

University of Strathclyde

Gender Pay and Equal Pay Report

April 2017

EXECUTIVE SUMMARY

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

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 [2015 Equal Pay Statement](#) published in April 2015 (the “2015 Report”). Earlier reports were published in 2007, 2010 and 2013. These reports have helped us focus on areas where we can take action on apparent pay gaps (and in particular where there are gaps of 5% or more, or recurring gaps of 3% or more, within a pay grade¹).

Our overall pay analysis by gender indicates that, with the exception of Professor/Director level as noted below, the University has a marginal gender pay gap within grades. Outwith our most senior level, only Grade 7 has a difference in pay between the average male salary and the average female salary which is above 1% (in this case, the pay gap is 1.7% in favour of females). Since our last Equal Pay Audit, the equal pay gap at Professor/Director level has reduced from 6% in favour of males to 4.8% in favour of males. This reduction is primarily a consequence of the introduction of a zoning system for our professorial staff during 2016/17.

Despite there being equal pay within grades, there is still an overall gender pay gap as a result of occupational segregation; within the University there are significantly higher proportions of females than males at junior levels, in particular in Grades 1, 4 and 5, and, conversely, higher proportions of males than females at the more senior Grades 9, 10 and at Professor and Director level. Between 2015 and 2017 there has been a reduction of more than two percentage points in the overall gender pay gap and the University remains committed to taking appropriate action to further reduce this gap.

This document should be read in conjunction with the 2017 Annual Equality Monitoring Report, which is published on the University’s [Equality Reports webpage](#).

¹ The Equality and Human Rights Commission guidance (updated 16 August 2016) states that as a general rule, differences in pay of 5% or more, or any recurring differences of 3% or more between men and women doing equal work, merits further investigation.

GENDER PAY AND EQUAL PAY REPORT - 2017

1. Introduction

1.1 Approach to pay analysis

Our approach to this audit is as follows:

- **Snapshot date:** The snapshot date used to prepare this report was 1 March 2017.
- **Staff included in equal pay analysis:**

Staff Category	Headcount
Academic (including Professorial)	690
Teaching	241
Research/Knowledge Exchange	619
Administrative & Professional Services (including Director)	1366
Operational Services	426
Technical Services	197
Total	3539

- **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.
- **Presentation of results – tables:** The results are presented in a variety of tables below, which in the main show:
 - Detailed results for the 2017 audit, setting out the following information for each grade: proportion of males and females; headcount; average hourly rate for males and females; and the pay gap.
 - A comparison between the headline pay gap figures for each year, broken down accordingly.
- **Presentation of results – pay gap data:** 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.
- **Presentation of results – per grade:** The University uses Hay - an analytical job evaluation scheme – to underpin our grading structure. Pay has been compared in each pay grade.
- **Presentation of results - commentary:** Further commentary is provided only where this shows:
 - An improvement in the pay gap, relevant to the previous report(s) and which is attributable to University actions on the pay gap;
 - A difference in pay of 5% or more, to refer to factors which have contributed to this difference (including length of service, starting salary and pay progression); and/or
 - A *recurring* difference in pay of 3% or more, to refer to factors which have contributed to this pattern (including length of service, starting salary and pay progression).
- **Limitations to data used – small numbers:** Where the data used returned a sample size of 5 members of staff or less, these figures have been excluded, to ensure compliance with data protection principles and the presentation of a meaningful picture. 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;
 - persons who fall into a minority racial group and persons who do not.

1.2 Accessibility of published information

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](#).

2. Overall Pay Analysis by Gender

Table 2.1: Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Headcount	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
1	84.9%	15.1%	232	£8.45	£8.45	0.0%
2	44.2%	55.8%	95	£8.56	£8.57	0.1%
3	45.2%	54.8%	166	£9.69	£9.75	0.7%
4	78.0%	22.0%	227	£11.24	£11.18	-0.5%
5	81.6%	18.4%	320	£13.15	£12.94	-1.7%
6	57.2%	42.8%	430	£16.03	£16.05	0.1%
7	42.4%	57.6%	820	£19.32	£19.20	-0.7%
8	48.5%	51.5%	598	£25.08	£25.18	0.4%
9	35.7%	64.3%	311	£30.08	£29.99	-0.3%
10	35.0%	65.0%	100	£33.87	£33.72	-0.5%
Professor and Director	19.6%	80.4%	240	£44.76	£47.00	4.8%

