University of Dundee

Pay Gap Report 2023

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Introduction

1.   Introduction

The University of Dundee is committed to advancing equality, diversity and inclusion (EDI) in all its practices, and central to our vision and mission, it forms a key component embedded in the People and Talent strand of our University Strategy 2022-2027 in order to strengthen and enhance the inclusivity of our environment that attracts, nurtures and maintains our staff and students to thrive and reach their full potential.

At the University of Dundee, reporting our pay gaps is more than a legal requirement for us. We believe that sharing our data enables us to monitor our progress in an open and transparent manner and to engage with all staff to create a positive culture. The University believes this extends to the way we reward our employees, and that should be awarded fairly and equitably regardless of protected characteristics, as covered by the Equality Act 2010. The University is committed to ensure that all employees will receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. We recognise that in order to achieve equal pay for employees carrying out equal work we should operate a pay system which is transparent, based on objective criteria, and free from bias. The Higher Education Role Analysis (HERA) job evaluation system is used by the University to measure job roles with the outcomes being aligned to the salary bands that will determine the rate of pay thus ensuring that remuneration is not influenced by other factors.

We want to have confidence in our processes, so we will continue to work with the recognised trade unions, staff networks, Athena Swan and Race Equality Charter teams, to ensure fairness and equity within our reward policy and practice.

This is the University's sixth gender pay gap report and we are pleased to see that there is a reduction in both the mean and median pay gaps. However, it is recognised that further progress needs to be made and the University is committed to taking action that will continue to address the gender, ethnicity, disability pay gaps.

We have made significant progress with regards to gender and race equality through our Athena Swan and Race Equality Charter accredited action plans and will make further progress with the recent appointment of Institution Academic Lead (EDI) who will provide academic leadership for our EDI agenda. IAL EDI is developing a new sustainable EDI strategy in line with the University's strategy and refreshed equality outcomes plan 2023-2025 including a set of targeted KPI's which will support the work to improve the workforce diversity and address some of our long-standing inequalities.

Our successes have included an increase in the number of women being employed at Grades 08, 09 and 10 over the past five years. This is the case for both Academic and Professional Services staff and has narrowed the gender pay gap by increasing the proportion of women employed at senior roles (with subsequent higher salaries). We have made changes to our processes for Academic Promotion and Academic Appraisal with the 2 processes more closely linked. Both processes acknowledge the various academic career routes staff may take and by centring the appraisal process around the promotion criteria will provide a framework for all academic staff to succeed. It is likely that this will encourage more women to apply for promotion earlier in their career thus having a positive impact on our efforts to achieve equity in the promotion process.

As an institution, we are constantly trying to ensure that our working practices accommodate the needs of staff with childcare or other caring responsibilities. Our hybrid working arrangements that were introduced during the Covid-19 pandemic allows members of professional services staff to work from home. 69% of eligible female staff applied to work from home under this policy with 89% of these applications being successful. Greater flexibility in working arrangements can help to encourage staff to retain their work/life balance and motivate greater performance.

We also actively support female staff to engage with external leadership programmes such as the Advance HE *Aurora* programme. To support future leadership development for females, UoD already hosts an informal group of previous participants in the Aurora leadership programme. This Alumni networking group acts as a follow-up development group. It also aims to provide support for previous attendees and guidance to potential future attendees applying to the programme. Women also benefit from the mentoring programmes that are facilitated through the University. We have a cohort of BME staff who have participated in a similar leadership development programme through Advance HE known as *Diversifying Leadership Development* programme.

We are committed to a holistic and comprehensive approach to EDI that is intersectional in focus, and we will continue to improve our data to understand our pay gaps better, which will enable us to take targeted action and make progress.

This audit report, and further analyses, will be shared and proactively discussed with the University's recognised trade unions, UCU, UNISON and Unite. We will seek their support in improving ethnicity and disability disclosure rates and will commit to ensuring future pay audits take an intersectional approach.

This report includes pay gap information on the protected characteristics of Gender, Ethnicity and Disability by: Staff Population, Mean and Median Average Hourly Pay Rate, Staff Distribution by Grade, Job Category Group. The data used in this report to calculate the University's gender, ethnicity and disability pay gaps is from a snapshot of employee data taken on the 1st of February 2022. For the purpose of this analysis, employees have been grouped into two broad occupational groups: Academic/Research and Professional Services.

This report, and further analyses, will be shared with our internal stakeholders, including University's recognised campus trade unions, before being published on our webpages by 30 April 2023 as per statutory requirements.

Pay Gap
Reporting

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The Public Sector Equality Duty consists of a general duty (Equality Act 2010) and specific duties (Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, amended by The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016. Under this legislation the HEI's are required to publish gender pay gap information every two years and advised to publish data on the percentage difference between men's and women's average hourly pay, excluding overtime. Full Time Equivalent salaries are used for the hourly calculation. These calculations are presented below in **Section 4.**

This report also includes data for ethnicity and disability, calculated based on hourly rates as outlined above.

Furthermore, **Section 7**, includes further analysis by occupational segregation based on annual salaries. The section is split into analysis for Core staff (primary assignment job category is one of Academic, Academic Related, Clerical, Manual, Technical, or Research) or Clinical Staff. Staff may have more than one assignment in different job categories and/or grades and in this section **only primary assignments** are included in the relevant category when counting staff, and Full Time Equivalent Annual salaries for all assignments are compared. Clinical Staff and Tutor data is not included in the core analysis but is presented in the Appendix for transparency. This cohort make up a very small proportion of University of Dundee staff but can have a significant effect on the overall headline pay gaps.

The gender pay gap regulations require us to report on our gender pay gap using the following metrics: Both the mean and the median calculations are used because they are complementary metrics, and illustrate aspects of the distribution of pay across an organisation. The median is the midpoint of the range of salaries received, expressed as an hourly rate of pay. The mean is the overall average of all salaries, also expressed as an hourly rate of pay. In this report, where the pay gap is in favour of men, it is expressed as a percentage (e.g., 10%) and where the gap is in favour of women, it is expressed as a negative percentage (e.g., -10%).

Definitions

Gender Pay Gap
This is not the same as Equal Pay and measures the difference between the gross hourly earnings of men and women across an organisation.

Mean (Average) Gender Pay Gap
The mean or average gender pay gap is the difference between the mean hourly rate of pay for men and women, expressed as a percentage of mean male hourly pay. This figure can be affected by high- and/or low-earning outliers, as it is calculated by dividing all the values in a data set by the total number of values. As pay is skewed in its distribution, it is more likely to be affected by high-earning outliers.

Median Gender Pay Gap
This is the difference between the mid-point hourly pay rate of men and women, expressed as a percentage of median male hourly pay and is less influenced by outliers and uneven gender distribution across different levels of the organisation. It is calculated by identifying the middle value of all the values in a data set when ordered from lowest to highest.

Summary of Key Findings

- As of February 2022, the headline mean and median gender hourly pay gaps for all employees, are **13.8% and 10.1%** respectively. The mean pay gap has reduced by **2.2** percentage points (i.e., from **16.0%**) since the 2020 reported figures and the median has reduced by **2.6** percentage points (i.e., from 12.8%).

- There is an overall downward trend for our pay gaps for gender, ethnicity and disability over the past 3 years.

- As of February 2022, Women comprise much of our total workforce of 2952, 1738 **(59%),** compared to men 1214 **(41%).**

- Uneven distribution of men and women in different grades across the University remains the key contributors to our gender pay gap, women are overrepresented in lower grades, while men are overrepresented in more senior, higher-paid roles.

- The mean and median hourly pay gaps between White employees and Black, and Minority Ethnic (BME) employees are **-4.3%** and **-6.0%** in favour of BME staff. The average pay gap has increased in favour of BME by **-0.9** percentage points (i.e., from **-3.3%)** since the 2020 report and the median hourly pay by **-1.5** percentage points (i.e., from **-4.5%).** The percentage of staff who have not disclosed their ethnicity (4% in 2022) renders it difficult to identify clear patterns.

- The mean and median hourly pay gap between disabled employees and those employees not declaring a disability is **-1.3% and -6.0%** respectively.
  The average pay gap has increased in favour of disabled employees by **-1.9** percentage points (i.e., from **0.6%)** since the 2020 report and the median hourly pay by **-3.0** percentage points (i.e., from **-2.9%).**

Hourly Pay Analysis

Gender

Gender

Population profile

As of February 2022, the University workforce consisted of 2952 members of staff. Within our staff composition, female numbers consisted of 1738 staff (59%) of the total workforce and males made up 1214 (41%) of staff members. Within our staff body, we have 1233 academic/research staff (42%) supported by 1719 (58%) professional services staff.

