

# Equal Pay Review 2016

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## 1. Background

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination and recognition and reward of the University's staff as its greatest asset. As part of this commitment the University analyses equal pay data annually and publishes an Equal Pay Review biennially. This is the University's sixth Equal Pay Review.

### What is an Equal Pay Review?

An equal pay review is a statistical analysis of an organisation's pay and Human Resources data to identify any gender pay differences. It is recommended in the statutory Code of Practice (Equality and Human Rights Commission 2011) as an effective means of ensuring that a pay system delivers equal pay.

### How was the Equal Pay Review 2016 conducted?

The Equal Pay Review 2016 was prepared in consultation with representatives from the University's trade unions, schools, faculties, departments (and equivalent) and the Human Resources Division, including the Equality and Diversity Section and HR Analytics.

The review represents data collected as at 31 July 2016 and compares the number of employees by gender and the pay of male and female employees carrying out work of equal value or work rated equivalent (grade). Consistent with previous years, this review includes in its analysis all University employees on the single salary spine in all grades (1 to 12), where their salary is determined by the University.

Any difference between the average pay of male and female employees is referred to as a gender 'pay gap', calculated by dividing the difference between the average pay of female and male employees by the average male value. For further information on the methodology used in this Equal Pay Review please refer to Appendix F.

## 2. Key Findings

- Female employees occupy **50.8%** of positions, the highest proportion since Equal Pay Reviews have been conducted.
- The gender pay gap including additional payments (total pay) is **20.2%** and excluding additional payments (basic pay) is **18.6%**. Both have **continued to reduce** over time and are at their **lowest levels** since Equal Pay Reviews have been conducted.
- Male employees continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to female employees, and vice versa (but there has been an **overall improvement** towards a more equal balance).
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps (ranging from -0.9% to 5.2%) indicating that overall gender pay gaps continue to be impacted by the higher proportion of male employees in the higher grades.
- Male employees continue to receive a **higher proportion of the total number and value of additional payments** (but there has been an **overall improvement** towards a more equal balance).
- Male employees are **more likely** to be appointed **above the grade minimum** than female employees (but there has been an **overall improvement** towards a more equal balance).

### 3. Main Report

#### 3.1. Overall figures and trend analysis

##### Employee gender profile by year and in comparison to the sector<sup>1</sup>

Table 1: Comparison of University of Cambridge with UK workforce gender representation

Benchmark	Female (%)								
	2008	2009	2010	2011	2012	2013	2014	2015	2016
Cambridge Equal Pay Review	48.2%	48.8%	49.1%	49.5%	49.6%	49.5%	49.9%	50.3%	50.8%
UK Higher Education Sector*	53.2%	53.0%	52.4%	52.7%	53.8%	53.9%	53.8%	54.0%	**

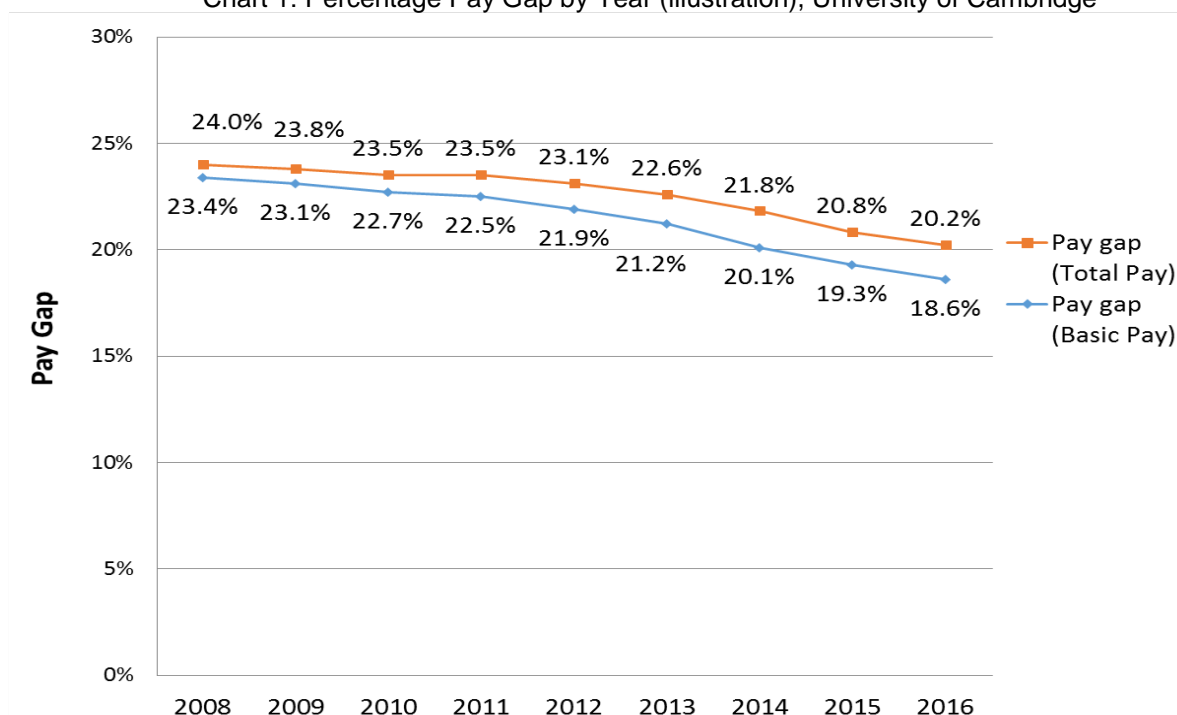
\* Source: HESA - Staff at Higher Education Institutions in the UK

\*\* data not yet available

- The proportion of male and female employees at the University **has remained fairly equal** over time but has shifted from a higher proportion of male employees to a slightly **higher proportion of female employees** in the last two years.
- Female employees now represent 50.8% (5,459 employees) of the workforce, the **highest** proportion over the period in which Equal Pay Reviews have been conducted and continuing the overall **increase**.
- The proportion of female employees at the University has remained **consistently lower** than in the UK Higher Education Sector.

#### Gender pay gap by year

Chart 1: Percentage Pay Gap by Year (illustration), University of Cambridge



- The overall mean gender pay gaps for both basic and total pay (including additional payments, detailed later in this review) remains in favour of male employees but have **decreased** each year and at their **lowest levels** (18.6% for basic pay and 20.2% for total pay) since Equal Pay Reviews have been conducted. Average salary figures are proved below:

<sup>1</sup> Please note that benchmark comparators are provided for illustrative purposes as methodology for different sources may differ.

Table 2: Percentage Pay Gap by Year (full details), University of Cambridge

Year	Average (mean) basic pay				Average (mean) total pay			
	Female	Male	Difference	Pay gap (%)	Female	Male	Difference	Pay gap (%)
2008	£28,183	£36,810	£8,627	23.4%	£28,247	£37,157	£8,910	24.0%
2009	£29,772	£38,703	£8,931	23.1%	£29,969	£39,336	£9,367	23.8%
2010	£30,253	£39,139	£8,886	22.7%	£30,452	£39,804	£9,352	23.5%
2011	£30,603	£39,488	£8,885	22.5%	£30,811	£40,260	£9,449	23.5%
2012	£31,023	£39,698	£8,675	21.9%	£31,230	£40,608	£9,378	23.1%
2013	£31,651	£40,180	£8,529	21.2%	£31,900	£41,223	£9,323	22.6%
2014	£32,111	£40,188	£8,076	20.1%	£32,384	£41,416	£9,032	21.8%
2015	£33,164	£41,117	£7,953	19.3%	£33,436	£42,243	£8,807	20.8%
2016	£33,734	£41,444	£7,710	18.6%	£34,091	£42,717	£8,626	20.2%

- Average basic and total pay figures have **increased** each year and the gender differences between them have **reduced** overall since Equal Pay Reviews have been conducted, although the average salaries of male employees have remained **consistently higher** than female average salaries.

