

Equal Pay Review 2018

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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 seventh 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 2018 conducted?

The Equal Pay Review 2018 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 31 July 2018 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). 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 **52.1%** of positions, an **increase** in comparison to the 2016 Equal Pay Review.
- The gender pay gap including additional payments (total pay) is **19.8%** and excluding additional payments (basic pay) is **18.1%**. Both have **continued to reduce** over time and are at their **lowest levels** 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 each grade (grades 9 and above) has **increased**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps (ranging from -0.9% to 5.5%) indicating that 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 2016.
- Across all grades men are **more likely** to be appointed **above the grade minimum** than women, although in grades 9 and above women were more likely to be appointed above the grade minimum as a proportion of the total number women new starters

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 (%)									
	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Cambridge Equal Pay Review	49.1%	49.5%	49.6%	49.5%	49.9%	50.3%	50.8%	51.3%	52.1%	
UK Higher Education Sector*	52.4%	52.7%	53.8%	53.9%	53.8%	54.0%	54.1%	54.2%	**	

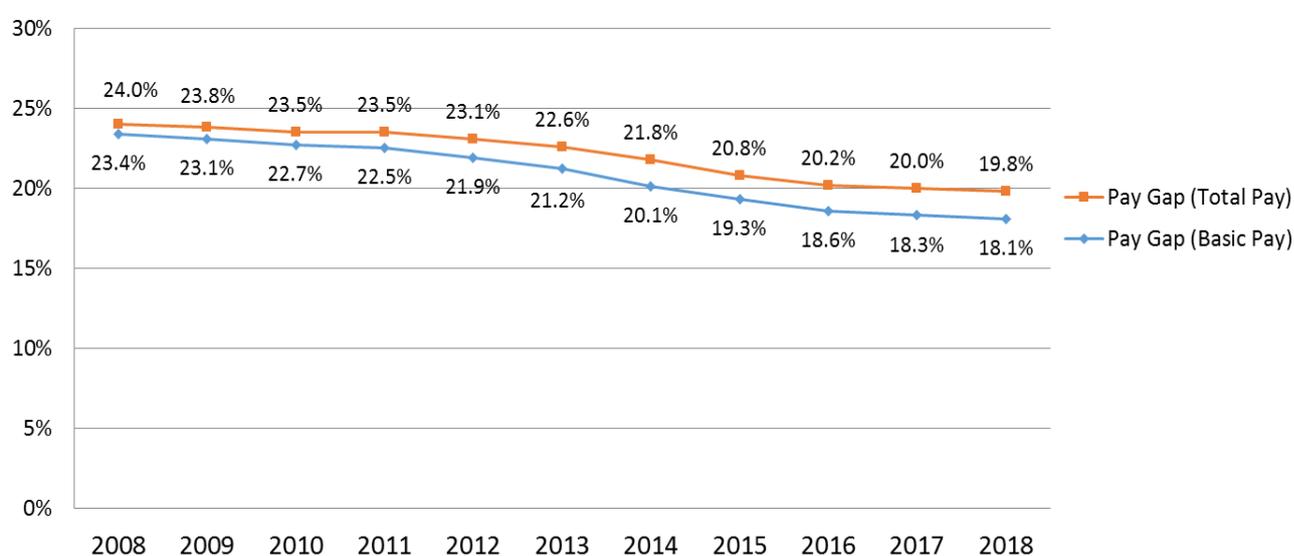
* Source: HESA - Staff at Higher Education Institutions in the UK (table A)

** 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 a slightly **higher proportion of women**.
- Women now represent 52.1% (5,956 employees) of the workforce, an **increase** when compared to the 2017 interim review, and **in line** with the last full equal pay review.
- The proportion of women at the University has remained **consistently lower** than in the UK Higher Education Sector.

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 18.1% in 2018).
- The overall mean total pay gap for total pay has **decreased** in all periods barring one (2010 to 2011) and is at the **lowest level** (19.8%) since the Equal Pay Reviews have been conducted. Average salary figures are proved below:

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 (%)	Women	Men	Difference	Pay gap (%)
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%

- Average basic and total pay figures have **increased** each year and the gender pay gaps between them 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.

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										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Cambridge Equal Pay Review	23.4%	23.1%	22.7%	22.5%	21.9%	21.2%	20.1%	19.3%	18.6%	18.3%	18.1%
UK public sector*	18.3%	18.5%	17.6%	18.1%	17.5%	17.4%	17.7%	17.9%	17.8%	17.7%	**
UK private sector*	26.1%	25.7%	25.7%	25.6%	24.1%	24.7%	22.6%	22.7%	21.9%	21.1%	**

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

** 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, although the percentage point difference has **reduced** to the closest level to date (0.4 percentage points when compared to 2017 data).
- 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 about **the same**.

3.2. Employee gender profile

By grade

Chart 2: Number of employees at each grade by gender

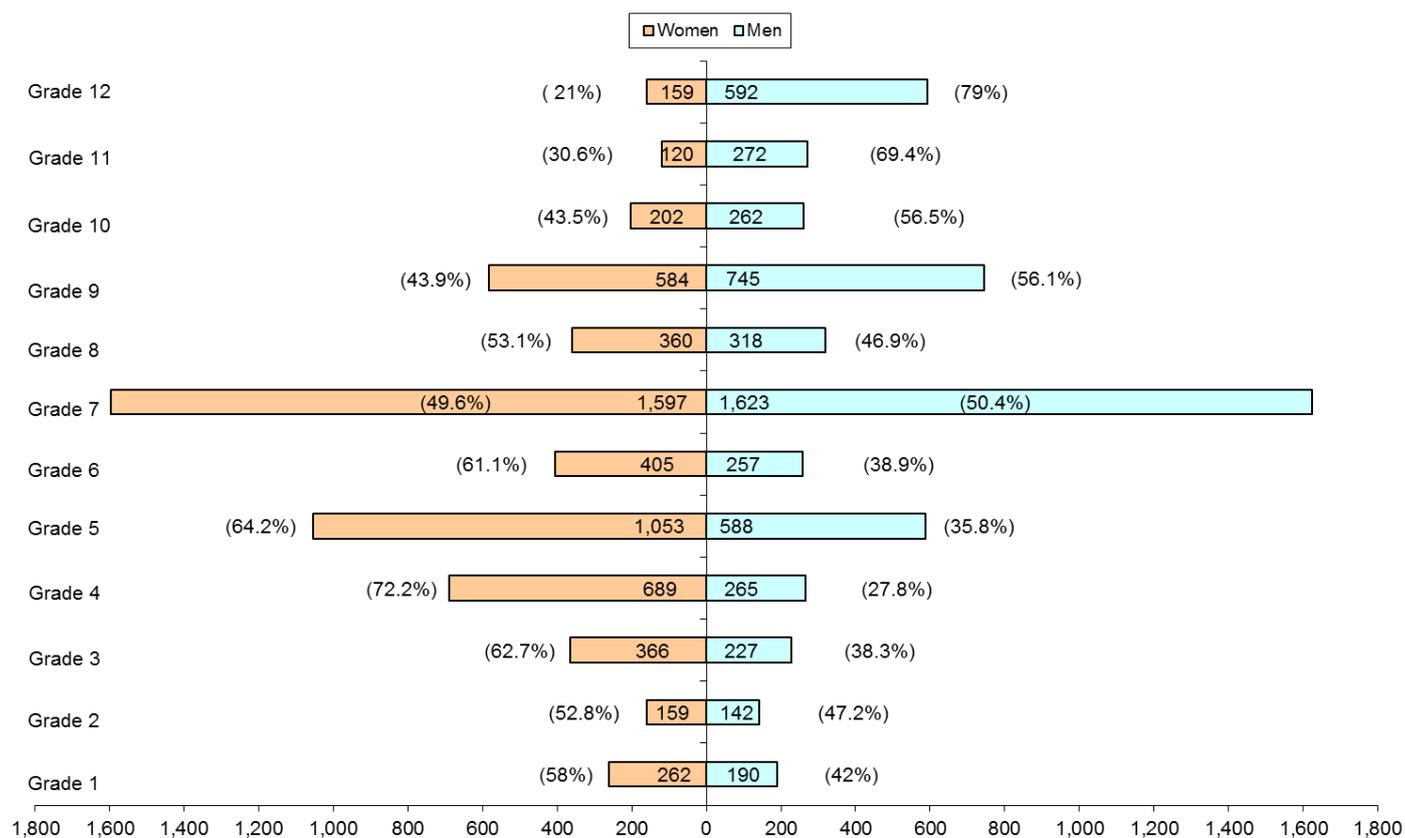


Table 4: Proportion of total gender population by grade

Gender	% of Total Gender Population by Grade												All
	1	2	3	4	5	6	7	8	9	10	11	12	
Women	4.4%	2.7%	6.1%	11.6%	17.7%	6.8%	26.8%	6.0%	9.8%	3.4%	2.0%	2.7%	100.0%
Men	3.5%	2.6%	4.1%	4.8%	10.7%	4.7%	29.6%	5.8%	13.6%	4.8%	5.0%	10.8%	100.0%

- **Men** continue to occupy a **higher proportion** of the positions in grades at the **higher end** of the pay scale (55.8% of the positions in grades 7 to 12).
- This pattern was **the same** in 2016, but there has been an **increase** in the proportion of women in grades 9 to 12 (36.3%, compared to 34.7% seen in 2016).
- **Women** occupy a **higher proportion** of positions at the **lower end** of the pay scale (63.7% of the positions in grades 1 to 6) compared to men (36.3%).
- Women are most likely to be employed in grades 3 to 6, whereas men are most likely to occupy positions in grades 9 to 12.
- The **lowest proportion** of women continue to be grade 12, but this proportion has **increased** (from 19.7% in 2016 to 21.1% in 2018).