Figure 1: Staff Distribution by Gender
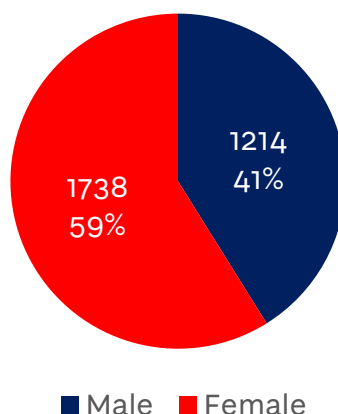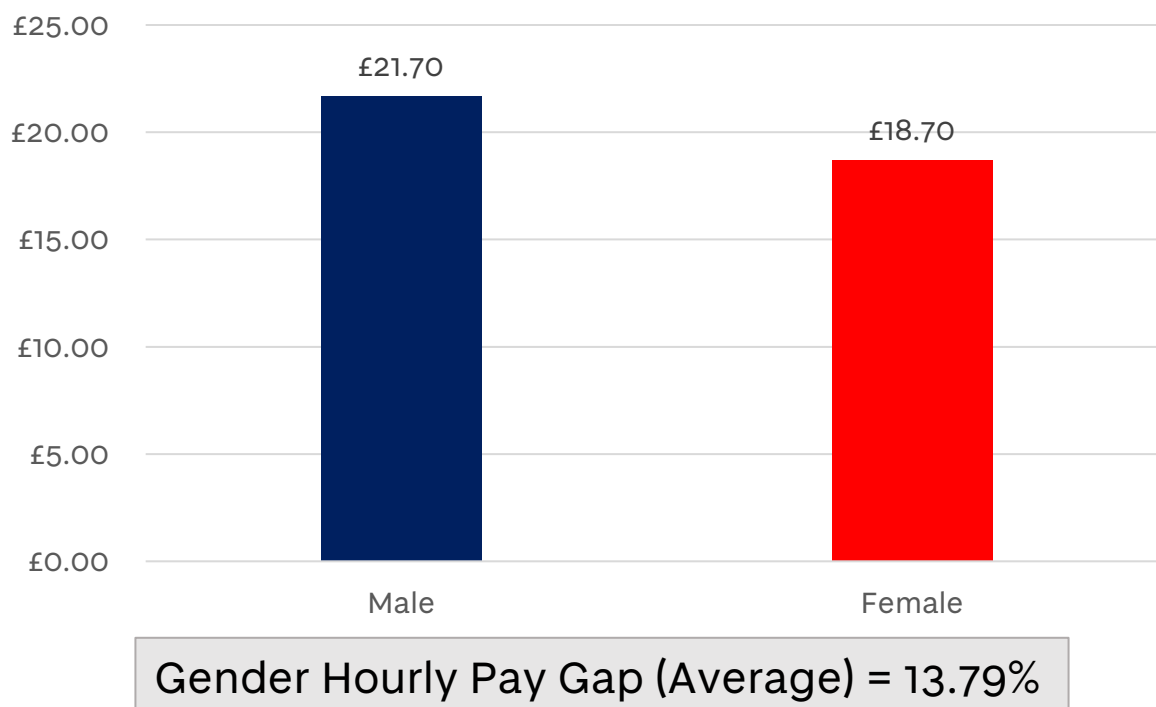

Total number of employees = 2952

The pay gap calculation uses the mean and median average hourly pay of female employees expressed as a percentage of the mean and median average hourly pay of male employees. A negative percentage (-%) demonstrates a pay gap in favour of women (i.e., women are paid on average more than men). The pay gaps for the University's entire staff population are illustrated in Figures 2 and 3).

Our mean gender pay gap for 2022 is 13.79%, a reduction of 2.23% from 2020. Our median gender pay gap is 10.19%, a reduction of 2.61%.
There has been a reduction in the mean gender pay gap from 2020, when the mean gender pay gap was 16.02%, and a reduction in the median gender pay gap from 12.80% in 2020.

University's mean and median gaps for 2022 are (13.79%) and (10.19%) respectively, compared with data reported by Advance HE staff statistical report 2022. In Scotland HE sector, pay gap for mean and median is (15.20%) and (16.20%) respectively and the UK HE sector mean and median pay gap is (14.80%) and (8.50%) respectively. Benchmarking against the sector pay gaps in Scotland and UK, our gaps are lower than the national HE sector.

Figure 2: Average Hourly Pay by Gender

Figure 2: Average Hourly Pay by Gender

	Male	Female
Average Hourly Pay	£21.70	£18.70

Gender Hourly Pay Gap (Average) = 13.79%

https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022

Figure 3: Median Hourly Pay by Gender

Gender Hourly Pay Gap (Median) = 10.19%
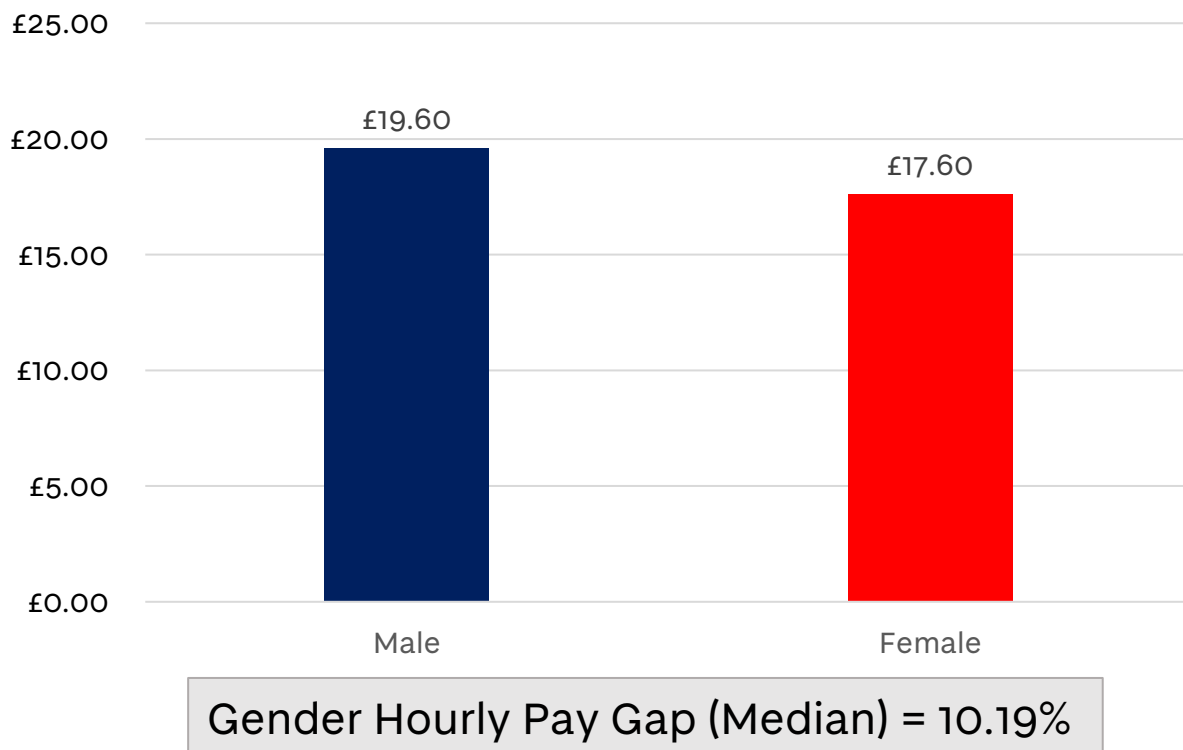
There has been a continuous improvement and downtrend trend in the years 2020 to 2022 in closing the total University mean and median hourly pay gaps as illustrated in Figure 4.

