.6% seen in 2018.
- Across all grades, men were **more likely** to be appointed **above** the grade minimum compared the women (80.9% compared to 65.3% respectively). The percentage point gap between them has **increased** (15.5% compared to 7.5% seen in 2018).
- 14% of the employees in grades 10 to 12 who have more than 1 years service also have a market payment, whereas for those employees with less than 1 years service the proportion increases to 42.6%.
- At grades 10 to 12 the gender gap in the average value of market pay is substantially higher than for those employees who have more than 1 years service (grade 10 – 119.2% vs 77.2%, Grade 11 – 81.1% vs 37.3%, Grade 12 – 479.8% vs 25.8%)

3.6. Part-time Employees

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

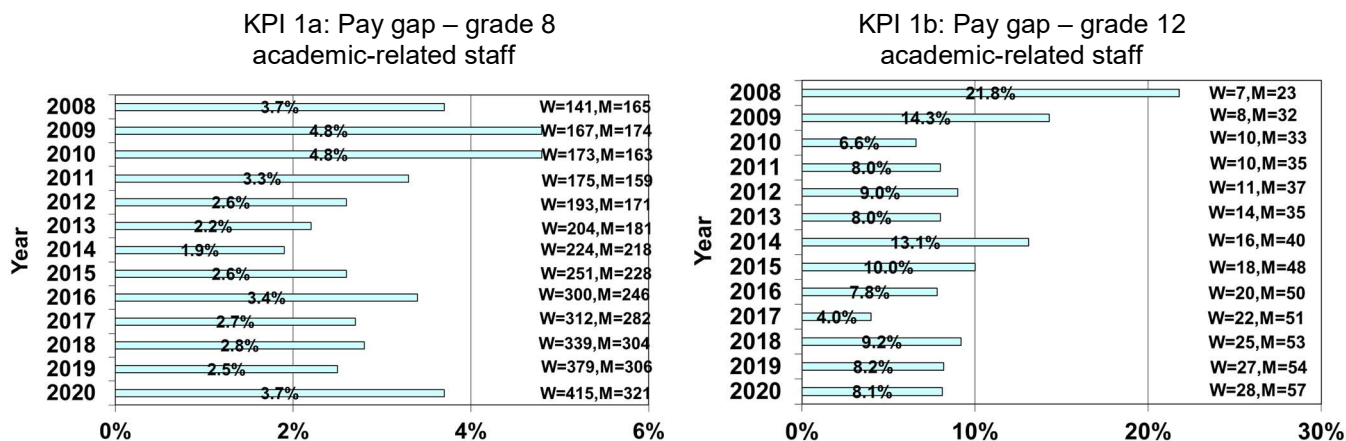
Working Hours	Population		Average (mean) basic pay			
	Women	Men	Women	Men	Difference	Pay gap (%)
Full-Time	4,398	4,876	£38,460	£44,654	£6,194	13.9%
Part-Time	1,937	648	£33,030	£41,701	£8,671	20.8%

- A **higher** proportion of women occupy part-time positions (16.3%) compared to men (5.4%). There has been a **slight increase** in the proportion of both men and women working part time (which in 2018 were 5.1% and 15.7% respectively)
- The average basic pay for men is **higher** than the basic pay for women in both full-time and part time categories.
- Part time men earn on **average 93.4%** of the full time men's average salary, this gap is **smaller** than that for part time women who earn on **average 85.8%** of the average women's full time salary. The gaps have both narrowed since the 2018 report.
- The gender pay gap for part-time employees is **higher** than for full-time positions (20.8% compared to 13.9% respectively). The part time pay gap has **increased slightly** from 20.6% in 2018 to 20.8% in this report.

3.7. Key Performance Indicators

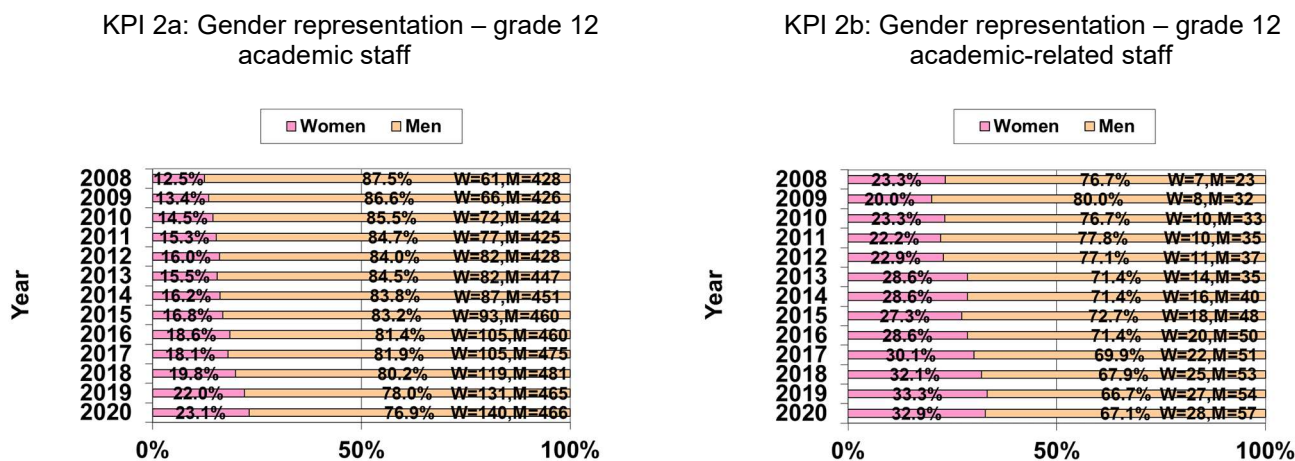
The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

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



- The gender pay gap in respect of grade 8 academic related staff (KP1 a) **decreased** from its highest level in 2009 and 2010 at a steady rate in the subsequent years up until 2014, it has increase slightly since then, but remains with established the EHRC tolerance level of 5%
- The gender pay gap in respect of grade 12 academic-related staff has **decreased** since the 2018 report, and has over the longer term the gap has **decreased** significantly from the 21.8% seen in 2008.

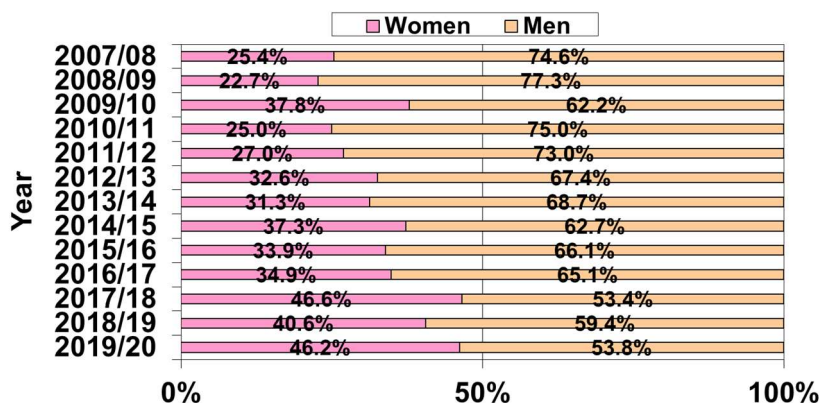
Key Performance Indicator 2: Gender representations of academic and academic-related staff in grade 12



- The majority of academic and academic-related grade 12 positions continue to be occupied by men. The proportion of those positions occupied by women has generally **increased** over time (with some fluctuations) whilst remaining relatively low overall.