Table 3a: Comparison of University of Cambridge mean pay gap with national public and private sectors

Benchmark	% pay gap (mean) basic pay in favour of men								
	2008	2009	2010	2011	2012	2013	2014	2015	2016
Cambridge Equal Pay Review	23.4%	23.1%	22.7%	22.5%	21.9%	21.2%	20.1%	19.3%	18.6%
UK public sector*	18.2%	18.6%	17.6%	17.0%	17.6%	17.4%	17.7%	17.8%	**
UK private sector*	26.0%	25.7%	25.7%	24.7%	24.2%	24.7%	22.7%	22.4%	**

\* Source: Office of National Statistics Annual Survey of Hours and Earnings

\*\* Data not yet available

- The overall mean gender pay gap at the University has remained **consistently higher** than the UK public sector since Equal Pay Reviews have been conducted, although the difference is **reducing**.
- The overall mean gender pay gap at the University has remained **consistently lower** than the gender pay gap for the UK private sector over the same period and the difference has remained about **the same**.

## 3.2. Employee gender profile

### By grade

Chart 2: Number of employees at each grade by gender

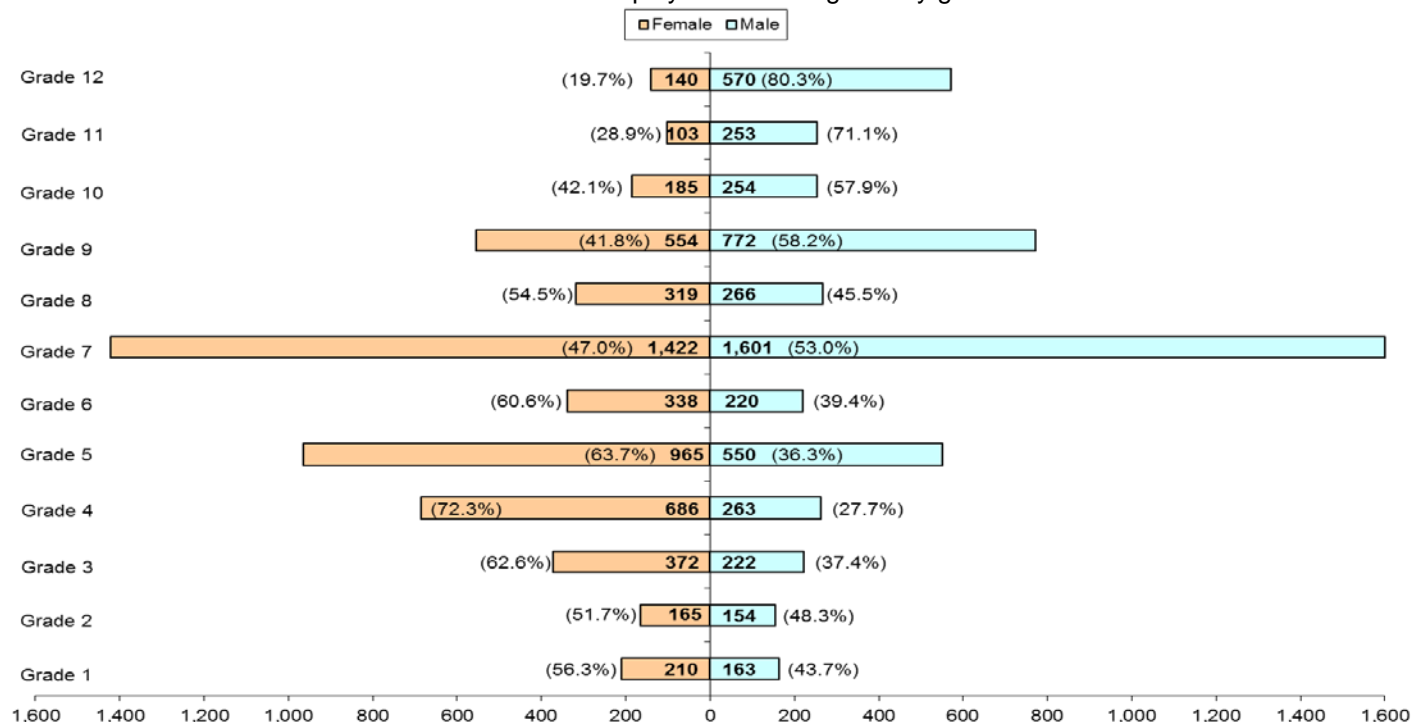


Table 4: Proportion of total gender population by grade

Gender	% of Total Gender Population by Grade												All
	1	2	3	4	5	6	7	8	9	10	11	12	
Female	3.8%	3.0%	6.8%	12.6%	17.7%	6.2%	26.0%	5.8%	10.1%	3.4%	1.9%	2.6%	100%
Male	3.1%	2.9%	4.2%	5.0%	10.4%	4.2%	30.3%	5.0%	14.6%	4.8%	4.8%	10.8%	100%

- **Male employees** continue to occupy a **higher proportion** of the positions in grades at the **higher end** of the pay scale (57.7% of the positions in grades 7 to 12) compared to female employees (42.3%).
- **Female employees** occupy a **higher proportion** of positions at the **lower end** of the pay scale (63.5% of the positions in grades 1 to 6) compared to male employees (36.5%).
- Female employees outweigh male employees in grades 1 to 6 and also grade 8 and male employees outweigh female employees in grade 7 and grades 9 to 12.
- This pattern was **the same** in 2014, but there has been an **increase** in the proportion of female employees at the **higher end** of the pay scale (grades 9 to 12) and an **increase** in the proportion of male employees at the **lower end** of the pay scale (grades 1 to 3).
- Female employees are most likely to occupy positions in grades 4, 5 and 7, whereas male employees are most likely to occupy positions in grades 7, 9 and 12, the **same** pattern as 2014.
- The **lowest proportion** of female employees continues to be grade 12, but this proportion has **increased** (from 16.9% in 2014 to 19.7% in 2016).

### By staff category (Appendices A2 to A5)

- The staff category with the **lowest proportion** of female employees is **academic** staff (29.6%, an **increase** from 28.5% in 2014), where positions range from grades 5 to 12.
- The staff category with the **second lowest** proportion of female employees is **research** staff (45.8%, which is the **same** proportion as seen in 2014), where positions range from grades 5 to 12.
- The proportion of female **academic-related** employees is **just over half** (54.8%, an **increase** from 51.7% in 2014), where positions range from grades 5 to 12.
- The staff category with the **highest proportion** of female employees is **assistant** staff, where the majority of positions are occupied by female employees (62.6%, almost the **same** as the proportion seen in 2014 of 62.5%) and positions range from grades 1 to 8.

### 3.3. Average Pay (Appendices A1 - B5)

#### Gender pay analysis by grade

Table 5: % Pay Gap by Grade in 2016

Grade	Average (mean) basic pay				Average (mean) total pay			
	Female	Male	Difference	Pay gap (%)	Female	Male	Difference	Pay gap (%)
1	£16,036	£16,011	-£26	-0.2%	£16,251	£16,249	-£2	0.0%
2	£17,890	£17,879	-£11	-0.1%	£17,965	£18,065	£100	0.6%
3	£20,665	£20,797	£131	0.6%	£20,733	£21,872	£1,139	5.2%
4	£24,327	£24,182	-£145	-0.6%	£24,393	£24,461	£68	0.3%
5	£27,841	£28,089	£248	0.9%	£27,894	£28,272	£378	1.3%
6	£30,953	£31,560	£607	1.9%	£31,071	£31,822	£751	2.4%
7	£34,136	£33,917	-£218	-0.6%	£34,230	£33,982	-£248	-0.7%
8	£42,202	£43,632	£1,430	3.3%	£42,423	£43,804	£1,381	3.2%
9	£46,656	£47,085	£429	0.9%	£47,185	£48,105	£920	1.9%
10	£55,726	£55,733	£6	0.0%	£56,759	£56,772	£13	0.0%
11	£59,662	£59,432	-£231	-0.4%	£62,166	£61,633	-£533	-0.9%
12	£84,474	£85,919	£1,445	1.7%	£90,056	£93,706	£3,650	3.9%
<b>Overall</b>	<b>£33,734</b>	<b>£41,444</b>	<b>£7,710</b>	<b>18.6%</b>	<b>£34,091</b>	<b>£42,717</b>	<b>£8,626</b>	<b>20.2%</b>

- The gender pay gap figures are **much smaller within each grade** compared to the overall gender pay gaps figures, due to the higher proportion of male employees occupying positions at the higher end of the pay scale compared to female employees.
- The grade with the **highest basic pay gap** continues to be grade 8 (which has **increased** further from 2.2% in 2014 to 3.3% in 2016).
- The **highest total pay gap** continues to be grade 3 (the **same** pay gap as seen in 2014).