Figure 4: Gender Pay Gap
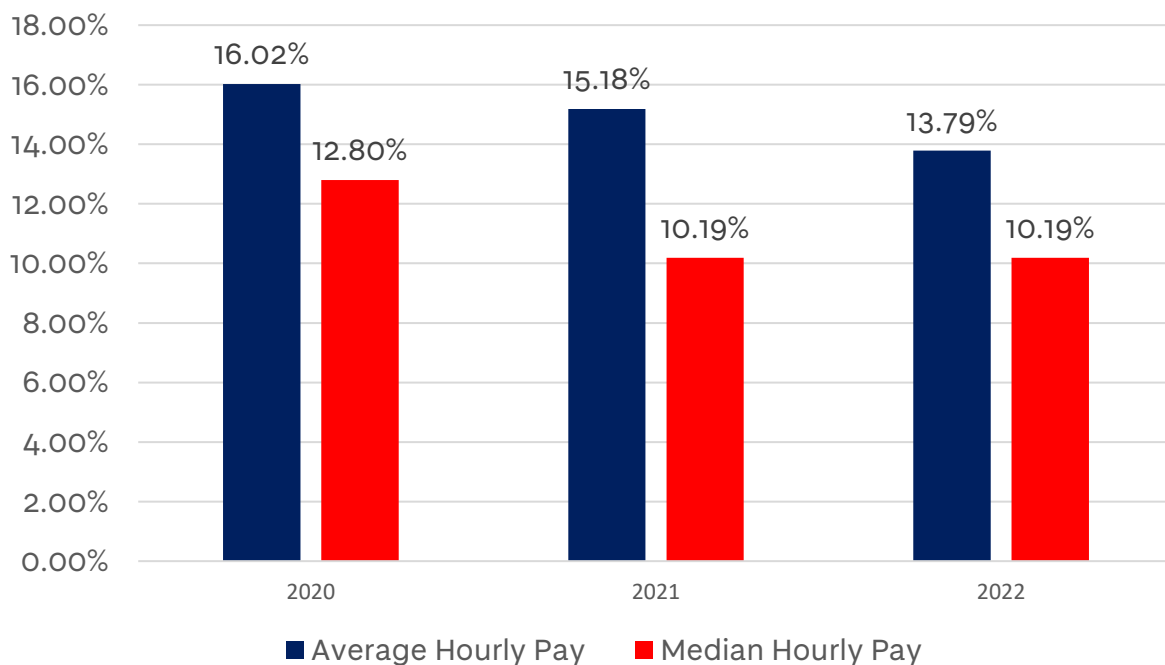
There is a greater number of female employees (1541) than male employees (956) in University grades 1 through to 8, accounting for 89% of the total female population and 79% of the total male population. Conversely, 11% of all female staff and 21% of all male staff are employed in the equivalent of University grades 9 and 10. Of the 176 employees in Grade 10, 60 (34%) are female and 116 (66%) are male. This distribution, combined with more females in the lower grades, is a key contributor to the overall gender pay gap. Figure 6 shows that more female than male staff are employed in professional services roles.

Figure 5: Staff Distribution by Grade and Gender (%)
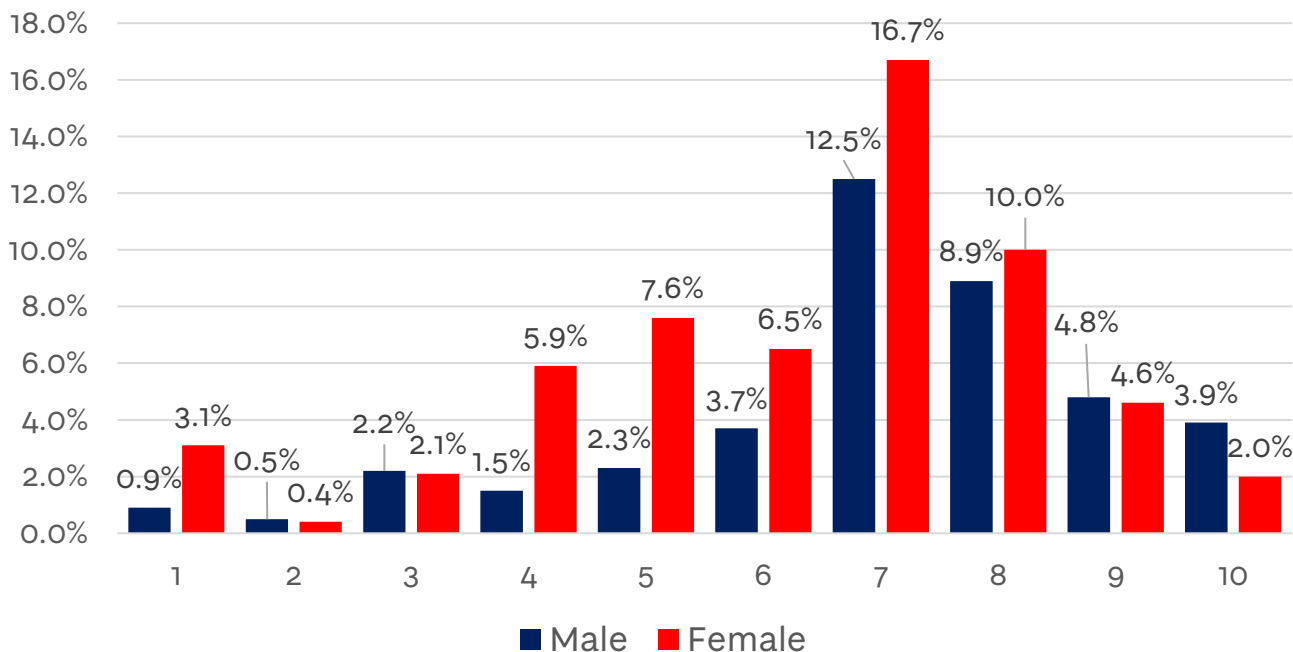
Figure 6: Staff Distribution by Grade and Gender (Headcount)

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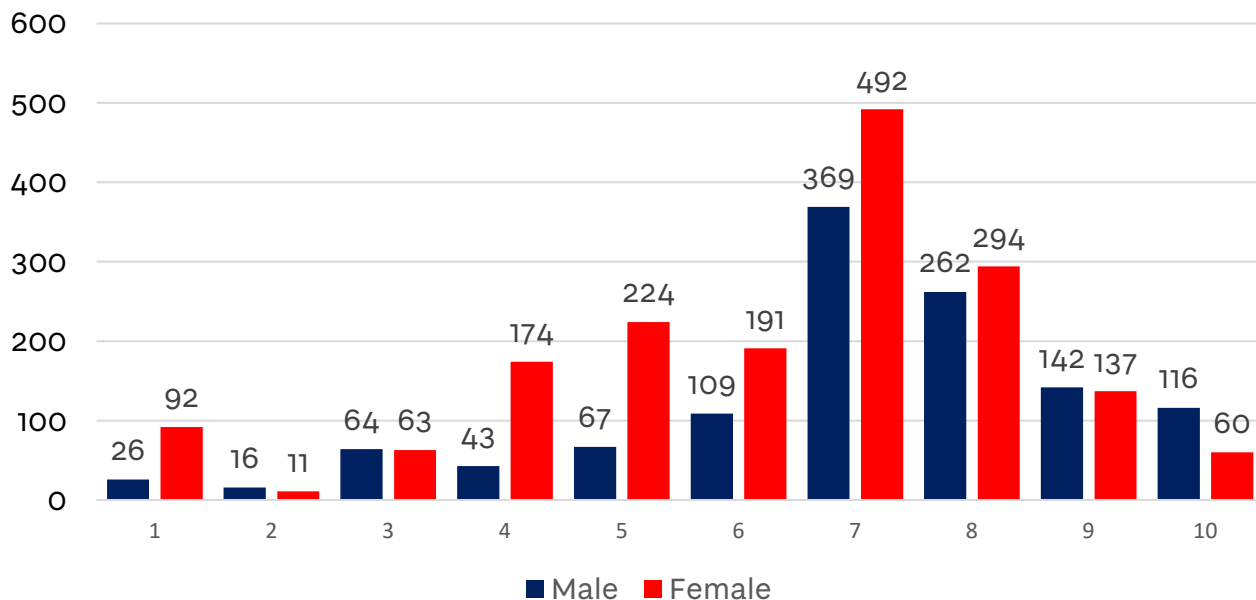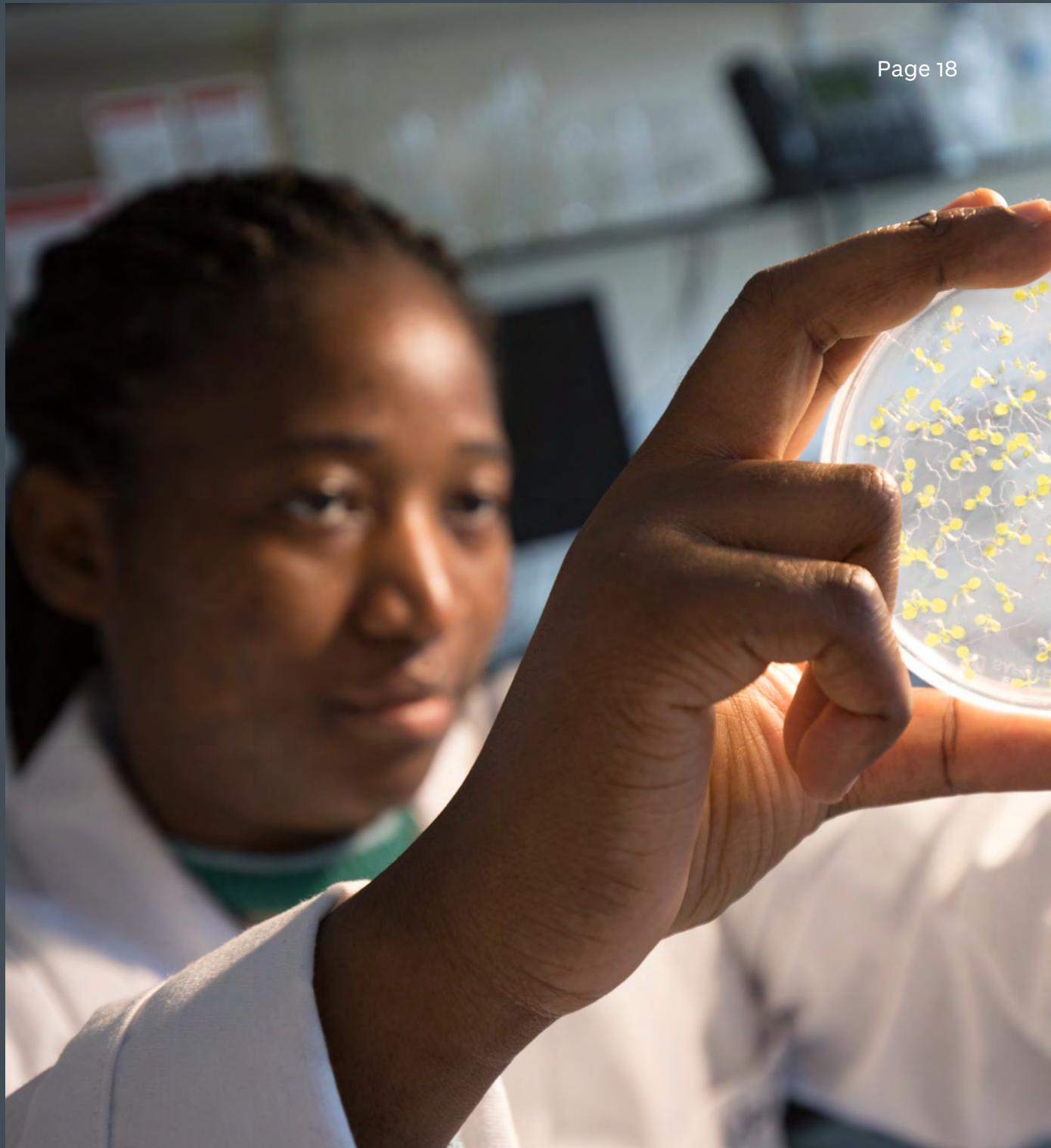
Ethnicity

