

**University of Strathclyde**  
**Gender Pay and Equal Pay Gap**

**April 2021**

**Message from the Principal**

We pride ourselves in being a socially progressive University, putting our people at the heart of our decision making. This is an authentic characteristic of Strathclyde and reflects the institutional values that drive our decision making. We recognise that the collective talents, efforts, and commitments of our staff will deliver the University's ambitious vision.

Recognising and fairly rewarding staff for their contribution is central to our people-oriented approach and our ongoing commitment to fair and equal pay is a key element the Strathclyde Pledge within our People Strategy. Our commitment to an ongoing reduction in the gender pay gap at the University is demonstrated by it being one of our key performance indicators within our Strategic Plan 2020 – 2025.

Our overall pay gap has improved since our last report, but we know we still have work to do to reduce this further. This is a challenge that the whole Higher Education sector faces and is working to address.

We have developed an ambitious action plan that builds on the successful actions we have taken to date and we will take bold and innovative action over the coming years to reduce the gap further.

Professor Sir Jim McDonald

Principal & Vice-Chancellor

**Equal Pay Statement**

The University of Strathclyde is committed to the principle of equal pay for equal work for all of its staff. We have taken action over the years to reduce the gender pay gap in line with our commitment to pay equality. Gender pay measurements are a key performance indicator for the University.

We are committed to pay equality for all of our staff regardless of race or disability. We will take action to reduce any pay gaps in relation to race or disability and continue to monitor these gaps.

Our existing pay and grading structure, implemented in 2006, is underpinned by an analytical job evaluation scheme and forms the basis for evidence-based decisions on pay and reward.

The University has 5 core values: People Oriented, Bold, Ambitious, Innovative and Collaborative. We embrace these values in our approach to pay equality and will take bold and innovative steps where required to work on reducing our pay gaps.

In the years ahead we will continue to monitor female vs male pay within Grade (Equal Pay) to ensure that our excellent record of achieving equal pay for equal work is retained.

**Executive Summary**

As part of our Public Sector Equality Duty ("PSED"), the University has a duty to publish:

- gender pay gap information every two years (which is defined as the percentage difference between men's hourly pay (excluding overtime) and women's hourly pay (excluding overtime)); and
- an equal pay statement every four years.

The last Gender Pay Report and Equal Pay Statement was contained in our 2019 report published in April 2019.

Our overall pay analysis by gender indicates that the University has a marginal gender pay gap within grades. Only Grades 4, 5, Professor/Director level have a difference in pay between the average male salary and the average female salary which is above 1% (for grades 4 and 5, the pay gap is 1.3% and 1.73% in favour of females). The Professor/Director level had a gap of 2.7% in favour of males. This is in part due to the recent promotion of females to Professorial positions with an increase in the number of females in Professorial roles of 37% since 2019.

Despite there being equal pay within grades, there is still an overall gender pay gap due to occupational segregation as a result of a significantly higher proportion of females than males in lower graded roles and a significantly higher proportion of males in higher graded roles.

Our overall pay analysis by race indicates that we have an overall pay gap of 2.2% in favour of black and minority ethnic (BME) staff. It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers within some grades.

Our overall pay analysis by disability shows an overall pay gap of 4.8% in favour of staff who have not confirmed a disability. We will continue to monitor this gap and work towards reducing it given the University's commitment to ensuring equality of pay for disabled staff. It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers.

Over the last two years we have undertaken a significant range of actions that are outlined in this report to address the gender pay gap and occupational segregation within the University. We are committed to addressing the gender pay gap and following a benchmarking exercise with over 30 other institutions, we have developed an action plan that will be implemented over the course of the next two years.

### **Approach to pay Analysis**

This report reflects staff in post as at 1 February 2021.

**Measurement of pay:** Pay has been measured using hourly pay (excluding overtime). To show the overall gender pay gap, the figures include contractual recurring adjustments.

**Per grade:** The University uses Hay – an analytical job evaluation scheme – to underpin our grading structure (with the exception of our executive team who are included within our Professor, Director and Senior Officer category). Pay has been compared in each pay grade.

### **The tables show:**

- Positive variances, where the hourly pay of female/disabled/black and minority ethnic (BME) staff are on average lower than that of men/non-disabled/non-BME staff; and
- Negative variances, where the hourly pay of female/disabled/black and minority ethnic (BME) staff are on average higher than that of men/non-disabled/non-BME staff.