#### Gender pay analysis by staff category

Table 6: % Pay gap by staff category

Staff category	Average (mean) basic pay				Average (mean) total pay			
	Female	Male	Difference	Pay gap (%)	Female	Male	Difference	Pay gap (%)
<b>Academic</b>	£57,262	£65,133	£7,871	12.1%	<b>£59,125</b>	£68,929	<b>£9,804</b>	<b>14.2%</b>
<b>Academic-Related</b>	£41,831	£46,662	£4,831	10.4%	<b>£42,351</b>	£48,015	<b>£5,664</b>	<b>11.8%</b>
<b>Assistant</b>	£24,351	£24,472	£122	0.5%	£24,446	<b>£24,873</b>	<b>£427</b>	1.7%
<b>Research</b>	£34,614	£37,368	£2,754	7.4%	£34,795	<b>£37,775</b>	<b>£2,980</b>	7.9%
<b>Overall</b>	<b>£33,734</b>	<b>£41,444</b>	<b>£7,710</b>	<b>18.6%</b>	<b>£34,091</b>	<b>£42,717</b>	<b>£8,626</b>	<b>20.2%</b>

- The **academic** staff category continues to show the **highest** basic pay (12.1%) and total pay (14.2%) gaps. Both pay gaps have **decreased** since 2014 (from 13.5% for basic pay and 16.4% for total pay).
- The **academic-related** staff category continues to show the **second highest** basic pay (10.4%) and total pay (11.8%) gaps. Both have **increased** since 2014 (from 10.2% for basic pay and 11.7% for total pay).

- The **research** staff category continues to show the **third highest** basic pay (7.4%) and total pay (7.9%) gaps. The basic pay gap has **decreased** since 2014 (from 7.5%) and remained the **same** for total pay.
- The **assistant** staff category continues to show the lowest basic pay (0.5%) and total pay (1.7%) gaps. Both have **decreased** since 2014 (from 1.2% for basic pay and 2.6% for total pay).

### 3.4. Additional Payments (Appendices C1 – D2)

Additional payments comprise longer term pensionable payments and ad-hoc, shorter non-pensionable payments. Additional payments can either be discretionary e.g. additional hours or additional responsibility payments, or linked to a role e.g. head of department or secretary of a faculty board. The levels are determined by the University through policy or custom and practice and are approved through governing bodies relevant to the particular payment. When additional payments are added to basic pay the overall pay gap **increases** from 18.6% to 20.2%. Further analysis is provided below:

#### Additional non-pensionable payments (Appendix C1)

Table 7: Non-pensionable payments by gender

Non-pensionable payments	Female	Male	Total
<b>Number</b>	586 (42.9%)	779 (57.1%)	1,365
<b>Value</b>	£472,629 (18.7%)	£2,048,763 (81.3%)	£2,521,391

- Male employees received a **higher** proportion of the total **number** (57.1%, slightly **lower** than in 2014 where this was 58.7%) of non-pensionable additional payments.
- Male employees also received a **higher** proportion of the total **value** (81.3%, slightly **lower** than in 2014 where this was 83.2%) of non-pensionable additional payments.
- On average female employees were paid £1,823 **less** per non-pensionable payment than male employees. In comparison to 2014 whilst the average payment amount for each gender has **increased** on average, the difference between them has also **increased** (from £1,762 to £1,823).

#### Additional pensionable payments (Appendix C2 and C3)

Table 8: Pensionable payments by type and gender

Pensionable payments	Female		Male		Total	
	Number	Value	Number	Value	Number	Value
<b>Discretionary</b>	159	£292,156	194	£749,731	353	£1,041,887
<b>Linked to a role</b>	334	£717,462	454	£2,182,514	788	£2,899,975
<b>Total Number</b>	<b>493</b>	<b>£1,009,618</b>	<b>648</b>	<b>£2,932,244</b>	<b>1,141</b>	<b>£3,941,862</b>

- Male employees received a **higher** proportion of the total **number** of pensionable additional payments (56.8%, a slight **increase** compared to 2014 where this was 56.7%)
- Male employees also received a **higher** proportion of the total **value** of pensionable additional payments (74.2%, the same proportion as seen in 2014).
- On average female employees were paid £2,477 **less** per pensionable payment than male employees. In comparison to 2014 whilst the average payment amount for each gender has **increased** on average, the difference between them has **decreased** (from £3,197 to £2,477).

#### Market related payments (Appendix C4)

Market related payments are paid in order to secure the recruitment or retention of an individual where evidence indicates that similar posts outside the University command a higher salary.

Table 9: Market related payments by gender and occupational category

Occupational Category	Female		Male	
	Recruitment	Retention	Recruitment	Retention
Academic	11 (£248,876)	23 (£208,209)	31 (£351,241)	97 (£1,860,078)
Academic Related	8 (£81,083)	15 (£238,023)	14 (£265,281)	23 (£333,751)
Assistant	<5 (£7,298)	<5 (£1,709)	<5 (£4,824)	0
Research	0	<5 (£6,299)	<5 (£20,692)	7 (£47,535)
<b>Total Number</b>	<b>20</b>	<b>41</b>	<b>50</b>	<b>127</b>
<b>Total Value</b>	<b>£337,257</b>	<b>£454,240</b>	<b>£642,038</b>	<b>£2,241,363</b>
<b>Combined Total</b>	<b>61</b>		<b>177</b>	
<b>Combined Value</b>	<b>£791,497</b>		<b>£2,883,402</b>	

- Male employees received a higher proportion of the total **number** of market related payments (74.4%, a slight **decrease** compared to 2014 where this was 75.3%) and total **value** (78.5%, **lower** than in 2014 where this was 83.7%) compared to female employees.
- On average female employees were paid £3,315 **less** per market related payment than male employees (£12,975 compared to £16,290). In comparison to 2014 whilst the average payment for each gender has **increased** on average, the difference between them has **decreased** (from £6,481 to £3,315).
- A **higher** proportion of payments to **male** employees were for **retention** purposes (71.8%) compared to the proportion for female employees (67.2%).
- A **higher** proportion of payments to **female** employees were for **recruitment** purposes (32.8%) compared to the proportion for male employees (28.2%)

### Contribution payments (Appendices D1 and D2)

Contribution increments (a spine point movement within the employee's grade) and single contribution payments (a one-off payment of 2% or 3% of salary) are awarded under the annual Contribution Reward Scheme for assistant and academic-related staff in grades 1 to 11 for exceptional contribution.

- A **higher** proportion of employees receiving contribution increments were **female** (63.1%, an **increase** compared with 2014 where this was 58.0%). However, it should be noted that a higher proportion of employees eligible for an award were female (60.3%).
- In total the **value** of contribution increments (annualised amount excluding on-costs) and single contribution payments was £527,292, of which 64.7% was received by female employees and 35.3% was received by male employees.
- A **higher proportion** of employees receiving single contribution payments were **female** (70.9%, an **increase** compared with 2014 where this was 59.4%) compared to male employees. Again, it should be noted that a higher proportion of employees eligible for an award were female (60.4%).
- The proportion of successful applications was **higher** for female employees for contribution increments (81.0% compared to 76%) but slightly **lower** for single contribution payments (97.3% compared to 96.2%).
- A slightly **higher** proportion of awards were made to female employees of **more than one** increment (see Tables 10 and 11 below) compared to male employees.
- Male employees were awarded a **higher** proportion of 3% individual award single contribution payments (84.0%) compared to female employees (74.9%), who in turn received a higher proportion of 2% team awards (25.1%) compared to male employees (16.0%).