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

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



- Men in grade 9 remain more likely to be appointed to the top half of the grade compared to women.
- The proportion of women appointed in the top half of grade 9 has **increased** over the period in which Equal Pay Reviews have been conducted.

4. Actions Arising from the 2018 Equal Pay Review and Progress

As a result of the findings of the 2018 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

1. For GESG / the University to take action to address the gender balance of staff across all categories and in particular, the under-representation of women at senior grades.

Whilst the 2020 Equal Pay Review indicates a continued improvement in the representation of women at higher levels (including grades 11 and 12), the overall trend of men occupying a higher proportion of the positions at the higher end of the pay scale compared to women, and vice versa, continues. It would therefore be beneficial for this recommendation to continue and has therefore been included in the 2020 recommendations below.

Addressing culture is key to supporting change and as part of this work, **unconscious bias training** has been introduced. This is supported by regular face-to-face awareness-raising sessions with specialists and adaptation of the generic Equality and Diversity online training module to include information on unconscious bias. The Women's Staff Network provides regular sessions on various aspects of professional development. This is the largest of the University's staff diversity networks. The University of Cambridge is a recipient of external funding from Elsevier and Winton Capital Management, to provide support for collaborative projects focusing on advancing women in STEMM careers, skills development and career progression.

Further action is being undertaken to address both the vertical and horizontal segregation that occurs within the University; specific examples include work on gender neutral language within the recruitment process, and an increased focus on family friendly policies, such as the implementation in October 2019 of improved emergency leave for dependants, which provides employees with up to 5 working days' paid leave in any rolling 12-month period in recognition of the challenges to employees when care arrangements dependents break down unexpectedly.

In addition, further work is being undertaken that will focus on a range of areas including team leader training, as well as systems and processes linked to both career progression and pay progression.

2. For GESG to explore in further detail the following areas to help determine any contributing factors and further action required:

- a. Any pay gaps greater than 5%.
- b. Gender differences in starting salaries.
- c. Gender differences in additional payments.
- d. Gender pay gap differences in working arrangements (part-time compared to full-time working patterns).

The **Equality and Diversity Strategy** incorporates high level objectives in relation to addressing equality in staff pay and related reward structures by responding to findings identified.

This Equal Pay Review will continue to provide a focus for discussion by the **GESG** which oversees progress in this area and will investigate whether any gender related issues can be determined to explain gaps above the 5% threshold and has been included in the 2018 recommendations below.

The gender pay gap for new starters is lower than the overall pay gap:

Table 13: Gender pay gap for new starters

Staff category	Men	Average base pay	Women	Average Base pay	Pay Gap for new starters	Pay gap (from table 6)
Academic	38	£66,358.16	29	£56,548.59	14.78%	10.0%
Research	96	£41,924.18	199	£38,613.12	7.90%	6.0%
Academic Related	182	£23,524.11	451	£23,239.75	1.21%	10.0%
Assistant	563	£33,936.63	501	£32,615.09	3.89%	-0.1%
Grand Total	879	£34,054.66	1180	£30,631.53	10.05%	16.9%

While the pay gap for Academic Staff is high at the point of recruitment, it does appear to reduce over time, whereas the pay gap for Academic Related staff appears to grow over time. However the long term trend would need to be fully understood, as the 2018 report showed a higher gap for new starters which then reduced over time. Overall, the largest contributors to the gender pay gap remain the Academic and Academic Related staff categories.

3. To monitor KPI 1a and 1b, with a view that if there is no significant increase that reporting on this is stopped.

KPI 1a has decreased from the peak seen in 2010, with some fluctuations in the percentage across the following years. The rate currently sits at the highest level since 2014, whether this increase is a long term trend, or part of the normal fluctuation of the rate remains to be seen. If the rate remains at the same level, or reduces then it is suggested that the monitoring of KPI 1a is stopped after the 2022 report.

KPI1 b has shown a long term downward trend from the 21.8% seen in 2008, with the level now showing at 8.1%, while the proportion of women in the grade now stands at nearly 50% (up from 30% in 2008). Given the long term decrease in the pay gap at this grade, the suggestion is that monitoring of this KPI is stopped following this report. Gender balance at this grade would continue to be reported as part of the staff statistical survey information, and representation could be monitored via that report.

4. To assess the impact of planned activities in relation to the gender pay gap.

The Women's Staff Network provides regular sessions on various aspects of professional development and the University has supported the professional development of women through the Springboard and Aurora self-development and leadership programmes.

Further action is being undertaken to address both the vertical and horizontal segregation that occurs within the University, specific examples include the initiatives include culture and family friendly actions such as the extension of emergency dependants leave to provide up to 5 days paid leave to support emergency caring responsibilities. Actions to support the pay and career progression of women include the introduction of a Cambridge Living wage of £10 per hour with effect from August 2019, as well as the launch of a new career development programme for women in professional services roles which includes career development workshops and one-to-one coaching sessions. Separately, the University has set a target to increase recruitment applications from women and BAME candidates by 5% by 2021 (a target that may be impacted by the current recruitment freeze as part of the University's COVID response). In support of this, Equality and Diversity and Implicit Bias training is now mandatory for all members of staff who serve on recruitment and promotion panels. In order to support institutions to embed the principles of diverse recruitment into all phases of the process, from the advertisement, to shortlisting and interviewing, the University launched the Diverse Recruitment Framework (DRF) in 2019.

It is anticipated that these actions will impact the equal pay gap figures in this report by raising the salaries of the lowest paid roles, which are proportionally occupied by more women, as well as increase the representation of women in more senior grades, squeezing the pay gap at both ends of the single salary spine.

5. For the University to consider the impact of the introduction of mandatory gender pay gap reporting on the Equal Pay Review framework in future years, as necessary.

Mandatory Gender Pay Gap (GPG) reporting is now fully established within the University, the third report is due to be published. The focus and methodology of the Equal Pay Report (EPR) and differs from that of the GPG, as such careful communication of the differences may be required. Further work consideration is needed to identify the interaction between the reports, and consideration given to whether changes to the format or focus of the EPR would be beneficial and ensure the EPR remains relevant and informative.

5. 2020 Equal Pay Review Recommendations (suggested)

1. For GESG / the University to take action to address the gender balance of staff across all categories and in particular, the under-representation of women at senior grades.
2. For GESG to explore in further detail the following areas to help determine any contributing factors and further action required:
 - Any pay gaps greater than 5%.
 - Gender differences in starting salaries.
 - Gender differences in additional payments (especially at grade 12)
 - Gender pay gap differences in working arrangements (part-time compared to full-time working patterns).
3. To identify enhancements to the data that can be incorporated within future EPR's. This should cover both additional data not currently in the report and alterations to improve the relevance of existing data within the EPR. This may include (but not limited to) data on starting salaries, additional payments.
4. Consider how the EPR sits in relation to the Mandatory Gender Pay Gap (GPG) report, identify any synergies, and areas where variations can add value to the purpose and content of the EPR.
5. Continue monitoring KPI 1a and 1b, to assess if there is any impact on either of these resulting from both COVID and Brexit. The suitability of these KPI's to be continued should be reviewed as part of the 2022 EPR.

6. Appendices

Appendices A1 to F are provided in the remainder of this document.

