

EQUAL PAY AUDIT 2019



Equal Pay at Staffordshire University

Staffordshire University is an inclusive organisation with a strong commitment to equality and diversity. We support the principle of equal pay for work of equal value and undertake regular equal pay audits to monitor the fairness of our pay system.

The findings from our Equal Pay analysis is published on the University website.

Equal Pay Audits were undertaken in 2010, 2012 and 2014. This report contains the finding of the fourth audit completed in 2019.

Purpose

The general aim of the equal pay audit is to ensure that the University does not discriminate against any group of staff with a protected personal characteristic (as defined under the Equality Act 2010) by paying them less than another group of staff for work of equal value.

The specific actions we have taken to undertake this audit were:

- established whether there are pay inequalities arising as a result of gender, race and disability. We have also sought to establish any pay inequalities arising from sexual orientation, religion or belief and age.
- established whether there are pay inequalities arising from full and part time contractual arrangements.
- analysed in more detail the nature of any apparent equalities revealed by the analysis and sought to identify any contributory or explanatory factors.
- determined what further action is required to deal with any unjustified inequities.

Audit process

The equal pay audit has been conducted using best practice and guidance from JNCHES, the Equality Challenge Unit and the Equality and Human Rights Commission.

A project team was set up to undertake this project on behalf of the University:

- Paula Cottrell - Assistant Director of Human Resources and Organisational Development
- Gill Grainger - Head of Equality and Diversity
- Liam Hassett - Senior Business Intelligence Officer

Feedback on the draft report was provided by:

- Amelia Rout – UNISON
- Doug Rouxel – UCU

The Equal Pay audit project team agreed the following:

- that the audit would focus on 'work related as equivalent' in its analysis phase as the University has a job evaluation scheme in place.
- how the data would be analysed and what reports would be required to undertake the analysis.
- that the analysis of the data would focus on:
 - any significant pay inequalities i.e. those of more than 5%; and
 - any pay inequalities between 3% and 5%, in line with best practice.
- that the audit would focus on the identification of inequities arising because of gender, race, disability, sexual orientation, religion or belief or age, where the information was available.
- that the audit also considered any inequities as result of an employee being part-time, hourly paid or fixed term and any inequalities in starting salaries.
- that the pay data (referred to as 'total pay') would include honoraria payments, market supplements and salary protection payments.
- IR / U means Information Refused / Unavailable.

The analysis of the data was conducted using PowerBi software. The data was collected on 22 July 2019.

Analysis of the data took place in four phases:

- Identifying any pay inequalities above 3%;
- Analysing these inequalities in order to diagnose the likely factors which led to the pay difference;
- Considering whether these differences could be objectively justified; and
- If the inequality could not be objectively justified, indicating what remedial action was required.

The Equal Pay Policy is contained in the University's Remuneration Policy and was agreed as part of the National Pay Framework Agreement implementation. This was reviewed by the Project Team in 2014 and it was agreed that the Policy adequately covered this requirement.

Analysis of data

Overview of staff profile by grade

The total number of staff employed at Staffordshire University on 22 July 2019 was 1195. This includes full and part time staff.

Data is provided as 'whole university'. We have also provided 'full time' and 'part time' data where appropriate and available.

Table 1 shows the profile of staff by gender, ethnicity and disability:

University	Total Headcount	Male %	Female %	White %	BAME %	IR/U %	Disability %	Not disabled %
University	1195	43.60%	56.40%	90.96%	6.53%	2.51%	5.02%	94.98%

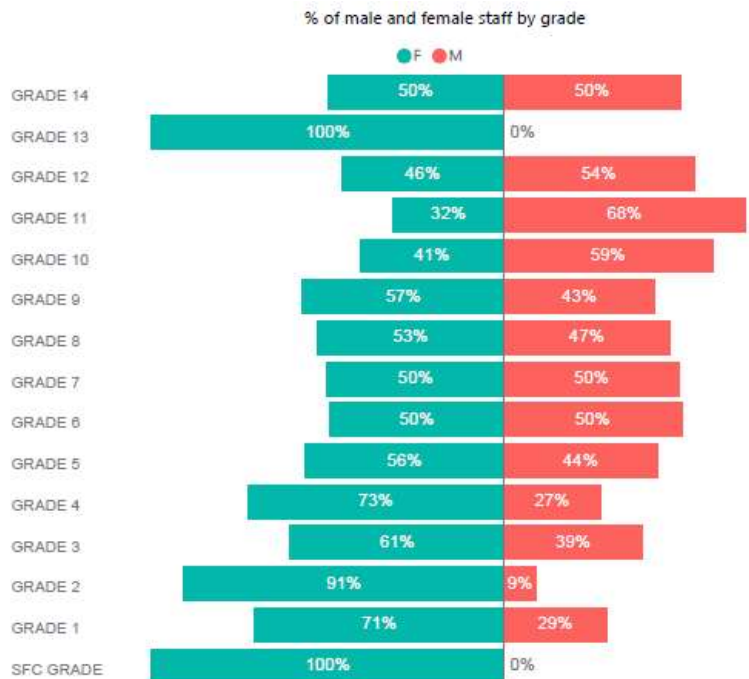
Table 2 shows the breakdown of staff by grade, gender, ethnicity and disability:

Status	Grade	Total Headcount	Male %	Female %	White %	BAME %	IR/U %	Disability %	Not disabled %
Academic	GRADE 7	167	56.29%	43.71%	85.63%	11.98%	2.40%	5.99%	94.01%
	GRADE 8	209	48.80%	51.20%	92.82%	5.74%	1.44%	4.78%	95.22%
	GRADE 9	35	42.86%	57.14%	91.43%	8.57%			100.00%
	GRADE 10	15	73.33%	26.67%	80.00%	20.00%			100.00%
	GRADE 11	7	71.43%	28.57%	71.43%		28.57%	14.29%	85.71%
	GRADE 12	1	100.00%			100.00%			100.00%
Management	GRADE 10	27	48.15%	51.85%	88.89%	7.41%	3.70%	3.70%	96.30%
	GRADE 11	12	66.67%	33.33%	91.67%	8.33%		8.33%	91.67%
	GRADE 12	11	54.55%	45.45%	90.91%		9.09%		100.00%
	GRADE 13	1	100.00%		100.00%				100.00%
	GRADE 14	6	50.00%	50.00%	66.67%	16.67%	16.67%		100.00%
Professional Support	SFC GRADE	4		100.00%			100.00%		100.00%
	GRADE 1	65	29.23%	70.77%	87.69%	10.77%	1.54%	7.69%	92.31%
	GRADE 2	11	9.09%	90.91%	100.00%				100.00%
	GRADE 3	66	39.39%	60.61%	93.94%	6.06%		9.09%	90.91%
	GRADE 4	168	25.60%	74.40%	95.83%	4.17%		4.17%	95.83%
	GRADE 5	102	40.20%	59.80%	93.14%	3.92%	2.94%	7.84%	92.16%
	GRADE 6	86	45.35%	54.65%	95.35%	3.49%	1.16%	3.49%	96.51%
	GRADE 7	90	37.78%	62.22%	91.11%	4.44%	4.44%	6.67%	93.33%
	GRADE 8	39	38.46%	61.54%	87.18%	5.13%	7.69%	5.13%	94.87%
	GRADE 9	11	45.45%	54.55%	81.82%	18.18%			100.00%
	GRADE 12	1		100.00%	100.00%				100.00%
Research	GRADE 6	3	33.33%	66.67%	100.00%				100.00%
	GRADE 7	2	50.00%	50.00%	100.00%				100.00%
	GRADE 8	2		100.00%	100.00%				100.00%
	GRADE 9	3	33.33%	66.67%	100.00%				100.00%
	GRADE 10	2	100.00%		50.00%	50.00%			100.00%
Technical	GRADE 4	4	100.00%		75.00%		25.00%		100.00%
	GRADE 5	6	100.00%		100.00%				100.00%
	GRADE 6	34	64.71%	35.29%	94.12%	2.94%	2.94%		100.00%
	GRADE 8	5	60.00%	40.00%	100.00%				100.00%

There is a high % of Information Refused / Unknown for sexual orientation and religion, belief and non-belief which means that we are not able to draw any accurate conclusions from the available data. As part of broader Equality, Diversity and Inclusion work we are

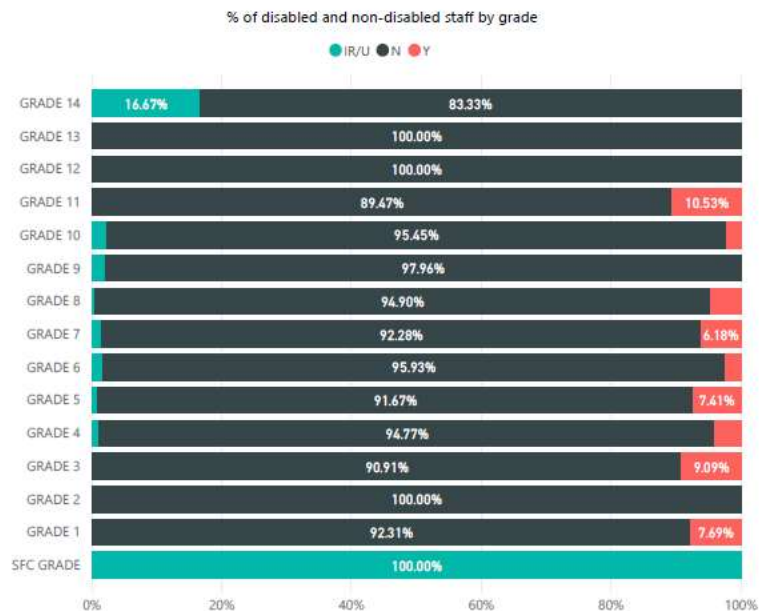
taking steps to encourage staff to complete equality monitoring information so that this data will be available for analysis in future.