Table 10: Amount of Contribution Increments awarded by gender

Contribution points awarded	Female		Male	
	Number	%	Number	%
1 Point	187	93.5%	112	95.7%
2 Points	11	5.5%	<5	*
3 Points	<5	*	<5	*
<b>Total</b>	200	100%	117	100%

Table 11: Single contribution payment type by gender

Single Contribution Payment	Female		Male	
	Number	%	Number	%
2% Team Award	46	25.1%	12	16.0%
3% Individual Award	137	74.9%	63	84.0%
<b>Total</b>	183	100%	75	100%

### 3.5. New Employees (Appendices E1 – E3)

- Of the 1,930 new employees recruited to the University from 1 August 2015 to 31 July 2016, 53.0% were female and 47.0% were male.
- **More female** than **male** employees were appointed in the **bottom half of the scale** and vice versa.
- In **grades 1 to 6** there were 897 new appointments, of which 63.8% were female and 36.2% were male. In **grades 7 to 12** there were 1,033 new appointments, of which 43.6% were female and 56.4% were male.
- Male employees were **more** likely to be appointed **above** the grade minimum compared to female employees (61.9% compared to 57.6% respectively, compared to 2014 where this was 59.4% compared to 51.1% respectively). The percentage point difference between them has **reduced** since 2014 (8.3 in 2014 compared to 4.3 in 2016).
- In grade 9 (Appendix E3) although female employees were **more** likely to be appointed above the minimum point than male employees, when looking at the individual spine points male employees were **most likely** to be appointed to spine point **57**, compared to female employees who were **most likely** to be appointed to spine point **49**. Further analysis of grade 9 starting salaries is provided in the Key Performance Indicators section below.

### 3.6. Part-time Employees

Table 13: % Pay gap by full-time and part-time

Working Hours	Population		Average (mean) basic pay			
	Female	Male	Female	Male	Difference	Pay gap (%)
<b>Full-Time</b>	3,845	4,731	£35,276	£41,676	£6,401	<b>15.4%</b>
<b>Part-Time</b>	1,614	557	£30,062	£39,469	£9,407	<b>23.8%</b>

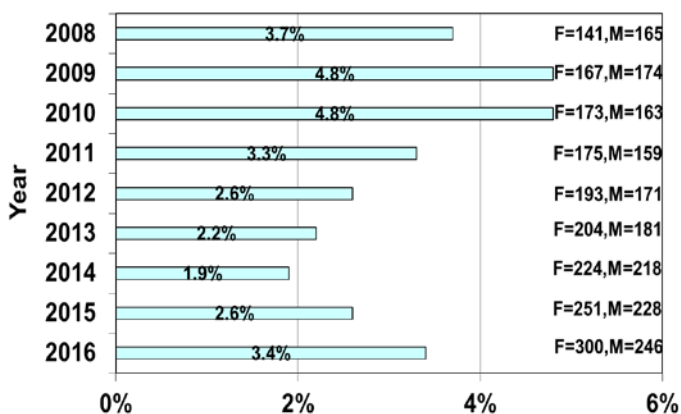
- A **higher** proportion of female employees occupy part-time positions (29.6%) compared to male employees (10.5%).
- The gender pay gap for part-time employees is **higher** than for full-time positions (23.8% compared to 15.4% respectively).
- The average basic pay for male employees is **higher** than the basic pay for female employees in both full-time and part time categories.

### 3.7. Key Performance Indicators

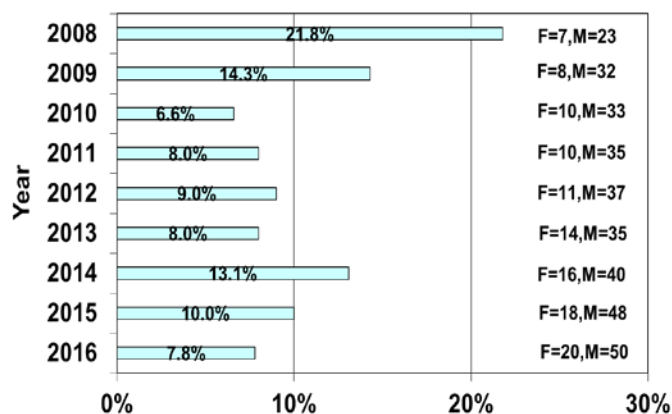
The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

#### Key Performance Indicator 1: The mean pay gap for grade 8 and 12 academic-related staff

KPI 1a: Pay gap – grade 8 academic-related staff



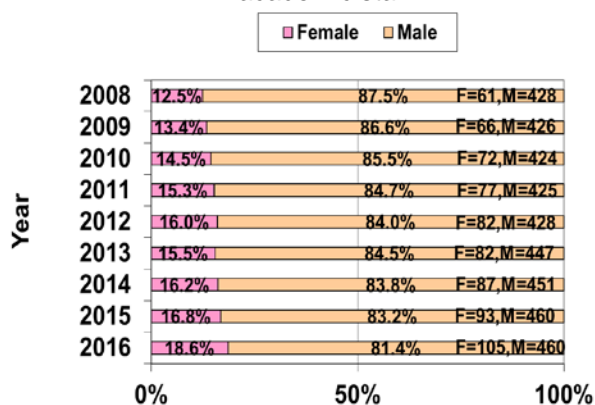
KPI 1b: Pay gap – grade 12 academic-related staff



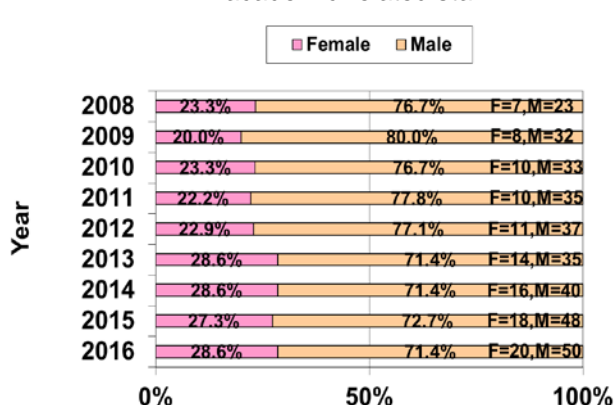
- The gender pay gap in respect of grade 8 academic related staff (KP1 a) **decreased** from its highest level in 2009 and 2010 at a steady rate in the subsequent years up until 2014. It then **increased** in 2016 to 3.4%.
- The gender pay gap in respect of grade 12 academic-related staff has **decreased** in recent years, and is significantly lower in 2016 than 2008 where it was at its highest of 21.8%.

#### Key Performance Indicator 2: Gender representations of academic and academic-related staff in grade 12

KPI 2a: Gender representation – grade 12 academic staff



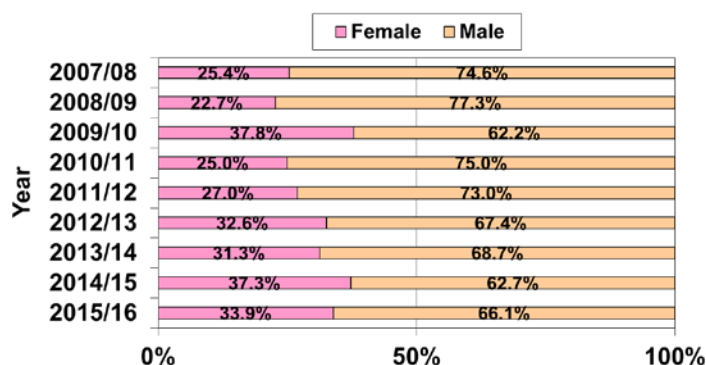
KPI 2b: Gender representation – grade 12 academic-related staff



- The majority of academic and academic-related grade 12 positions continue to be occupied by male employees. The proportion of those positions occupied by female employees has generally **increased** over time (with some fluctuations) whilst remaining relatively low overall.

### Key Performance Indicator 3: Gender distribution of new employees appointed within the top half of grade 9

KPI 3: Gender distribution of new employees appointed within the top half of grade 9 (points 55 – 61)



- Male employees in grade 9 remain more likely to be appointed to the top half of the grade compared to female employees.
- The proportion of female employees appointed in the top half of grade 9 has **increased** over the period in which Equal Pay Reviews have been conducted, but remains low.

#### 4. Actions Arising from the 2014 Equal Pay Review and Progress

As a result of the findings of the 2014 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

1. For the Gender Equality Group (GEG) to continue monitoring the set KPIs with particular attention given to Grade 12 academic-related staff, an area which continues to be of concern. To review whether KPI 1a (Grade 8 academic-related staff) remains a relevant measure for the 2016 review, as the pay gap has consistently dropped since 2011 and is no longer in the 3% criterion.

KPI1a was reviewed in 2015 and showed an increase from 1.9% in 2014 to 2.6% in 2015. It has therefore been included in the 2016 review and shows a further increase to 3.4% in 2016. The continued inclusion of this KPI in future reviews would therefore be beneficial. A recommendation has also been added (section 5 below) to review all KPIs to ensure they remain effective in helping quantify the effectiveness of related policy action.

