

**University
of Dundee**

Equality, Diversity and Inclusion

**Public Sector Equality Duty Reports
Pay Gap Report – April 2021**

**Presented by: EDI Office
University of Dundee**



Public Sector Equality Duty Reports – Pay Gap Report

1. Introduction

1.1 The University's Commitment to Equality Diversity and Inclusion

The University of Dundee is committed to advancing equality, diversity and inclusion in all of its practices. We are developing an inclusive culture that is underpinned by our core values of: valuing people, working together, integrity, making a difference and excellence to support the University's vision to be recognised as Scotland's leading University.

The University of Dundee believes in the importance of Equality, Diversity and Inclusion in all its employment functions and activities. The University believes this extends to the way we reward our employees and that reward should be awarded fairly and equitably regardless of protected characteristics, as covered by the Equality Act 2010. The University believes that all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. The University recognises 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 University uses the Higher Education Role Analysis (HERA) system, an analytical job evaluation system, to assist with determining equal pay, where appropriate.

It is important that all employees have confidence in our processes, so we will continue to work with the recognised trade unions, to ensure equality within our reward policy and practice.

2. Executive Summary

2.1 Gender

The University's overall **gender pay gap is 19.25% in favour of men** based on average hourly-pay, and 11.10% based on median hourly-pay. However, the average hourly-pay pay gap has decreased by 1.15% since 2018. Separate pay gap information is included for hourly paid staff, including Tutors, which is not included in the overall pay gap figure.

2.2 Ethnicity

The overall average ethnicity pay gap **is in favour of BME staff at -3.76%**.

2.3 Disability

The average disability pay gap is **in favour of non-disabled staff at 4.43%**. The median disability pay gap is 0.00%. The difference in these two figures (average and median) is not unexpected due to the small numbers of staff (137) who are recorded as having a disability.

2.4 Benchmark Information

The latest available gender pay gap benchmark information for Scottish HEIs covers the period 2016/17. A comparison of this data with the University's most recent gender pay gap data based on annual salaries is given below.

	Mean			Median		
	Female	Male	Gap	Female	Male	Gap
All HEIs	£34,078	£42,163	19.20%	£31,016	£38,183	18.80%
UoD	£35,240	£43,393	18.79%	£32,817	£40,322	18.61%

3. Legal Context and Methodology

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. These calculations are presented below in **Section 4**.

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

In addition, **Section 5**, below, includes further analysis by occupational segregation based on annual salaries. Staff may have more than one assignment in different job categories and/or grades and in this section all assignments are included in the relevant category, whereas in Section 4 hourly rates for each individual staff member's primary assignment are used.

Pay gap percentages have been calculated using male salaries, white staff and non-disabled staff as the comparators. A positive percentage indicates a pay gap in favour of the comparators. A negative pay gap value indicates a pay gap in favour of females, BME staff or declared disabled staff.

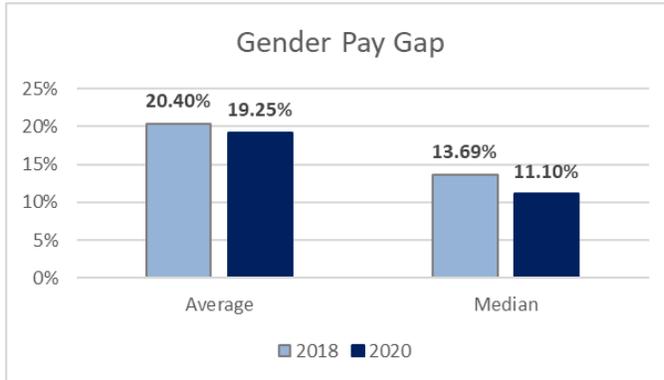
Further information on the methodology used for calculations is provided in **Appendix 1**.

4. Pay Gap (based on single headcount, primary assignment hourly rate)

This section reflects the requirement to calculate pay gaps based on average and median hourly rates.

4.1 Gender Pay Gap

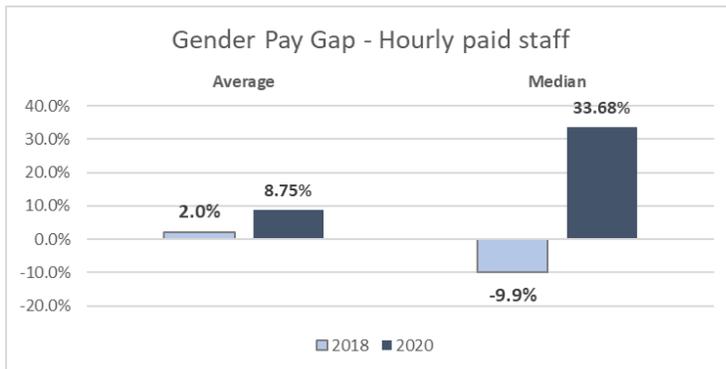
4.1.1 Core staff



	2020 Hourly Pay	
	Average	Median
Female	£18.22	£17.17
Male	£22.56	£19.32
Pay Gap	19.25%	11.10%

From 2018 to 2020, the average gender pay gap decreased by 1.14% and the median gender pay gap decreased by 2.58%. However, the pay gap remains in favour of males.