Ethnicity

Population Profile

The University's employment profile is weighted towards those who have declared their ethnicity as White (n=2512; 85%). A smaller percentage (n=308; 10%) have declared their ethnicity as Black and Minority Ethnic (BME). As the ethnicity of 132 (4%) of University employees is unknown, the ability to draw clear conclusions regarding ethnicity pay is limited. For the purposes of this report, the pay of those declaring their ethnicity as White will be compared to those declaring their ethnicity as BME, although it is recognised that Black and Minority Ethnic staff are not a homogenous group.

Figure 7: Staff Distribution by Ethnicity

- White
- BME
- Unknown
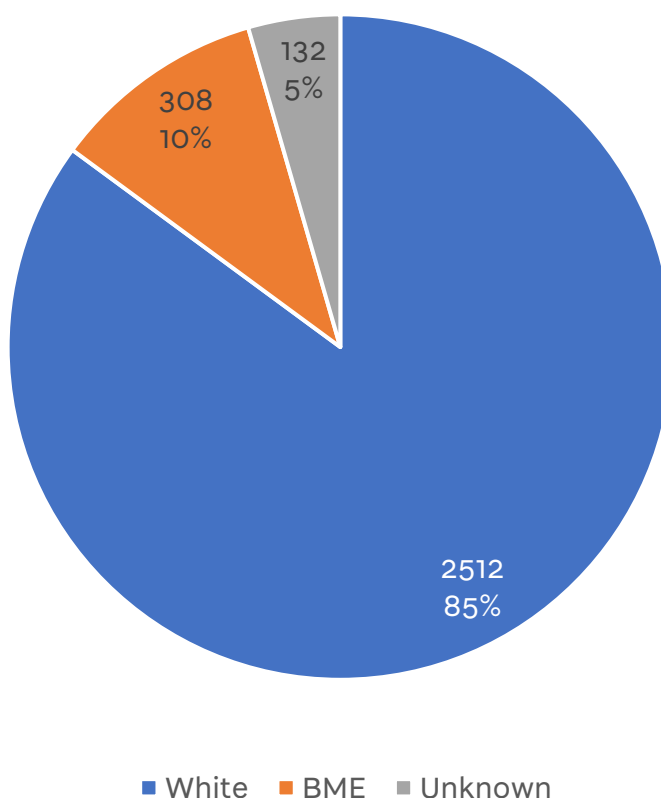
Figure 8: Average Hourly Pay by Ethnicity

Ethnicity Hourly Pay Gap (Average) = -4.28%

Figure 9: Median Hourly Pay by Ethnicity

Ethnicity Hourly Pay Gap (Median) = -6.06%

The ethnicity pay gap is calculated using both the mean and median hourly pay of employees from Black, and Minority Ethnic (BME) groups as a percentage of the mean and median hourly pay of White employees. A negative percentage means a pay gap in favour of BME groups. These pay gaps are illustrated in Figures 9 and 10.

Our mean ethnicity pay gap for 2022 is in favour of BME staff at **-4.28%,** a reduction of **-1.06%** from 2020. Our median ethnicity pay gap is in favour of BME staff at **-6.06%,** a reduction of **-1.53%** from 2020.

University's ethnicity mean and median gaps for 2022 are (-4.28%) and (-6.06%) respectively, compared with data reported by Advance HE staff statistical report 2022. In Scotland HE sector pay gap for mean and median is (-8.0%) and (9.20%) respectively and UK HE sector mean and median pay gap is (0.90) and (2.70%) respectively. Benchmarking against the sector pay gaps in Scotland and UK, our ethnicity gaps are much favourable in comparison to UK pay gaps and slightly less favourable in comparison to Scotland HE sector.

https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022

There has been a steady improvement and downtrend trend in the years 2020 to 2022 in closing the total University mean and median ethnicity hourly pay gaps as illustrated in Figures 10 and 11.

Figure 10: Ethnicity Pay Gap Trend (Average Hourly Pay)

Year	Value
2020	-3.34%
2021	-3.56%
2022	-4.28%
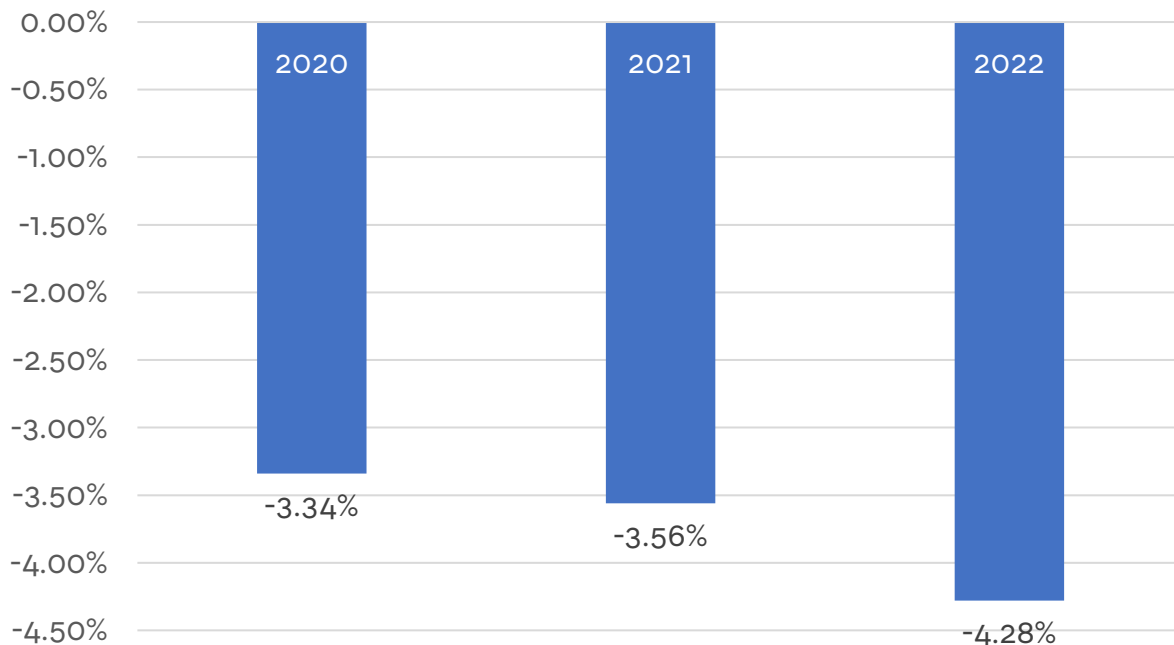
Figure 11: Ethnicity Pay Gap Trend (Median Hourly Pay)