Appendix A1 Gender pay gap by grade (basic pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	237	182	419	56.6%	43.4%	16.5%	10.4%	£17,779	£245	£17,744	£202	£17,764	-0.2%	£17,682	£0	£17,682	£0	£17,682	0.0%
2	155	121	276	56.2%	43.8%	7.1%	6.6%	£19,270	£1,046	£19,454	£988	£19,351	0.9%	£19,133	£1,788	£19,612	£1,788	£19,373	2.4%
3	349	242	591	59.1%	40.9%	11.7%	9.9%	£21,910	£1,353	£22,027	£1,304	£21,958	0.5%	£21,814	£2,392	£21,814	£2,252	£21,814	0.0%
4	690	251	941	73.3%	26.7%	15.4%	16.7%	£25,470	£1,780	£25,664	£1,779	£25,522	0.8%	£25,217	£2,961	£25,941	£2,254	£25,941	2.8%
5	1,093	610	1,703	64.2%	35.8%	16.5%	16.2%	£29,617	£2,044	£29,873	£1,981	£29,708	0.9%	£30,046	£2,611	£30,046	£2,611	£30,046	0.0%
6	494	265	759	65.1%	34.9%	16.0%	18.1%	£33,151	£2,450	£33,707	£2,375	£33,345	1.7%	£33,797	£3,862	£34,804	£2,939	£33,797	2.9%
7	1,722	1,685	3,407	50.5%	49.5%	9.5%	8.5%	£36,854	£3,373	£36,942	£3,283	£36,897	0.2%	£36,914	£6,525	£36,914	£6,525	£36,914	0.0%
8	438	337	775	56.5%	43.5%	10.5%	17.8%	£44,728	£4,845	£46,439	£4,665	£45,472	3.7%	£44,046	£9,231	£48,114	£6,760	£45,361	8.5%
9	618	705	1,323	46.7%	53.3%	18.0%	20.1%	£50,174	£4,494	£50,923	£4,416	£50,573	1.5%	£52,559	£5,841	£52,559	£4,445	£52,559	0.0%
10	225	267	492	45.7%	54.3%	35.6%	29.6%	£59,574	£2,634	£59,720	£2,212	£59,653	0.2%	£59,135	£3,487	£59,135	£1,770	£59,135	0.0%
11	130	280	410	31.7%	68.3%	*	*	£64,061	£2,724	£63,391	£2,125	£63,604	-1.1%	£62,727	£0	£62,727	£0	£62,727	0.0%
12	184	579	763	24.1%	75.9%	*	*	£87,858	£19,180	£91,105	£20,714	£90,322	3.6%	£80,604	£24,942	£84,241	£33,981	£84,241	4.3%
Band 1	111	304	415	26.7%	73.3%	*	*	£76,261	£4,964	£76,399	£5,252	£76,362	0.2%	£72,689	£6,725	£72,689	£6,725	£72,689	0.0%
Band 2	35	125	160	21.9%	78.1%	*	*	£97,471	£7,113	£98,427	£7,241	£98,218	1.0%	£97,631	£12,700	£97,631	£11,529	£97,631	0.0%
Band 3	16	71	87	18.4%	81.6%	*	*	£115,123	£7,825	£115,743	£7,994	£115,629	0.5%	£114,852	£14,735	£116,546	£13,368	£116,546	1.5%
Band 4	9	28	37	24.3%	75.7%	*	*	£142,253	£14,917	£142,090	£13,159	£142,129	-0.1%	£139,129	£9,837	£139,129	£21,447	£139,129	0.0%
no band	13	51	64	20.3%	79.7%	*	*	£89,782	£16,973	£98,531	£25,628	£96,754	8.9%	£84,241	£33,981	£92,038	£32,283	£90,700	8.5%
Total	6,335	5,524	11,859	53.4%	46.6%	18.5%	27.6%	£36,800	£14,414	£44,307	£20,931	£40,297	16.9%	£33,797	£14,015	£38,017	£20,694	£35,845	11.1%

* all points on these grades are discretionary

Appendix A2 Gender pay gap by grade (basic pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Woman standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	< 5	0	*	100.0%	0.0%	£34,804	£0	-	-	£34,804	-	£34,804	£0	-	-	£34,804	-
7	10	< 5	*	*	*	£36,914	£0	£38,050	£1,968	£37,176	3.0%	£36,914	£0	£36,914	£1,704	£36,914	0.0%
8	< 5	< 5	*	*	*	£46,953	£5,201	£49,553	£0	£47,473	5.2%	£49,553	£2,600	£49,553	£0	£49,553	0.0%
9	153	231	384	39.8%	60.2%	£49,405	£3,743	£50,566	£3,305	£50,103	2.3%	£52,559	£5,841	£52,559	£4,445	£52,559	0.0%
10	95	152	247	38.5%	61.5%	£58,977	£2,270	£59,160	£1,722	£59,090	0.3%	£59,135	£1,717	£59,135	£0	£59,135	0.0%
11	79	192	271	29.2%	70.8%	£62,727	£0	£62,708	£185	£62,714	0.0%	£62,727	£0	£62,727	£0	£62,727	0.0%
12	140	466	606	23.1%	76.9%	£85,871	£17,694	£88,376	£18,581	£87,797	2.8%	£79,414	£20,038	£79,414	£27,868	£79,414	0.0%
Total	482	1,045	1,527	31.6%	68.4%	£63,757	£18,102	£70,871	£20,503	£68,625	10.0%	£60,905	£20,130	£62,727	£19,687	£62,727	2.9%

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

Appendix A3 Gender pay gap by grade (basic pay) – academic-related staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	19	9	28	67.9%	32.1%	£28,281	£1,517	£27,726	£1,499	£28,103	-2.0%	£27,511	£1,678	£26,715	£1,616	£27,511	-3.0%
6	103	50	153	67.3%	32.7%	£33,159	£2,691	£33,953	£3,115	£33,418	2.3%	£32,816	£3,862	£33,797	£3,980	£33,797	2.9%
7	560	297	857	65.3%	34.7%	£36,725	£3,616	£37,187	£3,871	£36,885	1.2%	£36,914	£6,525	£36,914	£6,525	£36,914	0.0%
8	415	321	736	56.4%	43.6%	£44,628	£4,869	£46,358	£4,705	£45,382	3.7%	£44,046	£9,231	£48,114	£6,760	£45,361	8.5%
9	241	185	426	56.6%	43.4%	£50,891	£4,502	£52,098	£4,318	£51,415	2.3%	£52,559	£7,413	£52,559	£4,578	£52,559	0.0%
10	127	114	241	52.7%	47.3%	£60,058	£2,804	£60,487	£2,548	£60,261	0.7%	£59,135	£5,309	£59,135	£3,592	£59,135	0.0%
11	29	36	65	44.6%	55.4%	£67,102	£3,484	£65,756	£3,397	£66,356	-2.0%	£68,529	£7,852	£64,604	£5,802	£66,538	-6.1%
12	28	57	85	32.9%	67.1%	£96,393	£24,927	£104,885	£24,093	£102,088	8.1%	£88,063	£38,088	£100,557	£23,795	£94,795	12.4%
Total	1,522	1,069	2,591	58.7%	41.3%	£44,400	£12,129	£49,347	£17,119	£46,441	10.0%	£41,526	£12,639	£46,718	£14,979	£42,793	11.1%