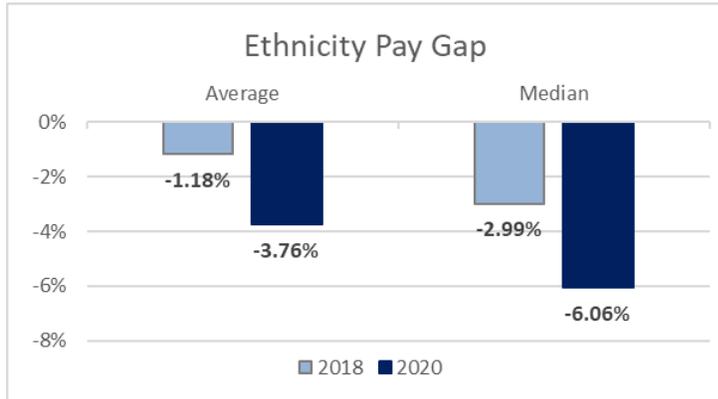
4.1.2 Hourly paid staff including Tutors



	2020 Hourly Pay	
	Mean	Median
Female	£19.21	£13.33
Male	£21.05	£20.10
Pay Gap	8.75%	33.68%

The average gender pay gap (8.75%) and median gender pay gap (33.68%) for hourly paid staff are in favour of men.

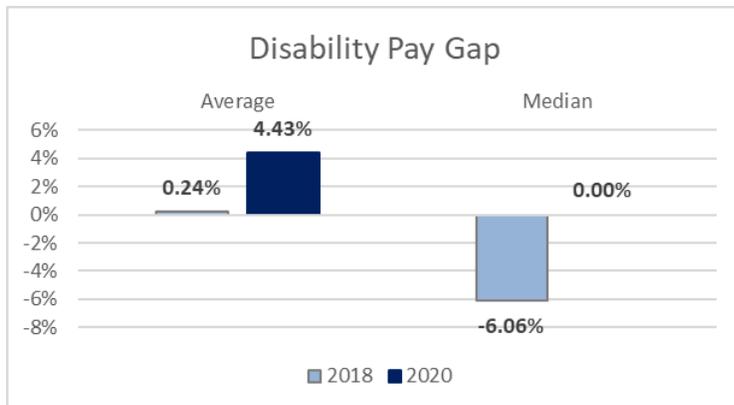
4.2 Ethnicity Pay Gap



	2020 Hourly Pay	
	Average	Median
BME	£20.69	£18.76
White	£19.94	£17.69
Pay Gap	-3.76%	-6.06%

The Ethnicity pay gap is in favour of BME staff. From 2018 to 2020, both the average and median ethnicity pay gap increased in favour of BME.

4.3 Disability Pay Gap



	2020 Hourly Pay	
	Average	Median
Disabled	£19.23	£18.21
Not Disabled	£20.12	£18.21
Pay Gap	4.43%	0.00%

From 2018 to 2020, the average and median disability pay gaps moved in favour of non-disabled staff. Staff declaring a disability represent only 4% of staff and therefore any changes can have a pronounced input on results.

5. Further Analysis

5.1 Introduction

Further analysis by contract type (full-time and part-time), grade and job category has been carried out to give the University more information on the elements that influence our overall pay gap figures.

Staff may have multiple assignments in different job categories and/or grades. In this section all assignments are included in the relevant category to give an overall picture of the salaries of all staff employed in each group. **Appendix 1** gives a breakdown of the distinct number of staff and assignments reported in Sections 4 and Section 5.

The data in this section is based on annual salaries rather than hourly rates; this allows us to reference salary scales and associated grades. Contracted hours vary across different staff groups so using annual salary rather than hourly rate as the basis for the analysis results in a slight difference in overall pay gap figures.