Year	Value
2020	-4.53%
2021	-8.67%
2022	-6.06%
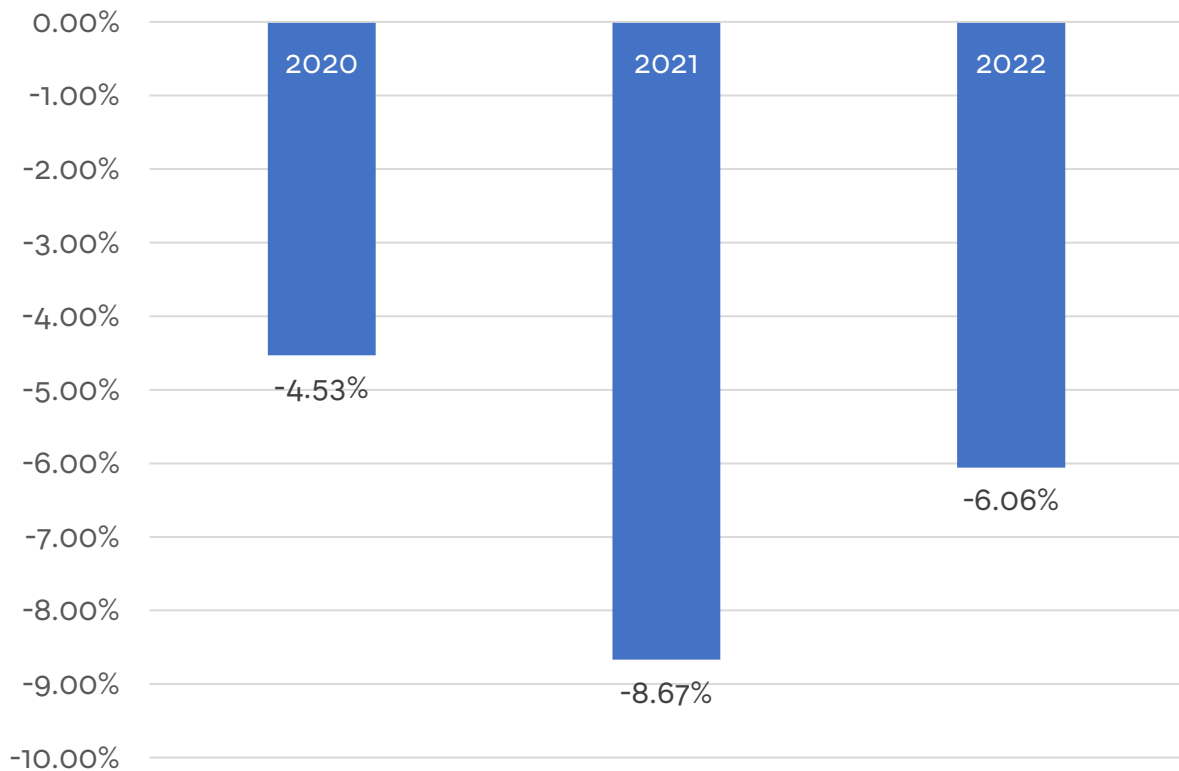
There is a greater number of BME staff clustered in University grades 7 to 10. This distribution is a key contributor to the overall positive ethnicity pay gap. Figure 13 shows that more BME staff hold more Academic and Research roles than professional services roles.

Figure 12: Staff Distribution by Grade and Ethnicity
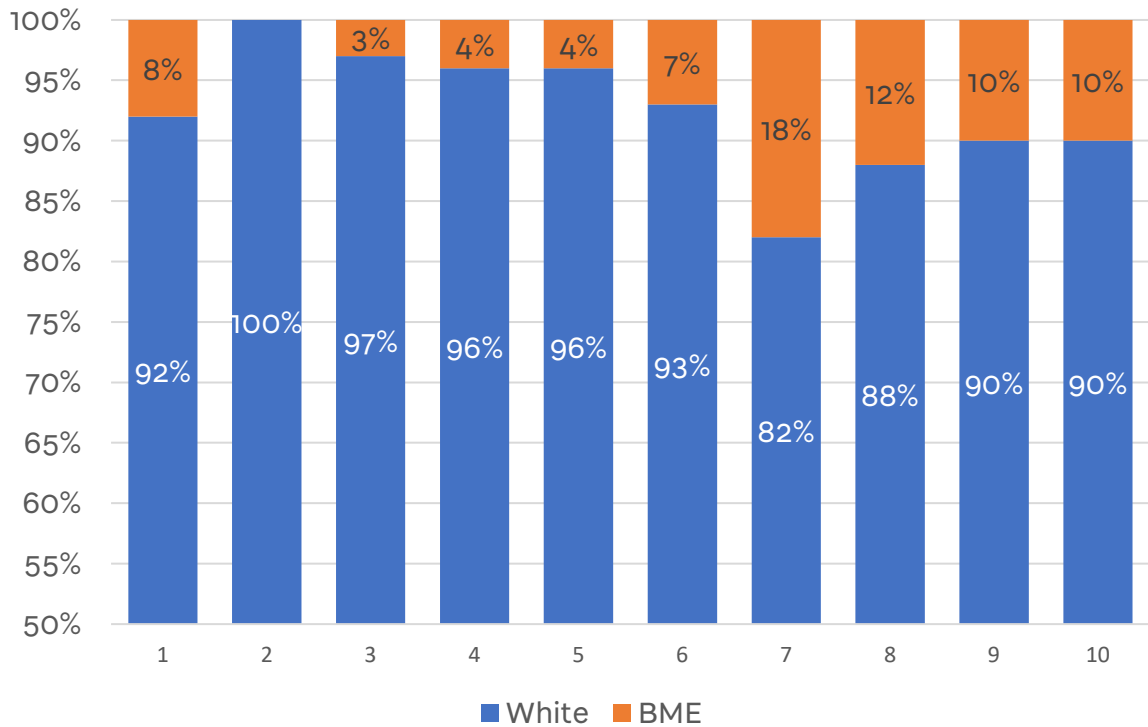
Disability

Disability

Population Profile

A very small number (n=131, 4%) of employees have declared to the University that they have a disability. As can be seen from Figure 13 and Tables 5 and 6, this percentage is generally replicated in their grade distribution and occupational category.

Figure 13: Staff Distribution by Disability

- No Declared Disability
- Declared Disability
- Unknown
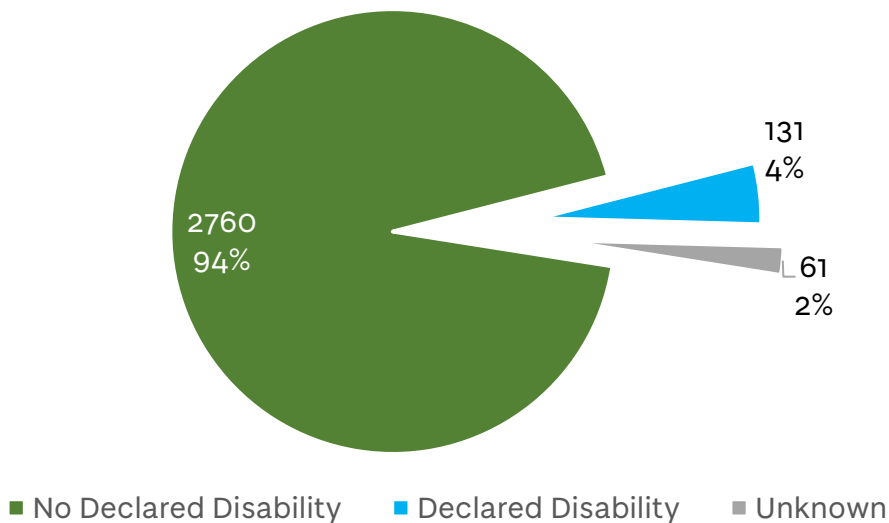
Figure 14: Average Hourly Pay by Disability

Declared Disability £20.10
No Declared Disability £20.00

£0.00 £5.00 £10.00 £15.00 £20.00 £25.00
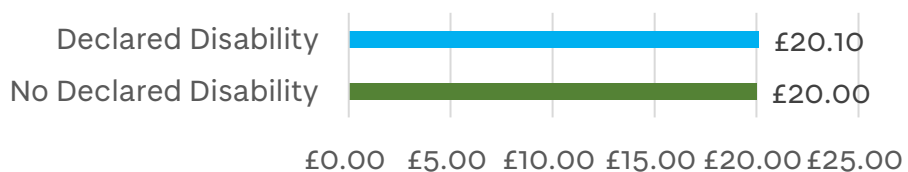
Disability Hourly Pay Gap (Average) = -1.33%

Figure 15: Median Hourly Pay by Disability

Declared Disability £19.60
No Declared Disability £19.00

£0.00 £5.00 £10.00 £15.00 £20.00 £25.00
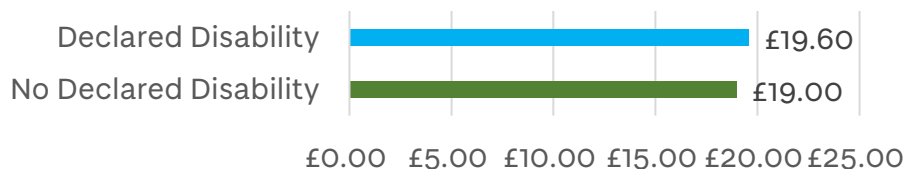
Disability Hourly Pay Gap (Median) = -6.06%

The disability pay gap is calculated using both the mean and median hourly pay of employees reporting a disability as a percentage of the mean and median hourly pay of employees who have not reported a disability. A negative percentage means a pay gap in favour of employees who have declared a disability. These pay gaps are illustrated in Figures 15 and 16.