By staff category (Appendices A2 to A5)

- **Academic** is the staff category with the **lowest proportion** of women (30%), this is an **increase** from the 29.6% seen in 2016. Academic staff positions range from grades 5 to 12.
- The **research** staff category has the **second lowest** proportion of women (46.6%), an **increase** from the 45.8% seen in 2016. Research staff positions range from grades 5 to 12.

- The proportion of women in the **academic-related** category is 56.8%, an **increase** from 54.8% in 2016). Academic related positions range from grades 5 to 12.
- The staff category with the **highest proportion** of women is the **assistant** staff category, where the 63.3% of positions are occupied by women, an **increase** from 62.6% seen in 2016. 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 2018

Grade	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay gap (%)	Women	Men	Difference	Pay gap (%)
1	£16,730	£16,713	-£17	-0.1%	£16,847	£16,921	£74	0.4%
2	£18,422	£18,627	£205	1.1%	£18,494	£18,773	£279	1.5%
3	£21,292	£21,361	£69	0.3%	£21,354	£22,593	£1,239	5.5%
4	£24,923	£24,694	-£229	-0.9%	£24,978	£24,925	-£53	-0.2%
5	£28,671	£28,829	£158	0.5%	£28,720	£28,984	£264	0.9%
6	£32,036	£32,418	£382	1.2%	£32,134	£32,617	£483	1.5%
7	£35,277	£35,158	-£119	-0.3%	£35,376	£35,259	-£117	-0.3%
8	£43,377	£44,575	£1,198	2.7%	£43,672	£44,761	£1,089	2.4%
9	£48,237	£48,719	£482	1.0%	£49,292	£49,712	£420	0.8%
10	£57,457	£57,263	-£194	-0.3%	£58,638	£58,462	-£176	-0.3%
11	£61,396	£61,055	-£341	-0.6%	£63,625	£63,955	£330	0.5%
12	£86,646	£88,638	£1,992	2.2%	£93,098	£97,781	£4,683	4.8%
Overall	£34,976	£42,713	£7,737	18.1%	£35,414	£44,177	£8,763	19.8%

- 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.
- In grades with a positive gender pay gap (men's average pay higher than women's average pay), the gap has increased in grades 2 (1.1% compared to the -0.1% in 2016), grade 9 (1% compared to 0.9% in 2016) and grade 12 (2.2% compared to 1.7% in 2016).
- In grades where there is a **negative pay gap** (women's average pay higher than men's average pay), the pay **gap has increased**. Grade 4 (-0.9 % compared to -0.6% in 2016), grade 10 (-0.3% compared to 0.0% in 2016), and grade 11 (-0.6% compared to -0.4% in 2016).
- The grade with the **highest basic pay gap** continues to be grade 8 (which has **decreased** to 2.7% from 3.3% in 2016).
- The **highest total pay gap** continues to be grade 3 (the **same** pay gap as seen in 2014 and 2016), the primary reason being additional payments made to security staff in relation to the 24 hour patrol service, shifts and unsocial hours working required in the role.

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	£60,526	£68,234	£65,925	11.3%	£63,007	£73,089	£70,069	13.8%
Research	£36,104	£38,543	£37,407	6.3%	£36,361	£39,004	£37,773	6.8%
Academic Related	£42,774	£47,852	£44,967	10.6%	£43,388	£49,072	£45,843	11.6%
Assistant	£25,249	£25,298	£25,267	0.2%	£25,332	£25,699	£25,466	1.4%
Overall	£34,976	£42,713	£38,684	18.1%	£35,414	£44,177	£39,613	19.8%

- The **academic** staff category continues to show the **highest** basic pay (11.3%) and total pay (13.8%) gaps. Both pay gaps have **decreased** since 2016 (from 12.1% for basic pay and 14.2% for total pay).
- The **research** staff category continues to show the **third highest** basic pay (6.3%) and total pay (6.8%) gaps. The basic pay gap has **decreased** since 2016 for both (from 7.5% basic pay and 7.9% total pay).
- The **academic-related** staff category continues to show the **second highest** basic pay (10.6%) and total pay (11.6%) gaps. Basic pay gap has **increased** since 2016 (from 10.4%) and **decreased** for total pay (from 11.8%), the reason for this is assessed further in Section 4 of this report.
- The **assistant** staff category continues to show the lowest basic pay (0.2%) and total pay (1.4%) gaps. Both have **decreased** since 2016 (from 0.5% for basic pay and 1.7% for total pay). In 2010 the gap stood at 3.6% for basic 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	653 (43.5%)	848 (56.5%)	1,501
Value	£764,581 (29.3%)	£1,841,272 (70.7%)	£2,605,852
Average payment value	£1,170.87	£2,171.31	

- Men received a **higher** proportion of the total **number** of non-pensionable additional payments (56.5%), a **decrease** from 2016 (where this was 57.1%).
- Men also received a **higher** proportion of the total **value** of non-pensionable additional payments, (70.7%) a **decrease** of over **10%** compared to 2016 (81.3%).
- On average, women were paid £1,000.44 **less** per non-pensionable payment than men.
- In comparison to 2016, the average payment to women has **increased** by 45% (previously £806.53), and the average payment to men has **decreased** by 17.4% (previously £2,629.99).

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	166	£357,181	216	£691,323	382	£1,048,504
Linked to a role	416	£757,799	497	£2,049,832	913	£2,807,631
Total Number	582	£1,114,980	713	£2,741,155	1,295	£3,856,135

- Men received a **higher** proportion of the total **number** of pensionable additional payments (55%), a slight **decrease** compared to 2016 where this was 56.8%.
- Men also received a **higher** proportion of the total **value** of pensionable additional payments (71.1%) a **decrease** from the proportion seen in 2016 of 74.2%.
- On average, women were paid £1,929 **less** per pensionable payment than men, this gap has decreased from £2,477 as seen in 2016.
- In comparison to 2016, the average payment amount for each gender has **decreased** for both genders, but women have seen a **smaller proportional decrease** in the average payment value (7% compared to 15% 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.

Table 9: Market related payments by gender and occupational category

Occupational Category	Women		Men	
	Recruitment	Retention	Recruitment	Retention
Academic	22 (£334,713)	24 (£334,217)	62 (£881,902)	99 (£2,272,114)
Academic Related	15 (£103,579)	20 (£308,630)	17 (£375,542)	20 (£339,071)
Assistant	0	2 (£2,666)	0	0
Research	4 (£12,761)	4 (£29,585)	6 (£28,962)	3 (£19,037)
Total Number	41	50	85	122
Total Value	£451,053	£675,097	£1,286,406	£2,630,222
Combined Total	91		207	
Combined Value	£1,126,150		£3,916,628	

- Men received a higher proportion of the total **number** of market related payments (69.5%), a **decrease** compared to 2016 where this was 74.4% and total **value** (77.7%, **lower** than in 2016 where this was 78.5%) compared to women.
- On average women were paid £6,545 **less** per market related payment than men (£12,375 compared to £18,920), this has **increased** from the level seen in 2016 (£3,315).
- The average payment value for women **decreased** from £12,975 seen in 2016 to £12,375 this year, whereas the average value for men has **increased** to £18,920 (from £16,290 seen in 2016).
- A **higher** proportion of payments to both genders were for **retention** purposes (57.7%), a decrease from the level seen in 2016 (70.6%), both genders received more payments on the basis of retention (men 59%, and 55% for women).
- While a **higher** proportion of payments to **women** were for **recruitment** purposes (45.1%) compared to the proportion for men (41.1%). Most of these were at grades 9 and 10, whereas awards at grade 12 to men were at a significantly higher rate than for women (W = 5, M = 26).