**Data Limitations:** Where the data used returned a sample size of 5 members of staff or less, these figures have been excluded to prevent the potential identification of any individual staff member. As a result, it has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation amongst:

- persons who are disabled and who are not; and
- persons who fall into a minority racial group and persons who do not

Where the analysis by grade of specific groups has not been possible due to small numbers these staff have been included within the overall gender pay gap and the median pay gap.

The University has 10 employees who have recorded that their gender is not the same as at birth. Due to low numbers, it is not possible to produce a meaningful comparison of pay between these employees and employees who have recorded that their gender is the same as at birth.

To ensure compliance with the duty to publish this information in a manner accessible to the public, this report is available from the [University's Equality Reports webpage](#).

## **Overall Pay Analysis by Gender**

### **Gender composition:**

The University has a staff population of 4,127 with 49% male and 51% female.

The University Court; the University's highest decision making body, has an overall female representation of 56% (57% of our co-opted lay members selected by Court itself).

### **Overall gender pay gap:**

Our overall gender pay gap is 19%. This is a 1.8% improvement from our 2019 report. There has been a total decrease in the gender pay gap since 2017 of 5.2%.

Our median gender pay gap is 18.6%, this is a 2.4% decrease from 2019.

Utilising the commonly-used methodology of the Office of National Statistics, when comparing the average hourly rate of a full-time female with a full-time male member of staff regardless of grade, the pay difference is 11.1%, representing a reduction of 2.6% reduction since 2019 (13.7%) and a 3.7% reduction since 2017 (14.8%).

A large part of the overall gap is attributable to vertical occupational segregation, where females are clustered within the lower grades in the University. There are significantly higher proportions of females than males in the lower grades, in particular Grades 1, 4 and 5 and conversely, higher proportions of males than females in grades 9, 10 and Professor, Director and Senior Officer level. There has however been a shift in this, with the proportion of women in Professor, Director and Senior Officer level increasing by 6.9% since our 2019 report (from 19.5% in 2019 to 26.4% in 2021). The proportion of females has also decreased marginally at grades 1, 3, 4 and 5.

Historical occupational segregation, which occurs where employees work in stereotypical jobs or occupational sectors, also accounts for the concentration of female staff in lower-graded roles, such as cleaners, domestic assistants, and catering staff. The University's overall gender pay gap is set in the context that the University has made a deliberate, values-based decision not to outsource its key facilities management, including, for example, cleaning and catering.

## Gender pay gap within Grades:

The table below provides analysis of average pay within grade by gender.

| Grade Level                            | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|--|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 1                                      | 83.6%             | 16.4%           | 225       | £9.50                      | £9.50                    | 0.0%    |
| 2                                      | 52.1%             | 47.9%           | 73        | £9.50                      | £9.50                    | 0.0%    |
| 3                                      | 38.0%             | 62.0%           | 184       | £10.39                     | £10.40                   | 0.1%    |
| 4                                      | 74.9%             | 25.1%           | 211       | £11.99                     | £11.83                   | -1.3%   |
| 5                                      | 77.4%             | 22.6%           | 363       | £13.95                     | £13.71                   | -1.7%   |
| 6                                      | 55.1%             | 44.9%           | 494       | £16.83                     | £16.84                   | 0.1%    |
| 7                                      | 49.2%             | 50.8%           | 1005      | £20.30                     | £20.23                   | -0.4%   |
| 8                                      | 44.4%             | 55.6%           | 723       | £25.93                     | £25.96                   | 0.1%    |
| 9                                      | 42.0%             | 58.0%           | 405       | £31.46                     | £31.44                   | -0.1%   |
| 10                                     | 39.2%             | 60.8%           | 143       | £35.49                     | £35.22                   | -0.8%   |
| Professor, Director and Senior Officer | 26.4%             | 73.6%           | 277       | £48.99                     | £50.34                   | 2.7%    |