Appendix A4: Gender pay gap by grade (basic pay) – assistant staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	237	182	419	56.6%	43.4%	£17,779	£245	£17,744	£202	£17,764	-0.2%	£17,682	£0	£17,682	£0	£17,682	0.0%
2	155	121	276	56.2%	43.8%	£19,270	£1,046	£19,454	£988	£19,351	0.9%	£19,133	£1,788	£19,612	£1,788	£19,373	2.4%
3	349	242	591	59.1%	40.9%	£21,910	£1,353	£22,027	£1,304	£21,958	0.5%	£21,814	£2,392	£21,814	£2,252	£21,814	0.0%
4	690	251	941	73.3%	26.7%	£25,470	£1,780	£25,664	£1,779	£25,522	0.8%	£25,217	£2,961	£25,941	£2,254	£25,941	2.8%
5	700	335	1,035	67.6%	32.4%	£29,705	£1,958	£30,112	£1,988	£29,836	1.4%	£30,046	£2,611	£30,942	£2,611	£30,046	2.9%
6	390	215	605	64.5%	35.5%	£33,144	£2,388	£33,650	£2,173	£33,324	1.5%	£33,797	£3,862	£34,804	£2,939	£33,797	2.9%
7	34	48	82	41.5%	58.5%	£38,252	£3,176	£39,004	£2,928	£38,692	1.9%	£39,152	£4,477	£40,322	£3,408	£40,322	2.9%
8	8	14	22	36.4%	63.6%	£45,970	£3,290	£47,851	£3,704	£47,167	3.9%	£45,361	£2,395	£49,553	£4,490	£48,114	8.5%
Total	2,563	1,408	3,971	64.5%	35.5%	£26,457	£5,398	£26,435	£6,446	£26,449	-0.1%	£26,715	£7,875	£26,715	£10,267	£26,715	0.0%

Appendix A5: Gender pay gap by grade (basic pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	374	266	640	58.4%	41.6%	£29,519	£2,197	£29,644	£1,920	£29,571	0.4%	£30,046	£3,431	£30,046	£2,611	£30,046	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,118	1,337	2,455	45.5%	54.5%	£36,875	£3,258	£36,811	£3,126	£36,840	-0.2%	£35,845	£6,525	£35,845	£6,525	£35,845	0.0%
8	11	< 5	*	*	*	£46,799	£4,488	£49,553	£0	£47,029	5.6%	£48,114	£6,134	£49,553	£0	£48,834	2.9%
9	224	289	513	43.7%	56.3%	£49,927	£4,848	£50,458	£5,081	£50,226	1.1%	£51,034	£7,198	£51,034	£8,770	£51,034	0.0%
10	< 5	< 5	*	*	*	£58,007	£1,954	£57,418	£0	£57,860	-1.0%	£59,135	£1,692	£57,418	£0	£58,277	-3.0%
11	22	52	74	29.7%	70.3%	£64,845	£3,049	£64,277	£3,184	£64,446	-0.9%	£62,727	£5,304	£62,727	£3,811	£62,727	0.0%
12	16	56	72	22.2%	77.8%	£90,307	£17,010	£99,789	£25,737	£97,682	9.5%	£83,018	£30,669	£92,038	£29,243	£92,038	9.8%
Total	1,768	2,002	3,770	46.9%	53.1%	£37,902	£9,074	£40,321	£13,472	£39,186	6.0%	£35,845	£7,506	£36,914	£6,525	£35,845	2.9%

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

Appendix B1: Gender pay gap by grade (total pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	237	182	419	56.6%	43.4%	16.5%	10.4%	£18,382	£577	£18,529	£595	£18,446	0.8%	£18,384	£1,005	£18,602	£670	£18,469	1.2%
2	155	121	276	56.2%	43.8%	7.1%	6.6%	£19,494	£1,120	£19,641	£923	£19,559	0.7%	£19,237	£1,381	£19,873	£1,196	£19,612	3.2%
3	349	242	591	59.1%	40.9%	11.7%	9.9%	£22,000	£1,509	£23,167	£3,357	£22,478	5.0%	£21,814	£2,392	£22,417	£1,971	£22,136	2.7%
4	690	251	941	73.3%	26.7%	15.4%	16.7%	£25,538	£1,791	£25,876	£2,118	£25,628	1.3%	£25,626	£2,961	£25,941	£2,254	£25,941	1.2%
5	1,093	610	1,703	64.2%	35.8%	16.5%	16.2%	£29,686	£2,129	£29,990	£2,173	£29,795	1.0%	£30,046	£2,611	£30,046	£2,611	£30,046	0.0%
6	494	265	759	65.1%	34.9%	16.0%	18.1%	£33,244	£2,527	£33,865	£2,466	£33,461	1.8%	£33,797	£3,862	£34,804	£3,179	£33,797	2.9%
7	1,722	1,685	3,407	50.5%	49.5%	9.5%	8.5%	£36,937	£3,485	£37,034	£3,437	£36,985	0.3%	£36,914	£6,525	£36,914	£6,525	£36,914	0.0%
8	438	337	775	56.5%	43.5%	10.5%	17.8%	£44,899	£5,002	£46,625	£4,686	£45,650	3.7%	£45,361	£9,231	£48,114	£6,760	£45,524	5.7%
9	618	705	1,323	46.7%	53.3%	18.0%	20.1%	£51,352	£6,000	£52,091	£5,906	£51,746	1.4%	£52,559	£7,413	£52,559	£6,017	£52,559	0.0%
10	225	267	492	45.7%	54.3%	35.6%	29.6%	£60,751	£4,768	£61,664	£8,786	£61,247	1.5%	£59,135	£5,159	£59,135	£3,592	£59,135	0.0%
11	130	280	410	31.7%	68.3%	*	*	£66,495	£7,180	£67,104	£10,658	£66,911	0.9%	£62,727	£5,802	£62,727	£3,679	£62,727	0.0%
12	184	579	763	24.1%	75.9%	*	*	£94,560	£27,892	£101,221	£33,623	£99,614	6.6%	£86,575	£33,981	£89,362	£38,025	£89,362	3.1%
Band 1	111	304	415	26.7%	73.3%	*	*	£81,053	£13,041	£83,423	£17,724	£82,789	2.8%	£75,383	£11,552	£77,105	£12,520	£77,105	2.2%
Band 2	35	125	160	21.9%	78.1%	*	*	£105,888	£18,487	£108,278	£24,678	£107,755	2.2%	£103,567	£16,009	£103,557	£17,171	£103,562	0.0%
Band 3	16	71	87	18.4%	81.6%	*	*	£121,303	£11,675	£137,218	£36,325	£134,291	11.6%	£123,691	£18,244	£127,221	£31,540	£124,237	2.8%
Band 4	9	28	37	24.3%	75.7%	*	*	£170,745	£45,460	£164,218	£30,940	£165,806	-4.0%	£157,069	£37,069	£156,568	£39,892	£156,568	-0.3%
no band	13	51	64	20.3%	79.7%	*	*	£93,726	£20,479	£105,313	£34,072	£102,960	11.0%	£86,575	£24,357	£100,557	£38,292	£93,417	13.9%
Total	6,335	5,524	11,859	53.4%	46.6%	18.5%	27.6%	£37,295	£15,831	£45,948	£25,275	£41,326	18.8%	£33,797	£14,015	£38,017	£20,745	£35,845	11.1%