Table 2.2: Proportion of Female and Male and Gender Pay Gap by Grade – Comparison against previous equal pay reports

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

- **Improvement in pay gap from previous years:**

- Within grades (and with the exception of Professorial and Director pay as noted below), the University has a marginal gender pay gap.
- 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, the pay difference is 14.8%, this representing a reduction of more than two percentage points since 2015. Historically, the University has had higher proportions of male academic professional staff than female. However, that demographic has changed in recent years and an analysis of the gender pay gap of all staff with less than 10 years' service shows an overall gender pay gap of 18.6%, which has improved by over three percentage points since 2015. The University's overall gender pay gap - including all employees and all relevant enhancements to pay - is 24.2%, which is a more than two percentage point reduction from 2015.

- Vertical occupational segregation, which occurs where females are clustered at more junior levels in the University, mainly accounts for this improving but still marked gender pay gap. There are significantly higher proportions of females than males at junior levels in particular in Grades 1, 4 and 5 and, conversely, higher proportions of males than females in the more senior Grades 9, 10 and at Professor and Director level. As noted below in more detail, the University has recently made significant efforts to address the Professorial gender pay gap. Exclusive of Professorial staff, the gender pay gap for the Academic Professional group (Academic, Research and Knowledge Exchange staff) is 0.6%.
- Historical horizontal 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 determined not to outsource its key facilities management, including, for example, cleaning and catering.
- The University is addressing the gender pay gap and occupational segregation in a variety of ways, such as:
 - Professorial Zoning: Our equal pay audits in 2013 and 2015 confirmed that our most significant gender pay gap was at Professor and Director level. In 2016 we introduced a zoning system for our professorial staff, which further strengthens our commitment to closing the gender pay gap at this level. This followed significant efforts from 2014 onwards to develop zoning criteria and to match existing professorial staff to a zone. Professorial Zoning enables a reduction in the professorial pay gap by providing: (i) a fair and transparent system that engages and rewards professorial staff for their relative contributions and supports career development and succession planning; (ii) a framework that identifies and differentiates professorial performance levels and expectations linked to pay zones; and (iii) a focus on professorial activities and contributions that are reflective of University strategy.
 - Family Friendly Research Leave and Mentoring: The University is also supporting gender equality and assisting in closing the gender pay gap by ensuring that women returning from family leave are not disadvantaged and have the relevant support to maximise their potential. For academic staff, this includes a focus on supporting staff who are on or are returning from family leave. Whilst open to both men and women, it is likely that most benefit will be gained by women who still take longer periods of family leave when compared with men. The scheme is open to academic employees returning from four calendar months or more family leave, where additional support may be required to help them balance their return to work with the demands of their research. Academic employees returning from family leave may access up to three calendar months' paid family-friendly research leave during which their teaching duties are backfilled, to allow them to re-engage with their research. In addition, since early 2016 staff in all categories who are on or who have returned from family leave have had access to our Family-Friendly Mentoring scheme which is designed to provide practical advice, share experiences and provide suggestions on how to balance the demands of an academic role with family life including advice on career and professional development.
 - Recruiting and developing future female leaders: The University is reviewing its recruitment marketing strategy to ensure that we are deliberately targeting outstanding female applicants. The review is looking at all aspects of recruitment marketing, from where we advertise, the content of our adverts and the recruitment process generally. In addition we are encouraging talented female academics and professional services staff to come forward for promotion and develop their leadership skills through focused actions.

This academic year, we have funded 15 places on the female-only Aurora programme; a leadership development series for women in Higher Education. We encourage our Aurorans to consider their career paths, develop leadership skills and exert appropriate influence in the University. A top priority for the University will be in ensuring that the three cohorts sponsored by us from 2015-2017 continue their leadership and learning journeys. We will focus on gathering evidence from the Aurorans and developing further leadership development programmes tailored to their needs, with a view to rolling this out to women across the institution. In addition, the University is currently developing promotions training, designed in particular to encourage women who might be less likely to put themselves forward for promotion. The training will be launched in the spring of 2017 by way of webinar and Google Hangouts, for Faculty and for Professional Services staff generally. The University continues to monitor gender balance in promotions applications and successful promotions, to ascertain whether these initiatives have the impact on applications that are desired.