2. For GEG / the University to take action to address the under-representation of women at senior grades, particularly at grades 11 and 12.

The Gender Equality Group has been superseded by the Gender Equality Steering Group (GESG) as part of the developing **Equality and Diversity Strategy**, which will incorporate high level objectives in relation to improving the representation of women at senior levels of the University. The University, supported by GESG and the University's Gender Equality Champions, continues to work to support women to progress within the University in a variety of ways (expanded on below). Staff consultations and surveys and the experience of the wider sector have informed this work.

The University was the first institution to join the **30% Club Higher Education Initiative** to pursue its aim of influencing change in the education sector in addressing the under-representation of women. As part of this initiative Universities are encouraged to commit to increasing the proportion of women in senior roles. The University will also work to support the 30% Club in its wider education goals of supporting female students through all phases of their education and career.

The University hosted the **Delivering Equality: Women and Success summit** in March 2015, which examined how to create environments that attract and develop talented women, as well as men, throughout

all levels of institutions. Its core purpose was to build on the impact and influence of the University's work in 2014 on **The Meaning of Success: Insights from Women in Cambridge book and website project**. The **Senior Academic Promotions (SAP)** process is a key element in increasing the representation of women at higher levels of academia. The University provides additional support to academics who are considering applying for promotion. The **SAP CV Scheme** was originally developed after analysis of the University's promotions data appeared to show that while female academics were just as successful as their male counterparts if they applied for promotion, they were less likely to do so. The Scheme brings together Lecturers, Senior Lecturers and Readers with senior academics who have extensive experience of the SAP procedures to review their CV and promotion paperwork before it is submitted. While the Scheme was developed initially to support women, it is now open to all academics in all subjects. The 2017 SAP exercise has provided further guidance to Heads of Departments about reviewing the gender breakdown and information to be provided to the local promotions committee.

Providing equitable appointment processes for all staff is essential in ensuring that the University meets its diversity aims. **Appointment processes** have been reviewed and data from the new online recruitment system has permitted effective monitoring of applicant and appointee equality and diversity data. The University's Equality and Diversity Committee has also played a key role in ensuring that all staff on Appointments Committees and Boards of Electors are required to complete the University's online **Equality and Diversity training** module.

The **Athena SWAN Charter** addresses gender inequalities in science, technology, engineering, maths and medicine (STEMM) employment in higher education. The University recognises the importance and benefits of fully inclusive working practices for all staff. The University achieved a Silver Athena SWAN award in early 2014 and will seek to renew this award in November 2017. Some examples of good practice and interventions have included the publishing of case studies from female academics to serve as role models for those considering an academic career and actively encouraging applications for appointment or promotion from female applicants who may not have otherwise applied. Other examples of best practice have been collated and made available to staff across the University through the **IDEAS Project: Sharing Good Practice Insights (on) Diversity, Equality (and) Athena SWAN**. In May 2015, the Athena SWAN Charter was expanded to include arts, humanities, social sciences, business and law (AHSSBL), covering academic and professional and support roles. 100% AHSSBL engagement has been achieved, and the Equality and Diversity Committee have set a target for seven AHSSBL submissions by November 2017. The first of these is aiming to make an early submission in November 2016, reflecting a high level of interest and motivation in addressing gender inequalities. All Schools have identified School Equality Champions to support this work at a local level.

Whilst the 2016 Equal Pay Review indicates an overall improvement in the representation of women at higher levels (including grades 11 and 12), the overall trend of male employees occupying a higher proportion of the positions at the higher end of the pay scale compared to female employees, and vice versa, continues. It would therefore be beneficial for this recommendation to continue and has therefore been included in the 2016 recommendations below. Addressing culture is key to supporting change and as part of this work, a new **unconscious bias training** module is being introduced in late 2016. This is supported by regular face-to-face awareness-raising sessions with specialists and adaptation of the generic Equality and Diversity online training module to include information on unconscious bias. The Women's Staff Network provides regular sessions on various aspects of professional development. This is the largest of the University's staff diversity networks. The University also supports the **speed mentoring, speed networking and career clinic sessions** at the Women of the World Cambridge event for International Women's Day, and the specialist sessions for women in STEMM that are part of the Cambridge Science Festival. Cambridge is recipient of external funding from Elsevier and Winton Capital Management, to provide support for collaborative projects focusing on advancing women in STEMM careers, skills development and career progression.

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| <p>3. That a review of the process for setting starting salaries is undertaken to ensure that objective and consistent criteria are applied in the approval process.</p> |
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The University's **recruitment guidance** on determining starting salaries was reviewed and revised in 2014, which included highlighting the importance of equal pay as a factor of salary determination in all cases. This process has been monitored since its introduction to ensure fairness in starting salaries offered compared with others, particularly in relation to gender.

The 2016 Equal Pay Review indicates an improvement to the gender difference in this area, although male employees remain more likely to be appointed above the bottom point of the grade compared to female employees. Further investigation into gender differences in starting salaries to help determine any contributing factors and identify any further action required has therefore been included in the 2016 recommendations below.

4. For GEG to explore in more detail any pay gaps greater than 5% and to consider action required to remedy where there is not an obvious explanation for the gap.

The developing **Equality and Diversity Strategy** will incorporate high level objectives in relation to addressing equality in staff pay and related reward structures by responding to findings identified.

This Equal Pay Review will continue to provide a focus for discussion by the **GESG** which oversees progress in this area and will investigate whether any gender related issues can be determined to explain gaps above the 5% threshold and has been included in the 2016 recommendations below.

5. To explore initiatives for working parents and aspiring female leaders across the University, building on work undertaken by the Equality and Diversity department.

The University recognises that people with family or caring responsibilities can only progress if they are able to balance effectively their family and work requirements. Evidence from consultations, and feedback from returners and non-returners from maternity and other family leave, indicated that tension around work-life balance can impact aspirations and capacity to remain at the University, or seek higher positions. In response to this, the University has developed the **Supporting Parents and Carers @ Cambridge initiative** which will be taking forward a number of actions to support carers.

The **Returning Carers Scheme** aims to help researchers and academics resume research careers after a period of long term caring absence. The Scheme is flexible and funds applications across a wide range, including providing research support, to attend conferences, purchase equipment not covered by other sources of funding, and to buy out teaching.

With the introduction of the **Shared Parental Leave policy** in April 2015, the University now provides shared parental leave benefits which exemplify best practice and exceed statutory requirements. The purpose of the policy is to give parents more flexibility for the care of new born children.

6. To hold briefings on this report for the newly appointed School Equality Champions and subsequently across the University.

A briefing was held as part of the University's People Matter Week, open to all members of the University on 25<sup>th</sup> June 2015. It presented the results of the Equal Pay Review and covered wider issues around equal pay, the living wage, child care and boardroom equality.

## 5. 2016 Equal Pay Review Recommendations

1. For GESG / the University to take action to address the gender balance of staff across all categories and in particular, the under-representation of women at senior grades.
2. For GESG to explore in further detail the following areas to help determine any contributing factors and further action required:
  - Any pay gaps greater than 5%.
  - Gender differences in starting salaries.
  - Gender differences in additional payments.
  - Gender pay gap differences in working arrangements (part-time compared to full-time working patterns).
3. For GESG to continue monitoring the Key Performance Indicators and review whether they remain effective in helping quantify the effectiveness of related policy action.

4. For briefings on the findings of this report, equal pay and the gender pay gap to be held across the University.
5. For the University to consider the impact of the introduction of mandatory gender pay gap reporting on the Equal Pay Review framework in future years, as necessary.

## **6. Appendices**

Appendices A1 to F are provided in the remainder of this document.