Chart 1 describes the % of men and women at each grade; highlighting that women are over-represented at grades 1-4. This trend is less apparent at grades 5-14. It should be noted that at the highest grades there may be only a small number of posts.



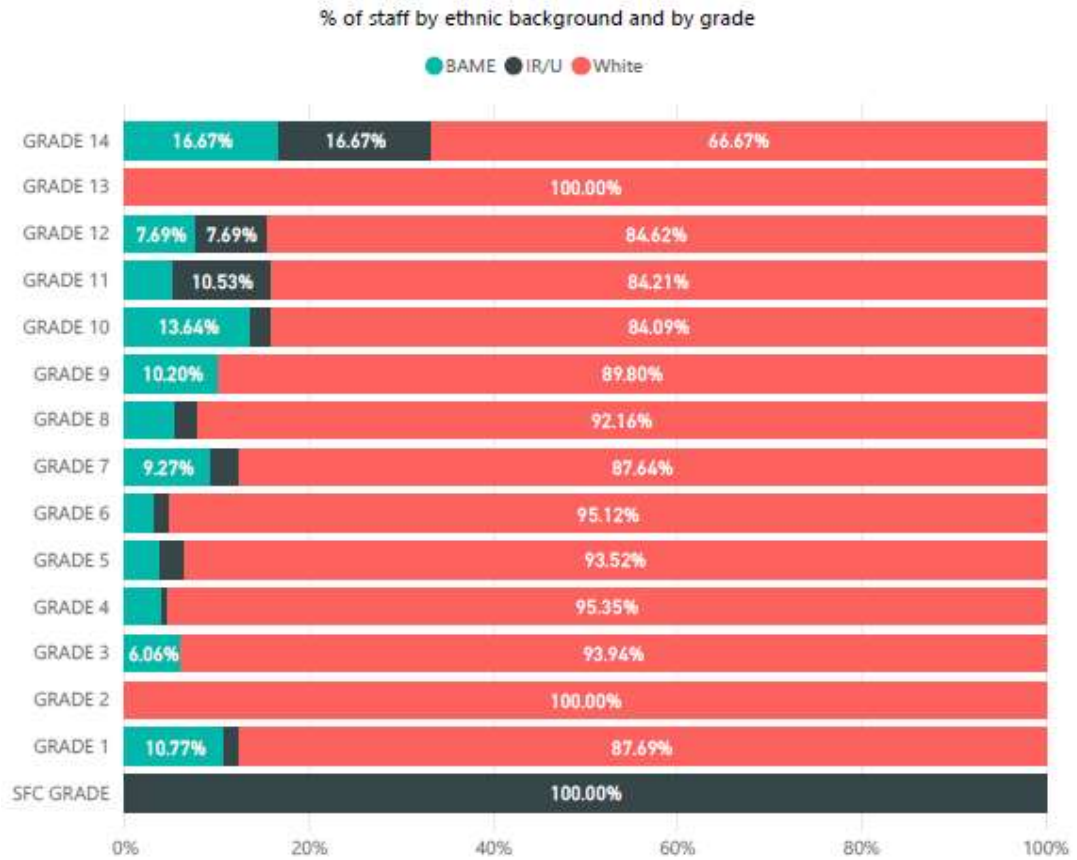
Overall male staff = 44% and female staff 56%

Chart 2 shows the percentage of disabled and not disabled staff by grade:



Overall disabled staff = 5% and not disabled staff = 95%

Chart 3 shows the percentage of white British staff and staff from a Black or Asian Minority Ethnic background (BAME)



Overall White = 91%, BAME = 7% and IR/U = 2%

Gender

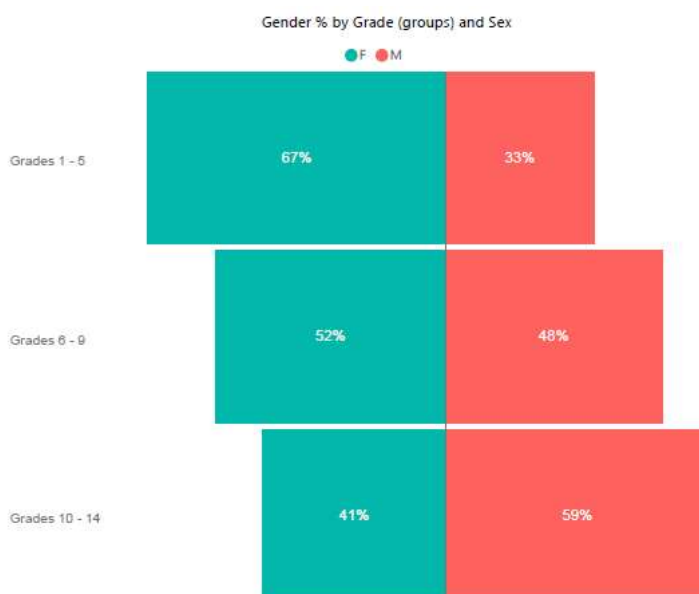
The 'All Staff' profile by salary grade and gender is shown in **Table 3** below. While there is no significant pay gap (more than 3%) within each individual grade (as shown in the far right column) because of the high numbers of women in the lower grades (1 – 5) and the low numbers of women in the higher grades (10 – 12), the overall pay gap is 10.67% in favour of men.

Table 3

Sex	F			M			% Gap	Sex Difference (£)
Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
SFC GRADE	100.00%	4	14,934.05					14,934.05
GRADE 1	70.77%	46	15,330.20	29.23%	19	15,557.51	-1.46%	-227.31
GRADE 2	90.91%	10	16,766.84	9.09%	1	16,766.00	0.01%	0.84
GRADE 3	60.61%	40	18,612.91	39.39%	26	18,668.68	-0.30%	-55.77
GRADE 4	72.67%	125	22,305.46	27.33%	47	21,763.52	2.49%	541.94
GRADE 5	56.48%	61	26,088.44	43.52%	47	26,256.98	-0.64%	-168.54
GRADE 6	49.59%	61	31,390.05	50.41%	62	31,798.66	-1.28%	-408.60
GRADE 7	50.19%	130	37,200.04	49.81%	129	37,214.57	-0.04%	-14.52
GRADE 8	52.94%	135	46,795.63	47.06%	120	46,833.46	-0.08%	-37.83
GRADE 9	57.14%	28	54,625.85	42.86%	21	53,727.00	1.67%	898.85
GRADE 10	40.91%	18	62,450.22	59.09%	26	62,690.88	-0.38%	-240.66
GRADE 11	31.58%	6	67,997.67	68.42%	13	68,564.69	-0.83%	-567.03
GRADE 12	46.15%	6	74,273.67	53.85%	7	74,492.57	-0.29%	-218.90
GRADE 13	100.00%	1	82,752.00					82,752.00
GRADE 14	50.00%	3	88,683.67	50.00%	3	89,534.67	-0.95%	-851.00
Total	56.40%	674	34,096.37	43.60%	521	38,169.95	-10.67%	-4,073.57

This 10.67% overall pay gap can be explained in part by the occupational segmentation by gender at the University as shown in **Chart 4** below where women are over represented in the lower pay grades 1-5 and to a less extent grades 6-9. This is reversed at grades 10-14 in favour of men.

Chart 4



This pattern reflects the situation across both the HE sector and the UK more generally and therefore does not necessarily indicate that University practices are unsound but that there are wider social issues that have an impact on gender and pay. This issue is further explored in our Gender Pay Gap reporting and our Gender Pay Gap action plan. (internally:<https://iris.staffs.ac.uk/Interact/Pages/Content/Document.aspx?id=8248>) (Website: https://www.staffs.ac.uk/support_depts/equality/policy/data/)

Although this top-level data showed no inequalities within each grade, we nevertheless checked every grade individually to assess if there were any anomalies within service areas. This analysis at **Table 4** showed that there were some apparent inequalities (over 3% pay gap):