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	198	93.4%	94	93.1%
2 Points	14	6.6%	6	5.9%
3 Points	0	-	1	1%
Total	212	100%	101	100%

Table 11: Single contribution payment type by gender

Single Contribution Payment	Women		Men	
	Number	%	Number	%
2% Team Award	70	34.8%	32	29.4%
3% Individual Award	131	65.2%	77	70.6%
Total	201	100%	109	100%

- A **higher** proportion of employees receiving contribution increments were **women** (67.7%, an **increase** compared with 2016 where this was 63.1%).
- A slightly **higher** proportion of awards were made to women of **more than one** increment (see Tables 10 and 11 below) compared to men.
- A **higher proportion** of employees receiving single contribution payments were **women** (64.7%, a **decrease** compared with 2016 where this was 70.9%) compared to men.
- The proportion of successful applications was **higher** for women for both contribution increments (79.1% compared to 71.1%) and single contribution payments (85.8% compared to 76.7%).
- Women received **more** 3% individual single contribution payments (62% of all 3% awards made), down slightly from the 68.5% seen 2016.
- Men were **more likely** to be awarded a 3% individual award single contribution payments (70.6%) compared to women (65.2%), and women were more likely to receive a higher proportion of 2% team awards (34.8%) compared to men (29.4%).

3.5. New Employees (Appendices E1 – E3)

- Of the 2,058 new employees recruited to the University from 1 August 2017 to 31 July 2018, 53.8% were women and 46.2% were men.
- **More women than men** were appointed in **grades 1 to 6**, where of the 1,010 new appointments, 63.6% were women and 36.4% were men.
- In **grades 7 to 12** there were 1,048 new appointments, of which 44.4% were women and 55.6% were men, this is a slight increase in women appointed to these grades compared to 2016 (43.6%).
- Across all grades, men were **more likely** to be appointed **above** the grade minimum compared the women (75.2% compared to 64% respectively). The percentage point gap between them has **increased** (11.2 compared to 4.3 seen in 2016).
- In grades **9 and above** women were more likely to be appointed above the grade minimum than men (84.5% compared to 74.8%). A reversal from the last report where men were more likely to be appointed above the grade minimum (79.1% compared to 72.9%).

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	4,162	4,897	£36,605	£43,078	£6,473	15.0%
Part-Time	1,794	584	£31,196	£39,651	£8,456	20.6%

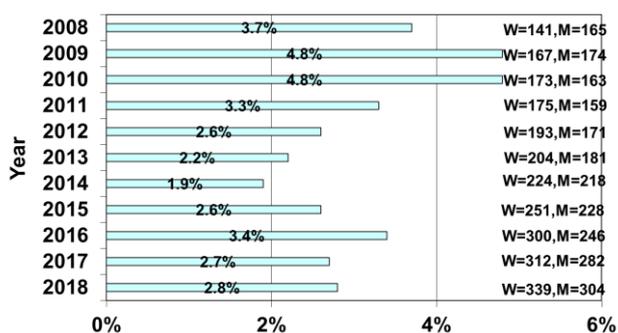
- A **higher** proportion of women occupy part-time positions (15.7%) compared to men (5.1%). A **slight increase** in the proportion of women working part time (15% seen in 2016), and a **slight decrease** for men working part time (5.2% seen in 2016).
- The average basic pay for men is **higher** than the basic pay for women in both full-time and part time categories.
- Part time men earn on **average 92%** of the full time men's average salary, this gap is **smaller** than that for part time women who earn on **average 85%** of the average women's full time salary.
- The gender pay gap for part-time employees is **higher** than for full-time positions (20.6% compared to 15% respectively), both have **decreased** since 2016 where the figures were 23.8% and 15.4% respectively.

3.7. Key Performance Indicators

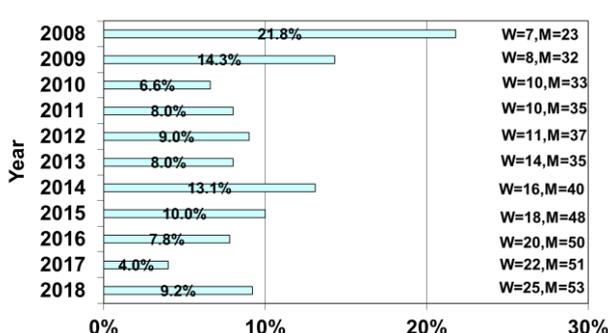
The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

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

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



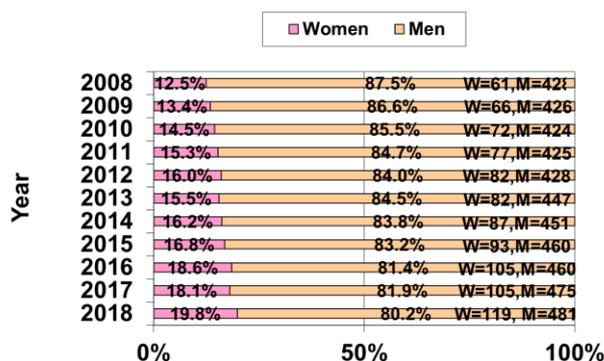
KPI 1b: Pay gap – grade 12 academic-related staff



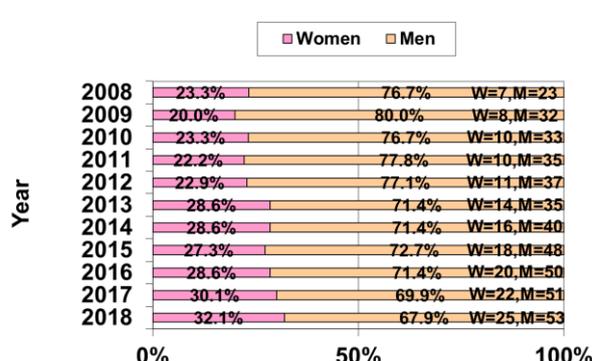
- The gender pay gap in respect of grade 8 academic related staff (KPI a) **decreased** from its highest level in 2009 and 2010 at a steady rate in the subsequent years up until 2014. It then **increased** in 2016 to 3.4%.
- The gender pay gap in respect of grade 12 academic-related staff has **increased** since the 2016 report, however 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

KPI 2a: Gender representation – grade 12 academic staff



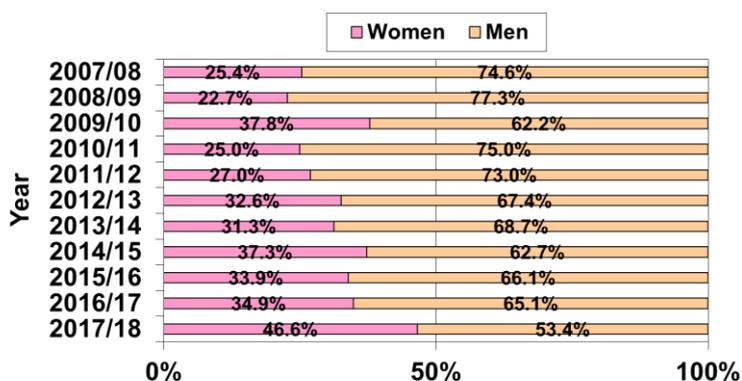
KPI 2b: Gender representation – grade 12 academic-related staff



- 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, and is now at the closest level since 2008.

4. Actions Arising from the 2016 Equal Pay Review and Progress

As a result of the findings of the 2016 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

1. For Gender Equality Steering Group (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 2018 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 2018 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. Cambridge is 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 the internal relativities review (IRR) which analysed pay across similar roles within the University to enable a deeper investigation to ensure equal pay analysis by grade is not masking unequal areas of pay, this process confirmed that the University does not have an equal pay issue. Separate to this, and as part of the work to address the under-representation of women in senior grades, work has been undertaken on gender neutral language with the recruitment process, and an increased focus on family friendly policies.

In addition to the work already undertaken, 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	57	£64,885.27	28	£52,867.99	18.5%	13.8%
Research	579	£32,739.42	475	£31,536.24	3.7%	6.8%
Academic Related	118	£43,570.88	172	£36,790.44	15.6%	11.6%
Assistant	198	£21,433.55	432	£21,747.44	-1.5%	1.4%
Grand Total	952	£33,656.21	1107	£29,072.14	13.6%	

The size of the gap for Academic and Academic related staff goes some way to explaining the overall increase in the base pay gap in table 6.

3. For GESG to continue monitoring the Key Performance Indicators and review whether they remain effective in helping quantify the effectiveness of related policy action.

KP1a was reviewed in 2017 and showed a decrease from 3.4% in 2016 to 2.7% in 2017, and now shows a slight increase to 2.8% in 2018. The continued inclusion of this KPI is debateable, as the rate has been at or below 3% in 7 of the previous 8 years, and is generally stable. KPI 2a and 2b both show slight increases in the proportion of women in grade 12, the increases are gradual though. A recommendation has also been added (section 5 below) to review all KPIs to ensure they remain effective in helping quantify the effectiveness of related policy action.

4. For briefings on the findings of this report, equal pay and the gender pay gap to be held across the University.

The Equality and Diversity team have held a number of events, the primary one being for the Women's staff network event held to mark equal pay day in 2017. Additional briefings have also been run by the reward team following the publication of the first set of data under the Gender Pay Gap Reporting requirements. In addition to this the HR Reward team undertook a series of briefings within the University in relation to the publication of the first years data under the mandatory Gender Pay Gap Reporting reporting requirements.