* all points on these grades are discretionary

Appendix B2: Gender pay gap by grade (total pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	< 5	0	*	100.0%	0.0%	£34,804	£0	-	-	£34,804	-	£34,804	£0	-	-	£34,804	-
7	10	< 5	*	*	*	£36,925	£35	£38,348	£1,767	£37,254	3.7%	£36,914	£0	£37,809	£1,704	£36,914	2.4%
8	< 5	< 5	*	*	*	£46,979	£5,147	£49,553	£0	£47,494	5.2%	£49,553	£2,574	£49,553	£0	£49,553	0.0%
9	153	231	384	39.8%	60.2%	£51,740	£7,593	£52,630	£6,567	£52,276	1.7%	£52,559	£5,841	£52,559	£3,726	£52,559	0.0%
10	95	152	247	38.5%	61.5%	£60,368	£5,194	£61,292	£7,588	£60,937	1.5%	£59,135	£4,398	£59,135	£1,770	£59,135	0.0%
11	79	192	271	29.2%	70.8%	£64,186	£4,321	£66,079	£11,081	£65,527	2.9%	£62,727	£265	£62,727	£731	£62,727	0.0%
12	140	466	606	23.1%	76.9%	£91,918	£23,114	£98,053	£31,804	£96,636	6.3%	£84,241	£30,307	£86,763	£35,210	£86,763	2.9%
Total	482	1,045	1,527	31.6%	68.4%	£66,769	£21,682	£76,573	£29,711	£73,478	12.8%	£62,727	£20,130	£64,727	£25,270	£62,727	3.1%

Appendix B3: Gender pay gap by grade (total pay) – academic-related 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	19	9	28	67.9%	32.1%	£28,281	£1,517	£27,726	£1,499	£28,103	-2.0%	£27,511	£1,678	£26,715	£1,616	£27,511	-3.0%
6	103	50	153	67.3%	32.7%	£33,185	£2,677	£34,025	£3,178	£33,460	2.5%	£33,270	£3,862	£33,797	£3,980	£33,797	1.6%
7	560	297	857	65.3%	34.7%	£36,783	£3,653	£37,338	£3,923	£36,975	1.5%	£36,914	£6,525	£38,017	£6,525	£36,914	2.9%
8	415	321	736	56.4%	43.6%	£44,793	£5,030	£46,540	£4,732	£45,555	3.8%	£45,130	£9,231	£48,114	£6,760	£45,361	6.2%
9	241	185	426	56.6%	43.4%	£51,602	£5,027	£52,523	£4,834	£52,002	1.8%	£52,559	£6,017	£52,559	£4,931	£52,559	0.0%
10	127	114	241	52.7%	47.3%	£61,102	£4,452	£62,198	£10,204	£61,621	1.8%	£59,375	£3,592	£59,604	£3,592	£59,485	0.4%
11	29	36	65	44.6%	55.4%	£72,449	£10,085	£71,990	£9,790	£72,194	-0.6%	£70,579	£7,091	£68,587	£15,756	£68,644	-2.9%
12	28	57	85	32.9%	67.1%	£107,812	£45,324	£121,798	£40,240	£117,191	11.5%	£94,835	£39,840	£106,670	£49,752	£103,836	11.1%
Total	1,522	1,069	2,591	58.7%	41.3%	£44,979	£14,479	£50,815	£22,059	£47,387	11.5%	£41,526	£14,120	£46,718	£14,979	£43,105	11.1%

Appendix B4: Gender pay gap by grade (total pay) – assistant 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 (%)
1	237	182	419	56.6%	43.4%	£18,382	£577	£18,529	£595	£18,446	0.8%	£18,384	£1,005	£18,602	£670	£18,469	1.2%
2	155	121	276	56.2%	43.8%	£19,494	£1,120	£19,641	£923	£19,559	0.7%	£19,237	£1,381	£19,873	£1,196	£19,612	3.2%
3	349	242	591	59.1%	40.9%	£22,000	£1,509	£23,167	£3,357	£22,478	5.0%	£21,814	£2,392	£22,417	£1,971	£22,136	2.7%
4	690	251	941	73.3%	26.7%	£25,538	£1,791	£25,876	£2,118	£25,628	1.3%	£25,626	£2,961	£25,941	£2,254	£25,941	1.2%
5	700	335	1,035	67.6%	32.4%	£29,809	£2,088	£30,306	£2,284	£29,970	1.6%	£30,046	£2,611	£30,942	£3,255	£30,046	2.9%
6	390	215	605	64.5%	35.5%	£33,255	£2,491	£33,828	£2,277	£33,459	1.7%	£33,797	£3,862	£34,804	£3,009	£33,797	2.9%
7	34	48	82	41.5%	58.5%	£38,720	£3,552	£39,670	£3,797	£39,276	2.4%	£40,101	£4,354	£40,322	£2,721	£40,322	0.5%
8	8	14	22	36.4%	63.6%	£46,777	£3,544	£48,148	£3,506	£47,649	2.8%	£46,421	£2,343	£49,553	£4,250	£48,816	6.3%
Total	2,563	1,408	3,971	64.5%	35.5%	£26,611	£5,373	£26,885	£6,465	£26,708	1.0%	£26,715	£7,875	£26,715	£9,961	£26,715	0.0%

Appendix B5: Gender pay gap by grade (total pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	374	266	640	58.4%	41.6%	£29,527	£2,198	£29,668	£1,950	£29,585	0.5%	£30,046	£3,431	£30,046	£2,611	£30,046	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,118	1,337	2,455	45.5%	54.5%	£36,961	£3,398	£36,869	£3,266	£36,911	-0.2%	£35,845	£6,525	£35,845	£6,525	£35,845	0.0%
8	11	< 5	*	*	*	£46,799	£4,488	£49,553	£0	£47,029	5.6%	£48,114	£6,134	£49,553	£0	£48,834	2.9%
9	224	289	513	43.7%	56.3%	£50,818	£5,715	£51,383	£5,919	£51,136	1.1%	£51,808	£8,770	£52,559	£8,857	£52,559	1.4%
10	< 5	< 5	*	*	*	£58,007	£1,954	£57,418	£0	£57,860	-1.0%	£59,135	£1,692	£57,418	£0	£58,277	-3.0%
11	22	52	74	29.7%	70.3%	£66,934	£6,523	£67,507	£8,646	£67,337	0.8%	£62,828	£5,802	£62,727	£7,852	£62,727	-0.2%
12	16	56	72	22.2%	77.8%	£94,480	£21,208	£106,634	£33,568	£103,933	11.4%	£86,091	£25,251	£101,379	£38,565	£96,213	15.1%
Total	1,768	2,002	3,770	46.9%	53.1%	£38,134	£9,698	£40,771	£15,117	£39,534	6.5%	£35,845	£7,506	£36,914	£7,578	£35,845	2.9%

Appendix C1: Non-pensionable additional payments

		No	£ average	£ total
Biological Safety Officer	Men	33	£747	£24,656
	Women	24	£543	£13,037
Bonus Payment	Men	5	£50,267	£251,335
	Women	< 5	*	£73,664
Chairman Degree Comm.	Men	< 5	*	£27,414
	Women			
Chair Payment	Men	43	£524	£22,542
	Women	9	£360	£3,242
Deputy Director/Head	Men	15	£1,111	£16,671
	Women	9	£580	£5,217
Head of Department	Men	< 5	*	£1,167
	Women	< 5	*	£1,167
Laser Officer	Men	26	£713	£18,545
	Women	6	£598	£3,590
Librarian	Men			
	Women	< 5	*	£642
Radiation Officer	Men	< 5	*	£333
	Women	< 5	*	£67
Radiation Supervisor	Men	59	£702	£41,425
	Women	35	£1,130	£39,537
Safety Off/Adviser	Men	49	£368	£18,037
	Women	42	£307	£12,885
Secretary Payment	Men	< 5	*	£2,940
	Women	< 5	*	£1,857
Other Payment	Men	636	£2,020	£1,284,918
	Women	543	£1,100	£597,449
Total	Men	875	£1,954	£1,709,983
	Women	675	£1,115	£752,353
	Total	1550	£1,589	£2,462,336

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 e.g. Early Morning Supplements and 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.