Table 4

Status	Sex	F			M			% Gap	Sex Difference (£)
		Grade	%	Headcount	Average of FTE Salary	%	Headcount		
Academic	GRADE 7	43.71%	73	36,861.16	56.29%	94	37,142.78	-0.76%	-281.61
	GRADE 8	51.20%	107	47,204.18	48.80%	102	47,153.66	0.11%	50.52
	GRADE 9	57.14%	20	55,089.49	42.86%	15	53,813.93	2.37%	1,275.56
	GRADE 10	26.67%	4	62,093.00	73.33%	11	62,634.36	-0.86%	-541.36
	GRADE 11	28.57%	2	67,346.00	71.43%	5	68,536.40	-1.74%	-1,190.40
	GRADE 12				100.00%	1	75,741.00		-75,741.00
	Total	47.47%	206	44,789.15	52.53%	228	44,805.72	-0.04%	-16.57
Management	GRADE 10	51.85%	14	62,552.29	48.15%	13	63,179.15	-0.99%	-626.87
	GRADE 11	33.33%	4	68,323.50	66.67%	8	68,582.38	-0.38%	-258.88
	GRADE 12	45.45%	5	74,420.40	54.55%	6	74,284.50	0.18%	135.90
	GRADE 13	100.00%	1	82,752.00					82,752.00
	GRADE 14	50.00%	3	88,683.67	50.00%	3	89,534.67	-0.95%	-851.00
	Total	47.37%	27	69,256.70	52.63%	30	69,476.63	-0.32%	-219.93
Professional Support	SFC GRADE	100.00%	4	14,934.05					14,934.05
	GRADE 1	70.77%	46	15,330.20	29.23%	19	15,557.51	-1.46%	-227.31
	GRADE 2	90.91%	10	16,766.84	9.09%	1	16,766.00	0.01%	0.84
	GRADE 3	60.61%	40	18,612.91	39.39%	26	18,668.68	-0.30%	-55.77
	GRADE 4	74.40%	125	22,305.46	25.60%	43	21,734.89	2.63%	570.56
	GRADE 5	59.80%	61	26,088.44	40.20%	41	26,361.41	-1.04%	-272.98
	GRADE 6	54.65%	47	31,085.34	45.35%	39	31,445.97	-1.15%	-360.62
	GRADE 7	62.22%	56	37,658.56	37.78%	34	37,471.97	0.50%	186.59
	GRADE 8	61.54%	24	45,543.11	38.46%	15	45,699.40	-0.34%	-156.29
	GRADE 9	54.55%	6	54,328.67	45.45%	5	53,576.80	1.40%	751.87
	GRADE 12	100.00%	1	73,540.00					73,540.00
	Total	65.32%	420	26,474.11	34.68%	223	28,103.04	-5.80%	-1,628.93
Research	GRADE 6	66.67%	2	30,929.50	33.33%	1	28,660.00	7.92%	2,269.50
	GRADE 7	50.00%	1	36,261.00	50.00%	1	35,211.00	2.98%	1,050.00
	GRADE 8	100.00%	2	45,972.00					45,972.00
	GRADE 9	66.67%	2	50,881.00	33.33%	1	53,174.00	-4.31%	-2,293.00
	GRADE 10				100.00%	2	59,828.00		-59,828.00
	Total	58.33%	7	41,689.43	41.67%	5	47,340.20	-11.94%	-5,650.77
Technical	GRADE 4				100.00%	4	22,071.25		-22,071.25
	GRADE 5				100.00%	6	25,543.33		-25,543.33
	GRADE 6	35.29%	12	32,660.25	64.71%	22	32,566.55	0.29%	93.70
	GRADE 8	40.00%	2	40,792.00	60.00%	3	41,617.00	-1.98%	-825.00
	Total	28.57%	14	33,821.93	71.43%	35	30,938.86	9.32%	2,883.07
Total		56.40%	674	34,096.37	43.60%	521	38,169.95	-10.67%	-4,073.57

However, when each of the anomalies highlighted in red (above) was investigated a reasonable explanation was found indicating that no discrimination was occurring:

- Academic and Management jobs roles had overall pay gaps of less than 1% in favour of men; which reflects length of service and progression through the increments.
- Professional Services had an overall pay gap of 5.8% in favour of men. However, across the grades the pay gap ranged from 0.1% to 1.46% in favour of men with the exception of grade 4 which had a pay gap of 2.63% in favour of women. This is likely to be due to the grade comprising mostly women (74.4%), length of service and progression through the increments.
- Research had an overall pay gap of 11.94% in favour of men. Grade 5 had a pay gap of 7.92% in favour of women; Grade 9 had a pay gap of 4.31% in favour of men. Both are explained by the low number of staff at each grade, length of service and progression through the increments. The overall pay gap is also skewed by Grade 8 which has no men and Grade 10 which has no women. The differences in average pay at each of these grades therefore skews the overall figure.
- Technical services has an overall pay gap of 9.32% in favour of men. This is due to the absence of women at Grades 4 and 5. There are men and women at Grades 6 and 8; at these grades the pay gap ranges from 0.29% to 1.98% in favour of men and can be explained by length of service and progression through the increments. It is the absence of women at the lower grades that skews the overall pay gap figure.

Full time and Part-time working by Gender

When considering full-time employees and part-time employees separately the data showed that there was a 8.35% pay gap between full-time male and female employees and a 7.73% pay gap between part-time male and female employees as shown in **Tables 5.**

Table 5 Full time staff by gender:

Sex	F			M			% Gap	Sex Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount		
SFC GRADE	100.00%	1	15,770.98					15,770.98
GRADE 1	76.19%	16	16,051.00	23.81%	5	15,489.40	3.63%	561.60
GRADE 2	85.71%	6	16,768.33	14.29%	1	16,766.00	-0.01%	2.33
GRADE 3	50.00%	20	18,446.33	50.00%	20	18,646.70	-1.07%	-200.37
GRADE 4	68.66%	92	22,245.36	31.34%	42	21,897.33	1.59%	348.02
GRADE 5	52.53%	52	26,054.43	47.47%	47	26,256.98	-0.77%	-202.55
GRADE 6	45.63%	47	31,541.55	54.37%	56	31,864.80	-1.01%	-323.25
GRADE 7	42.51%	88	37,065.92	57.49%	119	37,188.56	-0.33%	-122.64
GRADE 8	48.10%	101	46,490.06	51.90%	109	46,647.41	-0.34%	-157.35
GRADE 9	53.66%	22	54,565.64	46.34%	19	53,267.84	2.44%	1,297.79
GRADE 10	40.48%	17	62,499.18	59.52%	25	62,660.00	-0.26%	-160.82
GRADE 11	37.50%	6	67,997.67	62.50%	10	68,335.10	-0.49%	-337.43
GRADE 12	46.15%	6	74,273.67	53.85%	7	74,492.57	-0.29%	-218.90
GRADE 14	50.00%	3	88,683.67	50.00%	3	89,534.67	-0.95%	-851.00
Total	50.74%	477	35,567.89	49.26%	463	38,806.35	-8.35%	-3,238.46

Grade 1 has significantly more women staff who tend to have long service and therefore are at the top of the pay grade. Grade 1 has only 2 increments therefore any pay

difference experienced by male staff will be removed within 2 years of joining the organisation.

While Table 9 shows a positive picture we undertook further analysis to identify any hidden inequality in relation to gender and type of employment contract.

Full time staff by service area and gender:

It is apparent in **Table 6** that:

- At Grade 9 male Academic staff are paid less than their female counterparts (3.83%). This can be explained by length of service and progression through the increments at this grade which takes 5 years.
- Male Professional Support staff at Grade 1 are paid 3.63% less than their female counterpart. This can be explained by length of service. Progression through the increments at this grade is rapid because there are only 2 increments.
- Female research staff at grade 9 are paid 4.31% less than their male counterparts. This can be explained by length of service; overall, men have been in post longer than the women. This will be addressed by progression through the increments.

Table 6

Status	Sex	F			M			% Gap	Sex Difference (£)
		Grade	%	Headcount	Average of FTE Salary	%	Headcount		
Academic	GRADE 7	34.38%	44	36,532.68	65.63%	84	37,097.39	-1.52%	-564.71
	GRADE 8	45.24%	76	46,968.46	54.76%	92	46,988.08	-0.04%	-19.62
	GRADE 9	51.85%	14	55,193.57	48.15%	13	53,156.23	3.83%	2,037.34
	GRADE 10	23.08%	3	62,251.33	76.92%	10	62,551.50	-0.48%	-300.17
	GRADE 11	50.00%	2	67,346.00	50.00%	2	67,346.00	0.00%	0.00
	GRADE 12					100.00%	1	75,741.00	
	Total	40.76%	139	45,116.53	59.24%	202	44,386.45	1.64%	730.07
Management	GRADE 10	51.85%	14	62,552.29	48.15%	13	63,179.15	-0.99%	-626.87
	GRADE 11	33.33%	4	68,323.50	66.67%	8	68,582.38	-0.38%	-258.88
	GRADE 12	45.45%	5	74,420.40	54.55%	6	74,284.50	0.18%	135.90
	GRADE 14	50.00%	3	88,683.67	50.00%	3	89,534.67	-0.95%	-851.00
	Total	46.43%	26	68,737.65	53.57%	30	69,476.63	-1.06%	-738.98
Professional Support	SFC GRADE	100.00%	1	15,770.98					15,770.98
	GRADE 1	76.19%	16	16,051.00	23.81%	5	15,489.40	3.63%	561.60
	GRADE 2	85.71%	6	16,768.33	14.29%	1	16,766.00	0.01%	2.33
	GRADE 3	50.00%	20	18,446.33	50.00%	20	18,646.70	-1.07%	-200.37
	GRADE 4	70.23%	92	22,245.36	29.77%	39	21,837.90	1.87%	407.46
	GRADE 5	55.91%	52	26,054.43	44.09%	41	26,361.41	-1.16%	-306.99
	GRADE 6	51.39%	37	31,364.97	48.61%	35	31,461.83	-0.31%	-96.86
	GRADE 7	55.84%	43	37,630.28	44.16%	34	37,471.97	0.42%	158.31
	GRADE 8	62.16%	23	45,404.74	37.84%	14	45,486.71	-0.18%	-81.98
	GRADE 9	54.55%	6	54,328.67	45.45%	5	53,576.80	1.40%	751.87
	GRADE 12	100.00%	1	73,540.00					73,540.00
	Total	60.49%	297	28,168.19	39.51%	194	29,276.04	-3.78%	-1,107.85
Research	GRADE 6	100.00%	1	28,660.00					28,660.00
	GRADE 7	50.00%	1	36,261.00	50.00%	1	35,211.00	2.98%	1,050.00
	GRADE 9	66.67%	2	50,881.00	33.33%	1	53,174.00	-4.31%	-2,293.00
	GRADE 10				100.00%	2	59,828.00		-59,828.00
	Total	50.00%	4	41,670.75	50.00%	4	52,010.25	-19.88%	-10,339.50
Technical	GRADE 4				100.00%	3	22,670.00		-22,670.00
	GRADE 5				100.00%	6	25,543.33		-25,543.33
	GRADE 6	30.00%	9	32,587.67	70.00%	21	32,536.43	0.16%	51.24
	GRADE 8	40.00%	2	40,792.00	60.00%	3	41,617.00	-1.98%	-825.00
	Total	25.00%	11	34,079.36	75.00%	33	31,193.52	9.25%	2,885.85
Total		50.74%	477	35,567.89	49.26%	463	38,806.35	-8.35%	-3,238.46

Part time staff by service area and gender:

It is apparent in **Table 7** that part time women earn 7.73% less than their male counterparts. At Grade 1 the pay gap is 4.08% in favour of men yet there are significantly more women at this grade. At Grade 4 the pay gap is reversed with women earning 8.88% more than men. At Grade 9 the pay gap is 5.58% in favour of men.