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.

The first year's data was produced in 2018 under the mandatory gender pay gap reporting requirement. Following this a review will be undertaken to assess the impact of the new reporting requirements on the content and publication of the Equal Pay Review. The focus and methodology across the two reports vary, and careful communication of the differences may be required. Further work on this will take place during the 2018/19 academic year.

5. 2018 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 monitor KPI 1a and 1b, with a view that if there is no significant increase that reporting on this is stopped.
4. To assess the impact of planned activities in relation to the gender pay gap.
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.

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	262	190	452	58.0%	42.0%	14.9%	8.9%	£16,730	£209	£16,713	£212	£16,723	-0.1%	£16,654	£0	£16,654	£0	£16,654	0.0%
2	159	142	301	52.8%	47.2%	6.3%	7.0%	£18,422	£1,084	£18,627	£1,004	£18,519	1.1%	£18,263	£1,979	£18,777	£1,541	£18,777	2.7%
3	366	227	593	61.7%	38.3%	11.5%	9.7%	£21,292	£1,237	£21,361	£1,267	£21,318	0.3%	£21,585	£1,803	£21,585	£1,803	£21,585	0.0%
4	689	265	954	72.2%	27.8%	18.3%	14.3%	£24,923	£1,550	£24,694	£1,601	£24,860	-0.9%	£24,983	£2,171	£24,983	£2,171	£24,983	0.0%
5	1,053	588	1,641	64.2%	35.8%	14.8%	16.7%	£28,671	£1,818	£28,829	£1,885	£28,728	0.5%	£28,936	£2,514	£28,936	£2,514	£28,936	0.0%
6	405	257	662	61.2%	38.8%	12.1%	16.3%	£32,036	£2,251	£32,418	£2,413	£32,184	1.2%	£32,548	£2,830	£33,518	£2,830	£32,548	2.9%
7	1,597	1,623	3,220	49.6%	50.4%	9.6%	8.4%	£35,277	£3,387	£35,158	£3,325	£35,217	-0.3%	£34,520	£6,285	£34,520	£7,229	£34,520	0.0%
8	360	318	678	53.1%	46.9%	13.3%	15.7%	£43,377	£4,675	£44,575	£4,564	£43,939	2.7%	£43,685	£7,730	£46,336	£6,510	£44,992	5.7%
9	584	745	1,329	43.9%	56.1%	15.9%	17.6%	£48,237	£4,212	£48,719	£4,235	£48,507	1.0%	£50,618	£5,626	£50,618	£5,626	£50,618	0.0%
10	202	262	464	43.5%	56.5%	31.2%	26.3%	£57,457	£2,138	£57,263	£2,048	£57,348	-0.3%	£56,950	£1,705	£56,950	£1,705	£56,950	0.0%
11	120	272	392	30.6%	69.4%	*	*	£61,396	£2,367	£61,055	£2,070	£61,159	-0.6%	£60,410	£0	£60,410	£0	£60,410	0.0%
12	159	592	751	21.2%	78.8%	*	*	£86,646	£17,772	£88,638	£20,069	£88,216	2.2%	£81,129	£24,743	£83,558	£32,725	£83,558	2.9%
Band 1	83	293	376	22.1%	77.9%	*	*	£74,062	£4,776	£73,932	£4,965	£73,961	-0.2%	£72,099	£6,477	£72,099	£6,477	£72,099	0.0%
Band 2	36	132	168	21.4%	78.6%	*	*	£93,469	£6,416	£93,810	£6,542	£93,737	0.4%	£94,025	£8,849	£94,025	£13,681	£94,025	0.0%
Band 3	18	76	94	19.1%	80.9%	*	*	£108,704	£6,228	£110,478	£7,749	£110,138	1.6%	£107,392	£9,511	£108,977	£12,874	£108,977	1.5%
Band 4	9	34	43	20.9%	79.1%	*	*	£132,501	£7,453	£137,389	£13,180	£136,366	3.6%	£133,989	£3,898	£133,989	£19,157	£133,989	0.0%
no band	13	57	70	18.6%	81.4%	*	*	£85,813	£15,746	£94,055	£22,902	£92,524	8.8%	£81,129	£32,725	£86,060	£33,708	£86,060	5.7%
Total	5,956	5,481	11,437	52.1%	47.9%	17.8%	26.9%	£34,976	£13,890	£42,713	£20,664	£38,684	18.1%	£31,604	£13,497	£36,613	£20,819	£33,518	13.7%

* 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	< 5	*	*	*	-	-	£29,799	£0	£29,799	-	-	-	£29,799	£0	£29,799	-
6	< 5	0	*	*	*	£31,604	£0	-	-	£31,604	-	£31,604	£0	-	-	£31,604	-
7	15	< 5	*	*	*	£33,518	£0	£35,290	£3,069	£33,813	5.0%	£33,518	£0	£33,518	£2,658	£33,518	0.0%
8	< 5	< 5	*	*	*	£47,260	£800	£47,722	£0	£47,376	1.0%	£47,722	£693	£47,722	£0	£47,722	0.0%
9	167	270	437	38.2%	61.8%	£47,973	£3,380	£48,642	£3,118	£48,386	1.4%	£50,618	£5,626	£50,618	£4,282	£50,618	0.0%
10	88	153	241	36.5%	63.5%	£56,997	£1,790	£57,030	£1,693	£57,018	0.1%	£56,950	£0	£56,950	£0	£56,950	0.0%
11	77	190	267	28.8%	71.2%	£60,410	£0	£60,392	£180	£60,397	0.0%	£60,410	£0	£60,410	£0	£60,410	0.0%
12	119	481	600	19.8%	80.2%	£84,810	£15,907	£86,222	£18,283	£85,942	1.6%	£78,772	£25,791	£78,772	£26,838	£78,772	0.0%
Total	470	1,099	1,569	30.0%	70.0%	£60,526	£17,396	£68,234	£20,442	£65,925	11.3%	£56,950	£19,386	£60,410	£22,790	£60,410	5.7%

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	20	< 5	*	*	*	£26,830	£1,115	£26,938	£1,942	£26,848	0.4%	£26,495	£1,557	£26,112	£1,593	£26,495	-1.4%
6	96	49	145	66.2%	33.8%	£31,880	£2,584	£33,154	£3,238	£32,311	3.8%	£31,604	£3,719	£33,518	£3,832	£32,548	5.8%
7	472	259	731	64.6%	35.4%	£35,298	£3,531	£35,966	£3,855	£35,534	1.9%	£35,550	£6,285	£36,613	£6,285	£35,550	3.0%
8	339	304	643	52.7%	47.3%	£43,209	£4,693	£44,473	£4,616	£43,807	2.8%	£43,685	£8,889	£45,664	£7,730	£44,992	4.4%
9	214	174	388	55.2%	44.8%	£48,711	£4,148	£49,579	£4,515	£49,100	1.7%	£50,618	£5,626	£50,618	£5,796	£50,618	0.0%
10	111	108	219	50.7%	49.3%	£57,850	£2,333	£57,595	£2,442	£57,725	-0.4%	£56,950	£1,705	£56,950	£1,705	£56,950	0.0%
11	24	38	62	38.7%	61.3%	£64,306	£3,030	£63,551	£2,946	£63,844	-1.2%	£64,080	£4,273	£62,218	£3,779	£63,149	-2.9%
12	25	53	78	32.1%	67.9%	£94,152	£24,794	£103,718	£24,631	£100,652	9.2%	£88,638	£40,141	£99,741	£32,951	£96,842	10.7%
Total	1,301	989	2,290	56.8%	43.2%	£42,774	£11,962	£47,852	£16,978	£44,967	10.6%	£39,992	£14,629	£44,992	£13,299	£42,418	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	262	190	452	58.0%	42.0%	£16,730	£209	£16,713	£212	£16,723	-0.1%	£16,654	£0	£16,654	£0	£16,654	0.0%
2	159	142	301	52.8%	47.2%	£18,422	£1,084	£18,627	£1,004	£18,519	1.1%	£18,263	£1,979	£18,777	£1,541	£18,777	2.7%
3	366	227	593	61.7%	38.3%	£21,292	£1,237	£21,361	£1,267	£21,318	0.3%	£21,585	£1,803	£21,585	£1,803	£21,585	0.0%
4	689	265	954	72.2%	27.8%	£24,923	£1,550	£24,694	£1,601	£24,860	-0.9%	£24,983	£2,171	£24,983	£2,171	£24,983	0.0%
5	642	332	974	65.9%	34.1%	£28,773	£1,708	£29,000	£1,846	£28,850	0.8%	£28,936	£2,514	£29,799	£2,514	£28,936	2.9%
6	308	208	516	59.7%	40.3%	£32,086	£2,143	£32,244	£2,147	£32,150	0.5%	£32,548	£2,830	£33,518	£2,830	£32,548	2.9%
7	43	57	100	43.0%	57.0%	£36,738	£3,267	£37,608	£2,855	£37,234	2.3%	£38,833	£4,814	£38,833	£3,283	£38,833	0.0%
8	7	12	19	36.8%	63.2%	£43,703	£4,464	£46,628	£2,562	£45,551	6.3%	£42,418	£7,120	£47,722	£4,037	£47,722	11.1%
Total	2,476	1,433	3,909	63.3%	36.7%	£25,249	£5,277	£25,298	£6,277	£25,267	0.2%	£25,728	£7,351	£25,728	£9,949	£25,728	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	391	251	642	60.9%	39.1%	£28,598	£1,965	£28,630	£1,910	£28,610	0.1%	£28,936	£2,514	£28,936	£2,514	£28,936	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,067	1,304	2,371	45.0%	55.0%	£35,233	£3,334	£34,890	£3,161	£35,045	-1.0%	£34,520	£6,285	£34,520	£6,102	£34,520	0.0%
8	11	< 5	*	*	*	£47,270	£2,419	£47,722	£0	£47,308	0.9%	£47,722	£2,772	£47,722	£0	£47,722	0.0%
9	203	301	504	40.3%	59.7%	£47,953	£4,825	£48,290	£4,836	£48,155	0.7%	£49,149	£6,933	£49,149	£6,933	£49,149	0.0%
10	< 5	< 5	*	*	*	£56,399	£954	£56,950	£0	£56,537	1.0%	£56,950	£827	£56,950	£0	£56,950	0.0%
11	19	44	63	30.2%	69.8%	£61,713	£3,122	£61,765	£3,381	£61,750	0.1%	£60,410	£1,835	£60,410	£4,588	£60,410	0.0%
12	15	58	73	20.5%	79.5%	£88,707	£15,618	£94,897	£22,516	£93,625	6.5%	£88,638	£28,472	£88,638	£30,781	£88,638	0.0%
Total	1,709	1,960	3,669	46.6%	53.4%	£36,104	£8,712	£38,543	£12,966	£37,407	6.3%	£33,518	£7,229	£34,520	£7,229	£34,520	2.9%