Note: Professor of Practice has been excluded due to low numbers

## Comparison against previous pay reports

| Grade Level                             | 2007  | 2010  | 2013  | 2015  | 2017  | 2019  | 2021  |
|---|-------|-------|-------|-------|-------|-------|-------|
| 1                                       | -0.5% | 0.2%  | 0.2%  | 0.1%  | 0.0%  | 0.0%  | 0.0%  |
| 2                                       | 0.5%  | -6.4% | 0.3%  | 0.0%  | 0.1%  | 0.3%  | 0.0%  |
| 3                                       | 0.2%  | 2.8%  | -0.2% | 0.8%  | 0.7%  | 0.9%  | 0.1%  |
| 4                                       | -1.2% | -1.5% | -1.7% | -0.4% | -0.5% | -1.5% | -1.3% |
| 5                                       | -1.3% | -2.0% | -1.5% | -0.4% | -1.7% | -2.3% | -1.7% |
| 6                                       | 1.8%  | 0.7%  | 0.9%  | 0.2%  | 0.1%  | 0.2%  | 0.1%  |
| 7                                       | -0.8% | -0.8% | -0.4% | -0.9% | -0.7% | -0.4% | -0.4% |
| 8                                       | -0.6% | 0.4%  | 1.4%  | 1.2%  | 0.4%  | -0.9% | 0.1%  |
| 9                                       | 0.9%  | 0.7%  | 1.4%  | 2.4%  | -0.3% | 0.2%  | -0.1% |
| 10                                      | -0.3% | 0.5%  | -1.4% | -1.5% | -0.5% | -0.7% | -0.8% |
| Professor, Director and Senior Officers |       | -0.8% | 7.0%  | 6.0%  | 4.8%  | 0.5%  | 2.7%  |

Within grades, the University has a marginal gender pay gap. Only Grades 4, 5 and Professor/Director level have a difference in pay between the average male salary and the average female salary which is above 1% (for grades 4 and 5, the pay gap is 1.3% and 1.73% in favour of females).

We are pleased to report an increase in the number female staff at Professor level since 2019, from 41 female professors in 2019, to 56 in 2021 an increase of 37%. This increase is due to both internal promotions, and new appointments. Newly promoted professors are appointed within the entry level Zone 1 with the opportunity to progress to higher zones in the future. This is creating a pipeline of future senior female Professors.

The proportion of our professorial population that is female is now 23.3%, a 4.5% increase since 2019. These appointments/promotions have tended to be at Zones 1 and 2. This, coupled with a small number of senior male appointments into Zones 3 and 4 has resulted in an increase in the pay differential for Professor, Director and Senior Officers from 0.5% in 2019 to 2.7% now. The increase in the proportion of females at Professorial level is encouraging and we will look at ways to encourage and support these Professors to progress to higher zones in the future.

### **Initiatives implemented since 2019**

Since the last report in 2019 a wide range of actions have been taken to address gender pay and occupational segregation. We have continued to develop our suite of sector leading socially progressive policies. These include:

**Family Leave Policies** – An updated suite of family leave policies was launched in January 2021 with enhanced maternity, adoption, shared parental leave and maternity support leave policies. Enhancements made, include the removal of a minimum period of service to obtain occupational maternity and adoption leave pay and an increase in the paid period of maternity support leave. A maternity toolkit was also launched to support those taking leave.

**Menopause policy** – A new policy was introduced in 2020 to show that the University takes a positive stance towards supporting women, and to encourage staff to ask for support and assistance where required to continue to be successful in their roles.

**Carers Support** – Since our last report, we have achieved Carer Positive Exemplary Status, the first University to receive this award. We continue to provide support for staff with caring responsibilities. We have a carer's policy, carer's network and during the lockdown period we enhanced support for carers through increased frequency of network meetings.

**Supporting Flexible and Agile Working** – Following a successful pilot we launched a new sector leading Agile Working Toolkit in 2020 for managers and staff to adopt new ways of working, offering more flexibility and improved work/family life balance. Alongside the launch of the toolkit a seminar series has been running with over 100 managers and 200 staff attending these sessions to date.

**Covid Support** - During the lockdown period we introduced Friday Rest and Recuperation days, online staff information support hubs and increased flexibility around caring responsibilities to recognise the impact of Covid on staff and their families. We also provided learning resources through our School of Education for those dealing with home schooling and have provided guidance to our Academic Promotion and Faculty Review panel members so they can take account of Covid impact on staff.

**Athena Swan accreditations and Action plans** – The Athena Swan charter and awards given to higher education institutions to recognise commitment and progress towards advancing gender equality. We currently hold a Bronze institutional award, with a further 15 departmental awards.

**Mentoring@Strathclyde** – Our mentoring schemes support staff with their career development. There are five schemes, one which is particularly focused on those returning from family leave. In the current year's scheme, there are 45 mentoring partnerships confirmed. The Family Friendly

Mentoring scheme is available to all staff who are on or are returning from family leave to provide practical advice and share experience on balancing work and family life.

**Strathclyde Women's week activities** – Over the last two years we have run a series of events and workshops aimed at women and their career progression. We had over 150 attendees at this year's sessions.