- Athena Swan: The Athena SWAN Charter mark, which recognises work to address gender equality. The University holds an institutional Bronze award, with a published, strategic objective to apply for institutional Silver by 2020. We hold 9 departmental awards and all non-award holding departments are currently engaged in the application process.
- Gender Equality Steering Group: The GESG has been meeting since 2015 and complements the work of our Athena SWAN Action group by working to deepen understanding of any underlying gender related variations at the University. The Group oversees the implementation of innovative initiatives relating to gender equality.

3. Pay Analysis by Gender, Staff Category and Grade

3.1 Academic Staff

**Note: Academic staff salary scale starts at Grade 7*

Table 3.1.1: Academic Staff - Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Head-count	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
7 (Lecturer A)	43.9%	56.1%	57	£20.11	£19.88	-1.2%
8 (Lecturer B)	42.3%	57.7%	175	£24.91	£24.93	0.1%
9 (Senior Lecturer)	30.5%	69.5%	174	£29.78	£30.05	0.9%
10 (Reader)	25.7%	74.3%	74	£33.34	£33.39	0.1%
Professor	20.0%	80.0%	210	£43.90	£45.95	4.5%

Table 3.1.2: 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
7 (Lecturer A)	0.7%	-0.3%	0.4%	-1.9%	-1.2%
8 (Lecturer B)	0.5%	-0.7%	-0.6%	0.2%	0.1%
9 (Senior Lecturer)	1.2%	0.4%	1.8%	2.9%	0.9%
10 (Reader)	-0.1%	0.5%	0.8%	-1.3%	0.1%
Professor		-0.8%	8.0%	6.2%	4.5%

- **Improvement in pay gap from previous years:** As noted above in more detail (see '2. Overall Pay Analysis by Gender'), in 2016 we introduced a zoning system for our professorial staff, which further strengthens our commitment to closing the gender pay gap. Professorial Zoning is allowing us to reduce the professorial pay gap by providing us with a fair and transparent system that engages and rewards professorial staff for their relative contributions.
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** The Professorial level pay gap is currently 4.5%. However, this has reduced from 6.2% in 2015, primarily as a result of Professorial Zoning. The impact of the zones will take time to translate into further significant change to the gender pay gap and, as a result, we will keep this under review over the coming years. Specifically, we will monitor gender pay within zones. The current pay gap within each zone is as follows:-
 - Zone 1: 2.38% (22% of Professors)
 - Zone 2: 2.43% (53% of Professors)
 - Zone 3: - 5.95% (22% of Professors)
 - Zone 4: N/A (3% of Professors)

3.2 Research and Knowledge Exchange Staff

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

**Note: Figures for Grade 10 Principal Research Fellow and Principal Knowledge Exchange Fellow have been excluded due to low numbers, as noted above.*

Table 3.2.1: Research and Knowledge Exchange Staff - Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Head-count	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
6 (Research Assistant; Knowledge Exchange Assistant)	39.5%	60.5%	119	£15.69	£15.72	0.2%
7 (Research Associate; Knowledge Exchange Associate)	29.3%	70.7%	382	£18.60	£18.63	0.2%
8 (Research Fellow; Knowledge Exchange Fellow)	36.4%	63.6%	88	£24.11	£24.21	0.4%
9 (Senior Research Fellow; Senior Knowledge Exchange Fellow)	25.0%	75.0%	24	£29.67	£29.58	-0.3%

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
6 (Research Assistant; Knowledge Exchange Assistant)	0.0%	0.0%	0.2%	-1.8%	0.2%
7 (Research Associate; Knowledge Exchange Associate)	0.2%	0.0%	0.6%	0.7%	0.2%
8 (Research Fellow; Knowledge Exchange Fellow)	1.5%	-0.3%	2.8%	1.4%	0.4%
9 (Senior Research Fellow; Senior Knowledge Exchange Fellow)	0.9%	-1.4%	5.1%	4.7%	-0.3%

- **Improvement in pay gap from previous years:** The main improvement in the pay gap from previous years relates to Grade 9, Senior Research Fellow and Senior Knowledge Exchange Fellow. However as noted in the 2015 Report, there were concerns that the previous gap of 4.7% was based on a small number of individuals and that the figure was influenced by outlying numbers. This gap has been monitored. The number of Grade 9 Senior Research Fellow and Senior Knowledge Exchange Fellow has increased from 15 in 2015 to 24 in 2017 and this, together with female staff receiving increments within the scale, has ensured that the pay gap is now negligible.
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** N/A