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	262	190	452	58.0%	42.0%	14.9%	8.9%	£16,847	£357	£16,921	£468	£16,878	0.4%	£16,671	£235	£16,679	£329	£16,678	0.1%
2	159	142	301	52.8%	47.2%	6.3%	7.0%	£18,494	£1,197	£18,773	£1,143	£18,626	1.5%	£18,263	£1,893	£19,248	£1,541	£18,777	5.1%
3	366	227	593	61.7%	38.3%	11.5%	9.7%	£21,354	£1,410	£22,593	£3,358	£21,828	5.5%	£21,585	£1,803	£22,214	£2,166	£21,585	2.8%
4	689	265	954	72.2%	27.8%	18.3%	14.3%	£24,978	£1,596	£24,925	£1,984	£24,963	-0.2%	£25,728	£2,171	£24,983	£2,171	£24,983	-3.0%
5	1,053	588	1,641	64.2%	35.8%	14.8%	16.7%	£28,720	£1,875	£28,984	£2,131	£28,815	0.9%	£28,936	£2,514	£29,799	£2,514	£28,936	2.9%
6	405	257	662	61.2%	38.8%	12.1%	16.3%	£32,134	£2,330	£32,617	£2,536	£32,322	1.5%	£32,548	£2,830	£33,518	£3,010	£32,548	2.9%
7	1,597	1,623	3,220	49.6%	50.4%	9.6%	8.4%	£35,376	£3,485	£35,259	£3,579	£35,317	-0.3%	£34,520	£6,285	£34,520	£7,229	£34,520	0.0%
8	360	318	678	53.1%	46.9%	13.3%	15.7%	£43,672	£4,888	£44,761	£4,604	£44,183	2.4%	£43,685	£7,730	£46,336	£6,510	£44,992	5.7%
9	584	745	1,329	43.9%	56.1%	15.9%	17.6%	£49,292	£5,393	£49,712	£5,498	£49,527	0.8%	£50,618	£7,140	£50,618	£6,615	£50,618	0.0%
10	202	262	464	43.5%	56.5%	31.2%	26.3%	£58,638	£3,905	£58,462	£4,318	£58,538	-0.3%	£56,950	£3,460	£56,950	£3,325	£56,950	0.0%
11	120	272	392	30.6%	69.4%	*	*	£63,625	£6,981	£63,955	£8,578	£63,854	0.5%	£60,410	£4,029	£60,410	£1,808	£60,410	0.0%
12	159	592	751	21.2%	78.8%	*	*	£93,098	£27,623	£97,781	£32,415	£96,790	4.8%	£86,060	£29,380	£86,060	£36,435	£86,060	0.0%
Band 1	83	293	376	22.1%	77.9%	*	*	£77,750	£10,647	£79,502	£15,560	£79,115	2.2%	£76,445	£10,989	£74,257	£11,125	£74,257	-2.9%
Band 2	36	132	168	21.4%	78.6%	*	*	£103,784	£22,438	£102,971	£24,476	£103,146	-0.8%	£97,192	£12,830	£96,842	£17,198	£96,842	-0.4%
Band 3	18	76	94	19.1%	80.9%	*	*	£114,062	£12,346	£127,599	£30,618	£125,006	10.6%	£112,240	£18,732	£119,038	£26,674	£115,603	5.7%
Band 4	9	34	43	20.9%	79.1%	*	*	£158,092	£47,663	£163,672	£35,499	£162,504	3.4%	£138,694	£22,917	£151,479	£49,998	£150,784	8.4%
no band	13	57	70	18.6%	81.4%	*	*	£87,478	£15,463	£100,664	£27,641	£98,215	13.1%	£86,757	£31,558	£94,025	£50,731	£91,332	7.7%
Total	5,956	5,481	11,437	52.1%	47.9%	17.8%	26.9%	£35,414	£15,269	£44,177	£24,627	£39,613	19.8%	£31,604	£13,497	£36,613	£19,930	£33,518	13.7%

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	< 5	*	*	*	-	-	£29,799	£0	£29,799	-	-	-	£29,799	£0	£29,799	-
6	< 5	0	*	*	*	£31,604	£0	-	-	£31,604	-	£31,604	£0	-	-	£31,604	-
7	15	< 5	*	*	*	£33,590	£262	£35,297	£3,062	£33,874	4.8%	£33,518	£0	£33,541	£2,658	£33,518	0.1%
8	< 5	< 5	*	*	*	£47,260	£800	£47,722	£0	£47,376	1.0%	£47,722	£693	£47,722	£0	£47,722	0.0%
9	167	270	437	38.2%	61.8%	£49,525	£5,798	£50,320	£5,754	£50,016	1.6%	£50,618	£5,626	£50,618	£2,896	£50,618	0.0%
10	88	153	241	36.5%	63.5%	£57,843	£3,356	£58,219	£4,417	£58,082	0.6%	£56,950	£1,705	£56,950	£1,705	£56,950	0.0%
11	77	190	267	28.8%	71.2%	£62,385	£6,952	£62,916	£8,369	£62,763	0.8%	£60,410	£583	£60,410	£66	£60,410	0.0%
12	119	481	600	19.8%	80.2%	£90,519	£22,302	£94,998	£31,079	£94,110	4.7%	£83,558	£30,063	£85,058	£33,388	£84,275	1.8%
Total	470	1,099	1,569	30.0%	70.0%	£63,007	£20,980	£73,089	£28,945	£70,069	13.8%	£57,852	£19,386	£61,103	£24,385	£60,410	5.3%

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					
	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	20	< 5	*	*	*	£26,834	£1,117	£26,938	£1,942	£26,851	0.4%	£26,495	£1,576	£26,112	£1,593	£26,495	-1.5%
6	96	49	145	66.2%	33.8%	£31,912	£2,598	£33,233	£3,234	£32,358	4.0%	£31,604	£3,719	£33,518	£3,832	£32,548	5.7%
7	472	259	731	64.6%	35.4%	£35,396	£3,572	£36,052	£3,867	£35,629	1.8%	£35,550	£6,285	£36,613	£6,285	£35,550	2.9%
8	339	304	643	52.7%	47.3%	£43,508	£4,921	£44,657	£4,660	£44,051	2.6%	£43,685	£8,147	£46,336	£7,276	£44,992	5.7%
9	214	174	388	55.2%	44.8%	£49,338	£4,700	£49,838	£4,707	£49,562	1.0%	£50,618	£7,140	£50,618	£5,796	£50,618	0.0%
10	111	108	219	50.7%	49.3%	£59,169	£4,109	£58,704	£4,062	£58,939	-0.8%	£58,655	£3,460	£56,950	£3,460	£56,950	-3.0%
11	24	38	62	38.7%	61.3%	£66,424	£6,141	£67,435	£7,733	£67,044	1.5%	£65,256	£4,357	£64,628	£5,753	£64,703	-1.0%
12	25	53	78	32.1%	67.9%	£106,826	£46,977	£119,033	£40,900	£115,121	10.3%	£88,638	£41,405	£105,391	£61,362	£101,644	15.9%
Total	1,301	989	2,290	56.8%	43.2%	£43,388	£14,467	£49,072	£21,393	£45,843	11.6%	£39,992	£14,629	£45,232	£13,299	£42,418	11.6%