Table 7

Sex	F			M			% Gap	Sex Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount		
SFC GRADE		100.00%	3	14,655.07				14,655.07
GRADE 1		68.18%	30	14,945.77	31.82%	14	15,581.84	-4.08%
GRADE 2		100.00%	4	16,764.60				16,764.60
GRADE 3		76.92%	20	18,779.49	23.08%	6	18,741.94	0.20%
GRADE 4		86.84%	33	22,473.01	13.16%	5	20,639.47	8.88%
GRADE 5		100.00%	9	26,284.95				26,284.95
GRADE 6		70.00%	14	30,881.45	30.00%	6	31,181.28	-0.96%
GRADE 7		80.77%	42	37,481.06	19.23%	10	37,524.00	-0.11%
GRADE 8		75.56%	34	47,703.35	24.44%	11	48,677.00	-2.00%
GRADE 9		75.00%	6	54,846.63	25.00%	2	58,089.00	-5.58%
GRADE 10		50.00%	1	61,618.00	50.00%	1	63,463.00	-2.91%
GRADE 11					100.00%	3	69,330.00	
GRADE 13		100.00%	1	82,752.00				82,752.00
Total		77.25%	197	30,533.34	22.75%	58	33,089.66	-7.73%

Part time staff by service area and gender:

Further analysis is needed to understand whether there pay inequalities within service areas (**Table 8**):

- Academic grade 9 has a pay gap of 5.58% in favour of men despite there being significantly more women (75%). Further analysis revealed:
 - All of the academic staff paid at Grade 9, whether male or female, are employed on fractional contracts ranging from 0.4FTE to 0.8FTE
 - Within this grouping, there are four different types of roles.
 - One role group has a composition of five (three females and two males) and, upon further review, the reason that females are paid slightly less than men in this group is due to length of tenure in role and the female staff have not yet progressed to the maximum point of the salary grade, as the male staff.
 - Of the remaining three roles in this group, it is noted that these are occupied by female members of staff who are paid at the same level on the pay spine.
- Professional support grade 1 has a pay gap of 4.08% in favour of men yet over half employees at this grade / service area are women. The pay award that has been implemented on 1 August 2019 has meant that the minimum points of Grade 1 have been removed and all staff at Grade 1 are now assimilated on one spinal column point. Before this time, any previous difference in pay was linked to length in service and incremental progression through the grade.
- Professional support grade 4 has a pay gap of 8.41% in favour of women. Further analysis revealed that the 33 female members of staff in this group have predominantly more service than the four male members of staff.

- Professional support grade 6 has a pay gap of 4.01% in favour of men. Further analysis shows that there are four part-time male members of staff at Grade 6 and ten female members of staff. The majority of the male members of staff have more service in post and therefore have either reached the maximum point of the grade in comparison to the female members of staff where there is a larger portion of females who have not reached the maximum of the grade due to length of service.
- Research grade 6 has a pay gap of 15.84% in favour of women. However it should be noted that there are only 1 man and 1 woman employed at this grade / role. Therefore the pay gap can be explained by length of service and incremental progression through the grade.

Table 8

Status	Sex F				Sex M				% Gap	Sex Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary			
Academic	GRADE 7	74.36%	29	37,359.55	25.64%	10	37,524.00	-0.44%	-164.45	
	GRADE 8	75.61%	31	47,782.07	24.39%	10	48,677.00	-1.84%	-894.93	
	GRADE 9	75.00%	6	54,846.63	25.00%	2	58,089.00	-5.58%	-3,242.37	
	GRADE 10	50.00%	1	61,618.00	50.00%	1	63,463.00	-2.91%	-1,845.00	
	GRADE 11				100.00%	3	69,330.00		-69,330.00	
	Total	72.04%	67	44,109.98	27.96%	26	48,063.12	-8.22%	-3,953.14	
Management	GRADE 13	100.00%	1	82,752.00					82,752.00	
	Total	100.00%	1	82,752.00					82,752.00	
Professional Support	SFC GRADE	100.00%	3	14,655.07					14,655.07	
	GRADE 1	68.18%	30	14,945.77	31.82%	14	15,581.84	-4.08%	-636.07	
	GRADE 2	100.00%	4	16,764.60					16,764.60	
	GRADE 3	76.92%	20	18,779.49	23.08%	6	18,741.94	0.20%	37.55	
	GRADE 4	89.19%	33	22,473.01	10.81%	4	20,730.59	8.41%	1,742.42	
	GRADE 5	100.00%	9	26,284.95					26,284.95	
	GRADE 6	71.43%	10	30,050.73	28.57%	4	31,307.16	-4.01%	-1,256.43	
	GRADE 7	100.00%	13	37,752.12					37,752.12	
	GRADE 8	50.00%	1	48,725.73	50.00%	1	48,677.00	0.10%	48.73	
	Total	80.92%	123	22,383.50	19.08%	29	20,256.05	10.50%	2,127.45	
Research	GRADE 6	50.00%	1	33,199.00	50.00%	1	28,660.00	15.84%	4,539.00	
	GRADE 8	100.00%	2	45,972.00					45,972.00	
	Total	75.00%	3	41,714.33	25.00%	1	28,660.00	45.55%	13,054.33	
Technical	GRADE 4				100.00%	1	20,275.00		-20,275.00	
	GRADE 6	75.00%	3	32,878.00	25.00%	1	33,199.00	-0.97%	-321.00	
	Total	60.00%	3	32,878.00	40.00%	2	26,737.00	22.97%	6,141.00	
Total		77.25%	197	30,533.34	22.75%	58	33,089.66	-7.73%	-2,556.32	

Therefore the reason for the overall pay gap was found to be due to the length of time in post and incremental progression within the grade. It was also noted that each of these anomalies related to a very small number of staff which can skew the data. These pay gaps were also found to be temporary in nature as employees within a particular grade will reach the top salary point in the grade within 4 or 5 years. Job segregation remains a concern e.g. no women in Technical Services at Grades 4 and 5. Actions to address this are taken forward in the Gender Pay Gap action plan.

Race and Ethnicity

The overall pay comparison between all White and Black, Asian and Minority Ethnic (BAME) employees is shown in **Table 9** below. The overall Ethnicity pay gap is 6.61% in favour of BAME staff. However, this is a reflection of the low number of BAME staff (78) compared to White staff (1087).

Table 9

Ethnicity	BAME			IR/U			White			% Gap	Ethnicity Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount		
SFC GRADE				1.00	4	14,934.05					
GRADE 1	0.11	7	15,717.45	0.02	1	15,664.46	0.88	57	15,352.55	2.38%	364.90
GRADE 2							1.00	11	16,766.76		-16,766.76
GRADE 3	0.06	4	18,845.71				0.94	62	18,621.28	1.21%	224.43
GRADE 4	0.04	7	21,869.71	0.01	1	22,017.00	0.95	164	22,170.50	-1.36%	-300.79
GRADE 5	0.04	4	25,342.50	0.03	3	26,281.33	0.94	101	26,190.68	-3.34%	-848.18
GRADE 6	0.03	4	33,199.00	0.02	2	33,199.00	0.95	117	31,513.81	5.35%	1,685.19
GRADE 7	0.09	24	36,436.75	0.03	8	36,042.63	0.88	227	37,329.79	-2.39%	-893.04
GRADE 8	0.05	14	45,685.50	0.02	6	46,873.67	0.92	235	46,879.09	-2.55%	-1,193.59
GRADE 9	0.10	5	52,612.40				0.90	44	54,425.65	-3.33%	-1,813.25
GRADE 10	0.14	6	62,857.17	0.02	1	63,463.00	0.84	37	62,525.97	0.53%	331.19
GRADE 11	0.05	1	69,330.00	0.11	2	69,330.00	0.84	16	68,208.56	1.64%	1,121.44
GRADE 12	0.08	1	75,741.00	0.08	1	75,741.00	0.85	11	74,146.18	2.15%	1,594.82
GRADE 13							1.00	1	82,752.00		-82,752.00
GRADE 14	0.17	1	90,411.00	0.17	1	90,411.00	0.67	4	88,458.25	2.21%	1,952.75
Total	0.07	78	37,979.81	0.03	30	39,350.59	0.91	1087	35,625.16	6.61%	2,354.64

Race and Ethnicity by service area – Table 10:

Further analysis at a service area level reveals:

- Academic Grades 8 had an overall ethnicity pay gap of 3.53% in favour of White staff and Grade 9 had an ethnicity pay gap of 5.72% in favour of White staff. This is a reflection of the low number of BAME staff, length of service and progression through the grades.
- Management had an overall ethnicity pay gap of 4.23% in favour of White staff, but the range within grades that have both BAME and White staff is 1.09% – 2.21% in favour of White staff. Therefore the overall pay gap figure is skewed due to the low number of BAME staff (4) compared to White staff (50).
- Professional support services had an overall ethnicity pay gap of 0.14% in favour of BAME staff. However, this is likely to be due to the comparatively low number of BAME staff (33) compared to the number of White staff (594). More detailed analysis revealed that at Grade 5 there was an ethnicity pay gap of 3.39% in favour of White staff. At Grade 6 there was a pay gap of 6.57% in favour of BAME staff. These are both a reflection of the number of BAME staff at each grade, length of service and progression through the grade increments.
- Research had an overall ethnicity pay gap of 40.41% in favour of BAME. This is due to there being only one BAME member of staff and they are at Grade 10 which skews the overall ethnicity pay gap figure.

- Technical services had an overall ethnicity pay gap of 4.03% in favour of BAME staff. This is due to there being only one BAME member of staff which skews the overall ethnicity pay gap figure.