3.3 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.*

Table 3.3.1: Teaching Staff - Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Headcount	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
6 (Teaching Assistant)	44.4%	55.6%	18	£16.24	£15.47	-5.0%
7 (Teaching Associate)	47.4%	52.6%	78	£18.64	£19.36	3.7%
8 (Teaching Fellow)	54.9%	45.1%	102	£25.30	£25.13	-0.7%
9 (Senior Teaching Fellow)	42.5%	57.5%	40	£29.88	£29.83	-0.1%

Table 3.3.2: 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
6 (Teaching Assistant)		3.4%	-1.3%	3.9%	-5.0%
7 (Teaching Associate)	-8.5%	-0.8%	3.4%	0.4%	3.7%
8 (Teaching Fellow)	-0.8%	2.2%	3.7%	3.4%	-0.7%
9 (Senior Teaching Fellow)	-11.2%	0.7%	2.2%	1.9%	-0.1%

- **Improvement in pay gap from previous years:** The pay gap figures in the more senior Grades 8 and 9 have decreased (and in fact, improved marginally in favour of female staff).
- **Difference in pay of 5% or more:** The gender pay gap at Grade 6 Teaching Assistant level has changed considerably in two years, from 3.9% in favour of men, in 2015, to 5% in favour of women, in 2017. This can be explained by the fluctuation in population, with the majority of teaching assistants having a length of service of around 1 year and with women having, on average, longer service than men.
- **Recurring difference of 3% or more:** Whilst there is not yet a recurring difference of 3% or more, the pay gap at Grade 7 has increased to 3.7% in 2017 from 0.4% in 2015. The headcount has increased from 59 staff in 2015 to 78 staff in 2017. This will be kept under review over the coming years.

3.4 Administrative and Professional Services (APS) Staff

*Note: APS staff salary scale starts at Grade 3

Table 3.4.1: APS Staff - Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Headcount	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
3	72.1%	27.9%	61	£9.56	£9.38	-1.9%
4	85.6%	14.4%	195	£11.25	£11.11	-1.2%
5	90.2%	9.8%	276	£13.16	£12.78	-3.0%
6	79.5%	20.5%	220	£16.10	£16.20	0.6%
7	62.3%	37.7%	265	£19.83	£20.15	1.6%
8	55.5%	44.5%	229	£25.28	£26.00	2.8%
9	47.9%	52.1%	73	£30.72	£30.06	-2.2%
10	64.7%	35.3%	17	£34.68	£36.48	4.9%
APS Director/equivalent	16.7%	83.3%	30	£51.98	£54.06	3.8%

Table 3.4.2: 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
3	2.3%	-1.3%	-1.3%	-0.8%	-1.9%
4	1.1%	-2.3%	-2.8%	-0.7%	-1.2%
5	1.7%	-2.9%	-2.4%	-0.8%	-3.0%
6	-1.4%	0.6%	1.8%	1.9%	0.6%
7	-0.4%	0.5%	-0.4%	0.9%	1.6%
8	-0.2%	0.4%	2.7%	2.0%	2.8%
9	0.0%	0.3%	1.0%	2.0%	-2.2%
10	0.6%	0.4%	-1.2%	-0.5%	4.9%
APS Director/equivalent			3.8%	6.7%	3.8%

- **Improvement in pay gap from previous years:** The Director level pay gap is at 3.8% and has reduced from 6.7% in 2015. The Director level covers a wide range of contributions, from those who have responsibility for University-wide services to those who are leading knowledge exchange centres.
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** Despite the reduction in the Director level pay gap, the University will continue to monitor, and consider appropriate actions to improve, pay differentials at this level. We will also keep under review the pay gap at Grade 10, which has increased from -0.5% in 2015 to 4.9% in 2017. Again, this figure is influenced by small numbers of staff at this level.

3.5 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 – 2017

Grade Level	Proportion Female	Proportion Male	Headcount	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
1	84.9%	15.1%	232	£8.45	£8.45	0.0%
2	44.2%	55.8%	95	£8.56	£8.57	0.1%
3	30.0%	70.0%	90	£9.98	£9.93	-0.5%

Table 3.5.2: 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
1	0.5%	0.2%	0.2%	0.1%	0.0%
2	-0.5%	5.9%	-0.3%	0.0%	0.1%
3	-4.2%	6.6%	-1.3%	-1.0%	-0.5%

- **Improvement in pay gap from previous years:** The gender pay gap has remained fairly static, since the 2015 Report.
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** N/A