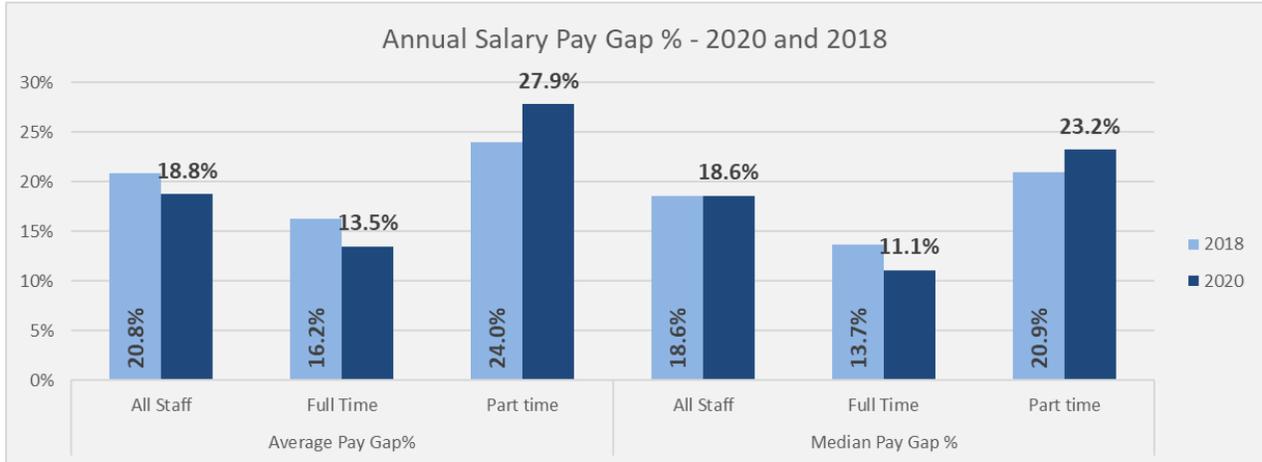
In this section, highlighting in tables has been applied as follows:

0 to $\pm 2.99\%$	$\pm 3\%$ to $\pm 4.99\%$	$\pm 5\%$ or more
Good	Satisfactory	Requires further analysis

5.2 Non-Clinical staff

5.2.1 Gender

5.2.1.2 Gender: Full-time and Part-time Staff



For all staff, both the average and median pay gaps for annual salary are significantly in favour of men at 18.8% (average) and 18.6% (median), however the pay gap has decreased since 2018. The pay gap for part-time staff has increased by 3.9% (average) and 2.3% (median).

5.2.1.2 Gender: Grade

Analysis does not include assignments which do not align to UoD Single Pay Spine grades.

All Employees Grade	Male - All staff			Female - All Staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
1	33	16965	16965	111	16972	16965	-0.04%	0.00%
2	18	19000	17324	10	17382	16965	8.52%	2.07%
3	77	19509	19612	97	19003	19612	2.59%	0.00%
4	46	21529	21814	212	21463	22116	0.31%	-1.38%
5	75	24494	24461	231	24888	25217	-1.61%	-3.09%
6	108	30113	29176	196	30019	30046	0.31%	-2.98%
7 TRAINING	12	31194	31866	26	31220	31866	-0.08%	0.00%
7	354	37848	39152	474	37826	38017	0.06%	2.90%
8	270	48243	49553	286	47507	48114	1.52%	2.90%
9	148	58921	59135	127	58211	59135	1.21%	0.00%
10	128	91662	84192	57	83135	77380	9.30%	8.09%
All Grades		43,393	40,322		35,240	32,817	18.79%	18.61%

Analysis by grade is an important measure as our HERA grading structure underpins the objective of equal pay for work of equal value. The grade analysis highlights a significant median pay gap within Grade 5 and significant pay gaps in both average and median calculations for Grade 10. The pay gap in Grade 5 is in favour of women and to some extent may be attributed to the low proportion of men in that grade.

There are almost as many women as men in the Grades 7 to 9, but a higher proportion of women within Grades 1 to 6 (357 males and 857 females). The high number of women and lower salary bands for these grades influence the overall average percentage pay gap figure (18.79%).

The pay gap for Grade 10 is significant at 9.30% (average) in favour of men although it is less pronounced across full-time staff which accounts for 80% of all Grade 10 staff. There is a significantly lower proportion of women in Grade 10 at only 31% (128 males and 57 females).

Full-Time Staff	Male - Full-time staff			Female - Full-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Grade								
1	<5	16965	16965	0	n/a	n/a	-	-
2	8	17320	16965	0	n/a	n/a	-	-
3	58	19690	19612	51	18702	18709	5.02%	4.60%
4	35	21578	21814	122	21245	20973	1.54%	3.86%
5	66	24513	24461	149	24787	25217	-1.12%	-3.09%
6	95	29911	29176	144	29795	29176	0.39%	0.00%
7 TRAINING	11	31377	31866	17	30758	31866	1.97%	0.00%
7	318	37859	39152	360	37523	38017	0.89%	2.90%
8	242	48129	49553	220	47125	46718	2.09%	5.72%
9	137	58749	59135	109	58323	59135	0.73%	0.00%
10	99	90072	83409	50	83890	77284	6.86%	7.34%
All Grades		43,736	40,322		37,834	35,845	13.49%	11.10%