## Appendix A1 Gender pay gap by grade (basic pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	210	163	373	56.3%	43.7%	16.2%	9.8%	£16,036	£349	£16,011	£356	£16,025	-0.2%	£16,017	£0	£16,017	£0	£16,017	0.0%
2	165	154	319	51.7%	48.3%	8.5%	5.8%	£17,890	£1,207	£17,879	£999	£17,885	-0.1%	£17,703	£1,958	£18,212	£1,958	£18,212	2.8%
3	372	222	594	62.6%	37.4%	11.6%	9.0%	£20,665	£1,291	£20,797	£1,280	£20,714	0.6%	£20,989	£2,332	£21,605	£1,777	£20,989	2.9%
4	686	263	949	72.3%	27.7%	21.7%	20.2%	£24,327	£1,532	£24,182	£1,743	£24,287	-0.6%	£25,023	£2,111	£24,298	£2,774	£25,023	-3.0%
5	965	550	1,515	63.7%	36.3%	11.5%	17.5%	£27,841	£1,704	£28,089	£1,882	£27,931	0.9%	£28,143	£2,445	£28,143	£2,445	£28,143	0.0%
6	338	220	558	60.6%	39.4%	12.1%	18.6%	£30,953	£2,357	£31,560	£2,558	£31,192	1.9%	£30,738	£3,618	£31,656	£2,753	£31,656	2.9%
7	1,422	1,601	3,023	47.0%	53.0%	9.8%	8.3%	£34,136	£3,544	£33,917	£3,563	£34,020	-0.6%	£33,574	£7,030	£33,574	£7,030	£33,574	0.0%
8	319	266	585	54.5%	45.5%	11.3%	16.5%	£42,202	£4,503	£43,632	£4,413	£42,852	3.3%	£42,488	£8,646	£46,414	£6,332	£43,758	8.5%
9	554	772	1,326	41.8%	58.2%	15.5%	16.1%	£46,656	£4,400	£47,085	£4,152	£46,906	0.9%	£49,230	£6,742	£49,230	£5,472	£49,230	0.0%
10	185	254	439	42.1%	57.9%	26.5%	26.8%	£55,726	£2,023	£55,733	£1,962	£55,730	0.0%	£55,389	£1,658	£55,389	£1,658	£55,389	0.0%
11	103	253	356	28.9%	71.1%	*	*	£59,662	£2,364	£59,432	£2,170	£59,498	-0.4%	£58,754	£0	£58,754	£0	£58,754	0.0%
12	140	570	710	19.7%	80.3%	*	*	£84,474	£17,495	£85,919	£19,264	£85,634	1.7%	£76,613	£24,574	£81,267	£28,922	£81,267	5.7%
Band 1	72	276	348	20.7%	79.3%	*	*	£72,153	£4,580	£71,617	£4,722	£71,728	-0.7%	£71,172	£6,856	£68,085	£6,299	£70,122	-4.5%
Band 2	32	135	167	19.2%	80.8%	*	*	£90,779	£5,671	£90,653	£5,769	£90,677	-0.1%	£91,447	£7,979	£88,790	£7,979	£88,790	-3.0%
Band 3	13	69	82	15.9%	84.1%	*	*	£105,785	£5,679	£107,163	£7,023	£106,945	1.3%	£105,989	£9,250	£105,989	£12,521	£105,989	0.0%
Band 4	11	32	43	25.6%	74.4%	*	*	£125,971	£7,147	£133,147	£13,369	£131,312	5.4%	£126,525	£10,728	£130,316	£17,326	£128,934	2.9%
no band	12	58	70	17.1%	82.9%	*	*	£80,459	£13,214	£91,630	£22,080	£89,715	12.2%	£77,961	£24,047	£83,701	£37,395	£83,701	6.9%
Total	5,459	5,288	10,747	50.8%	49.2%	17.3%	27.0%	£33,734	£13,457	£41,444	£20,016	£37,528	18.6%	£30,738	£12,745	£35,609	£20,248	£32,600	13.7%

\* all points on these grades are discretionary

## Appendix A2 Gender pay gap by grade (basic pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	< 5	< 5	*	*	*	£27,616	£1,248	£27,328	£0	£27,544	-1.1%	£27,328	£1,223	£27,328	£0	£27,328	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	22	7	29	75.9%	24.1%	£31,656	£0	£33,246	£2,733	£32,040	4.8%	£31,656	£0	£31,656	£2,508	£31,656	0.0%
8	< 5	< 5	*	*	*	£43,771	£1,289	£46,414	£0	£44,828	5.7%	£43,758	£1,289	£46,414	£0	£45,066	5.7%
9	169	295	464	36.4%	63.6%	£46,135	£3,820	£46,935	£3,281	£46,644	1.7%	£49,230	£6,742	£49,230	£5,472	£49,230	0.0%
10	90	148	238	37.8%	62.2%	£55,322	£1,616	£55,377	£1,501	£55,356	0.1%	£55,389	£1,206	£55,389	£0	£55,389	0.0%
11	70	186	256	27.3%	72.7%	£58,754	£0	£58,736	£177	£58,741	0.0%	£58,754	£0	£58,754	£0	£58,754	0.0%
12	105	460	565	18.6%	81.4%	£82,435	£15,677	£83,177	£16,844	£83,039	0.9%	£76,613	£26,102	£77,759	£26,102	£76,613	1.5%
Total	462	1,099	1,561	29.6%	70.4%	£57,262	£17,037	£65,133	£19,375	£62,803	12.1%	£55,389	£9,524	£58,754	£22,991	£58,754	5.7%

\* data not displayed due to a gender population of less than 5



### Appendix A3 Gender pay gap by grade (basic pay) – academic-related staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	14	9	23	60.9%	39.1%	£27,041	£1,793	£27,264	£2,745	£27,129	0.8%	£26,549	£3,213	£25,769	£2,374	£25,769	-2.9%
6	99	59	158	62.7%	37.3%	£30,533	£2,693	£32,498	£3,246	£31,267	6.0%	£29,847	£4,457	£32,600	£4,228	£30,738	8.5%
7	365	254	619	59.0%	41.0%	£34,456	£3,684	£35,169	£4,044	£34,749	2.0%	£34,576	£7,030	£35,609	£6,112	£34,576	2.9%
8	300	246	546	54.9%	45.1%	£42,102	£4,534	£43,589	£4,433	£42,772	3.4%	£42,488	£8,646	£45,066	£6,332	£43,758	5.9%
9	199	168	367	54.2%	45.8%	£47,257	£4,721	£48,528	£4,445	£47,839	2.6%	£49,230	£5,472	£49,230	£4,288	£49,230	0.0%
10	94	102	196	48.0%	52.0%	£56,134	£2,287	£56,260	£2,348	£56,200	0.2%	£55,389	£1,658	£55,389	£1,658	£55,389	0.0%
11	19	28	47	40.4%	59.6%	£63,356	£2,776	£63,247	£2,906	£63,291	-0.2%	£64,188	£4,691	£63,256	£5,596	£64,188	-1.5%
12	20	50	70	28.6%	71.4%	£96,989	£24,473	£105,227	£24,796	£102,874	7.8%	£88,828	£44,650	£97,007	£39,567	£97,007	7.8%
Total	1,110	916	2,026	54.8%	45.2%	£41,831	£11,958	£46,662	£17,621	£44,015	10.4%	£38,896	£13,225	£43,758	£14,030	£41,255	11.1%

### Appendix A4: Gender pay gap by grade (basic pay) – assistant staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	210	163	373	56.3%	43.7%	£16,036	£349	£16,011	£356	£16,025	-0.2%	£16,017	£0	£16,017	£0	£16,017	0.0%
2	165	154	319	51.7%	48.3%	£17,890	£1,207	£17,879	£999	£17,885	-0.1%	£17,703	£1,958	£18,212	£1,958	£18,212	2.8%
3	372	222	594	62.6%	37.4%	£20,665	£1,291	£20,797	£1,280	£20,714	0.6%	£20,989	£2,332	£21,605	£1,777	£20,989	2.9%
4	686	263	949	72.3%	27.7%	£24,327	£1,532	£24,182	£1,743	£24,287	-0.6%	£25,023	£2,111	£24,298	£2,774	£25,023	-3.0%
5	550	319	869	63.3%	36.7%	£27,960	£1,683	£28,327	£1,872	£28,095	1.3%	£28,143	£2,445	£28,982	£2,050	£28,143	2.9%
6	239	161	400	59.8%	40.3%	£31,126	£2,186	£31,216	£2,167	£31,162	0.3%	£31,656	£3,618	£31,656	£2,753	£31,656	0.0%
7	39	56	95	41.1%	58.9%	£36,492	£2,580	£35,961	£3,162	£36,179	-1.5%	£37,768	£2,676	£37,768	£3,443	£37,768	0.0%
8	7	17	24	29.2%	70.8%	£41,647	£4,573	£43,764	£4,488	£43,147	4.8%	£40,082	£8,646	£46,414	£6,332	£45,086	13.6%
Total	2,268	1,355	3,623	62.6%	37.4%	£24,351	£5,058	£24,472	£6,152	£24,396	0.5%	£25,023	£7,154	£25,023	£9,709	£25,023	0.0%