**Recruiting and developing future female leaders** – The University's annual global talent recruitment campaign ran at the start of this year. All departments with a vacancy were required to prepare a diversity action plan setting out what steps they would take to attract a diverse range of applicants. We ran all adverts through a gender decoder to ensure they were neutral or feminine coded. We also instructed our social media campaign to focus on attracting female talent. We created a page on our global talent web pages focusing on gender and diversity, and a senior female professor featured in a video promoting working at the University. This led to an increase of 5% in the proportion of female applicants compared with the previous year's campaign.

**Leadership Development Programmes** – Every academic year, we continue to fund 15 places on the female-only Aurora programme; a leadership development series for women in Higher Education. We also established an Aurora network, where our Aurorians can share their experience, and provide recommendations to the University about how to further support our future female leaders. We have also run a series of leadership development programmes specifically targeted at females in Professorial / Director level roles including The Confidence Lab and Chartered Management Institute accredited programme on Strategic Decision making.

We continue to promote our existing socially progressive policies including family friendly research leave, annual leave purchase scheme and gender-based violence policy.

**STEM Equals** – The University provides match funding for this 4 year research and impact project focused on women and LGBT+ people in STEM disciplines in both academia and industry. The project is focused on working cultures, including better understanding and addressing systemic inequalities faced by women and LGBT+ staff. STEM Equals regularly updates the University on their findings and provides recommendations for improvement.

**Professorial Zoning** – In 2016 we introduced a zoning system for our professorial staff. Professorial Zoning ensures a fair and transparent system that engages and rewards professorial staff for their relative contributions and provides a framework for staff to progress between zones once they are appointed as a Professor. Professorial Zoning ensures that pay at professor level remains fair and consistent. Since 2019, 9% of female Professors and 7% of male Professors have moved upwards in zones so this is a promising indication that we are moving towards an increase in future senior female Professors.

#### **Future Actions:**

- Talent management and succession planning – We will take action to encourage diverse leadership including the introduction of a new talent management and succession planning development programme for future leaders.
- Recruitment – We will continue to focus on recruiting a diverse range of candidates and attracting senior female talent. This will include:
  - Piloting the use of blind applications and reviewing our application forms;
  - Introduce diversity recruitment action plans for a wider range of vacancies;

- Enhanced training for selection panel members including unconscious bias training; and
- We will also consider whether quotas at certain stages of the process, such as shortlisting, would be desirable.
- Occupational segregation – We will consider new initiatives for tackling vertical occupational segregation. We had success previously with blended roles and we will carry out a review of our current operational roles to identify potential opportunities for similar initiatives.
- Promotions – We will continue to develop our talent pipeline and provide support to encourage a diverse range of staff to apply for promotions. We will build on existing mentoring programmes and training on our internal promotions to support career progression, provide those considering promotion with guidance and pilot the introduction of progression coaches. We will also review our learning and teaching promotions criteria.
- Senior Knowledge Exchange Roles – We will conduct a review and option appraisal for Senior Professorial level Knowledge Exchange roles to consider whether a zone-based approach would be desirable.
- Carers – We will build on the work we have already done for our carer community by considering options for enhancing provision of carer’s leave such as paid carer’s leave and will look to extend our carer’s support network to include a parent’s support network;
- Culture/Physical space – In line with our innovative organisational value, we are looking to use our physical space on campus to promote diversity within the Strathclyde community, and celebrate success at Strathclyde. We will also promote inclusive role models and storytelling across campus. We will have more visible feeding and family rooms on campus and will be naming some areas in our new campus buildings in honour of inspirational women.
- Covid impact – There is a developing evidence base that the impact of Covid has had a disproportionate effect on women. Over the last year we have taken significant action to mitigate the short term impacts of Covid on our staff and students. We are now considering what actions we can take to mitigate the impact of the pandemic in the medium to long term. This may include the introduction of short sabbaticals for impacted academic staff to focus on research, and the introduction of progression coaches and mentoring as outlined above.