Part-Time Staff	Male - Part-time staff			Female - Part-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Grade								
1	31	16965	16965	111	16972	16965	-0.04%	0.00%
2	10	20345	20870	10	17382	16965	14.56%	18.71%
3	19	18955	19612	46	19336	19612	-2.01%	0.00%
4	11	21373	21814	90	21759	22417	-1.80%	-2.76%
5	9	24351	24461	82	25071	25941	-2.96%	-6.05%
6	13	31583	32817	52	30641	31866	2.98%	2.90%
7 TRAINING	<5	29176	29176	9	32092	31866	-9.99%	-9.22%
7	36	37744	38585	114	38780	40322	-2.75%	-4.50%
8	28	49224	49553	66	48781	49553	0.90%	0.00%
9	11	61064	59135	18	57531	58622	5.79%	0.87%
10	29	97090	92668	7	77740	77761	19.93%	16.09%
All Grades		41,454	33,797		29,908	25,941	27.85%	23.24%

5.2.1.3 Gender: Job Category

All Employees Job Category	Male - All Staff			Female - All Staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Academic	366	63069	59135	304	53962	49553	14.44%	16.20%
Research	274	41480	40322	300	38675	38017	6.76%	5.72%
Academic Related	273	47252	41526	380	44596	40322	5.62%	2.90%
Clerical	112	24190	24157	554	24318	23411	-0.53%	3.09%
Manual	113	20701	19133	129	17123	16965	17.28%	11.33%
Technical	178	26449	25941	184	24967	23754	5.60%	8.43%
All Job Categories		43,393	40,322		35,240	32,817	18.79%	18.61%

This analysis highlights pay gaps across many of our job categories. Each job category covers roles with a range of levels of responsibility and grades, for example, the Academic job category covers roles with grades ranging from 7 to 10. Further analysis will be carried out to investigate the reasons for pay gaps in each job category.

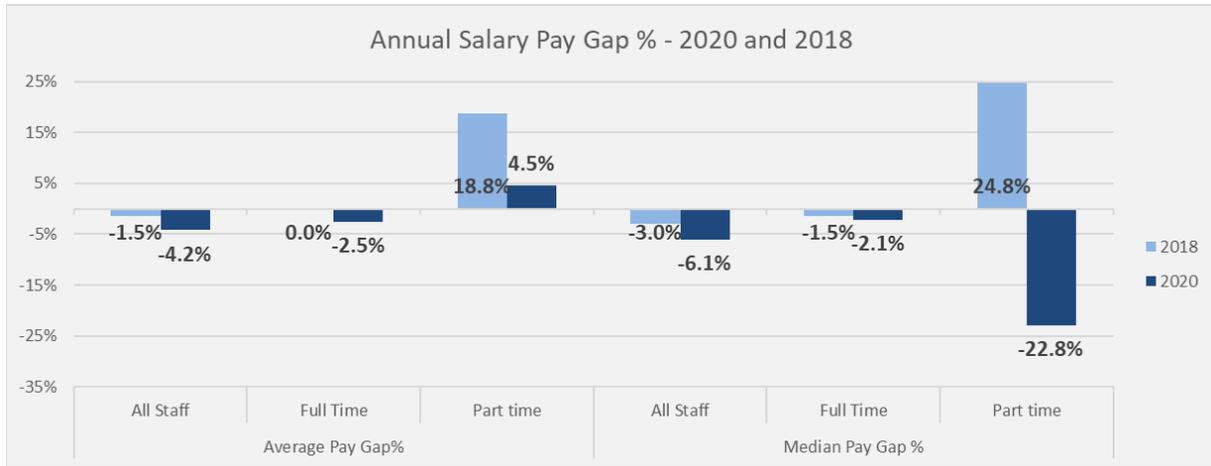
All Grade 10 staff are within the Academic and Academic Related job categories. The pay gap for Academic staff is 9.15% (average) and 7.52% (median) where there is a significantly lower proportion of Grade 10 women at 26% (110 males and 39 females).

The pay gap is also significant with the Academic Related job category at 14.08% (average) and 14.41% (median) where there is an almost even proportion of male and female staff.

Grade 10 Job Category	Male - All Staff			Female - All Staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Academic	110	90416	83904	39	82142	77592	9.15%	7.52%
Academic Related	17	99258	85615	18	85286	73276	14.08%	14.41%

5.2.2 Ethnicity

5.2.2.1 Ethnicity: Full-time and Part-time Staff



BME staff account for 9.1% of assignments.

For all staff, both the average and median pay gaps for annual salary are in favour of BME staff at -4.2% (average) and -6.1% (median). Only 15% of BME staff are in part-time roles resulting in disparate results for average pay gap (4.5% in favour of White staff) and median pay gap (-22.8% in favour of BME staff).

5.2.2.2 Ethnicity: Grade

Analysis does not include assignments which do not align to UoD Single Pay Spine grades.