## Appendix A5: Gender pay gap by grade (basic pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	398	221	619	64.3%	35.7%	£27,706	£1,720	£27,782	£1,814	£27,733	0.3%	£28,143	£2,445	£28,143	£2,445	£28,143	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	996	1,284	2,280	43.7%	56.3%	£33,981	£3,508	£33,584	£3,397	£33,757	-1.2%	£33,574	£7,030	£33,574	£5,934	£33,574	0.0%
8	9	< 5	*	*	*	£45,440	£2,816	£46,414	£0	£45,538	2.1%	£46,414	£2,656	£46,414	£0	£46,414	0.0%
9	186	309	495	37.6%	62.4%	£46,487	£4,482	£46,443	£4,537	£46,459	-0.1%	£47,801	£6,742	£46,414	£6,742	£46,414	-3.0%
10	< 5	< 5	*	*	*	£53,781	£0	£55,475	£3,599	£55,136	3.1%	£53,781	£0	£54,585	£3,279	£53,781	1.5%
11	14	39	53	26.4%	73.6%	£59,191	£2,924	£60,012	£3,412	£59,795	1.4%	£58,754	£1,707	£58,754	£5,276	£58,754	0.0%
12	15	60	75	20.0%	80.0%	£82,059	£11,798	£90,855	£21,487	£89,096	9.7%	£83,701	£21,294	£83,701	£35,592	£83,701	0.0%
Total	1,619	1,918	3,537	45.8%	54.2%	£34,614	£8,189	£37,368	£12,650	£36,108	7.4%	£32,600	£8,786	£33,574	£8,158	£33,574	2.9%

\* data not displayed due to a gender population of less than 5

## Appendix B1: Gender pay gap by grade (total pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	210	163	373	56.3%	43.7%	16.2%	9.8%	£16,251	£901	£16,249	£604	£16,250	0.0%	£16,041	£359	£16,059	£485	£16,059	0.1%
2	165	154	319	51.7%	48.3%	8.5%	5.8%	£17,965	£1,294	£18,065	£1,250	£18,013	0.6%	£17,782	£1,958	£18,212	£1,938	£18,212	2.4%
3	372	222	594	62.6%	37.4%	11.6%	9.0%	£20,733	£1,396	£21,872	£3,146	£21,159	5.2%	£20,989	£2,332	£21,605	£1,912	£20,989	2.9%
4	686	263	949	72.3%	27.7%	21.7%	20.2%	£24,393	£1,561	£24,461	£2,102	£24,412	0.3%	£25,023	£2,316	£25,023	£3,191	£25,023	0.0%
5	965	550	1,515	63.7%	36.3%	11.5%	17.5%	£27,894	£1,746	£28,272	£2,147	£28,031	1.3%	£28,143	£2,445	£28,143	£2,445	£28,143	0.0%
6	338	220	558	60.6%	39.4%	12.1%	18.6%	£31,071	£2,514	£31,822	£2,766	£31,367	2.4%	£31,203	£3,618	£32,600	£2,753	£31,656	4.3%
7	1,422	1,601	3,023	47.0%	53.0%	9.8%	8.3%	£34,230	£3,676	£33,982	£3,627	£34,099	-0.7%	£33,574	£7,030	£33,574	£7,030	£33,574	0.0%
8	319	266	585	54.5%	45.5%	11.3%	16.5%	£42,423	£4,871	£43,804	£4,449	£43,051	3.2%	£42,488	£7,600	£46,414	£6,321	£43,758	8.5%
9	554	772	1,326	41.8%	58.2%	15.5%	16.1%	£47,185	£4,901	£48,105	£6,330	£47,721	1.9%	£49,230	£6,742	£49,230	£6,263	£49,230	0.0%
10	185	254	439	42.1%	57.9%	26.5%	26.8%	£56,759	£3,490	£56,772	£3,555	£56,767	0.0%	£55,389	£2,928	£55,389	£2,245	£55,389	0.0%
11	103	253	356	28.9%	71.1%	*	*	£62,166	£8,867	£61,633	£7,130	£61,788	-0.9%	£58,754	£3,569	£58,754	£2,000	£58,754	0.0%
12	140	570	710	19.7%	80.3%	*	*	£90,056	£26,031	£93,706	£31,487	£92,986	3.9%	£81,267	£29,791	£83,701	£34,135	£83,701	2.9%
Band 1	72	276	348	20.7%	79.3%	*	*	£74,217	£8,786	£75,051	£11,145	£74,879	1.1%	£72,221	£8,528	£72,028	£8,528	£72,221	-0.3%
Band 2	32	135	167	19.2%	80.8%	*	*	£100,352	£22,331	£99,188	£21,036	£99,411	-1.2%	£94,187	£11,123	£94,187	£14,643	£94,187	0.0%
Band 3	13	69	82	15.9%	84.1%	*	*	£113,476	£16,508	£125,410	£34,672	£123,518	9.5%	£109,163	£17,577	£115,800	£20,092	£113,050	5.7%
Band 4	11	32	43	25.6%	74.4%	*	*	£143,653	£27,082	£156,710	£39,234	£153,370	8.3%	£137,163	£23,426	£144,293	£34,734	£142,384	4.9%
no band	12	58	70	17.1%	82.9%	*	*	£83,135	£13,096	£97,237	£27,782	£94,820	14.5%	£84,211	£25,997	£97,007	£45,365	£88,416	13.2%
Total	5,459	5,288	10,747	50.8%	49.2%	17.3%	27.0%	£34,091	£14,610	£42,717	£23,603	£38,336	20.2%	£30,738	£13,629	£35,609	£20,248	£32,600	13.7%

\* all points on these grades are discretionary

## Appendix B2: Gender pay gap by grade (total pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	< 5	< 5	*	*	*	£27,616	£1,248	£27,328	£0	£27,544	-1.1%	£27,328	£1,223	£27,328	£0	£27,328	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	22	7	29	75.9%	24.1%	£31,656	£0	£33,319	£2,690	£32,057	5.0%	£31,656	£0	£31,656	£2,763	£31,656	0.0%
8	< 5	< 5	*	*	*	£43,771	£1,289	£46,414	£0	£44,828	5.7%	£43,758	£1,289	£46,414	£0	£45,066	5.7%
9	169	295	464	36.4%	63.6%	£46,865	£4,854	£48,382	£6,125	£47,829	3.1%	£49,230	£6,742	£49,230	£4,589	£49,230	0.0%
10	90	148	238	37.8%	62.2%	£55,945	£2,182	£56,169	£2,796	£56,085	0.4%	£55,389	£1,427	£55,389	£1,658	£55,389	0.0%
11	70	186	256	27.3%	72.7%	£61,307	£9,940	£60,635	£6,945	£60,819	-1.1%	£58,754	£0	£58,754	£0	£58,754	0.0%
12	105	460	565	18.6%	81.4%	£87,223	£22,558	£90,296	£28,469	£89,725	3.4%	£78,640	£27,992	£82,006	£29,791	£81,267	4.1%
Total	462	1,099	1,561	29.6%	70.4%	£59,125	£20,512	£68,929	£26,589	£66,028	14.2%	£55,389	£12,440	£58,754	£24,394	£58,754	5.7%