Appendix C2: Pensionable additional payments (discretionary)

		No	£ average	£ total
Admin Responsibility	Men	7	£4,986	£34,904
	Women	< 5	*	£2,500
Additional Responsibility	Men	121	£2,521	£305,010
	Women	153	£1,601	£244,902
Additional Hours	Men	31	£3,134	£97,168
	Women	< 5	*	£6,011
Other Payment	Men	31	£8,043	£249,324
	Women	21	£1,820	£38,220
Total	Men	190	£3,613	£686,407
	Women	179	£1,629	£291,633
	Total	369	£2,651	£978,040

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

Appendix C3: Pensionable additional payments (linked to a role)

		No	£ average	£ total
Chair Faculty Board	Men	14	£4,442	£62,185
	Women	< 5	*	£21,678
Deputy Director/Head	Men	35	£4,795	£167,831
	Women	15	£8,774	£131,617
Director	Men	20	£8,537	£170,733
	Women	6	£10,473	£62,837
Head of Department	Men	45	£10,419	£468,853
	Women	15	£9,219	£138,290
Acting Head	Men	< 5	*	£1,796
	Women	0	-	£0
Head of Division	Men	7	£4,901	£34,310
	Women	0	-	£0
Secretary Faculty Board	Men	< 5	*	£7,561
	Women	< 5	*	£6,473
Other Payment	Men	447	£3,118	£1,393,711
	Women	469	£1,482	£694,940
Total	Men	571	£4,040	£2,306,980
	Women	511	£2,066	£1,055,835
	Total	1082	£3,108	£3,362,815

* Data not displayed due to a gender population of less than 5.

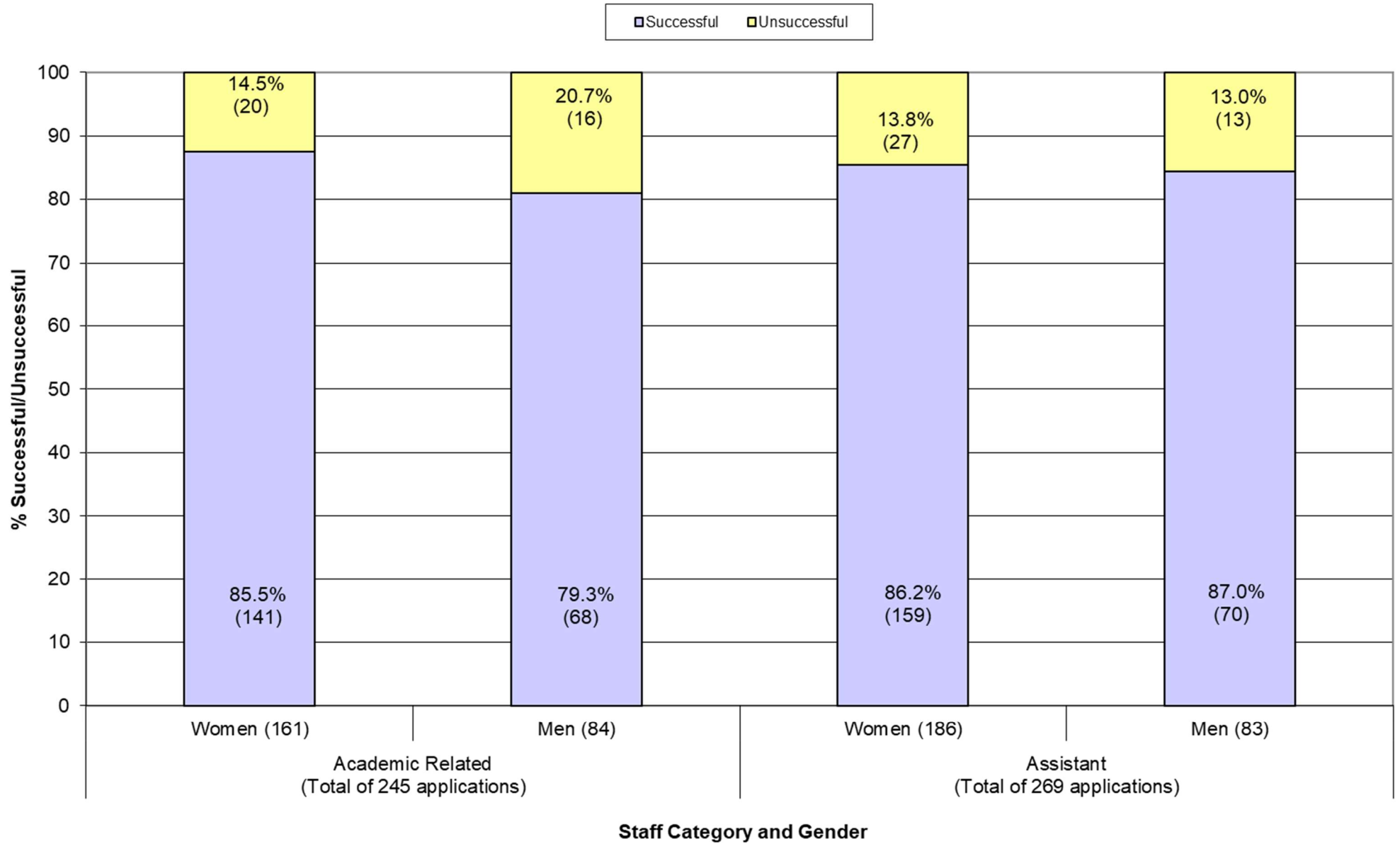
Note: The row entitled 'Other Payment' includes pensionable payments (linked to a role) not separately identified in other rows. This mainly includes assistant staff and research staff payments e.g. Shift Allowances, Wellcome Trust additional payments.