All Employees	White - All staff			BME - All staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Grade								
1	129	16971	16965	11	16965	16965	0.03%	0.00%
2	26	18535	16965	0	n/a	n/a	-	-
3	162	19276	19612	5	18980	19133	1.54%	2.44%
4	242	21548	22417	10	20772	20692	3.60%	7.69%
5	292	24824	25217	9	24180	23754	2.60%	5.80%
6	284	30081	30046	15	30077	30046	0.01%	0.00%
7 TRAINING	26	31427	31866	5	31328	31866	0.31%	0.00%
7	656	38038	39152	136	37106	36914	2.45%	5.72%
8	474	47970	49553	57	46807	46718	2.42%	5.72%
9	248	58623	59135	19	58933	59135	-0.53%	0.00%
10	162	88166	82108	13	78624	74249	10.82%	9.57%
All Grades		38,348	35,845		39,961	38,017	-4.20%	-6.06%

Analysis by grade shows significant pay gaps in favour of white staff at Grade 10 staff with pay gap of 10.82% (average) and 9.57% (median). BME staff account for 7.42% of assignments at this grade.

Full-Time Staff	White - Full-time staff			BME - Full-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Grade								
1	<5	16965	16965	0	n/a	n/a	-	-
2	6	17438	16965	0	n/a	n/a	-	-
3	100	19280	19133	<5	19141	19612	0.72%	-2.50%
4	149	21355	21236	6	21001	20973	1.66%	1.24%
5	203	24732	25217	7	24400	24461	1.34%	3.00%
6	220	29868	29176	14	29949	29611	-0.27%	-1.49%
7 TRAINING	17	31233	31866	<5	31194	31866	0.13%	0.00%
7	526	37893	38017	124	36945	36914	2.50%	2.90%
8	395	47792	49553	50	46508	46718	2.69%	5.72%
9	220	58593	59135	18	58922	59135	-0.56%	0.00%
10	126	86691	79866	13	78624	74249	9.30%	7.03%
All Grades		40,381	38,346		41,404	39,152	-2.53%	-2.10%

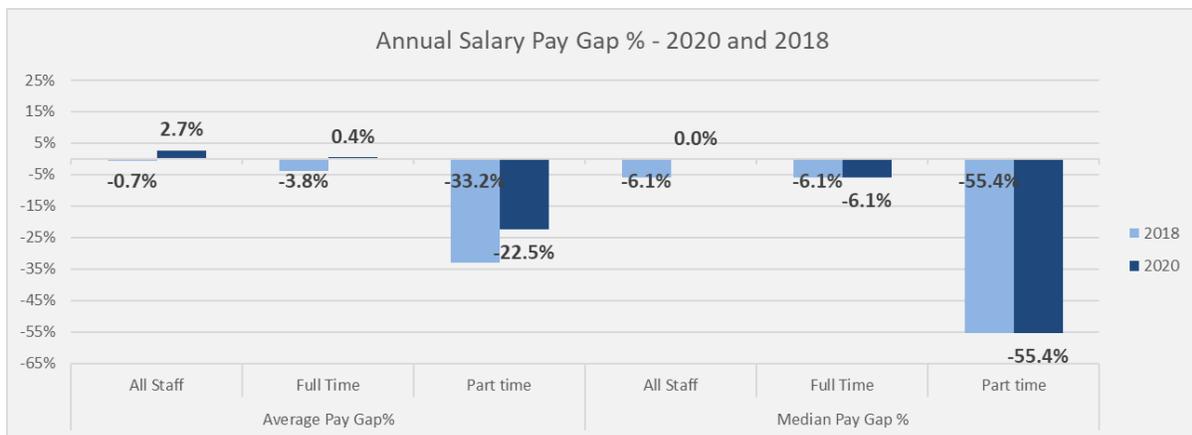
Part-Time Staff	White - Part-time staff			BME - Part-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Grade								
1	127	16971	16965	11	16965	16965	0.03%	0.00%
2	20	18864	16965	0	n/a	n/a	-	-
3	62	19271	19612	<5	18738	18738	2.77%	4.46%
4	93	21857	22417	<5	20428	20144	6.54%	10.14%
5	89	25035	25941	<5	23411	23411	6.49%	9.75%
6	64	30814	32342	<5	31866	31866	-3.42%	1.47%
7 TRAINING	9	31793	31866	<5	31866	31866	-0.23%	0.00%
7	130	38622	40322	12	38761	40322	-0.36%	0.00%
8	79	48857	49553	7	48942	49553	-0.18%	0.00%
9	28	58862	59135	<5	59135	59135	-0.46%	0.00%
10	36	93328	89321	0	n/a	n/a	-	-
All Grades		32,786	25,941		31,298	31,866	4.54%	-22.84%

5.2.2.3 Ethnicity: Job Category

All Employees Job Category	White - All staff			BME - All staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Academic	578	59138	54131	65	54360	49553	8.08%	8.46%
Research	390	40589	40322	137	38771	38017	4.48%	5.72%
Academic Related	606	45533	40322	33	42950	40322	5.67%	0.00%
Clerical	638	24340	23754	16	23743	22742	2.45%	4.26%
Manual	217	19107	16965	12	17186	16965	10.05%	0.00%
Technical	329	25793	25217	24	25843	25941	-0.20%	-2.87%
All Job Categories		38,348	35,845		39,961	38,017	-4.20%	-6.06%

5.2.3 Disability

5.2.3.1 Disability: Full-time and Part-time Staff



There is a significantly lower proportion of disabled staff at only 4.3% (2,975 non-disabled and 135 disabled).