## Pay Analysis by Gender, Staff Category and Grade

### Academic Staff - Proportion of Females and Males and Gender Pay Gap by Grade

*\*Note: Academic staff salary scale starts within Grade 7*

| Grade Level | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|-------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 7           | 48.0%             | 52.0%           | 25        | £21.15                     | £21.12                   | -0.1%   |
| 8           | 37.6%             | 62.4%           | 173       | £25.67                     | £25.52                   | -0.6%   |
| 9           | 39.4%             | 60.6%           | 208       | £30.95                     | £31.07                   | 0.4%    |
| 10          | 34.0%             | 66.0%           | 97        | £34.86                     | £34.95                   | 0.3%    |
| Professor   | 23.3%             | 76.7%           | 240       | £46.89                     | £49.24                   | 4.8%    |

Academic Staff - Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

| Grade Level         | 2007  | 2010  | 2013  | 2015  | 2017  | 2019  | 2021  |
|---------------------|-------|-------|-------|-------|-------|-------|-------|
| 7 (Lecturer A)      | 0.7%  | -0.3% | 0.4%  | -1.9% | -1.2% | -0.7% | -0.1% |
| 8 (Lecturer B)      | 0.5%  | -0.7% | -0.6% | 0.2%  | 0.1%  | -1.8% | -0.6% |
| 9 (Senior Lecturer) | 1.2%  | 0.4%  | 1.8%  | 2.9%  | 0.9%  | 0.6%  | 0.4%  |
| 10 (Reader)         | -0.1% | 0.5%  | 0.8%  | -1.3% | 0.1%  | 0.2%  | 0.3%  |
| Professor           |       | -0.8% | 8.0%  | 6.2%  | 4.5%  | 3.2%  | 4.8%  |

Within academic staff grades the pay gap across all grades is less than 1% apart from within the Professoriate. Whilst the overall pay gap across all professorial roles is 4.8% the percentage gap is less than 3% within Zone 1 to 3 when that this considered by Zone. The reasons for the change in the Professorial pay gap has been outlined in more detail above.

**The current gap within professorial zones is as follows:**

| Zones  | 2017   | 2019  | 2021 |
|--------|--------|-------|------|
| Zone 1 | 2.38%  | -2.1% | 2.5% |
| Zone 2 | 2.43%  | 3.6%  | 2.7% |
| Zone 3 | -5.95% | 0.5%  | 0.1% |

*\*Note: Zone 4 has been excluded due to low numbers.*

Zone 2 and 3 continue to see a narrowing of the gap. The gap in Zone 4 is not reported due to the small numbers within this Zone. The gap at Zone 1 has now moved in favour of men, this is due to a recent number of promotions of females to Professor, which has resulted in them starting at the lower end of the pay scale. It is anticipated that the pipeline of female talent, combined with continued efforts to attract female professors from outside of the University, will result in a higher number of female professors in future.

**Research and Knowledge Exchange Staff**

*\*Note: Research and Knowledge Exchange staff salary scales start at Grade 6*

*\*Note: Figures for Grade 9 Senior Research/KE Fellow, Grade 10 Principal Research Fellow and Principal Knowledge Exchange Fellow, and Professor of Practice have been excluded due to low numbers, as noted above. (Professors of Practice are the most senior Knowledge Exchange roles with extensive leadership experience and strong links with industry at a senior level).*



Research and Knowledge Exchange Staff - Proportion of Females and Males and Gender Pay Gap by

Grade

| Grade Level                 | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|-----------------------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 6 (Research / KE Assistant) | 30.0%             | 70.0%           | 100       | £16.23                     | £16.73                   | 3.0%    |
| 7 (Research / KE Associate) | 31.9%             | 68.1%           | 457       | £19.76                     | £19.75                   | -0.1%   |
| 8 (Research / KE Fellow)    | 28.3%             | 71.7%           | 138       | £25.82                     | £25.19                   | -2.5%   |

Table 3.2.2: Research and Knowledge Exchange Staff - Proportion of Female and Male and Gender Pay

Gap by Grade – Comparison against previous equal pay reports

| Grade Level                     | 2007 | 2010  | 2013 | 2015  | 2017  | 2019  | 2021  |
|---------------------------------|------|-------|------|-------|-------|-------|-------|
| 6 (Research / KE Assistant)     | 0.0% | 0.0%  | 0.2% | -1.8% | 0.2%  | 1.0%  | 3.0%  |
| 7 (Research / KE Associate)     | 0.2% | 0.0%  | 0.6% | 0.7%  | 0.2%  | 0.3%  | -0.1% |
| 8 (Research / KE Fellow)        | 1.5% | -0.3% | 2.8% | 1.4%  | 0.4%  | -2.1% | -2.5% |
| 9 (Senior Research / KE Fellow) | 0.9% | -1.4% | 5.1% | 4.7%  | -0.3% | -0.1% | 0.5%  |

There are no pay differences greater than 3% within these categories.