Table 10

Status	BAME				IR/U				White				% Gap	Ethnicity Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary				
Academic	GRADE 7	0.12	20	36,140.35	0.02	4	36,030.25	0.86	143	37,170.33	-2.77%	-1,029.98		
	GRADE 8	0.06	12	45,637.75	0.01	3	45,070.33	0.93	194	47,307.51	-3.52%	-1,669.76		
	GRADE 9	0.09	3	51,676.33				0.91	32	54,811.56	-5.72%	-3,135.22		
	GRADE 10	0.20	3	63,463.00				0.80	12	62,246.75	1.95%	1,216.25		
	GRADE 11				0.29	2	69,330.00	0.71	5	67,742.80		-67,742.80		
	GRADE 12	1.00	1	75,741.00									75,741.00	
	Total	0.09	39	43,374.85	0.02	9	46,443.56	0.89	386	44,903.26	-3.40%	-1,528.41		
Management	GRADE 10	0.07	2	63,463.00	0.04	1	63,463.00	0.89	24	62,778.00	1.09%	685.00		
	GRADE 11	0.08	1	69,330.00				0.92	11	68,420.27	1.33%	909.73		
	GRADE 12				0.09	1	75,741.00	0.91	10	74,206.80		-74,206.80		
	GRADE 13							1.00	1	82,752.00		-82,752.00		
	GRADE 14	0.17	1	90,411.00	0.17	1	90,411.00	0.67	4	88,498.25	2.21%	1,952.75		
	Total	0.07	4	71,666.75	0.05	3	76,538.33	0.88	50	68,758.96	4.23%	2,907.79		
Professional Support	SFC GRADE				1.00	4	14,934.05							
	GRADE 1	0.11	7	15,717.45	0.02	1	15,664.46	0.88	57	15,352.55	2.38%	364.90		
	GRADE 2							1.00	11	16,766.76		-16,766.76		
	GRADE 3	0.06	4	18,845.71				0.94	62	18,621.28	1.21%	224.43		
	GRADE 4	0.04	7	21,869.71				0.96	161	22,172.02	-1.36%	-302.30		
	GRADE 5	0.04	4	25,342.50	0.03	3	26,281.33	0.93	95	26,231.57	-0.19%	-89.07		
	GRADE 6	0.03	3	33,199.00	0.01	1	33,199.00	0.95	82	31,153.75	-6.57%	2,045.25		
	GRADE 7	0.04	4	37,918.75	0.04	4	36,055.00	0.91	82	37,646.73	0.72%	272.02		
	GRADE 8	0.05	2	45,972.00	0.08	3	48,677.00	0.87	34	45,310.32	1.46%	661.68		
	GRADE 9	0.18	2	54,016.50				0.82	9	53,980.33	0.07%	36.17		
	GRADE 12							1.00	1	73,540.00		-73,540.00		
		Total	0.05	33	27,003.39	0.02	16	29,855.92	0.92	594	26,965.14	0.14%	38.25	
	Research	GRADE 6							1.00	3	30,173.00		-30,173.00	
GRADE 7								1.00	2	35,736.00		-35,736.00		
GRADE 8								1.00	2	45,972.00		-45,972.00		
GRADE 9								1.00	3	51,645.33		-51,645.33		
GRADE 10		0.50	1	59,828.00				0.50	1	59,828.00	0.00%	0.00		
		Total	0.08	1	59,828.00				0.92	11	42,609.00	40.41%	17,219.00	
Technical	GRADE 4				0.25	1	22,017.00	0.75	3	22,089.33		-22,089.33		
	GRADE 5							1.00	6	25,543.33		-25,543.33		
	GRADE 6	0.03	1	33,199.00	0.03	1	33,199.00	0.94	32	32,562.16	1.96%	636.84		
	GRADE 8							1.00	5	41,287.00		-41,287.00		
	Total	0.02	1	33,199.00	0.04	2	27,608.00	0.94	46	31,912.00	4.03%	1,287.00		
Total		0.07	78	37,979.81	0.03	30	39,350.59	0.91	1087	35,625.16	6.61%	2,354.64		

Full time staff by Ethnicity – Table 11:

There is a (full time) pay gap at Grade 5 of 3.2% in favour of White staff. This is explained by the low number of BAME staff (4) compared to the number of White staff (92), length of service and progression through the increments.

At Grade 6 there is a (full time) pay gap of 4.92% in favour of BAME staff. There are four female BAME staff who have reached the maximum point of the grade due to incremental progression which is the reason for this gap.

Table 11

Ethnicity	BAME			IR/U			White			% Gap	Ethnicity Difference (£)
	Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount		
SFC GRADE				1.00	1	15,770.98					
GRADE 1	0.05	1	15,842.00				0.95	20	15,921.05	-0.50%	-79.05
GRADE 2							1.00	7	16,768.00		-16,768.00
GRADE 3							1.00	40	18,546.51		-18,546.51
GRADE 4	0.04	6	21,845.17	0.01	1	22,017.00	0.95	127	22,150.97	-1.38%	-305.80
GRADE 5	0.04	4	25,342.50	0.03	3	26,281.33	0.93	92	26,181.46	-3.20%	-838.96
GRADE 6	0.04	4	33,199.00	0.01	1	33,199.00	0.95	98	31,641.70	-4.52%	1,557.30
GRADE 7	0.11	22	36,641.09	0.04	8	36,042.63	0.86	177	37,247.43	-1.63%	-606.34
GRADE 8	0.06	13	45,455.38	0.02	4	45,972.00	0.92	193	46,659.36	-2.58%	-1,203.97
GRADE 9	0.12	5	52,612.40				0.88	36	54,151.97	-2.84%	-1,539.57
GRADE 10	0.14	6	62,857.17	0.02	1	63,463.00	0.83	35	62,525.14	0.53%	332.02
GRADE 11	0.06	1	69,330.00				0.94	15	68,133.80	1.76%	1,196.20
GRADE 12	0.08	1	75,741.00	0.08	1	75,741.00	0.85	11	74,146.18	2.15%	1,594.82
GRADE 14	0.17	1	90,411.00	0.17	1	90,411.00	0.67	4	88,458.25	2.21%	1,952.75
Total	0.07	64	41,465.47	0.02	21	40,555.95	0.91	855	36,757.62	12.81%	4,707.85

Full time Staff by Service area and Ethnicity – Table 12:

Although this top-level data showed no inequalities within each grade that couldn't be explained, we checked every grade individually to assess if there were any anomalies within service areas. This analysis at **Table 12** showed that there were some apparent inequalities (over 3% pay gap):

Table 12

Status	Ethnicity	BAME			IR/U			White			% Gap	Ethnicity Difference (£)	
		Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount			Average of FTE Salary
Academic	GRADE 7	0.14	18	36,357.17	0.03	4	36,030.25	0.83	106	37,028.95	-1.81%	-671.79	
	GRADE 8	0.07	11	45,361.45	0.01	2	43,267.00	0.92	155	47,141.91	-3.78%	-1,780.46	
	GRADE 9	0.11	3	51,676.33				0.89	24	54,529.67	5.23%	-2,853.33	
	GRADE 10	0.23	3	63,463.00				0.77	10	62,188.00	2.05%	1,275.00	
	GRADE 11							1.00	4	67,346.00		-67,346.00	
	GRADE 12	1.00	1	75,741.00								75,741.00	
	Total	0.11	36	43,737.89	0.02	6	38,442.50	0.88	299	44,923.21	-2.64%	-1,185.33	
Management	GRADE 10	0.07	2	63,463.00	0.04	1	63,463.00	0.89	24	62,728.00	1.09%	685.00	
	GRADE 11	0.08	1	69,330.00				0.92	11	68,420.27	1.33%	909.73	
	GRADE 12				0.09	1	75,741.00	0.91	10	74,206.80		-74,206.80	
	GRADE 14	0.17	1	90,411.00	0.17	1	90,411.00	0.67	4	88,458.25	2.21%	1,952.75	
Total	0.07	4	71,666.75	0.05	3	76,538.33	0.88	49	68,473.39	4.66%	3,193.36		
Professional Support	SFC GRADE				1.00	1	15,770.98						
	GRADE 1	0.05	1	15,842.00				0.95	20	15,921.05	-0.50%	-79.05	
	GRADE 2							1.00	7	16,768.00		-16,768.00	
	GRADE 3							1.00	40	18,546.51		-18,546.51	
	GRADE 4	0.05	6	21,845.17				0.95	125	22,137.44	-1.32%	-292.27	
	GRADE 5	0.04	4	25,342.50	0.03	3	26,281.33	0.92	86	26,225.98	-3.17%	-883.48	
	GRADE 6	0.04	3	33,199.00	0.01	1	33,199.00	0.94	68	31,306.94	6.04%	1,892.06	
	GRADE 7	0.05	4	37,918.75	0.05	4	36,055.00	0.90	69	37,626.87	0.78%	291.88	
	GRADE 8	0.05	2	45,972.00	0.05	2	48,677.00	0.89	33	45,206.82	1.69%	765.18	
	GRADE 9	0.18	2	54,016.50				0.82	9	53,980.33	0.07%	36.17	
	GRADE 12							1.00	1	73,540.00		-73,540.00	
	Total	0.04	22	31,796.91	0.02	11	33,580.73	0.93	458	28,333.16	12.23%	3,463.75	
	Research	GRADE 6							1.00	1	28,660.00		-28,660.00
		GRADE 7							1.00	2	35,736.00		-35,736.00
GRADE 9								1.00	3	51,645.33		-51,645.33	
GRADE 10		0.50	1	59,828.00				0.50	1	59,828.00	0.00%	0.00	
Total		0.13	1	59,828.00				0.88	7	44,985.14	33.00%	14,842.86	
Technical	GRADE 4				0.33	1	22,017.00	0.67	2	22,996.50		-22,996.50	
	GRADE 5							1.00	6	25,543.33		-25,543.33	
	GRADE 6	0.03	1	33,199.00				0.97	29	32,529.48	2.06%	668.52	
	GRADE 8							1.00	5	41,287.00		-41,287.00	
	Total	0.02	1	33,199.00	0.02	1	22,017.00	0.95	42	32,120.07	3.36%	1,078.93	
Total	0.07	64	41,465.47	0.02	21	40,555.95	0.91	855	36,757.62	12.81%	4,707.85		

- While Academic services has an overall (full time) BAME pay gap of just 2.64% in favour of White staff, further analysis revealed that Grade 8 had a pay gap of 3.78% in favour of White staff and Grade 9 had a pay gap of 5.23% in favour of White staff. These may be explained by the significant number of White staff compared to BAME in each grade, length of service and progression through the increments.
- Management roles had an overall (full time) BAME pay gap of 4.66% in favour of White staff. The pay gap at individual grades ranged from 1.09% to 2.21% in

favour of White staff. However, the absence of BAME staff at Grade 10 compared to 10 White members of staff significantly skewed the overall pay gap for Management roles.