Appendix C4: Market related payments

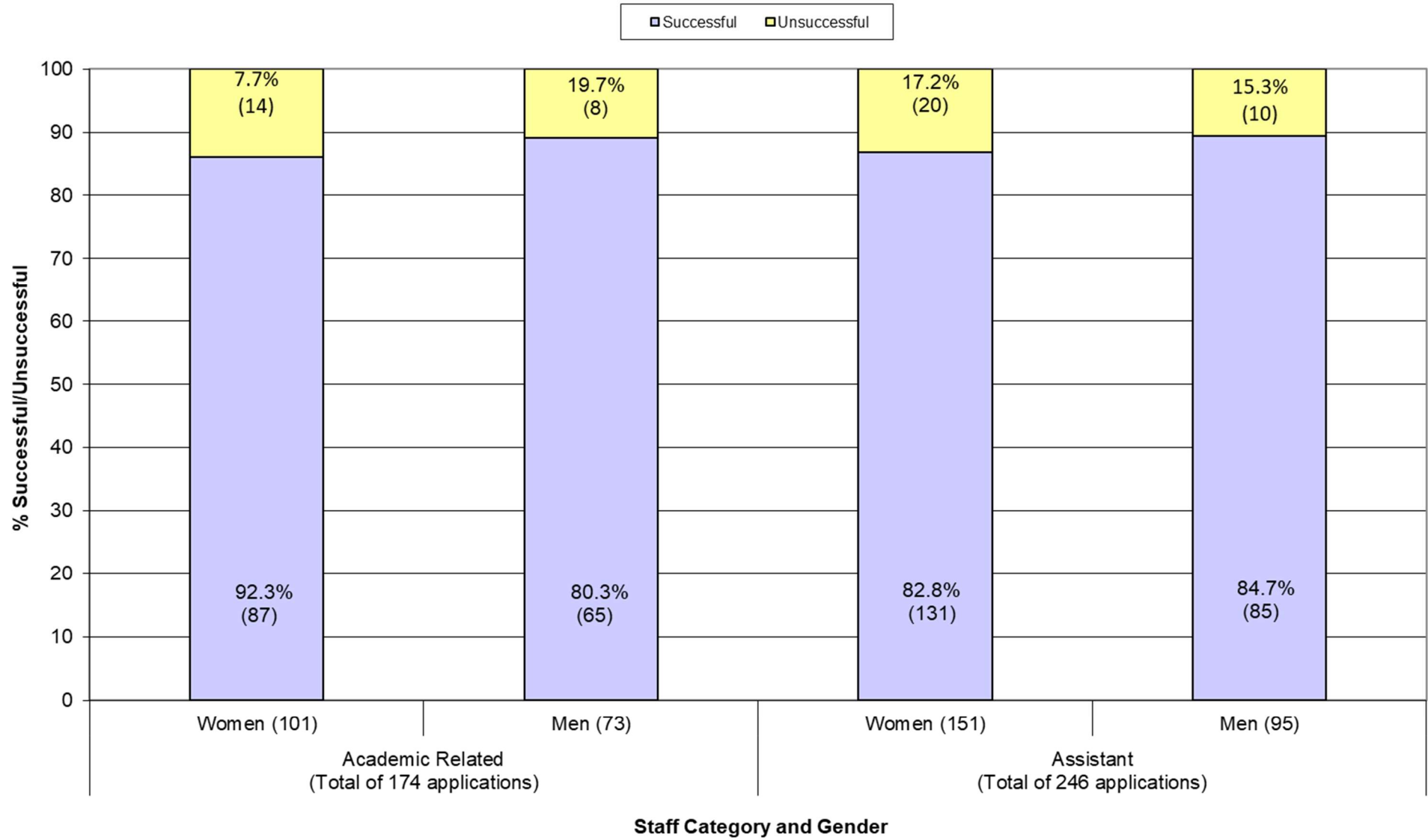
Staff category	Supplement % of salary	Grade	Sub-Total		
			M	F	% F
Academic	≤5%	9	5	2	29%
		10	1	1	50%
		11	3	2	40%
		12	7	2	22%
	>5% ≤10%	9	10	3	23%
		10	5	3	38%
		11	2	2	50%
		12	18	2	10%
	>10% ≤15%	9	12	6	33%
		11	3	1	25%
		12	12	5	29%
	>15% ≤20%	9	16	10	38%
		10	1		0%
		11	3	2	40%
		12	11	4	27%
	>20% ≤25%	9		1	100%
		10	1		0%
		11	2		0%
		12	12		0%
	>25% ≤30%	9	2	1	33%
		11	3		0%
		12	4	1	20%
	>30% ≤35%	9	2	1	33%
		10	2	1	33%
		11	2		0%
		12	4	1	20%
	>35% ≤40%	9	4	5	56%
		10		1	100%
		11	1		0%
		12	2	1	33%
	>40% ≤45%	10	1	1	50%
		11	2		0%
		12	4		0%
	>45% ≤50%	9	1		0%
		12	1		0%
	>50% ≤55%	10	1		0%
		12	4		0%
	>55% ≤60%	9		2	100%
		10	1		0%
		12	1		0%
>60% ≤65%	11	1		0%	
	12	1		0%	
>65% ≤70%	12	1		0%	
>70% ≤75%	12	1		0%	
>75% ≤80%	10	1		0%	
	12		1	100%	
>80% ≤85%	12	1		0%	
>85% ≤90%	12	2		0%	
>90% ≤95%	12	2		0%	
>95% ≤100%	12		1	100%	
>100% ≤105%	12	1	1	50%	
>105% ≤110%	12	1		0%	
>115% ≤120%	12	2		0%	
>120% ≤125%	11	1		0%	
	12	1		0%	
>135% ≤140%	11	1		0%	
	12	1		0%	
>170% ≤175%	12	1		0%	
			£4,012,413	£919,948	

Staff category	Supplement % of salary	Grade	Sub-Total		
			M	F	% F
Academic Related	≤5%	8	1		0%
		9	1		0%
		10		2	100%
		11	1		0%
	>5% ≤10%	7	1	1	50%
		8	2	3	60%
		9	2	7	78%
		10	4	9	69%
		11	2	1	33%
		12	3	2	40%
	>10% ≤15%	7		1	100%
		9	1	3	75%
		10	2	2	50%
		11	1	1	50%
		12	2		0%
	>15% ≤20%	7		1	100%
		9	1	2	67%
		10		1	100%
		11	3	2	40%
		12	2	2	50%
	>20% ≤25%	10	2	2	50%
		11	4		0%
		12		1	100%
	>25% ≤30%	9	1		0%
		10	1		0%
		11	1	1	50%
		12	2	1	33%
	>30% ≤35%	8		1	100%
		11	2	1	33%
		12	1		0%
>35% ≤40%	12	1	1	50%	
>40% ≤45%	12	3		0%	
>45% ≤50%	11	1	1	50%	
	12	2		0%	
>55% ≤60%	11		1	100%	
	12	1		0%	
>60% ≤65%	12	2	1	33%	
			£955,221	£583,619	
Research	≤5%	11	1		0%
		12	1		0%
	>5% ≤10%	9	3	1	25%
		11		1	100%
	>10% ≤15%	12	2		0%
		9	1		0%
		11	1		0%
	>15% ≤20%	12	1	1	50%
		12	1		0%
			£83,489	£25,488	

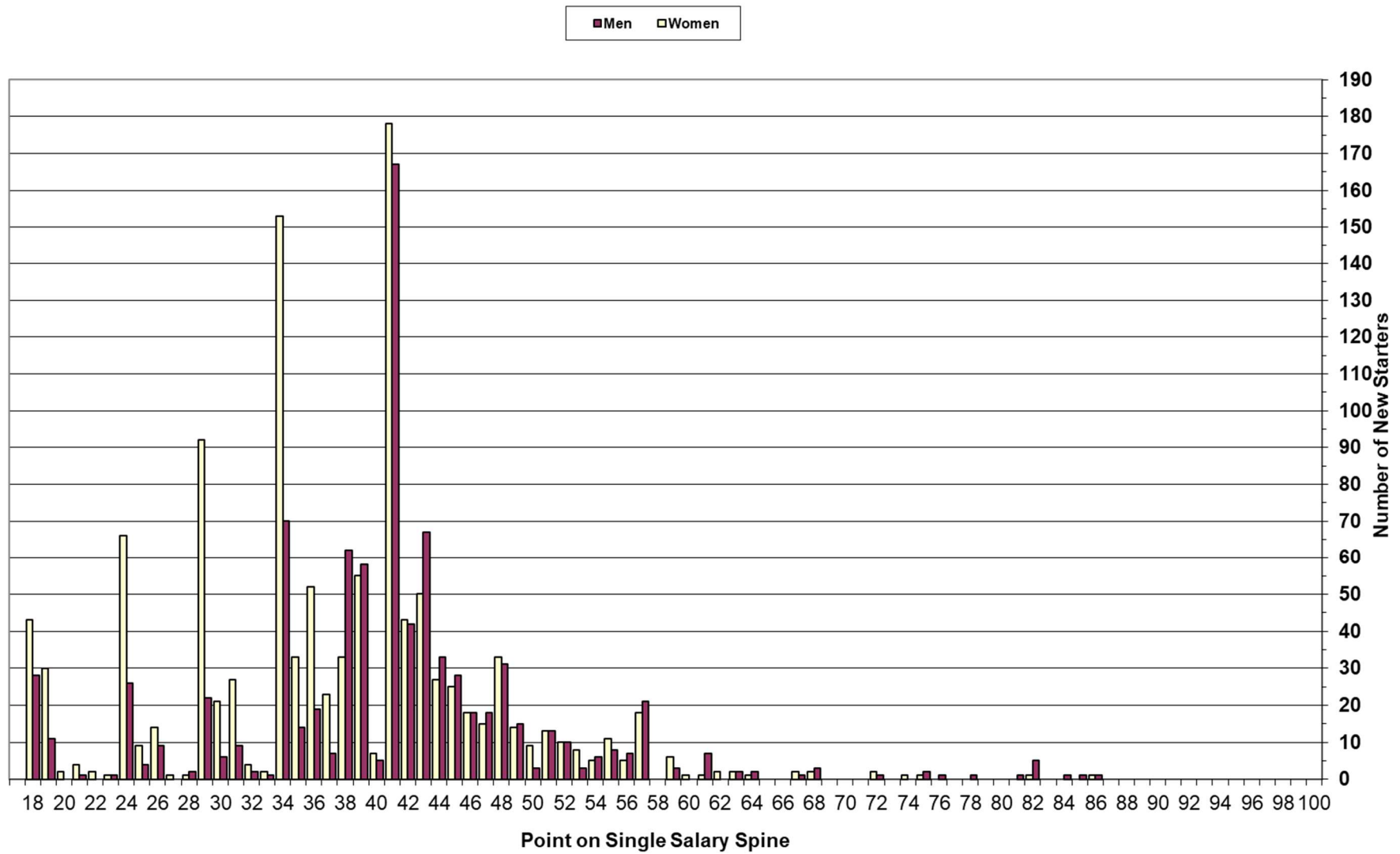
Appendix D1: Contribution Increments by gender and occupational category