Our mean disability pay gap for 2022 is in favour of Disabled staff at **-1.33%,** a reduction of **-1.89%** from 2020. Our median disability pay gap is in favour of Disabled staff at **-6.06%,** an increase of **–3.07%** from 2020.

University's disability mean and median gaps for 2022 are (-1.33%) and (-6.06%) respectively, compared with data reported by Advance HE staff statistical report 2022. In Scotland HE sector pay gap for mean and median is (7.40%) and (8.50%) respectively and UK HE sector mean and median pay gap is (9.50%) and (8.40%) respectively. Benchmarking against the sector pay gaps in Scotland and UK, our disability pay gaps are much lower and positive in comparison to both Scotland and UK HE sectors.

Figure 16: Disability Pay Gap (Average Hourly Pay)
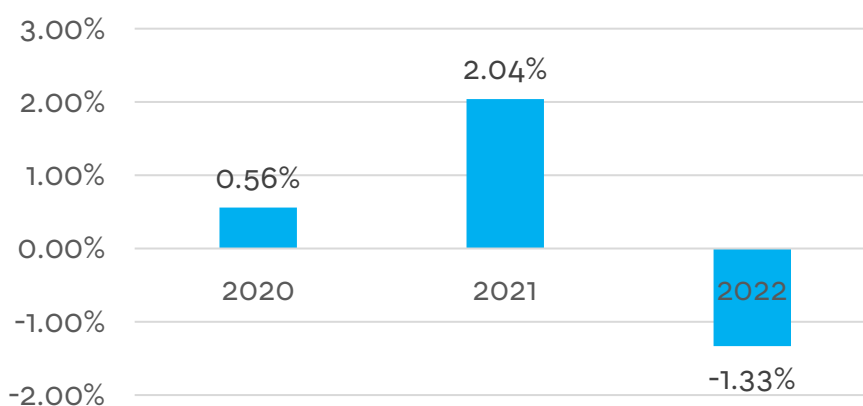
Figure 17: Disability Pay Gap (Median Hourly Pay)

https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022
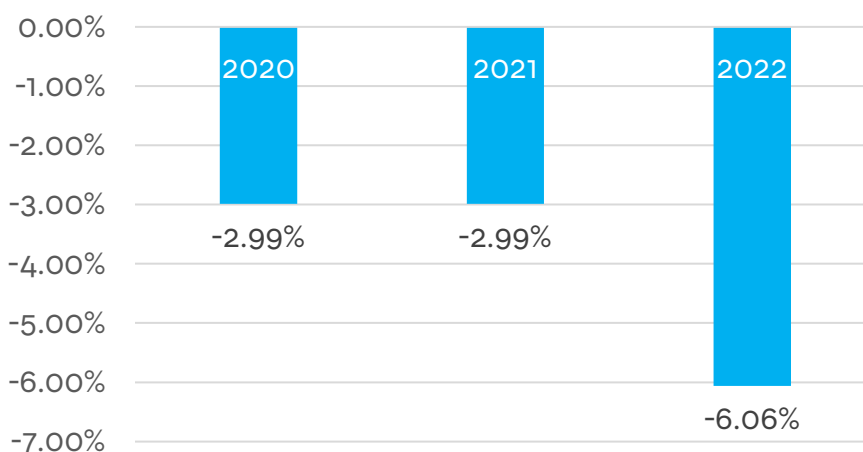
There has been an improvement from year 2021 to 2022 in closing the total University mean and median disability hourly pay gaps as illustrated in Figures 17 and 18.

Proportionately greater number of Disabled staff are distributed in University grades 3 (7%) and 10 (7%). 32% of Disabled staff are clustered within the Academic and Research job category as illustrated in Table 6.

Figure 18: Staff Distribution by Grade and Disability
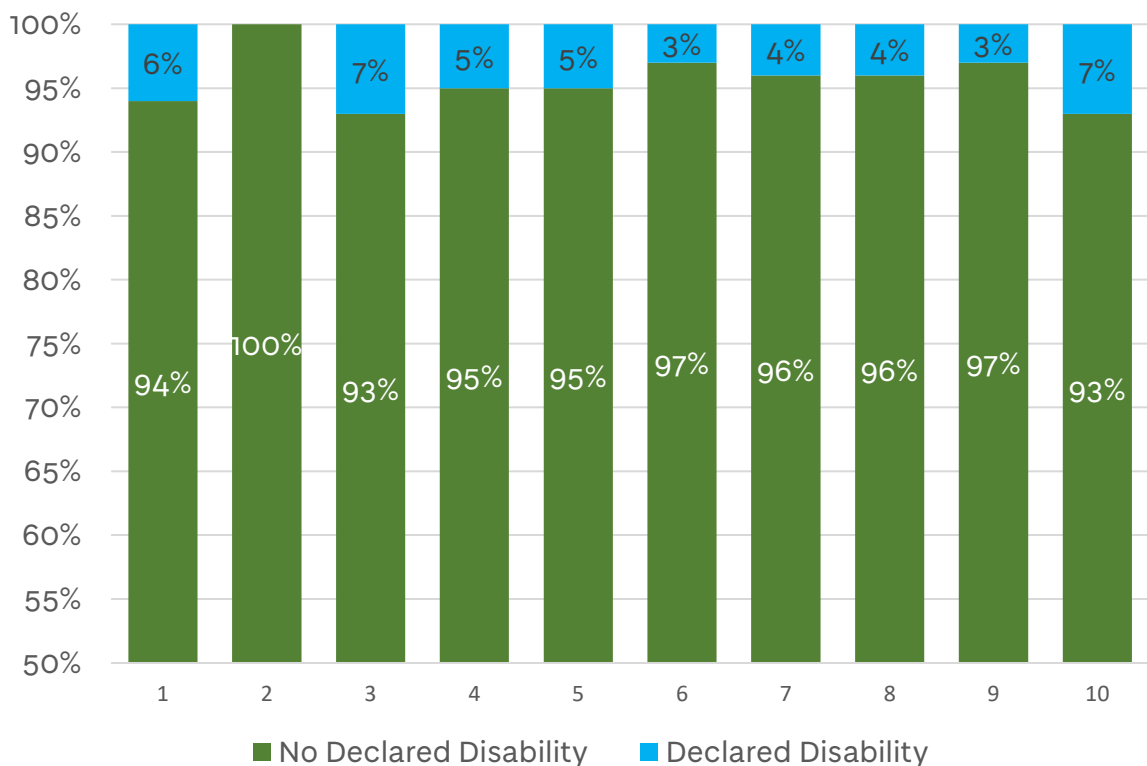
Further Analysis

The analysis provided in this section is based upon the pay gap data shown in the Appendix (Section 7.2) and staff distribution data. Section 7.2 also presents data on non-core staff.

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Gender by Grade

For all staff, both the average and median pay gaps for annual salary are significantly in favour of men at 13.79% (average) and 10.9% (median). However, the pay gap has decreased since 2020.

Analysis by grade is an important measure as our HERA grading structure underpins the objective of equal pay for work of equal value.

There are more women than men in Grades 7 to 9, but a much higher proportion of women (40%) are within Grades 1 to 6 (325 males and 755 females). This difference lessens as the Grade increases and the number of males is higher than females in Grades 9 and 10. The high number of women and lower salary bands for these grades contribute to the overall average percentage pay gap figure of 13.79%. The pay gap for Grade 10 is within the satisfactory range at 4.64% (average) in favour of men. (see Table 9).