**Teaching Staff**

*\*Note: Teaching staff salary scale starts at Grade 6*

*\*Note: Figures for Grade 10 Principal Teaching Fellow have been excluded due to low numbers, as noted above.*

Teaching Staff - Proportion of Females and Males and Gender Pay Gap by Grade

| Grade Level                | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|----------------------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 6 (Teaching Assistant)     | 36.8%             | 63.2%           | 19        | £16.14                     | £16.52                   | 2.3%    |
| 7 (Teaching Associate)     | 64.8%             | 35.2%           | 105       | £20.13                     | £20.46                   | 1.6%    |
| 8 (Teaching Fellow)        | 49.6%             | 50.4%           | 137       | £25.49                     | £25.74                   | 1.0%    |
| 9 (Senior Teaching Fellow) | 43.3%             | 56.7%           | 60        | £31.28                     | £32.05                   | 2.4%    |

Teaching Staff - Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

| Grade Level                | 2007   | 2010  | 2013  | 2015 | 2017  | 2019  | 2021 |
|----------------------------|--------|-------|-------|------|-------|-------|------|
| 6 (Teaching Assistant)     |        | 3.4%  | -1.3% | 3.9% | -5.0% | -3.6% | 2.3% |
| 7 (Teaching Associate)     | -8.5%  | -0.8% | 3.4%  | 0.4% | 3.7%  | 1.3%  | 1.6% |
| 8 (Teaching Fellow)        | -0.8%  | 2.2%  | 3.7%  | 3.4% | -0.7% | -2.8% | 1.0% |
| 9 (Senior Teaching Fellow) | -11.2% | 0.7%  | 2.2%  | 1.9% | -0.1% | 1.0%  | 2.4% |

The pay gap in grades 6 and 8 have moved to narrow the gap between men and women.

There has been a 5.9% change in the gender pay gap at level 6 moving from 3.6% in favour of women in 2019, to 2.3% in favour of men now. This is mainly attributable to the change in proportion of males to females. Previously our population was 45% men to 55% female, it is now 63% male to 37% female. While the overall gap is still relatively small, we will closely monitor this grade level and consider what actions could be taken to increase the proportion of female staff within this grade, as well as what can be done to narrow the pay gap at this level.

**Administrative and Professional Services (APS) Staff**

*\*Note: APS staff salary scale starts at Grade 3*

APS Staff - Proportion of Females and Males and Gender Pay Gap by Grade

| Grade Level | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|-------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 3           | 71.7%             | 28.3%           | 53        | £10.36                     | £10.44                   | 0.8%    |
| 4           | 83.6%             | 16.4%           | 183       | £11.99                     | £11.86                   | -1.1%   |
| 5           | 84.2%             | 15.8%           | 322       | £13.96                     | £13.69                   | -2.0%   |
| 6           | 75.5%             | 24.5%           | 282       | £16.90                     | £16.68                   | -1.4%   |
| 7           | 67.3%             | 32.7%           | 385       | £20.60                     | £21.01                   | 2.0%    |
| 8           | 55.1%             | 44.9%           | 267       | £26.30                     | £27.16                   | 3.2%    |
| 9           | 55.4%             | 44.6%           | 101       | £32.34                     | £32.09                   | -0.8%   |
| 10          | 61.9%             | 38.1%           | 21        | £36.94                     | £36.87                   | -0.2%   |
| Director    | 45.9%             | 54.1%           | 37        | £55.88                     | £60.44                   | 7.5%    |

APS Staff - Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

| Grade Level | 2007  | 2010  | 2013  | 2015  | 2017  | 2019  | 2021  |
|-------------|-------|-------|-------|-------|-------|-------|-------|
| 3           | 2.3%  | -1.3% | -1.3% | -0.8% | -1.9% | 0.4%  | 0.8%  |
| 4           | 1.1%  | -2.3% | -2.8% | -0.7% | -1.2% | -2.0% | -1.1% |
| 5           | 1.7%  | -2.9% | -2.4% | -0.8% | -3.0% | -2.7% | -2.0% |
| 6           | -1.4% | 0.6%  | 1.8%  | 1.9%  | 0.6%  | -0.5% | -1.4% |
| 7           | -0.4% | 0.5%  | -0.4% | 0.9%  | 1.6%  | 1.4%  | 2.0%  |
| 8           | -0.2% | 0.4%  | 2.7%  | 2.0%  | 2.8%  | 2.0%  | 3.2%  |
| 9           | 0.0%  | 0.3%  | 1.0%  | 2.0%  | -2.2% | 0.7%  | -0.8% |
| 10          | 0.6%  | 0.4%  | -1.2% | -0.5% | 4.9%  | -0.8% | -0.2% |
| Director    |       |       | 3.8%  | 6.7%  | 3.8%  | -7.5% | 7.5%  |