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					
	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	262	190	452	58.0%	42.0%	£16,847	£357	£16,921	£468	£16,878	0.4%	£16,671	£235	£16,679	£329	£16,678	0.1%
2	159	142	301	52.8%	47.2%	£18,494	£1,197	£18,773	£1,143	£18,626	1.5%	£18,263	£1,893	£19,248	£1,541	£18,777	5.1%
3	366	227	593	61.7%	38.3%	£21,354	£1,410	£22,593	£3,358	£21,828	5.5%	£21,585	£1,803	£22,214	£2,166	£21,585	2.8%
4	689	265	954	72.2%	27.8%	£24,978	£1,596	£24,925	£1,984	£24,963	-0.2%	£25,728	£2,171	£24,983	£2,171	£24,983	-3.0%
5	642	332	974	65.9%	34.1%	£28,835	£1,739	£29,266	£2,246	£28,982	1.5%	£28,936	£2,514	£29,799	£3,042	£29,310	2.9%
6	308	208	516	59.7%	40.3%	£32,206	£2,244	£32,471	£2,328	£32,313	0.8%	£32,548	£2,830	£33,518	£2,830	£32,548	2.9%
7	43	57	100	43.0%	57.0%	£37,179	£3,486	£38,223	£3,149	£37,774	2.7%	£38,833	£4,360	£38,833	£2,758	£38,833	0.0%
8	7	12	19	36.8%	63.2%	£44,410	£4,771	£46,894	£2,417	£45,979	5.3%	£42,778	£6,400	£47,722	£2,353	£47,722	10.4%
Total	2,476	1,433	3,909	63.3%	36.7%	£25,332	£5,320	£25,699	£6,425	£25,466	1.4%	£25,728	£7,280	£25,728	£10,123	£25,728	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	391	251	642	60.9%	39.1%	£28,627	£2,059	£28,640	£1,909	£28,632	0.0%	£28,936	£2,514	£28,936	£2,514	£28,936	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,067	1,304	2,371	45.0%	55.0%	£35,319	£3,447	£34,971	£3,457	£35,128	-1.0%	£34,520	£6,285	£34,520	£6,102	£34,520	0.0%
8	11	< 5	*	*	*	£47,270	£2,419	£47,722	£0	£47,308	0.9%	£47,722	£2,772	£47,722	£0	£47,722	0.0%
9	203	301	504	40.3%	59.7%	£49,053	£5,736	£49,093	£5,637	£49,077	0.1%	£50,618	£8,447	£50,618	£7,140	£50,618	0.0%
10	< 5	< 5	*	*	*	£62,312	£7,077	£69,450	£0	£64,096	10.3%	£62,188	£7,077	£69,450	£0	£65,819	10.5%
11	19	44	63	30.2%	69.8%	£65,113	£7,109	£65,436	£9,313	£65,339	0.5%	£60,410	£9,250	£60,410	£7,561	£60,410	0.0%
12	15	58	73	20.5%	79.5%	£90,677	£15,372	£101,442	£27,118	£99,230	10.6%	£88,638	£26,215	£98,292	£47,395	£96,842	9.8%
Total	1,709	1,960	3,669	46.6%	53.4%	£36,361	£9,242	£39,004	£14,437	£37,773	6.8%	£34,520	£7,229	£34,520	£8,388	£34,520	0.0%

Appendix C1: Non-pensionable additional payments

		No	£ average	£ total
Biological Safety Officer	Men	34	£806	£27,395
	Women	26	£486	£12,627
Bonus Payment	Men	6	£31,134	£186,803
	Women	< 5	*	£75,868
Chairman Degree Comm.	Men	< 5	*	£30,000
	Women			
Chair Payment	Men	33	£700	£23,089
	Women	7	£768	£5,378
Deputy Director/Head	Men	15	£1,691	£25,365
	Women	9	£2,905	£26,143
Head of Department	Men			
	Women	< 5	*	£6,585
Laser Officer	Men	26	£652	£16,953
	Women	< 5	*	£1,619
Librarian	Men	< 5	*	£1,042
	Women			
Radiation Officer	Men	< 5	*	£267
	Women	< 5	*	£133
Radiation Supervisor	Men	54	£740	£39,972
	Women	42	£951	£39,939
Safety Off/Adviser	Men	45	£383	£17,229
	Women	45	£346	£15,566
Secretary Payment	Men	< 5	*	£5,111
	Women	< 5	*	£3,950
Other Payment	Men	627	£2,341	£1,468,046
	Women	513	£1,124	£576,773
Total	Men	848	£2,171	£1,841,272
	Women	653	£1,171	£764,581
	Total	1501	£1,736	£2,605,852

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	13	£5,378	£69,920
	Women	3	£2,671	£8,012
Additional Responsibility	Men	134	£1,632	£218,661
	Women	141	£1,789	£252,213
Additional Hours	Men	35	£2,768	£96,881
	Women	7	£903	£6,321
Other Payment	Men	34	£8,996	£305,862
	Women	15	£6,042	£90,635
Total	Men	216	£3,201	£691,323
	Women	166	£2,152	£357,181
	Total	382	£2,745	£1,048,504

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	10	£6,234	£62,343
	Women	< 5	*	£13,640
Deputy Director/Head	Men	26	£5,044	£131,154
	Women	15	£3,970	£59,557
Director	Men	17	£5,785	£98,348
	Women	8	£5,819	£46,551
Head of Department	Men	48	£10,962	£526,166
	Women	14	£4,856	£67,979
Acting Head	Men	< 5	*	£2,334
	Women			
Head of Division	Men	7	£3,708	£25,956
	Women			
Secretary Faculty Board	Men	< 5	*	£9,040
	Women	< 5	*	£8,209
Other Payment	Men	385	£3,103	£1,194,492
	Women	373	£1,506	£561,862
Total	Men	497	£4,124	£2,049,832
	Women	416	£1,822	£757,799
	Total	913	£3,075	£2,807,631

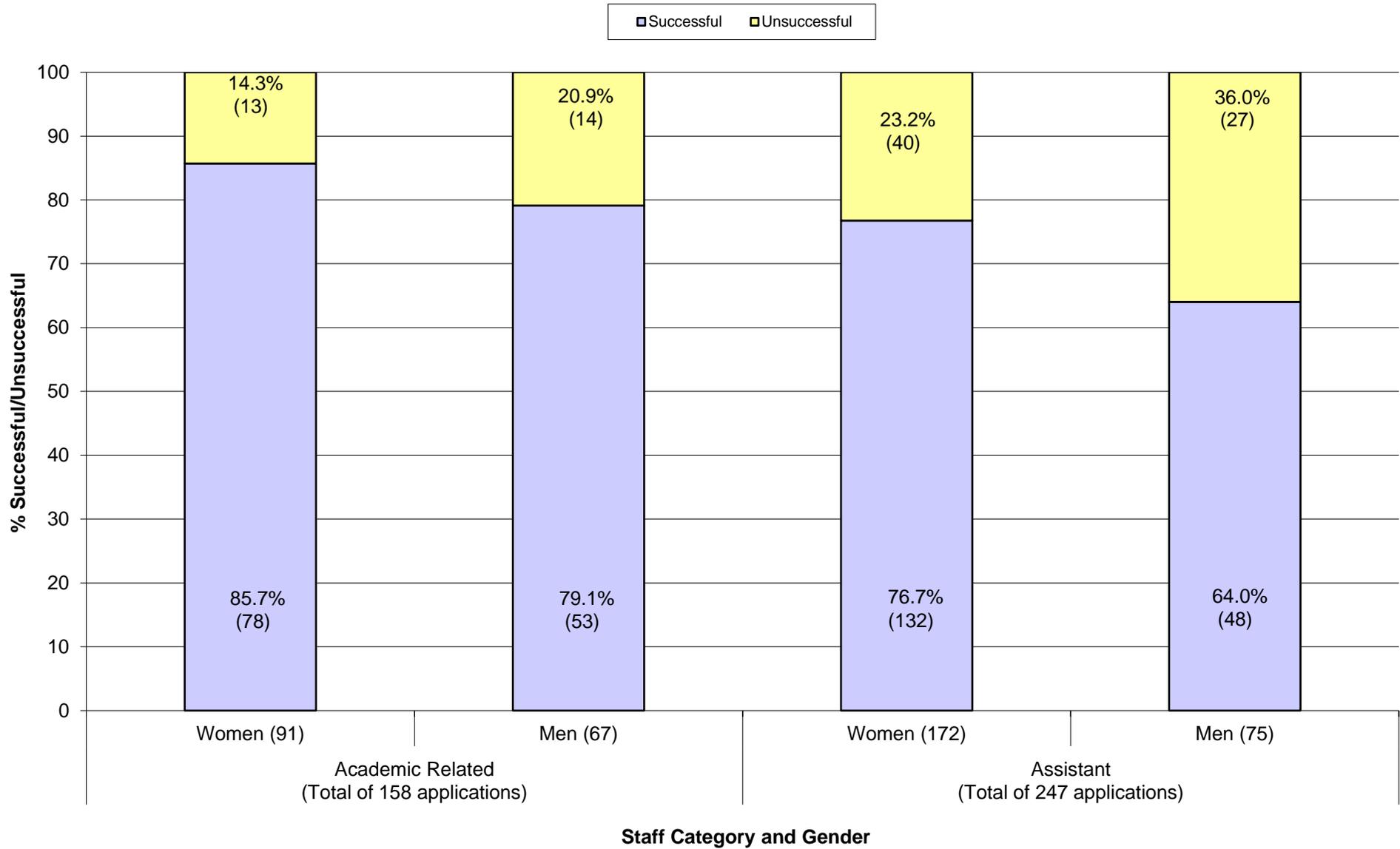
* Data not displayed due to a gender population of less than 5.