For all staff, the average pay gap for annual salary is in favour of non-disabled staff at -2.7% but this is not seen in the median calculation which is 0%.

5.2.3.1 Disability: Grade

Analysis does not include assignments which do not align to UoD Single Pay Spine grades.

All Employees Grade	Not Disabled - All staff			Disabled - All staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
1	127	16971	16965	8	16965	16965	0.03%	0.00%
2	25	18597	16965	<5	16965	16965	8.78%	0.00%
3	161	19243	19612	10	19077	19373	0.86%	1.22%
4	242	21474	21814	12	21471	22417	0.01%	-2.76%
5	289	24797	25217	15	24521	25217	1.11%	0.00%
6	288	30035	29176	12	30143	30494	-0.36%	-4.52%
7 TRAINING	37	31267	31866	<5	29176	29176	6.69%	8.44%
7	779	37781	38017	32	38666	40322	-2.34%	-6.06%
8	526	47833	49553	22	47626	49553	0.43%	0.00%
9	258	58526	59135	11	58736	59135	-0.36%	0.00%
10	173	89756	83023	10	78074	76560	13.02%	7.79%
All Grades		38,706	36,914		37,654	36,914	2.72%	0.00%

For full-time staff, the pay gap is disparate between average and median calculations with the average calculation showing no significance and the median calculation showing 6.06% in favour of disabled staff. The pay gap in favour of disabled staff is pronounced in part-time staff at -22.51% (average) and -55.44% (median) due to proportionately small numbers who have a relatively high average salary.

Full-Time Staff Grade	Not Disabled - Full-time staff			Disabled - Full-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
1	<5	16965	16965	<5	16965	16965	0.00%	0.00%
2	7	17370	16965	0	n/a	n/a	-	-
3	102	19238	19133	5	19313	19133	-0.39%	0.00%
4	146	21272	20973	8	21853	22417	-2.73%	-6.89%
5	203	24721	25217	11	24266	23754	1.84%	5.80%
6	227	29783	29176	8	30893	30942	-3.72%	-6.05%
7 TRAINING	27	31069	31866	<5	29176	29176	6.09%	8.44%
7	639	37615	38017	25	38828	40322	-3.22%	-6.06%
8	438	47613	49553	17	47193	49553	0.88%	0.00%
9	230	58576	59135	11	58736	59135	-0.27%	0.00%
10	138	89044	81534	9	73411	75393	17.56%	7.53%
All Grades		40,619	38,017		40,443	40,322	0.43%	-6.06%

Part-Time Staff	Not Disabled - Part-time staff			Disabled - Part-time staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
1	126	16971	16965	7	16965	16965	0.03%	0.00%
2	18	19074	16965	<5	16965	16965	11.06%	0.00%
3	59	19251	19612	5	18841	19612	2.13%	0.00%
4	96	21781	22417	<5	20709	20403	4.92%	8.99%
5	86	24978	25941	<5	25223	25941	-0.98%	0.00%
6	61	30973	32817	<5	28645	27523	7.52%	16.13%
7 TRAINING	10	31800	31866	0	n/a	n/a	-	-
7	140	38539	40322	7	38087	38017	1.17%	5.72%
8	88	48927	49553	5	49098	49553	-0.35%	0.00%
9	28	58117	59135	0	n/a	n/a	-	-
10	35	92565	89088	<5	120036	120036	-29.68%	-34.74%
All Grades		33,012	25,941		40,443	40,322	-22.51%	-55.44%