- Professional Support services has an overall (full time) BAME pay gap of 12.23%. Grade 4 has a pay gap of 3.37% in favour of White staff; Grade 6 has a pay gap of 6.04% in favour of BAME staff. These may be explained by the significant number of White staff compared to BAME in each grade, length of service and progression through the increments.
- Research grade 10 has no (full time) pay gap; however, there are only two members of staff – one BAME and one White. The overall Ethnic pay gap is 33% in favour of BAME. This is due to there being only 1 BAME member of staff compared to 7 White members of staff across four pay grades which skews the average salary figure.
- Technical services had an overall (full time) Ethnic pay gap of 3.36% in favour of BAME staff. However, there is one BAME member of staff compared to 42 White members of staff across four pay grades which skews the average salary figure.

Part time staff by Ethnicity – Table 13:

The overall ethnicity pay gap for part time staff was 29.91% in favour of White members of staff **Table 13**. However further analysis is needed:

- At Grade 1 the ethnicity pay gap was 4.33% in favour of BAME staff.
- At Grade 7 the ethnicity pay gap was 9.12% in favour of White staff. This is due to the low number of BAME staff (2) compared to the number of White staff (50), length of service and progression through the grade increments.

While this suggests there is no race related pay discrimination it is apparent that there are very few BAME part time member of staff (14) compared to their White counterpart (232).

Table 13

Ethnicity Grade	BAME			IR/U			White			% Gap	Ethnicity Difference (£)
	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
SFC GRADE				1.00	3	14,655.07					
GRADE 1	0.14	6	15,696.69	0.02	1	15,664.46	0.84	37	15,045.25	4.33%	651.44
GRADE 2							1.00	4	16,764.60		-16,764.60
GRADE 3	0.15	4	18,845.71				0.85	22	18,757.21	0.47%	88.50
GRADE 4	0.03	1	22,017.00				0.97	37	22,237.56	-0.99%	-220.56
GRADE 5							1.00	9	26,284.95		-26,284.95
GRADE 6				0.05	1	33,199.00	0.95	19	30,854.16		-30,854.16
GRADE 7	0.04	2	34,189.00				0.96	50	37,621.33	-9.12%	-3,432.33
GRADE 8	0.02	1	48,677.00	0.04	2	48,677.00	0.93	42	47,888.80	1.65%	788.20
GRADE 9							1.00	8	55,657.23		-55,657.23
GRADE 10							1.00	2	62,540.50		-62,540.50
GRADE 11				0.67	2	69,330.00	0.33	1	69,330.00		-69,330.00
GRADE 13							1.00	1	82,752.00		-82,752.00
Total	0.05	14	22,045.36	0.04	9	36,538.07	0.91	232	31,451.69	-29.91%	-9,406.33

Part time staff by service area and Ethnicity – Table 14:

Although the high level data showed no inequalities within each grade that couldn't be explained, we checked every grade individually to assess if there were any anomalies within service areas. This analysis at **Table 14** showed that there were some apparent inequalities (over 3% pay gap):

Table 14

Status	Grade	BAME			IR/U			White			% Gap	Ethnicity Difference (£)
		%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
Academic	GRADE 7	0.05	2	34,189.00				0.95	37	37,575.37	-9.01%	-3,386.37
	GRADE 8	0.02	1	48,677.00	0.02	1	48,677.00	0.95	39	47,965.64	1.48%	711.36
	GRADE 9							1.00	8	55,657.23		-55,657.23
	GRADE 10							1.00	2	62,540.50		-62,540.50
	GRADE 11				0.67	2	69,330.00	0.33	1	69,330.00		-69,330.00
	Total	0.03	3	39,018.33	0.03	3	62,445.67	0.94	87	44,834.69	-12.97%	-5,816.35
Management	GRADE 13							1.00	1	82,752.00		-82,752.00
	Total							1.00	1	82,752.00		-82,752.00
Professional Support	SFC GRADE				1.00	3	14,655.07					
	GRADE 1	0.14	6	15,696.69	0.02	1	15,664.46	0.84	37	15,045.25	4.33%	651.44
	GRADE 2							1.00	4	16,764.60		-16,764.60
	GRADE 3	0.15	4	18,845.71				0.85	22	18,757.21	0.47%	88.50
	GRADE 4	0.03	1	22,017.00				0.97	36	22,292.07	-1.23%	-275.07
	GRADE 5							1.00	9	26,284.95		-26,284.95
	GRADE 6							1.00	14	30,409.71		-30,409.71
	GRADE 7							1.00	13	37,752.12		-37,752.12
	GRADE 8				0.50	1	48,677.00	0.50	1	48,725.73		-48,725.73
	Total	0.07	11	17,416.36	0.03	5	21,661.33	0.89	136	22,358.16	-22.10%	-4,941.80
Research	GRADE 6							1.00	2	30,929.50		-30,929.50
	GRADE 8							1.00	2	45,972.00		-45,972.00
	Total							1.00	4	38,450.75		-38,450.75
Technical	GRADE 4							1.00	1	20,275.00		-20,275.00
	GRADE 6				0.25	1	33,199.00	0.75	3	32,878.00		-32,878.00
	Total				0.20	1	33,199.00	0.80	4	29,727.25		-29,727.25
Total		0.05	14	22,045.36	0.04	9	36,538.07	0.91	232	31,451.69	-29.91%	-9,406.33

- Academic services had an overall (part time) ethnicity pay gap of 12.97% in favour of White staff. This is due to Grade 7 which has an ethnicity pay gap of 9.01% in favour of White staff. This can be explained by the low number of BAME staff (2) compared to White staff (37), length of service and progression through the grade increments.
- Management had only one part time member of staff so analysis was not possible.
- Professional support services had an overall (part time) ethnicity pay gap of 22.10% in favour of White staff. However, this is likely to be due to the comparatively low number of part time BAME staff (11) compared to the number of part time White staff (136), length of service and progression through the grade increments.
- Research had no BAME (part time) members of staff so analysis was not possible.
- Technical services had no BAME (part time) members of staff so analysis was not possible.

Recruitment of BAME people across all grades and service areas, for full and part time posts remains an issue. This is being addressed through the University's focus on BAME staff recruitment, selection, retention, development and promotion (Advance HE Race Equality Charter application process; Gender Pay Gap action plan; Organisational Development; Access and Participation Plan).

Disability

The overall pay gap between staff with a declared disability and those without was 6.10% in favour of staff without a declared disability **Table 15**.

Grade 5 has a disability pay gap of 4.13% in favour of staff with a disclosed disability. This is due to the low number of disabled staff (8) compared to non-disabled staff (99), length of service and progression through the grade increments.

Table 15

Disability Grade	IR/U			N			Y			% Gap	Disability Difference (£)
	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
SFC GRADE	100.00%	4	14,934.05								
GRADE 1				92.31%	60	15,361.29	7.69%	5	15,820.88	2.99%	459.59
GRADE 2				100.00%	11	16,766.76					-16,766.76
GRADE 3				90.91%	60	18,630.93	9.09%	6	18,674.35	0.23%	-43.42
GRADE 4	1.16%	2	21,715.50	94.77%	163	22,142.99	4.07%	7	22,618.41	2.15%	475.42
GRADE 5	0.93%	1	27,830.00	97.67%	99	26,065.69	7.41%	8	27,142.38	4.13%	1,076.68
GRADE 6	1.63%	2	30,929.50	95.93%	118	31,605.02	2.44%	3	31,686.00	0.26%	80.98
GRADE 7	1.54%	4	36,285.75	92.28%	239	37,223.44	6.18%	16	37,196.13	-0.07%	-27.32
GRADE 8	0.39%	1	43,267.00	94.90%	242	46,796.46	4.71%	12	47,451.25	1.40%	654.79
GRADE 9	2.04%	1	54,765.00	97.96%	48	54,229.70					-54,229.70
GRADE 10	2.27%	1	63,463.00	95.45%	42	62,550.98	2.27%	1	63,463.00	1.46%	912.02
GRADE 11				89.47%	17	68,274.53	10.53%	2	69,330.00	1.55%	1,055.47
GRADE 12				100.00%	13	74,391.54					-74,391.54
GRADE 13				100.00%	1	82,752.00					-82,752.00
GRADE 14	16.67%	1	90,411.00	83.33%	5	88,848.80					-88,848.80
Total	1.42%	17	34,700.30	93.56%	1118	36,001.11	5.02%	60	33,805.87	-6.10%	-2,195.23

All staff by service area and disability - Table 16:

- Academic service had an overall disability pay gap of 2.03% which can be explained by length of service and progression through the grade increments.
- Management had an overall disability pay gap of 4.05% in favour of staff without a declared disability. This is explained by the low number of staff with a declared disability (2) and those without (53) which skews the average data.
- Professional Services had an overall disability pay gap of 2.90% in favour of staff without a declared disability. However, at Grade 5 the disability pay gap is 4.00% in favour of staff with a declared disability. This is due to length of service and progression through the grade increments.
- Research did not have an employee with a declared disability.
- Technical Services did not have an employee with a declared disability.