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.

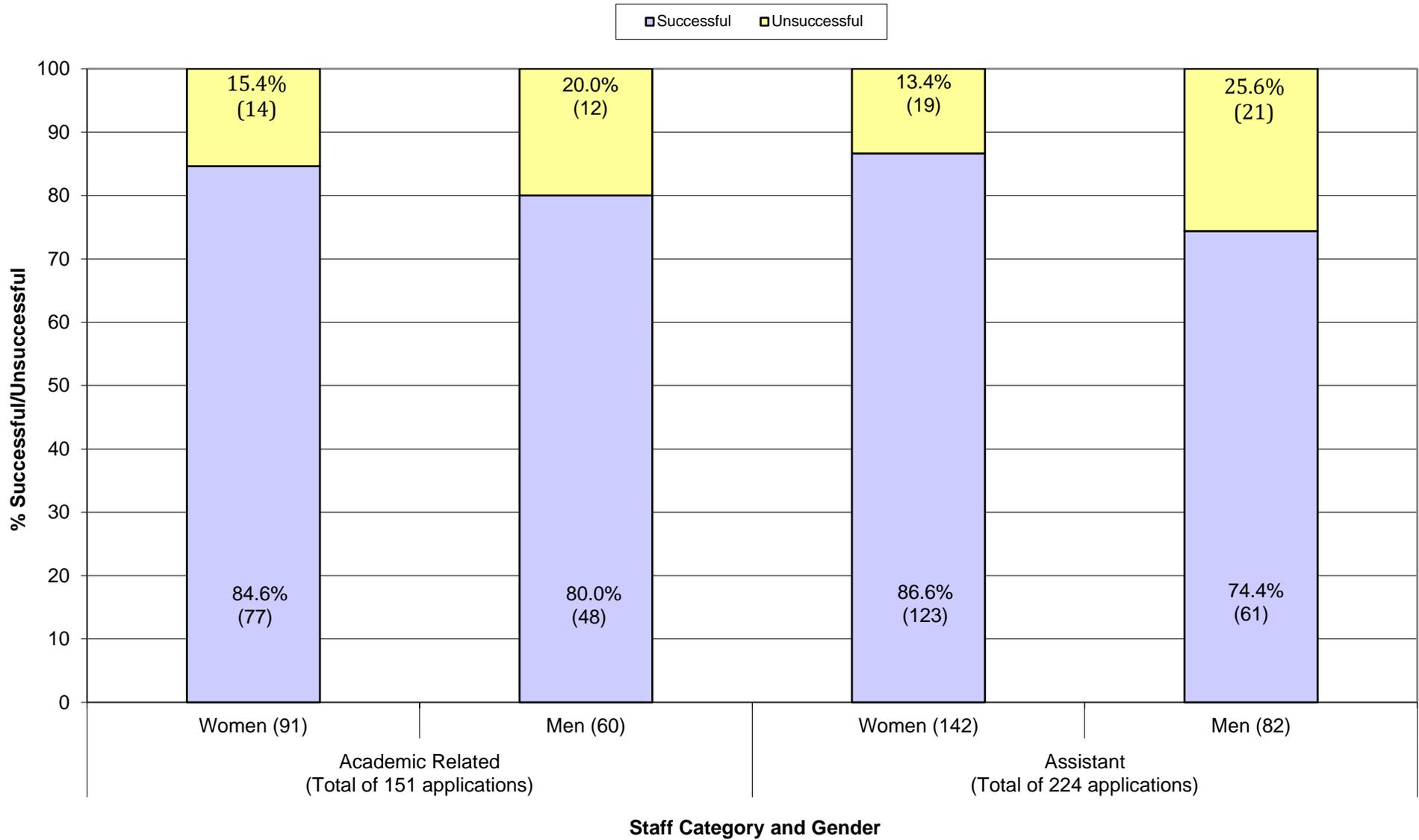
Appendix C4: Market related payments

Staff category	Supplement % of salary	Grade	Sub-Total		
			Men	Women	% F
Academic	≤5%	9	3	2	40%
		10	1	3	75%
		11	1		0%
		12	6		0%
	>5% ≤10%	9	16	7	30%
		10	11	1	8%
		11	1	1	50%
	>10% ≤15%	12	18	1	5%
		9	11	7	39%
		10	2		0%
	>20% ≤0%	12	11	4	27%
		9	13	5	28%
		11	2	1	33%
	>20% ≤25%	12	10	2	17%
		9		1	100%
		12	6		0%
	>25% ≤30%	9	1	1	50%
		11	3		0%
		12	4		0%
	>30% ≤35%	9	1	1	50%
		10		1	100%
		11	4		0%
		12	4	1	20%
	>35% ≤40%	9	1		0%
		11	1		0%
		12	2	1	33%
	>45% ≤0%	9	1	1	50%
		11	2		0%
		12	3		0%
	>45% ≤50%	12	2		0%
	>50% ≤55%	9	1		0%
		12	4		0%
	>60% ≤0%	9		1	100%
12		1		0%	
>60% ≤65%	10	1		0%	
>70% ≤75%	12	2		0%	
>75% ≤80%	12		2	100%	
>80% ≤85%	12	2		0%	
>85% ≤90%	11		1	100%	
	12	2		0%	
>90% ≤95%	12	2		0%	
>100% ≤105%	12	1	1	50%	
>125% ≤0%	11	1		0%	
	12	1		0%	
>135% ≤140%	12	1		0%	
>170% ≤175%	12	1		0%	
			£3,154,015	£668,930	
	≤5%	9	1	1	50%
		7	1		0%
		8		2	100%
	>10% ≤0%	9	1	3	75%
		10	2	9	82%
		11	4	1	20%
		12	2	1	33%
	>10% ≤15%	9	2	2	50%
		10	3	2	40%
		11	1		0%
	>20% ≤0%	12	1		0%
		7		2	100%
		10		3	100%
	>20% ≤25%	11	1	2	67%
		12	2	1	33%
		10	1	2	67%
	>25% ≤30%	11	1	1	50%
		12	2	1	33%
		12	2		0%
	>30% ≤35%	11	1		0%
		12	1		0%
	>35% ≤40%	10	1		0%
>40% ≤45%	11	1		0%	
>45% ≤50%	12	2		0%	
>55% ≤60%	12	2		0%	
>60% ≤65%	12		2	100%	
			£714,614	£412,209	
Assistant	≤5%	6		1	100%
	>5% ≤10%	6		1	100%
				£2,666	
Research	≤5%	10		1	100%
		12	2	3	60%
	>5% ≤10%	9	4	1	20%
		10		1	100%
		11		1	100%
		12	1		0%
	>10% ≤15%	9	1		0%
		11	1		0%
>35% ≤40%	9		1	100%	
			£47,999	£42,346	