5.2.3.3 Disability: Job Category

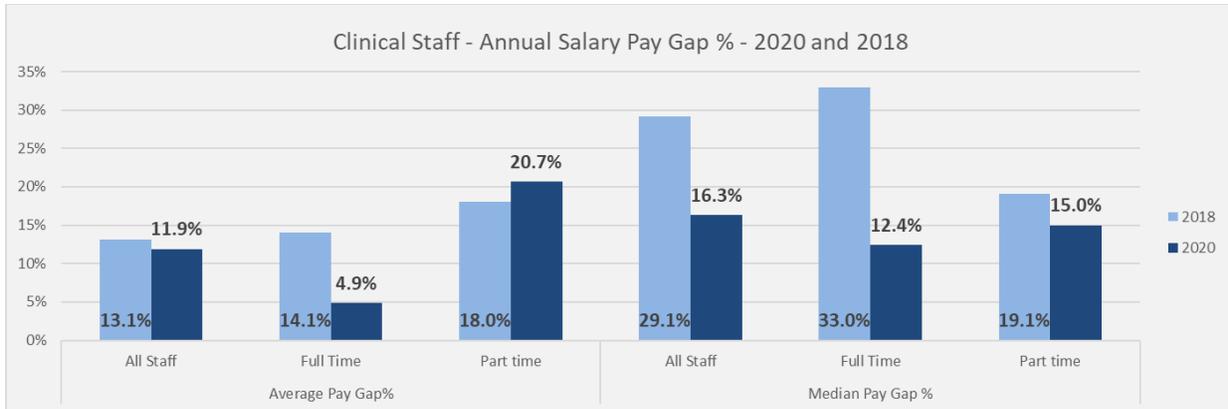
All Employees	Not Disabled - All staff			Disabled - All staff			% Pay Gap	
Job Category	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
Academic	632	58927	54131	28	59825	57443	-1.52%	-6.12%
Research	546	39763	39152	14	43903	42159	-10.41%	-7.68%
Academic Related	612	45908	40322	33	42758	40322	6.86%	0.00%
Clerical	621	24345	23754	34	23428	22417	3.77%	5.63%
Manual	221	18947	16965	10	17430	16965	8.01%	0.00%
Technical	343	25648	25217	16	25733	25966	-0.33%	-2.97%
All Grades		38,706	36,914		37,654	36,914	2.72%	0.00%

5.3 Clinical Staff

The University of Dundee recruits staff into clinical grades, however, grade and pay is determined by NHS scales and progression criteria.

5.3.1 Gender

5.3.1.1 Gender: Full-time and Part-time Staff



Both the average and median pay gaps for annual salary are significantly in favour of men at 11.9% (average) and 16.3% (median) and across both full-time and part-time contracts. These figures have decreased since 2018. Median pay gaps are particularly high due to salaries being clustered at set scale points.

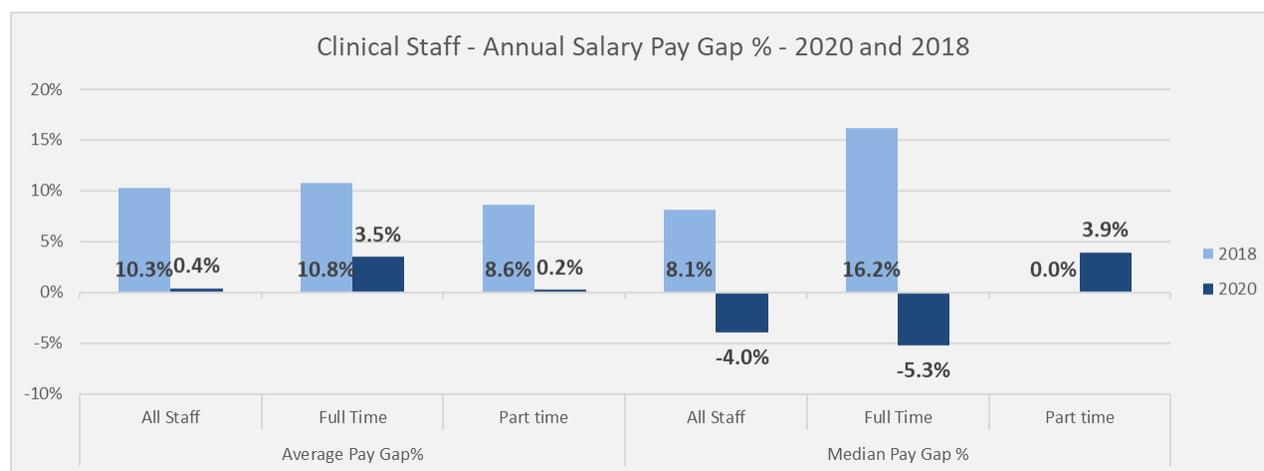
5.3.1.2 Gender: Grade

All Employees	Male - All staff			Female - All Staff			% Pay Gap	
	Assignment Count	Average Salary £	Median Salary £	Assignment Count	Average Salary £	Median Salary £	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	19	50359	49772	17	50648	49772	-0.58%	0.00%
CLINL	0	n/a	n/a	<5	63973	63973	-	-
CLINSL	<5	77964	77964	<5	77964	77964	0.00%	0.00%
CONSULT2004	38	122018	123694	25	116036	111233	4.90%	10.07%
OFFSCALE	13	112245	105258	13	87808	91948	21.77%	12.65%
All Grades		99,816	109,849		87,920	1,948	11.92%	16.30%

Analysis by grade is problematic where there are very small numbers of staff but issues were highlighted in the CONSULT2004 and OFFSCALE groups.