Table 16

Status	Disability? Grade	R/U			N			Y			% Gap	Disability Difference (£)
		%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
Academic	GRADE 7	1.20%	2	37,360.50	92.81%	155	36,990.75	5.99%	10	37,999.80	1.11%	409.05
	GRADE 8				95.22%	199	47,138.56	4.78%	10	47,994.60	1.82%	856.04
	GRADE 9				100.00%	35	54,542.82					-54,542.82
	GRADE 10				100.00%	15	62,490.00					-62,490.00
	GRADE 11				85.71%	6	68,007.33	14.29%	1	69,330.00	1.94%	1,322.67
	Total	0.46%	2	37,360.50	94.70%	411	44,876.58	4.84%	21	43,965.43	-2.03%	-911.15
Management	GRADE 10	3.70%	1	63,463.00	92.59%	25	62,805.40	3.70%	1	63,463.00	1.05%	657.60
	GRADE 11				91.67%	11	68,420.27	8.33%	1	69,330.00	1.33%	909.73
	GRADE 12				100.00%	11	74,346.27					-74,346.27
	GRADE 13				100.00%	1	82,752.00					-82,752.00
	GRADE 14	16.67%	1	90,411.00	83.33%	5	88,848.80					-88,848.80
Total	3.51%	2	76,937.00	92.98%	53	69,199.30	3.51%	2	66,396.50	-4.05%	-2,802.80	
Professional Support	SFC GRADE	100.00%	4	14,934.05								
	GRADE 1				92.31%	60	15,361.29	7.69%	5	15,820.88	2.99%	459.59
	GRADE 2				100.00%	11	16,766.76					-16,766.76
	GRADE 3				90.91%	60	18,630.93	9.09%	6	18,674.35	0.23%	43.42
	GRADE 4	0.60%	1	21,414.00	95.24%	160	22,144.00	4.17%	7	22,618.41	2.14%	474.41
	GRADE 5	0.98%	1	27,830.00	91.18%	93	26,099.39	7.84%	8	27,142.38	4.00%	1,042.98
	GRADE 6	2.33%	2	30,929.50	94.19%	81	31,240.58	3.49%	3	31,686.00	1.43%	445.42
	GRADE 7	2.22%	2	35,211.00	91.11%	82	37,699.57	6.67%	6	36,856.67	-2.24%	-842.90
	GRADE 8	2.56%	1	43,267.00	92.31%	36	45,716.38	5.13%	2	44,734.50	-2.15%	-981.88
	GRADE 9	9.09%	1	54,765.00	90.91%	10	53,909.10					-53,909.10
	GRADE 12				100.00%	1	73,540.00					-73,540.00
	Total	1.87%	12	28,274.43	92.38%	594	27,061.49	5.75%	37	26,277.98	-2.90%	-783.50
Research	GRADE 6				100.00%	3	30,173.00					-30,173.00
	GRADE 7				100.00%	2	35,736.00					-35,736.00
	GRADE 8				100.00%	2	45,972.00					-45,972.00
	GRADE 9				100.00%	3	51,645.33					-51,645.33
	GRADE 10				100.00%	2	59,828.00					-59,828.00
	Total				100.00%	12	44,043.92					-44,043.92
Technical	GRADE 4	25.00%	1	22,017.00	75.00%	3	22,089.33					-22,089.33
	GRADE 5				100.00%	6	25,543.33					-25,543.33
	GRADE 6				100.00%	34	32,599.62					-32,599.62
	GRADE 8				100.00%	5	41,287.00					-41,287.00
	Total	2.04%	1	22,017.00	97.96%	48	31,965.63					-31,965.63
Total	1.42%	17	34,700.30	93.56%	1118	36,001.11	5.02%	60	33,805.87	-6.10%	-2,195.23	

Further analysis in relation to type of employment contract revealed that of the 60 disabled staff employed at the University are employed 43 full time; 17 are employed part time.

Disability	Full time	Part time	Total
IR / U	14	3	17
No	883	235	1118

Yes	43	17	60
Total	940	255	1195

Full time by Disability – Table 17:

The overall disability related pay gap for full time staff is 2.29% in favour of staff without a declared disability. However, the pay gap at Grade 5 is 3.76% in favour of staff with a declared disability. This is due to the low number of disabled staff (7) compared to staff without a declared disability (91), length of service and progression through the grade increments.

Table 17

Disability	R/U			N			Y			% Gap	Disability Difference (£)
	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary		
SFC GRADE	100.00%	1	15,770.98								
GRADE 1				95.24%	20	15,905.85	4.76%	1	16,146.00	1.51%	240.15
GRADE 2				100.00%	7	16,768.00					-16,768.00
GRADE 3				95.00%	38	18,545.33	5.00%	2	18,569.00	0.13%	23.67
GRADE 4	1.49%	2	21,715.50	95.52%	128	22,135.42	2.99%	4	22,374.00	1.08%	238.58
GRADE 5	1.01%	1	27,830.00	91.92%	91	26,063.40	7.07%	7	27,044.14	3.76%	980.75
GRADE 6	1.94%	2	30,929.50	95.15%	98	31,734.34	2.91%	3	31,686.00	-0.15%	-48.34
GRADE 7	1.93%	4	36,285.75	91.30%	189	37,152.27	6.76%	14	37,165.57	0.04%	13.30
GRADE 8	0.48%	1	43,267.00	94.76%	199	46,556.46	4.76%	10	47,206.10	1.40%	649.64
GRADE 9	2.44%	1	54,765.00	97.56%	40	53,944.20					-53,944.20
GRADE 10	2.38%	1	63,463.00	95.24%	40	62,551.50	2.38%	1	63,463.00	1.46%	911.50
GRADE 11				93.75%	15	68,133.80	6.25%	1	68,330.00	1.76%	1,196.20
GRADE 12				100.00%	13	74,391.54					-74,391.54
GRADE 14	16.67%	1	90,411.00	83.33%	5	88,848.80					-88,848.80
Total	1.49%	14	38,995.71	93.94%	883	37,185.69	4.57%	43	36,100.44	-2.92%	-1,085.25

Full time staff by service area and Disability – Table 18:

- Academic service had an overall disability pay gap of 5.99% in favour of staff without a declared disability and Management had an overall disability pay gap of 3.69% in favour of staff without a declared disability. This is due to the low number of staff with a disability compared to the numbers of staff without a declared disability, length of service and progression through the grade increments.
- Professional Support services had an overall disability pay gap of 2.75% in favour of staff with a declared disability; at Grade 5 this rose to 3.62% in favour of staff with a declared disability. This is due to the low number of staff with a disability compared to the numbers of staff without a declared disability, length of service and progression through the grade increments.
- Research did not have any staff with a declared disability.
- Technical Services did not have any staff with a declared disability.

Table 18

Status	Disability? Grade	IR/U			N			Y			% Gap	Disability Difference (£)		
		%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary				
Academic	GRADE 7	1.56%	2	37,360.50	91.41%	117	36,876.15	7.03%	9	37,154.33	0.75%	278.19		
	GRADE 8				95.24%	160	46,936.96	4.76%	8	47,824.00	1.89%	887.04		
	GRADE 9				100.00%	27	54,212.63					-54,212.63		
	GRADE 10				100.00%	13	62,482.23					-62,482.23		
	GRADE 11				100.00%	4	67,346.00					-67,346.00		
	GRADE 12				100.00%	1	75,741.00					-75,741.00		
	Total	0.59%	2	37,360.50	94.43%	322	44,861.98	4.99%	17	42,175.35	-5.99%	-2,686.63		
Management	GRADE 10	3.70%	1	63,463.00	92.59%	25	62,805.40	3.70%	1	63,463.00	1.05%	657.60		
	GRADE 11				91.67%	11	68,420.27	8.33%	1	69,330.00	1.33%	909.73		
	GRADE 12				100.00%	11	74,346.27					-74,346.27		
	GRADE 14	16.67%	1	90,411.00	83.33%	5	88,848.80					-88,848.80		
	Total	3.57%	2	76,937.00	92.86%	52	66,938.67	3.57%	2	66,396.50	-3.69%	-2,542.17		
Professional Support	SFC GRADE	100.00%	1	15,770.98										
	GRADE 1				95.24%	20	15,905.85	4.76%	1	16,146.00	1.51%	240.15		
	GRADE 2				100.00%	7	16,768.00					-16,768.00		
	GRADE 3				95.00%	38	18,545.33	5.00%	2	18,569.00	0.13%	23.67		
	GRADE 4	0.76%	1	21,414.00	96.18%	126	22,121.75	3.05%	4	22,374.00	1.14%	252.25		
	GRADE 5	1.08%	1	27,830.00	91.40%	85	26,100.11	7.53%	7	27,044.14	3.62%	944.03		
	GRADE 6	2.78%	2	30,929.50	93.06%	67	31,414.19	4.17%	3	31,686.00	0.87%	271.81		
	GRADE 7	2.60%	2	35,211.00	90.91%	70	37,654.26	6.49%	5	37,185.80	-1.24%	-468.46		
	GRADE 8	2.70%	1	43,267.00	91.89%	34	45,540.79	5.41%	2	44,734.50	-1.77%	-806.29		
	GRADE 9	9.09%	1	54,765.00	90.91%	10	53,909.10					-53,909.10		
	GRADE 12				100.00%	1	73,540.00					-73,540.00		
		Total	1.83%	9	32,814.22	93.28%	458	28,488.28	4.89%	24	29,272.71	2.75%	784.43	
	Research	GRADE 6				100.00%	1	28,660.00					-28,660.00	
GRADE 7					100.00%	2	35,736.00					-35,736.00		
GRADE 9					100.00%	3	51,645.33					-51,645.33		
GRADE 10					100.00%	2	59,828.00					-59,828.00		
	Total				100.00%	8	46,840.50					-46,840.50		
Technical	GRADE 4	33.33%	1	22,017.00	66.67%	2	22,996.50					-22,996.50		
	GRADE 5				100.00%	6	25,543.33					-25,543.33		
	GRADE 6				100.00%	30	32,551.80					-32,551.80		
	GRADE 8				100.00%	5	41,287.00					-41,287.00		
	Total	2.27%	1	22,017.00	97.73%	43	32,145.16					-32,145.16		
Total				1.49%	14	38,995.71	93.94%	883	37,185.69	4.57%	43	36,100.44	-2.92%	-1,085.25