3.6 Technical Staff

*Note: Technical staff salary scale starts at Grade 3

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

Table 3.6.1: Technical Staff - Proportion of Females and Males and Gender Pay Gap by Grade – 2017

Grade Level	Proportion Female	Proportion Male	Headcount	Average Female Hourly Rate	Average Male Hourly Rate	Pay Gap
3	26.7%	73.3%	15	£9.22	£9.32	1.1%
4	30.4%	69.6%	23	£11.05	£11.20	1.3%
5	27.3%	72.7%	44	£12.99	£13.07	0.6%
6	21.9%	78.1%	73	£16.22	£16.45	1.4%
7	23.7%	76.3%	38	£19.69	£20.16	2.3%

Table 3.6.2: 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
3	-7.9%	-5.7%	-11.7%	-4.9%	1.1%
4	0.7%	2.4%	1.1%	0.1%	1.3%
5	-0.9%	0.6%	0.3%	-1.3%	0.6%
6	2.0%	1.6%	1.2%	1.1%	1.4%
7	3.8%	4.5%	0.0%	0.2%	2.3%

- **Improvement in pay gap from previous years:** The previous gender pay gap in favour of female staff at Grade 3 has improved, through service-related incremental progression. It should also be noted that the number of staff at this grade is low (13 in 2015 to 15 in 2017).
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** N/A

4. 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
128	3.6%	11.3%	4.8%	1.2%	4.8%

- **Improvement in pay gap from previous years:** The overall pay gap has increased from 1.2% to 4.8%, which will be kept under review. The number of disabled staff has increased from 109 in 2015 to 128 in 2017. 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 host various initiatives, including Project Search, which is an on-site employability programme for people with learning disabilities and/or autism.
- **Difference in pay of 5% or more:** N/A
- **Recurring difference of 3% or more:** N/A

5. BME 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*

BME Staff (No.)	BME Staff (Proportion)	Pay Gap 2010	Pay Gap 2013	Pay Gap 2015	Pay Gap 2017
242	6.8%	-0.3%	-5.7%	-6.0%	-6.9%

- **Improvement in pay gap from previous years:** The overall pay gap in favour of BME staff has increased from -6.0% in 2015 to -6.9% in 2017. Whilst this is in line with national averages for the public sector, it will be kept under review throughout the next reporting period.
- **Difference in pay of 5% or more:** Please see above.
- **Recurring difference of 3% or more:** Please see above.

6. Additional Pay Analysis

6.1 Part Time Working

Grade Level	% Part Time	Pay Gap (Female PT compared with Male FT)
1	90.9%	0.0%
2	46.3%	0.3%
3	18.7%	1.3%
4	35.2%	-0.6%
5	31.6%	-2.0%
6	23.0%	-0.4%
7	15.5%	-1.6%
8	16.4%	-1.6%
9	12.5%	-1.8%
10	7.0%	-3.4%
Professor and Director	15.0%	-7.5%

- The highest proportion of those working part-time are at Grades 1 and 2.
- Whilst the gaps at Grade 10 (3.4%) and Professor and Director levels (7.5%) are in favour of women, this is due to the fact that these grades contain the lowest proportion of part-time working women and the numbers are low. In 2015, the pay gap between female part time staff and male part time staff at Professor/Director level was 8.8%.

6.2 Allowances

Non-standard working / Contractual Overtime

Grade Level	No. of Females Receiving	No. of Males Receiving	Proportion Female Population	Proportion Male Population
1	8	<5	4.1%	8.6%
2	10	24	23.8%	45.3%
3	12	46	16.0%	50.5%
4	15	10	8.5%	20.0%
5	14	10	5.4%	16.9%
6	5	9	2.0%	4.9%
7	<5	<5	0.3%	0.8%
8	<5	<5	0.3%	0.3%

- The figures show in particular that more men than women in Grades 2, 3, 4 and 5 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

Grade Level	No. of Females Receiving	No. of Males Receiving	Proportion Female Population	Proportion Male Population
2		<5	0.0%	1.9%
3		<5	0.0%	2.2%
4	<5	<5	1.1%	6.0%
5	7	<5	2.7%	1.7%
6	<5	<5	1.2%	1.1%
7	<5		1.1%	0.0%
8	<5	5	1.4%	1.6%
9	10	11	9.0%	5.5%
10	<5	9	5.7%	13.8%
Professor and Director	11	44	23.4%	22.8%

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

April 2017