Grade	Gender	Headcount	as % of Grade	as % of Gender
Table 1: STAFF DISTRIBUTION BY GRADE & GENDER				
1	Male	26	22%	2%
1	Female	92	78%	5%
2	Male	16	59%	1%
2	Female	11	41%	1%
3	Male	64	50%	5%
3	Female	63	50%	4%
4	Male	43	20%	4%
4	Female	174	80%	10%
5	Male	67	23%	6%
5	Female	224	77%	13%
6	Male	109	36%	9%
6	Female	191	64%	11%
7	Male	369	43%	30%
7	Female	492	57%	28%
8	Male	262	47%	22%
8	Female	294	53%	17%
9	Male	142	51%	12%
9	Female	137	49%	8%
10	Male	116	66%	10%
10	Female	60	34%	3%

Gender by Job Category

Table 2: STAFF DISTRIBUTION BY GRADE & JOB CATEGORY				
Job Category	Gender	Headcount	as % of Job Category	as % of Gender
Academic	Male	366	52%	30%
	Female	336	48%	19%
Academic Related	Male	266	42%	22%
	Female	372	58%	21%
Clerical	Male	116	19%	10%
	Female	486	81%	28%
Manual	Male	66	38%	5%
	Female	110	63%	6%
Research	Male	253	48%	21%
	Female	278	52%	16%
Technical	Male	147	49%	12%
	Female	156	51%	9%

Ethnicity by Grade

Table 3: STAFF DISTRIBUTION BY GRADE & ETHNICITY				
Grade	Ethnicity	Headcount	as % of Grade	as % of Ethnicity
1	White	105	92%	4%
	BME	9	8%	3%
2	White	25	100%	1%
3	White	114	97%	5%
	BME	<5	3%	1%
4	White	200	96%	8%
	BME	8	4%	3%
5	White	269	96%	11%
	BME	12	4%	4%
6	White	271	93%	11%
	BME	21	7%	7%
7	White	661	82%	26%
	BME	145	18%	47%
8	White	472	88%	19%
	BME	66	12%	21%
9	White	245	90%	10%
	BME	28	10%	9%
10	White	150	90%	6%
	BME	16	10%	5%

Ethnicity by Job Category

Table 4: STAFF DISTRIBUTION BY ETHNICITY & JOB CATEGORY				
Job Category	Ethnicity	Headcount	as % of Grade	as % of Ethnicity
Academic	White	579	85%	23%
	BME	100	15%	32%
Academic Related	White	590	95%	23%
	BME	33	5%	11%
Clerical	White	559	96%	22%
	BME	21	4%	7%
Manual	White	159	95%	6%
	BME	9	5%	3%
Research	White	359	75%	14%
	BME	122	25%	40%
Technical	White	266	92%	11%
	BME	23	8%	7%

Disability by Grade

Grade	Disability Status	Headcount	as % of Grade	as % of Disability Status
1	No Declared Disability	103	94%	4%
	Declared Disability	7	6%	5%
2	No Declared Disability	26	100%	1%
3	No Declared Disability	116	93%	4%
	Declared Disability	9	7%	7%
4	No Declared Disability	203	95%	7%
	Declared Disability	11	5%	8%
5	No Declared Disability	275	95%	10%
	Declared Disability	15	5%	11%
6	No Declared Disability	287	97%	10%
	Declared Disability	9	3%	7%
7	No Declared Disability	808	96%	29%
	Declared Disability	37	4%	28%
8	No Declared Disability	518	96%	19%
	Declared Disability	22	4%	17%
9	No Declared Disability	262	97%	9%
	Declared Disability	9	3%	7%
10	No Declared Disability	162	93%	6%
	Declared Disability	12	7%	9%

Table 5: STAFF DISTRIBUTION BY GRADE & DISABILITY

Disability by Job Category

Table 6: STAFF DISTRIBUTION BY DISABILITY & JOB CATEGORY				
Job Category	Disability Status	Headcount	as % of Grade	as % of Disability Status
Academic	No Declared Disability	647	95%	23%
	Declared Disability	36	5%	27%
Academic Related	No Declared Disability	600	95%	22%
	Declared Disability	31	5%	24%
Clerical	No Declared Disability	563	95%	20%
	Declared Disability	32	5%	24%
Manual	No Declared Disability	159	95%	6%
	Declared Disability	8	5%	6%
Research	No Declared Disability	503	98%	18%
	Declared Disability	12	2%	9%
Technical	No Declared Disability	288	96%	10%
	Declared Disability	12	4%	9%

Conclusion

This year's report shows that we are continuing to make progress in our commitment to reducing pay gap across the University. Our pay gap analysis has highlighted a trend of pay gap reducing over a three-year period since 2020. There has been a concerted and collective effort from colleagues across the University to bring about this positive change. It is reassuring to see the pay gap is narrowing (both the mean and the median) but there remains more to do to further close the gaps.

Although reduced, our gender pay gap is **13.79%** in favour of male employees. The results of the gender pay gap analysis continue to highlight the under-representation of women and BME staff among the senior roles within the University, and women's over-representation in the lower paid grades. This impacts on both the mean and median pay gap. The analysis undertaken in relation to occupational groups has shown where pay gaps among groups of staff impact on the overall outcomes.

Through our Athena Swan Charter and Race Equality Charter action plans and several initiatives, we have taken actions, such as holding workshops on academic promotions procedure, which has resulted positively in an increase in applications for academic promotion from female and BME staff. The proportion of female academics, including those in senior roles is increasing, effecting a steady reduction in pay gaps.

The University remains committed to ensuring that its policies, procedures and practices reflect an institutional commitment to implementation of its pay and reward practices in order to deliver equitable treatment to its employees regardless of their gender or other protected characteristics. We will continue to monitor pay equality and although not eliminating all pay gaps, we will challenge and address those differences that are not justified.

The analysis of this pay gap review based on gender, ethnicity and disability has highlighted several areas which require further detailed consideration.

Areas of Focus

Through our People and Talent Strategy, we will proactively manage our talent to attract and retain a more diverse workforce, ensuring we deliver the University 2027 strategic objectives and to create a culture where everyone feels a sense of belonging.

We've identified a few actions that we will prioritise in relation to organisational practices and cultures which will also enable us to address the gender, ethnicity and disability pay gaps.

- Embedding Athena Swan, Race Equality Charter and Stonewall Diversity Champions principles and practices across the University, as recognised by Bronze Award in each of these initiatives.
- Establish links between Gender Pay Gap, Ethnicity Pay Gap, Disability Pay Gap and the respective Charter Mark action planning.
- Facilitating Gender/Ethnicity/Disability Pay Gap Awareness sessions with Staff Networks.
- Ensuring our recruitment, pay and reward, promotion and progression, support and development are fair and equitable.
- Embedding evidence based positive action in promotion processes, including providing gender, ethnicity, and disability demographic data to professorial promotion panels.
- Working with Schools and Directorates to identify local actions to contribute to addressing the University's pay gaps.
- We have also set an Equality, Diversity & Inclusion Key Performance Indicator to diversify our senior workforce across all protected characteristics so that we can tackle occupation segregation.

Appendices

Methodology

This section follows revised guidance which recommends a calculation methodology using both average and median hourly rates. Data as of 1ˢᵗ of February of each year is analysed and compared (2020,2021,2022).

- The calculations are based on headcount and calculated hourly pay rate.

- Where an individual has more than one assignment both their assignments were used in the calculations.

- Hourly rates calculated as follows:

  - $$\frac{\text{Full Time Equivalent Annual Salary} + \text{Supplements}}{362.25} * \frac{7}{\text{Full Time Equivalent Working Hours}}$$

  - Working hours are based on Grade and employment conditions:
    - **Grades 1-6** hours 36.25
    - **Grade 7-10** hours 40
    - **Off scale** hours 39-42 based on position
    - Full time equivalent working hours used to match the salary figure used

- Pay gap formula calculations:

  - $$\frac{Male\ Pay - Female\ Pay}{Male\ Pay} = \textbf{Gender Pay Gap } \%$$
    > 0% in favour of Male, <0% in favour of Female

  - $$\frac{White\ Pay - BME\ Pay}{White\ Pay} = \textbf{Ethnicity Pay Gap } \%$$
    - >0 % in favour of White
    - < 0% in favour of BME

  - $$\frac{Declared\ Disability\ Pay - No\ Declared\ Disability\ pay}{Declared\ Disability\ Pay} = \textbf{Disability Pay Gap } \%$$
    - > 0 % in favour of No Declared Disability
    - < 0% in favour of Declared Disability

Further Information and Data

This section provides further data by headcount. Numbers of Full Time Equivalent and Assignments are also provided for reference.

6 Core staff and 2 Clinical staff did not have a primary assignment in 2022 and are excluded from the number of Staff value in the analysis but included in the tables below.

Table 7: Core Staff

	# Staff	# Assignments	# FTEs
2020	3028	3083	2735.43
2022	2958	3008	2681.50

Table 8: Clinical Staff

	# Staff	# Assignments	# FTEs
2020	126	131	105.12
2022	128	135	101.42

Full Time Equivalent (FTE) annual salary data was used in this section. This allows accurate analysis by Grade, Job Category and working hours (full-time / part-time).