Part time staff by Disability – Table 19:

The overall disability pay gap for part time staff was 11.25% in favour of staff without a declared disability. Further analysis revealed:

- At Grade 1 there is a disability pay gap of 4.31% in favour of staff with a declared disability. The pay award that has been implemented on 1 August 2019 has meant that the minimum points of Grade 1 have been removed and all staff at Grade 1 are now assimilated on one spinal column point. Before this time, any previous difference in pay was linked to length in service and incremental progression through the grade.
- At Grade 4 there is a disability pay gap of 3.49% in favour of staff with a declared disability.
- At Grade 5 there is a disability pay gap of 6.66% in favour of staff with a declared disability.
- Pay gaps at all other grades were less than 2%

The overall pay gap of 11.25% is due to the low number of part time staff with a declared disability (17) compared to those without (235), length of service and progression through the grade increments.

Table 19

Disability	IR/U			N			Y			% Gap	Disability Difference (£)	
	Grade	%	Headcount	Average of FTE Salary	%	Headcount	Average of FTE Salary	%	Headcount			Average of FTE Salary
SFC GRADE		100.00%	3	14,655.07								
GRADE 1				90.91%	40	15,089.01	9.09%	4	15,739.60	-4.31%	650.58	
GRADE 2				100.00%	4	16,764.60					-16,764.60	
GRADE 3				84.62%	22	18,778.79	15.38%	4	18,727.03	-0.28%	-51.76	
GRADE 4				92.11%	35	22,170.68	7.89%	3	22,944.29	3.49%	773.61	
GRADE 5				88.89%	8	26,091.81	11.11%	1	27,830.00	6.66%	1,738.19	
GRADE 6				100.00%	20	30,971.40					-30,971.40	
GRADE 7				96.15%	50	37,492.49	3.85%	2	37,410.00	-0.22%	-82.49	
GRADE 8				95.56%	43	47,907.13	4.44%	2	48,677.00	1.61%	769.87	
GRADE 9				100.00%	8	55,657.23					-55,657.23	
GRADE 10				100.00%	2	62,540.50					-62,540.50	
GRADE 11				66.67%	2	69,330.00	33.33%	1	69,330.00	0.00%	0.00	
GRADE 13				100.00%	1	82,752.00					-82,752.00	
Total		1.18%	3	14,655.07	92.16%	235	31,550.09	6.67%	17	28,001.96	-11.25%	-3,548.12

Part time by Service Area and Disability – Table 20:

The overall disability pay gap for part time staff was 11.25% in favour of staff without a declared disability. Further analysis by service area revealed:

- Academic had an overall (part time) disability pay gap of 14.79% in favour of staff with a declared disability. Grade 7 had a disability pay gap of 6.0% in favour of staff with a declared disability.
- Management did not have a part time, disabled member of staff.
- Professional Support services had an overall disability pay gap of 6.77% in favour of staff without a declared disability. At Grades 1, 4 and 5 there was a significant pay gap in favour of people with a disability (4.31%; 3.23% and 6.66% respectively). At Grade 7 there was a disability pay gap of 7.25% in favour of staff without a declared disability.
- Research and Technical Services did not have any disabled part time members of staff.

These pay gaps can be explained by the comparatively low numbers of part time staff with a disability at each grade / service area, length of service and progression through the grade increments.

Table 20

Status	Disability?	IR/U			N			Y			% Gap	Disability Difference (£)
	Grade	Dis2 %	Headcount	Average of FTE Salary	Dis2 %	Headcount	Average of FTE Salary	Dis2 %	Headcount	Average of FTE Salary		
Academic	GRADE 7				97.44%	38	37,343.63	2.56%	1	39,609.00	6.07%	2,265.37
	GRADE 8				95.12%	39	47,965.64	4.88%	2	48,677.00	1.48%	711.36
	GRADE 9				100.00%	8	55,657.23					-55,657.23
	GRADE 10				100.00%	2	62,540.50					-62,540.50
	GRADE 11				66.67%	2	69,330.00	33.33%	1	69,330.00	0.00%	0.00
	Total				95.70%	89	44,929.40	4.30%	4	51,573.25	14.79%	6,643.85
Management	GRADE 13				100.00%	1	82,752.00					-82,752.00
	Total				100.00%	1	82,752.00					-82,752.00
Professional Support	SFC GRADE	100.00%	3	14,655.07								
	GRADE 1				90.91%	40	15,089.01	9.09%	4	15,739.60	4.31%	650.58
	GRADE 2				100.00%	4	16,764.60					-16,764.60
	GRADE 3				84.62%	22	18,778.79	15.38%	4	18,727.03	-0.28%	-51.76
	GRADE 4				91.89%	34	22,226.43	8.11%	3	22,944.29	3.23%	717.86
	GRADE 5				88.89%	8	26,091.81	11.11%	1	27,830.00	6.66%	1,738.19
	GRADE 6				100.00%	14	30,409.71					-30,409.71
	GRADE 7				92.31%	12	37,963.88	7.69%	1	35,211.00	-7.25%	-2,752.88
	GRADE 8				100.00%	2	48,701.36					-48,701.36
	Total	1.97%	3	14,655.07	89.47%	136	22,256.55	8.55%	13	20,749.26	-6.77%	-1,507.29
Research	GRADE 6				100.00%	2	30,929.50					-30,929.50
	GRADE 8				100.00%	2	45,972.00					-45,972.00
	Total				100.00%	4	38,450.75					-38,450.75
Technical	GRADE 4				100.00%	1	20,275.00					-20,275.00
	GRADE 6				100.00%	4	32,958.25					-32,958.25
	Total				100.00%	5	30,421.60					-30,421.60
Total		1.18%	3	14,655.07	92.16%	235	31,550.09	6.67%	17	28,001.96	-11.25%	-3,548.12

Age

It was not possible to provide age data in a format that enabled an analysis to be carried out.

Sexual Orientation and Religion/Belief / Non-belief

There was insufficient data to enable a meaningful comparison of pay for these categories.

Comparison to previous Equal Pay Audit information

The change in the overall pay gap between men and women has decreased over the past 9 years as illustrated in **Table 21** below.

Table 21

	2010	2012	2014	2019

Overall pay gap	27.1%	20.5%	19.9%	10.67%
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There has been a slight change in the proportion of female and male employees in bands of grades since 2014 (**Table 22**). There has been a 11% movement of female employees from grades 1-5 to grades 6-9 (grades 1-5 reducing from 51.1% to 42% and grades 6-9 increasing from 45.4% to 53%), with the percentage at grades 10-14 also increasing (1.5%).

For male employees the percentage at grades 1-5 has increased by 1.5% and there have been marginal increases in grades 6-9 and 10-14 of less than 1%. These changes have occurred during a time of significant organisational restructure suggesting that the strategic Organisational Development plan, departmental restructure plans and Human Resources policies and procedures have supported gender recruitment, development and pay equality.

Table 22

	Grades 1 - 5		Grades 6 - 9		Grades 10 - 14		Total for each year
	2014	2019	2014	2019	2014	2019	
% of women within a group of grades	51.1	42	45.4	53	3.5	5	100%
% of men within a group of grades	25.5	27	63.9	64	10.6	9	100%

Conclusion

While a number of pay gaps were identified by grade as part of the analysis, the project team were satisfied that these discrepancies could be explained by one of the following reasons:

- Length of service – each grade is made up of 4 or 5 scale points and so length of service can have an impact for a few years although this should disappear after 4 or 5 years as each employee reaches the maximum point of the grade.

- Starting salaries – staff are normally appointed on the minimum spinal column point can be appointed at a higher scale point. Careful consideration is given by any interviewing panel in offering a post above the minimum point of the grade and is linked to skills, experience and takes account of existing salary levels in order to attract the most suitable candidate.
- Temporary upgrades – the University’s Remuneration Policy allows for an increase in salaries to take account of staff undertaking different responsibilities which attract a higher grade, for which either an honoraria or is paid or staff are paid the grade for that role. Due to the temporary nature of these arrangements, and that due process is consistently applied in line with the policy, these upgrades are not deemed to be discriminatory.

While progress continues to be made to reduce the pay gap across gender, ethnicity and disability we acknowledge that more needs to be done.

- Recruitment of BAME and disabled people across all grades and service areas, for full and part time posts remains an issue.
- Improved staff equality monitoring will enable more detailed equality pay analysis i.e. in relation to religion and belief, sexual orientation, gender reassignment.

Actions

1. Actions to address these issues will be taken forward through the University’s focus on staff recruitment, selection, retention, development and promotion which is supported by a number of workstreams:
 - Advance HE Race Equality Charter application process;
 - Gender Pay Gap action plan;
 - Organisational Development strategy;
 - HR policy development and review; and
 - Access and Participation Plan 2019-20.
2. The University will continue to conduct an Equal Pay Audit every two years to ensure that the equal pay is regularly monitored.
3. The University’s Remuneration Policies will continue to be reviewed and an equality analysis carried on a rolling three-year programme to ensure that they are current and comply with appropriate legislation.