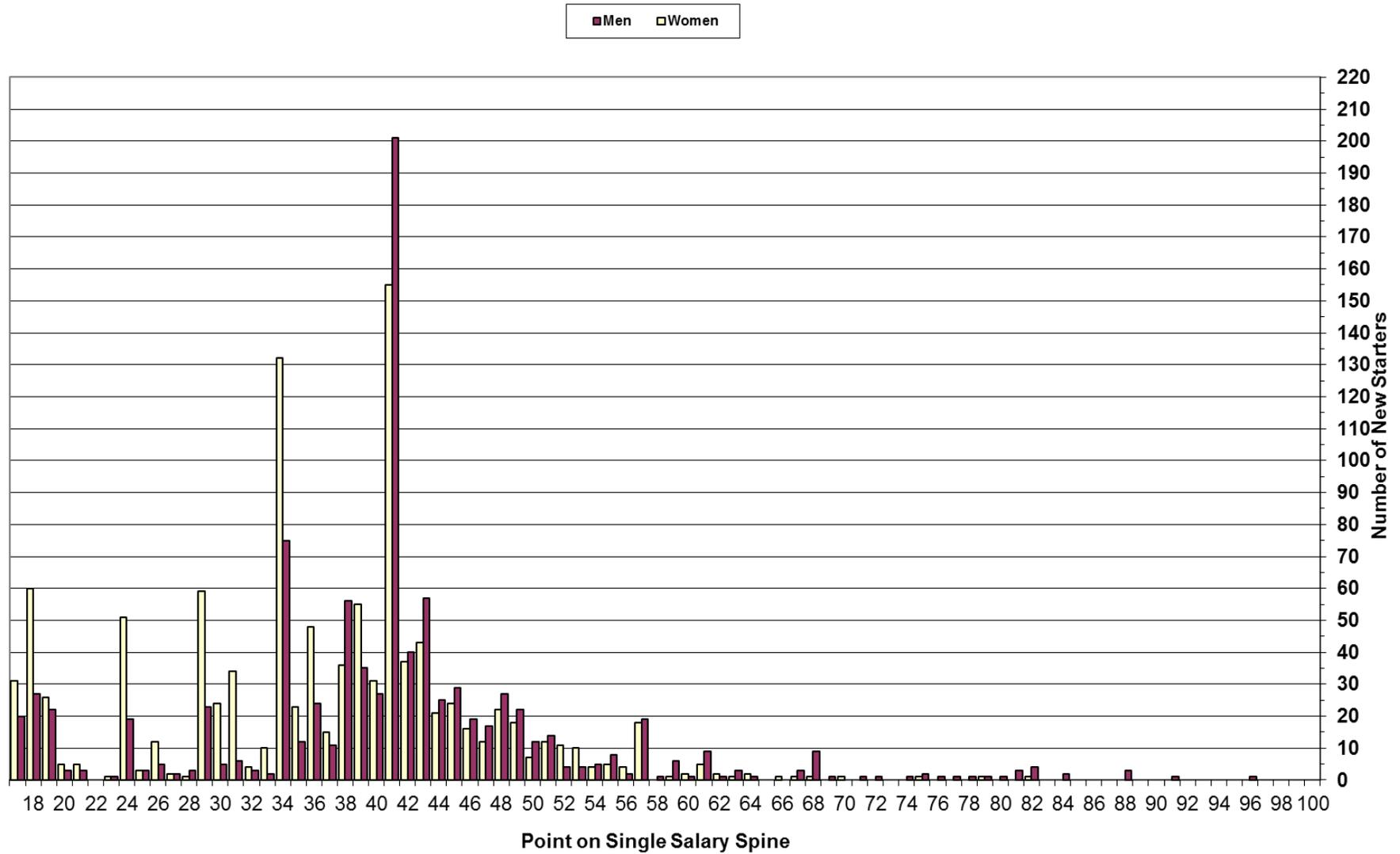
Appendix D1: Contribution Increments by gender and occupational category



Appendix D2: Single Contribution Payments by gender and occupational category



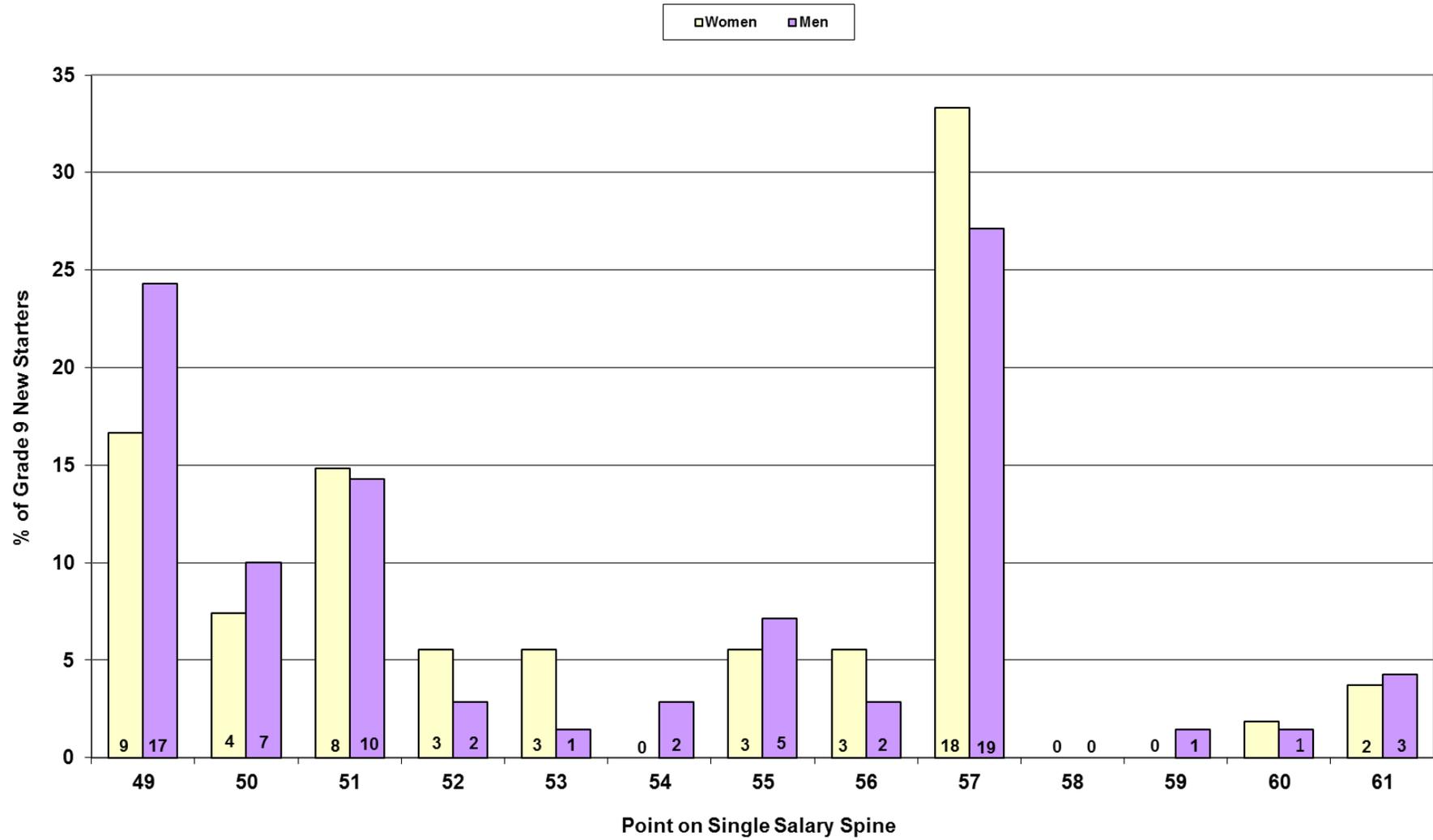
Appendix E1: Scale points of new employees by gender (chart 1)



Appendix E2: Scale points of new employees by gender (chart 2)

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		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men		Women	Men																
100																												100	
99																												99	
98																												98	
97																												97	
96																									1			96	
95																												95	
94																												94	
93																												93	
92																												92	
91																									1			91	
90																												90	
89																												89	
88																									3			88	
87																												87	
86																												86	
85																												85	
84																									2			84	
83																												83	
82																								1	4	1	4	82	
81																								3			3	81	
80																								1			1	80	
79																								1	1	1	1	79	
78																								1			1	78	
77																								1			1	77	
76																								1			1	76	
75																								1	2	1	2	75	
74																								1			1	74	
73																												73	
72																								1			1	72	
71																								1			1	71	
70																								1		1	1	70	
69																								1			1	69	
68																								1	9	1	9	68	
67																							1	3	1	3	1	3	67
66																							1				1	66	
65																												65	
64																								2	1	2	1	64	
63																							1	2	1	3	1	3	63
62																							2	1	2	1	2	1	62
61																								3	6	5	9	61	
60																								1	1	2	1	60	
59																								1	5	1	6	59	
58																											1	58	
57																											18	19	57
56																											4	2	56
55																											5	8	55
54																											4	5	54
53																											10	4	53
52																											11	4	52
51																											12	14	51
50																											7	12	50
49																											18	22	49
48																											22	27	48
47																											12	17	47
46																											16	19	46
45																											24	29	45
44																											21	25	44
43																											43	57	43
42																											37	40	42
41																											155	201	41
40																											31	27	40
39																											55	35	39
38																											36	56	38
37																											15	11	37
36																											48	24	36
35																											23	12	35
34																											132	75	34
33																											10	2	33
32																											4	3	32
31																											34	6	31
30																											24	5	30
29																											59	23	29
28																											1	3	28
27																											2	2	27
26																											12	5	26
25																											3	3	25
24																											51	19	24
23																											1	1	23
22																													22
21																											5	3	21
20																											5	3	20
19																											26	22	19
18																											60	27	18
17																											31	20	17
Total	91	47	37	29	72	32	133	41	268	196	41	23	346	431	48	29	54	70	9	14	3	5	5	34	1107	951	Total		

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