Additional Data by Gender

Table 9: CORE STAFF BY GENDER & GRADE						
Grade	Gender	Head count	Average of Hourly Pay	Median of Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
1	Male	26	£9.5	£9.5	-	-
	Female	92	£9.5	£9.5		
2	Male	16	£9.5	£9.5	0.19%	-
	Female	11	£9.5	£9.5		
3	Male	64	£10.0	£10.2	-4.48%	-4.60%
	Female	63	£10.4	£10.6		
4	Male	43	£11.5	£11.5	-2.03%	-5.35%
	Female	174	£11.7	£12.1		
5	Male	67	£13.3	£13.5	-1.06%	-2.79%
	Female	224	£13.4	£13.9		
6	Male	109	£16.3	£16.6	-1.57%	-
	Female	191	£16.5	£16.6		
7	Male	369	£18.4	£19.0	0.71%	2.90%
	Female	492	£18.3	£18.5		
8	Male	262	£23.5	£24.1	1.17%	-
	Female	294	£23.2	£24.1		
9	Male	142	£28.6	£28.8	1.35%	-
	Female	137	£28.2	£28.8		
TOTAL 1-9	Male	1098	£19.4	£19.6	8.38%	10.19%
	Female	1678	£17.8	£17.6		
10	Male	116	£43.9	£41.2	4.64%	5.92%
	Female	60	£41.8	£38.8		
TOTAL	Male	1214	£21.7	£19.6	13.79%	10.19%
	Female	1738	£18.7	£17.6		

Table 10: CORE STAFF BY GENDER & JOB CATEGORY

Job Category	Gender	Headcount	Average of Hourly Pay	Median of Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
Academic	Male	367	£29.3	£27.1	9.39%	11.12%
Academic	Female	339	£26.5	£24.1		
Academic Related	Male	268	£23.2	£20.2	4.64%	2.90%
Academic Related	Female	378	£22.1	£19.6		
Clerical	Male	117	£13.4	£13.5	-0.39%	2.95%
Clerical	Female	487	£13.5	£13.1		
Manual	Male	67	£9.6	£9.5	1.23%	-
Manual	Female	111	£9.5	£9.5		
Research	Male	253	£20.3	£19.6	5.78%	2.90%
Research	Female	282	£19.1	£19.0		
Technical	Male	147	£14.2	£13.9	0.55%	-
Technical	Female	156	£14.1	£13.9		
Total		1214	£21.7	£19.6	13.79%	10.19%
Total		1738	£18.7	£17.6		

Table 11: CLINICAL STAFF BY GENDER

Gender	Headcount	Average of Hourly Pay	Median of Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
Male	69	£45.0	£48.5	7.42%	3.78%
Female	59	£41.7	£46.6		

Table 12: TUTORS BY GENDER

Gender	Headcount	Average of Hourly Pay	Median of Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
Male	172	£27.5	£20.9	-3.53%	0.00%
Female	248	£28.5	£20.9		

Additional Data by Ethnicity

Table 13: CORE STAFF BY ETHNICITY & GRADE (UNKNOWN ETHNICITY EXCLUDED)						
Grade	Ethnicity	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
1	White	107	£9.5	£9.5	-	-
	BME	9	£9.5	£9.5		
2	White	26	£9.5	£9.5	-	-
3	White	121	£10.2	£10.6	-1.05%	-
	BME	<3	£10.3	£10.6		
4	White	201	£11.7	£12.1	1.80%	5.04%
	BME	8	£11.5	£11.5		
5	White	273	£13.4	£13.9	1.43%	4.15%
	BME	12	£13.2	£13.3		
6	White	272	£16.4	£16.6	-1.98%	-2.99%
	BME	21	£16.8	£17.1		
7	White	668	£18.4	£19.0	1.18%	2.90%
	BME	145	£18.2	£18.5		
8	White	474	£23.4	£24.1	2.95%	5.72%
	BME	66	£22.7	£22.7		
9	White	245	£28.5	£28.8	2.10%	-
	BME	28	£27.9	£28.8		
TOTAL 1-9	White		£18.3	£18.0	-6.01%	-6.06%
	BME		£19.4	£19.0		
10	White	151	£43.1	£39.7	4.41%	-0.66%
	BME	16	£41.2	£40.0		
TOTAL	White		£19.9	£18.5	-4.28%	-6.06%
	BME		£20.7	£19.6		

Table 14: CORE STAFF BY ETHNICITY & JOB CATEGORY (UNKNOWN ETHNICITY EXCLUDED)

Job Category	Ethnicity	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
Academic	White	583	£28.2	£26.3	8.77%	13.69%
	BME	100	£25.7	£22.7		
Academic Related	White	596	£22.6	£19.7	4.86%	0.70%
	BME	33	£21.5	£19.6		
Clerical	White	561	£13.5	£13.5	-7.97%	-5.81%
	BME	21	£14.5	£14.3		
Manual	White	161	£9.6	£9.5	0.99%	-
	BME	9	£9.5	£9.5		
Research	White	363	£20.0	£19.6	4.47%	2.90%
	BME	122	£19.1	£19.0		
Technical	White	266	£14.1	£13.9	-5.70%	-14.10%
	BME	23	£14.9	£15.9		
Total			£19.9	£18.5	-4.28%	-6.06%
			£20.7	£19.6		

Table 15: CLINICAL STAFF BY ETHNICITY (UNKNOWN ETHNICITY EXCLUDED)

Ethnicity	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
White	99	£43.8	£46.6	3.27%	1.66%
BME	22	£42.4	£45.9		

Table 16: TUTORS BY ETHNICITY

Gender	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
White	268	£27.6	£20.9	11.02%	28.37%
BME	71	£24.6	£15.0		

Additional Data by Disability

	Table 17: CORE STAFF BY DISABILITY (UNKNOWN DISABILITY STATUS EXCLUDED)					
Grade	Disability	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
1	No Declared Disability	103	£9.5	£9.5	-	-
	Declared Disability	7	£9.5	£9.5		
2	No Declared Disability	26	£9.5	£9.5	-	-
3	No Declared Disability	116	£10.2	£10.6	-	-
	Declared Disability	9	£10.2	£10.6		
4	No Declared Disability	203	£11.7	£12.1	0.69%	2.60%
	Declared Disability	11	£11.6	£11.8		
5	No Declared Disability	275	£13.4	£13.9	0.79%	4.15%
	Declared Disability	15	£13.3	£13.3		
6	No Declared Disability	287	£16.4	£16.6	0.91%	2.89%
	Declared Disability	9	£16.3	£16.1		
7	No Declared Disability	808	£18.3	£18.5	-2.46%	-6.06%
	Declared Disability	37	£18.8	£19.6		
8	No Declared Disability	518	£23.3	£24.1	0.73%	5.72%
	Declared Disability	22	£23.2	£22.7		
9	No Declared Disability	262	£28.4	£28.8	-0.45%	0.00%
	Declared Disability	9	£28.5	£28.8		
TOTAL 1-9	No Declared Disability	2598	£18.4	£18.0	3.19%	-2.99%
	Declared Disability	119	£17.8	£18.5		
10	No Declared Disability	162	£43.6	£40.4	12.46%	7.05%
	Declared Disability	12	£38.2	£37.5		
TOTAL	No Declared Disability	2760	£19.9	£18.5	-1.33%	-6.06%
	Declared Disability	131	£20.2	£19.6		

Table 18: CORE STAFF BY DISABILITY & JOB CATEGORY (UNKNOWN DISABILITY STATUS EXCLUDED)						
Job Category	Disability	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
Academic	No Declared Disability	651	£28.0	£25.6	-1.57%	-6.07%
	Declared Disability	36	£28.4	£27.1		
Academic Related	No Declared Disability	607	£22.6	£19.7	2.43%	0.70%
	Declared Disability	32	£22.0	£19.6		
Clerical	No Declared Disability	565	£13.5	£13.5	5.14%	10.85%
	Declared Disability	32	£12.8	£12.1		
Manual	No Declared Disability	161	£9.6	£9.5	1.95%	0.00%
	Declared Disability	8	£9.4	£9.5		
Research	No Declared Disability	507	£19.5	£19.0	-4.38%	-2.99%
	Declared Disability	12	£20.4	£19.6		
Technical	No Declared Disability	288	£14.1	£13.9	2.54%	5.58%
	Declared Disability	12	£13.8	£13.1		
Total		2897	£19.9	£18.5	-1.33%	-6.06%
		2897	£19.9	£18.5		

Table 19: CLINICAL STAFF BY DISABILITY (UNKNOWN DISABILITY STATUS EXCLUDED)					
Disability	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
No Declared Disability	123	£43.7	£46.6	-8.34%	-0.64%
Declared Disability	<5	£47.3	£46.9		

Table 20: TUTORS BY DISABILITY (UNKNOWN DISABILITY STATUS EXCLUDED)					
Disability	Headcount	Average Hourly Pay	Median Hourly Pay	Hourly Average % Pay Gap	Hourly Median % Pay Gap
No Declared Disability	393	£28.4	£20.9	10.31%	7.21%
Declared Disability	17	£25.5	£19.4		