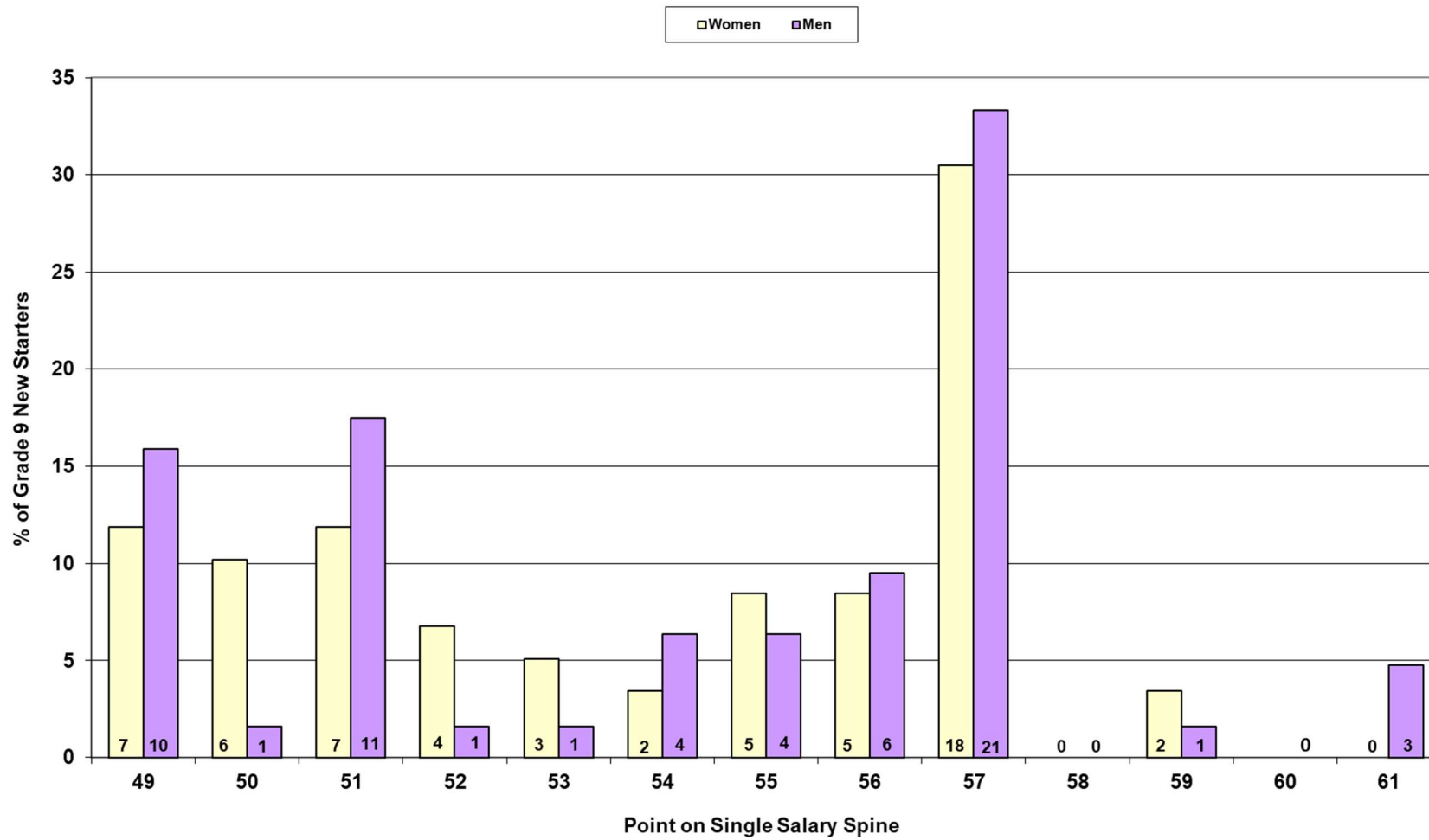
Appendix D2: Single Contribution Payments by gender and occupational category



Appendix E1: Scale points of new employees by gender (chart 1)



Appendix E3: Scale points of new employees in grade 9 by gender



Appendix F: Methodology

The methodology of this Equal Pay Review is consistent with previous reviews in order to analyse trends over time. The approach taken is in line with the relevant JNCHES² 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. Consistent with previous reviews, this review includes in its analysis all University on the single salary spine (i.e. excluding those on spot salaries or those whose pay is not determined by the University).

Pay gap calculation

The pay gap calculation is based on a percentage of the average men salary, this is a standard equal pay approach and allows meaningful benchmarking with external organisations and publicly available statistics. A pay gap figure without a minus sign indicates that the pay gap shows higher average pay for men compared to women. A minus number indicates the opposite.

Mean and median

Average salaries and gender pay gaps can be calculated by either using the mean or median values. The mean is calculated by adding all values together and dividing by the number of values. The median is the middle value when each of the values are placed in order of smallest to largest.

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 men and women. 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 Equal Pay Review, the mean has continued to be used as the primary method of analysis and continues to inform the narrative of the report. 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.

Interquartile range

The appendices also include inter-quartile ranges where appropriate, expressing by how much the members of a group differ from the mean value for the group in order to provide further insight into potential gender pay issues and for benchmarking purposes. The inter-quartile range is the difference between the upper quartile (i.e. the value of all payments three quarters of the way from lowest to highest) and the lower quartile (i.e. the value of all payments one quarter of the way from lowest to highest).

Data protection

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 a sufficiently anonymised form. Where fewer than five employees are identified in a particular category of the data the values have been removed and replaced by '<5' (less than five) where necessary. This is in accordance with HESA guidance.

² Joint Negotiating Committee for Higher Education Staff