5.3.2 Ethnicity

5.3.2.1 Ethnicity: Full-time and Part-time Staff

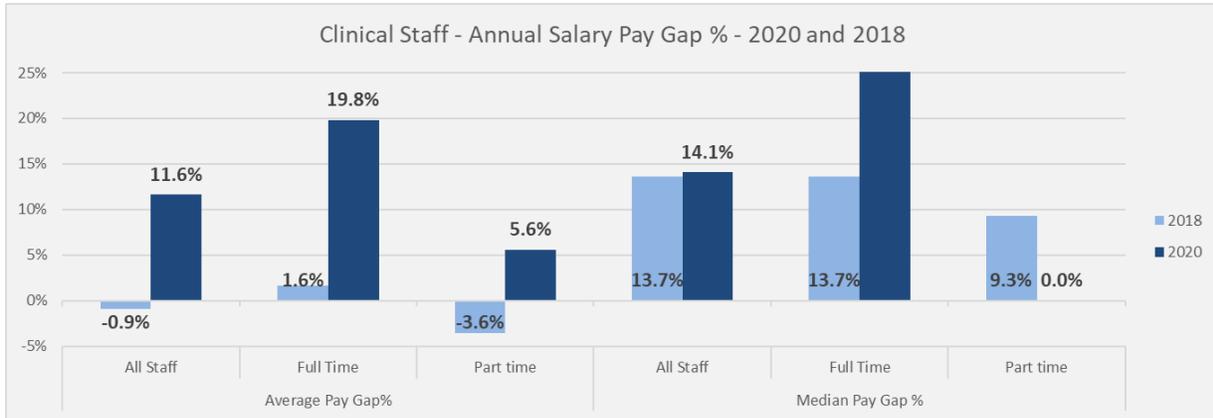


BME staff hold 12% of Clinical assignments.

The BME pay gaps for all staff differs by calculation method with the average pay gap being insignificant at 0.4% in favour of White staff and the median being -4.0% in favour of BME staff.

5.3.3 Disability

5.3.3.1 Disability: Full-time and Part-time Staff



Fewer than five staff in the Clinical category are recorded as having a disability. These low numbers, particularly when broken down into further categories, mean that further analysis is unlikely to produce useful results.

6. Conclusions

The University has been conducting and publishing regular Equal Pay Reviews since 2012, which has enabled us to measure gender pay gaps and action new initiatives.

Gender Pay Gap Report for 2021 has highlighted that our gender pay gap has continued to reduce year-on-year, but that progress must pick up pace. Although reduced, our gender pay gap is 19.25% in favour of male employees. This gap is largely attributable to the University employing a greater proportion of male employees in more senior roles while at the same time there are more women employed in lower graded roles.

Through our Athena SWAN Charter Action Plan, Race Equality Charter and many other internal 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 staff. The proportion of female academics, including those in senior roles, is increasing but the gender pay gap remains.

The University remains committed to ensuring that its policies, procedures and practices reflect an institutional commitment to monitoring of its pay and reward practices in order to deliver equal treatment to its employees regardless of their gender or other protected characteristics.

The analysis of this equal pay review on the basis of gender, ethnicity and disability has highlighted a number of areas which require further detailed consideration.

7. Recommendations

- Monitor pay gaps annually rather than biennially.
- Continued commitment to Athena SWAN and Race Charter across the University to ensure that action plans are implemented and monitored.
- Ensure that recruitment, selection and promotion procedures are without bias.
- Encourage disclosure of protected characteristics so records are as complete as possible in order to reduce the number of “unknown” staff characteristics.
- Monitor salary on appointment for all equality groups above the minimum of the grade pay scale to ensure fairness and consistency.
- Continue to monitor applications and success rates for merit awards by equality groups.
- Should we consider banding for non-clinical Grade 10 roles – Academic/Non-academic

Appendix 1

Calculation Methodology

1. Section 4 - Pay Gap (based on single headcount, primary assignment hourly rate)

This section follows revised guidance which recommends a calculation methodology using both average and median hourly rates.

- Where an individual has more than one assignment their primary assignment was used in calculations.
- Hourly rates were calculated using the full-time equivalent annual salary divided by 365.25 (daily rate), multiplied by 7 to give a weekly salary and this was then divided by individual's contracted weekly hours. Weekly hours vary by contract type.
- The pay gap % was calculated using male salaries, white staff and non-disabled staff as the comparators; the formulas are shown below. A positive % indicates a pay gap in favour of these comparators; a negative pay gap value indicates a pay gap in favour of females, BME staff and staff who are recorded as having a disability.
- Pay gap formula calculations:
 - Male – Female / Male x 100
 - White – BME / White x 100
 - Non-disabled – declared disabled / non-disabled x 100

2. Section 5 – Further Analysis (based on all assignments)

- The further analysis section of the report uses assignment counting methodology where staff who have more than one assignment are counted in the relevant segregation for each assignment they hold. Numbers of assignments are therefore greater than headcount totals used in Section 4.

	2018	2020
Staff Headcount	3189	3235
Assignments	3239	3299

- 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).
- Highlighting in this section has been applied as follows:

0 to ±2.99%	±3% to ±4.99%	± 5% or more
Good	Satisfactory	Requires further analysis