The Director level pay differential has moved from being previously in favour of women, to now in favour of men. Within this group there has been an increase in the overall percentage of women employed at this level increasing female representation in the higher grades. The Director level category includes a wide range of contributions and job sizes, from those with responsibility for University wide services to those leading knowledge exchange centres. Due to the small population within this level, small changes with staff joining or leaving the University can have a significant impact on pay differentials in this group.

**Operational Staff**

*\*Note: Operational staff salary scale starts at Grade 1*

*\*Note: Figures for Grade 4 have been excluded due to low numbers, as noted above.*

Table 3.5.1: Operational Staff - Proportion of Females and Males and Gender Pay Gap by Grade

| Grade Level | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|-------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 1           | 83.6%             | 16.4%           | 225       | £9.50                      | £9.50                    | 0.0%    |
| 2           | 52.1%             | 47.9%           | 73        | £9.50                      | £9.50                    | 0.0%    |
| 3           | 25.4%             | 74.6%           | 118       | £10.43                     | £10.44                   | 0.1%    |

Operational Staff - Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

| Grade Level | 2007  | 2010 | 2013  | 2015  | 2017  | 2019 | 2021 |
|-------------|-------|------|-------|-------|-------|------|------|
| 1           | 0.5%  | 0.2% | 0.2%  | 0.1%  | 0.0%  | 0.0% | 0.0% |
| 2           | -0.5% | 5.9% | -0.3% | 0.0%  | 0.1%  | 0.3% | 0.0% |
| 3           | -4.2% | 6.6% | -1.3% | -1.0% | -0.5% | 1.0% | 0.1% |

The pay gap within the operational staff group is minimal.

## Technical Staff

*\*Note: Technical staff salary scale starts at Grade 3*

*\*Note: Figures for Grade 3, 4 and 8 have been excluded due to low numbers, as noted above.*

### Technical Staff - Proportion of Females and Males and Gender Pay Gap by Grade

| Grade Level | Proportion Female | Proportion Male | Headcount | Average Female Hourly Rate | Average Male Hourly Rate | Pay Gap |
|-------------|-------------------|-----------------|-----------|----------------------------|--------------------------|---------|
| 5           | 24.4%             | 75.6%           | 41        | £13.65                     | £13.74                   | 0.6%    |
| 6           | 23.7%             | 76.3%           | 93        | £17.09                     | £17.14                   | 0.3%    |
| 7           | 27.3%             | 72.7%           | 33        | £20.82                     | £21.42                   | 2.8%    |

### Technical Staff - Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

| Grade Level | 2007  | 2010 | 2013 | 2015  | 2017 | 2019  | 2021 |
|-------------|-------|------|------|-------|------|-------|------|
| 5           | -0.9% | 0.6% | 0.3% | -1.3% | 0.6% | -0.9% | 0.6% |
| 6           | 2.0%  | 1.6% | 1.2% | 1.1%  | 1.4% | 3.5%  | 0.3% |
| 7           | 3.8%  | 4.5% | 0.0% | 0.2%  | 2.3% | -0.1% | 2.8% |

Whilst the pay analysis for grades 3 and 4 have been excluded due to small numbers the pay differentials are less than 3% and are in favour of women.

## Disability pay gap

### Disabled staff

*\* Note: It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers, as noted above.*

| Disabled Staff (No.) | Disabled Staff (Proportion) | Pay Gap 2010 | Pay Gap 2013 | Pay Gap 2015 | Pay Gap 2017 | Pay Gap 2019 | Pay Gap 2021 |
|----------------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 161                  | 4.1%                        | 11.3%        | 4.8%         | 1.2%         | 4.8%         | 4.9%         | 4.8%         |

- Improvements in pay gap from previous years: The overall pay gap has marginally decreased from 4.9% to 4.8% in favour of staff who have not disclosed a disability, which we will continue to keep under review. The number of staff who have disclosed a disability has increased from 137 in 2019 to 161 in 2021. It should be noted that appointing recruitment panels do not have access to disability disclosures made on the Equal Opportunities form. The University is committed to ensuring equality in pay for disabled staff. We are a Disability Confident Employer (actively seeking out and hiring skilled disabled people) and have committed to various actions as a result. We also continue to support Project Search, which is an on-site employability programme for people with learning disabilities and/or autism. Our Project Search participants are often appointed into operational roles, which are at the lower end of our grading structure

and this is likely to have an impact on this pay gap. At present, around 17% of staff do not declare whether or not they have a disability. At the start of lockdown we encouraged staff to update their details on our HR Payroll system, and this has resulted in an increase of declarations of disability. We have also created the role of staff disability adviser and plan to launch a new service this year aimed at assisting our disabled staff more, particularly in relation to reasonable adjustments.

### **BME pay gap**

| <b>BME Staff (No.)</b> | <b>BME Staff (Proportion)</b> | <b>Pay Gap 2010</b> | <b>Pay Gap 2013</b> | <b>Pay Gap 2015</b> | <b>Pay Gap 2017</b> | <b>Pay Gap 2019</b> | <b>Pay Gap 2021</b> |
|------------------------|-------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| 378                    | 10.1%                         | -0.3%               | -5.7%               | -6.0%               | -6.9%               | -6.3%               | -2.2%               |

The overall pay gap in favour of BME has decreased by 4.1% since the 2019 report. We have had an increase in staff who have declared their race as a result of our request at the start of lockdown for staff to update their personal details (from 273 in 2019 to 378 in 2021) so we believe that this year's gap is a more accurate reflection of the current position within the University.

### **Additional Pay Analysis**

#### **Part Time Working**

*Note: Professors of Practice have been excluded due to low numbers.*

|                        |                    | <b>F PT vs M FT</b> |
|------------------------|--------------------|---------------------|
| <b>Grade Level</b>     | <b>% Part Time</b> | <b>Pay Gap</b>      |
| 1                      | 90.2%              | 0.00%               |
| 2                      | 47.9%              | 0.03%               |
| 3                      | 20.7%              | -0.21%              |
| 4                      | 28.4%              | -2.11%              |
| 5                      | 28.7%              | -1.82%              |
| 6                      | 24.9%              | -0.90%              |
| 7                      | 19.2%              | -1.01%              |
| 8                      | 14.2%              | -1.37%              |
| 9                      | 10.6%              | -3.07%              |
| 10                     | 4.2%               | -0.54%              |
| Professor and Director | 14.8%              | -17.67%             |

- The highest proportion of those working part-time remain at Grades 1 and 2.
- At grades 1 – 9 we have more female part time staff than males.
- Whilst the differential at Professor and Director (-17.67%) is in favour of women this is affected by the small number of women within this category. We currently have more male than female part time staff within grades 10 and Professor and Director level.

## Allowances

### Non-standard working / Contractual Overtime

*\*Note: Grades 1 and 6 – 9 have been excluded due to low numbers.*

| Grade Level | No. of Females Receiving | No. of Males Receiving | Proportion Female Population | Proportion Male Population |
|-------------|--------------------------|------------------------|------------------------------|----------------------------|
| 2           | 6                        | 14                     | 15.8%                        | 40.0%                      |
| 3           | 19                       | 61                     | 27.1%                        | 53.5%                      |
| 4           | 13                       | 18                     | 8.2%                         | 34.0%                      |
| 5           | 11                       | 11                     | 3.9%                         | 13.4%                      |

- The figures show in particular that more men than women in Grades 2, 3, 4, 6 and 7 receive non-standard working / contractual overtime. This is mainly as a result of occupational segregation in roles requiring 24/7 cover, such as security services.

### Additional Payments

*\*Note: Grades 2 – 5 and Professor of Practice have been excluded due to low numbers*

| Grade Level            | No. of Females Receiving | No. of Males Receiving | Proportion Female Population | Proportion Male Population |
|------------------------|--------------------------|------------------------|------------------------------|----------------------------|
| 6                      | 6                        | 0                      | 2.2%                         | 0.0%                       |
| 7                      | 8                        | 8                      | 1.6%                         | 1.6%                       |
| 8                      | 4                        | 7                      | 1.2%                         | 1.7%                       |
| 9                      | 7                        | 11                     | 4.1%                         | 4.7%                       |
| 10                     | 7                        | 10                     | 12.5%                        | 11.5%                      |
| Professor and Director | 12                       | 49                     | 16.4%                        | 24.0%                      |

The additional payment section includes acting up allowances and Head of Department/School/Vice Dean allowances.