\* data not displayed due to a gender population of less than 5

**Appendix B3: Gender pay gap by grade (total pay) – academic-related staff**

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	14	9	23	60.9%	39.1%	£27,117	£1,757	£27,264	£2,745	£27,174	0.5%	£27,077	£3,213	£25,769	£2,374	£26,826	-5.1%
6	99	59	158	62.7%	37.3%	£30,634	£2,794	£32,776	£3,386	£31,433	6.5%	£29,847	£4,457	£32,600	£5,462	£30,738	8.4%
7	365	254	619	59.0%	41.0%	£34,557	£3,869	£35,230	£4,056	£34,833	1.9%	£34,576	£6,112	£35,609	£6,112	£34,576	2.9%
8	300	246	546	54.9%	45.1%	£42,329	£4,923	£43,758	£4,476	£42,973	3.3%	£42,488	£8,409	£45,659	£6,332	£43,758	6.9%
9	199	168	367	54.2%	45.8%	£47,499	£4,980	£49,412	£7,654	£48,375	3.9%	£49,230	£6,944	£49,230	£5,403	£49,230	0.0%
10	94	102	196	48.0%	52.0%	£57,437	£4,178	£57,440	£4,229	£57,438	0.0%	£55,389	£3,365	£56,151	£3,365	£55,704	1.4%
11	19	28	47	40.4%	59.6%	£65,706	£4,876	£65,350	£6,338	£65,493	-0.5%	£65,964	£3,785	£63,256	£5,596	£64,630	-4.3%
12	20	50	70	28.6%	71.4%	£109,248	£40,223	£121,997	£45,697	£118,354	10.5%	£100,305	£55,735	£106,954	£52,930	£106,954	6.2%
Total	1,110	916	2,026	54.8%	45.2%	£42,351	£13,980	£48,015	£22,899	£44,912	11.8%	£39,596	£13,225	£43,758	£14,030	£41,255	9.5%

### Appendix B4: Gender pay gap by grade (total pay) – assistant staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	210	163	373	56.3%	43.7%	£16,251	£901	£16,249	£604	£16,250	0.0%	£16,041	£359	£16,059	£485	£16,059	0.1%
2	165	154	319	51.7%	48.3%	£17,965	£1,294	£18,065	£1,250	£18,013	0.6%	£17,782	£1,958	£18,212	£1,938	£18,212	2.4%
3	372	222	594	62.6%	37.4%	£20,733	£1,396	£21,872	£3,146	£21,159	5.2%	£20,989	£2,332	£21,605	£1,912	£20,989	2.9%
4	686	263	949	72.3%	27.7%	£24,393	£1,561	£24,461	£2,102	£24,412	0.3%	£25,023	£2,316	£25,023	£3,191	£25,023	0.0%
5	550	319	869	63.3%	36.7%	£28,033	£1,719	£28,641	£2,270	£28,256	2.1%	£28,143	£2,445	£28,982	£2,519	£28,982	2.9%
6	239	161	400	59.8%	40.3%	£31,252	£2,371	£31,472	£2,421	£31,341	0.7%	£31,656	£3,618	£32,251	£2,753	£31,656	1.8%
7	39	56	95	41.1%	58.9%	£36,926	£2,717	£36,293	£3,360	£36,553	-1.7%	£37,768	£2,428	£37,768	£3,679	£37,768	0.0%
8	7	17	24	29.2%	70.8%	£41,987	£4,822	£44,006	£4,432	£43,417	4.6%	£40,082	£8,646	£46,414	£6,603	£45,086	13.6%
Total	2,268	1,355	3,623	62.6%	37.4%	£24,446	£5,091	£24,873	£6,287	£24,606	1.7%	£25,023	£7,154	£25,023	£9,709	£25,023	0.0%

## Appendix B5: Gender pay gap by grade (total pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	398	221	619	64.3%	35.7%	£27,730	£1,771	£27,784	£1,816	£27,750	0.2%	£28,143	£2,445	£28,143	£2,445	£28,143	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	996	1,284	2,280	43.7%	56.3%	£34,061	£3,611	£33,638	£3,461	£33,823	-1.3%	£33,574	£7,030	£33,574	£7,030	£33,574	0.0%
8	9	< 5	*	*	*	£45,440	£2,816	£46,414	£0	£45,538	2.1%	£46,414	£2,656	£46,414	£0	£46,414	0.0%
9	186	309	495	37.6%	62.4%	£47,140	£4,864	£47,131	£5,548	£47,134	0.0%	£48,651	£7,985	£47,801	£6,742	£47,801	-1.8%
10	< 5	< 5	*	*	*	£66,281	£0	£62,046	£3,239	£62,893	-6.8%	£66,281	£0	£61,574	£3,475	£62,636	-7.6%
11	14	39	53	26.4%	73.6%	£61,662	£6,083	£63,726	£7,361	£63,181	3.2%	£58,754	£7,980	£58,754	£11,424	£58,754	0.0%
12	15	60	75	20.0%	80.0%	£84,301	£11,416	£96,275	£27,312	£93,880	12.4%	£84,721	£17,319	£95,597	£41,155	£88,790	11.4%
Total	1,619	1,918	3,537	45.8%	54.2%	£34,795	£8,561	£37,775	£14,020	£36,411	7.9%	£32,600	£8,786	£33,574	£8,158	£33,574	2.9%

\* data not displayed due to a gender population of less than 5



**Appendix C1: Non-pensionable additional payments**

		No	£ average	£ total
Biological Safety Officer	Male	28	£712	£19,928
	Female	30	£562	£16,874
Bonus Payment	Male	9	£77,694	£699,250
	Female	< 5	*	£25,992
Chairman Degree Comm.	Male	< 5	*	£12,500
	Female			
Chair Payment	Male	33	£815	£26,906
	Female	< 5	*	£1,506
Deputy Director/Head	Male	14	£2,157	£30,198
	Female	6	£2,919	£17,516
Laser Officer	Male	24	£671	£16,096
	Female	< 5	*	£2,210
Librarian	Male	< 5	*	£862
	Female			
Radiation Officer	Male	< 5	*	£400
	Female	< 5	*	£200
Radiation Supervisor	Male	56	£609	£34,078
	Female	43	£700	£30,119
Safety Off/Adviser	Male	50	£334	£16,721
	Female	50	£316	£15,780
Secretary Payment	Male	8	£1,333	£10,665
	Female	< 5	*	£417
Other Payment	Male	552	£2,140	£1,181,158
	Female	449	£806	£362,016
Total	Male	779	£2,630	£2,048,763
	Female	586	£807	£472,629
	Total	1365	£1,847	£2,521,391

\*data not displayed due to gender population of less than 5

**Note 1:** The row entitled 'Other Payment' includes non-pensionable payments not separately identified in other rows. This mainly includes assistant staff and research staff payments eg Early Morning Supplements and Marie Curie Allowances.

**Note 2:** There are a small number of bonus payments specifically agreed with individuals where the University wishes to tie their remuneration to the delivery of certain duties or outcomes.

**Appendix C2: Pensionable additional payments (discretionary)**

		<b>No</b>	<b>£ average</b>	<b>£ total</b>
<b>Admin Responsibility</b>	<b>Male</b>	12	£6,189	£74,265
	<b>Female</b>	5	£2,390	£11,952
<b>Additional Responsibility</b>	<b>Male</b>	101	£1,633	£164,907
	<b>Female</b>	139	£1,275	£177,198
<b>Additional Hours</b>	<b>Male</b>	39	£2,475	£96,507
	<b>Female</b>	5	£1,593	£7,963
<b>Other Payment</b>	<b>Male</b>	42	£9,858	£414,051
	<b>Female</b>	10	£9,504	£95,043
<b>Total</b>	<b>Male</b>	<b>194</b>	<b>£3,865</b>	<b>£749,731</b>
	<b>Female</b>	<b>159</b>	<b>£1,837</b>	<b>£292,156</b>
	<b>Total</b>	<b>353</b>	<b>£2,952</b>	<b>£1,041,887</b>

**Note:** The row entitled 'Other Payment' includes discretionary pensionable payments not separately identified in other rows.

**Appendix C3: Pensionable additional payments (linked to a role)**

		No	£ average	£ total
Chair Faculty Board	Male	12	£4,652	£55,826
	Female	< 5	*	£6,067
Deputy Director/Head	Male	22	£5,400	£118,809
	Female	9	£4,149	£37,345
Director	Male	12	£7,036	£84,436
	Female	< 5	*	£46,080
Head of Department	Male	52	£10,498	£545,880
	Female	9	£4,838	£43,545
Acting Head	Male	< 5	*	£25,559
	Female	< 5	*	£2,270
Head of Division	Male	10	£2,964	£29,642
	Female			
Secretary Faculty Board	Male	6	£2,031	£12,187
	Female	< 5	*	£3,932
Other Payment	Male	336	£3,899	£1,310,173
	Female	308	£1,877	£578,224
Total	Male	454	£4,807	£2,182,514
	Female	334	£2,148	£717,462
	Total	788	£3,680	£2,899,975

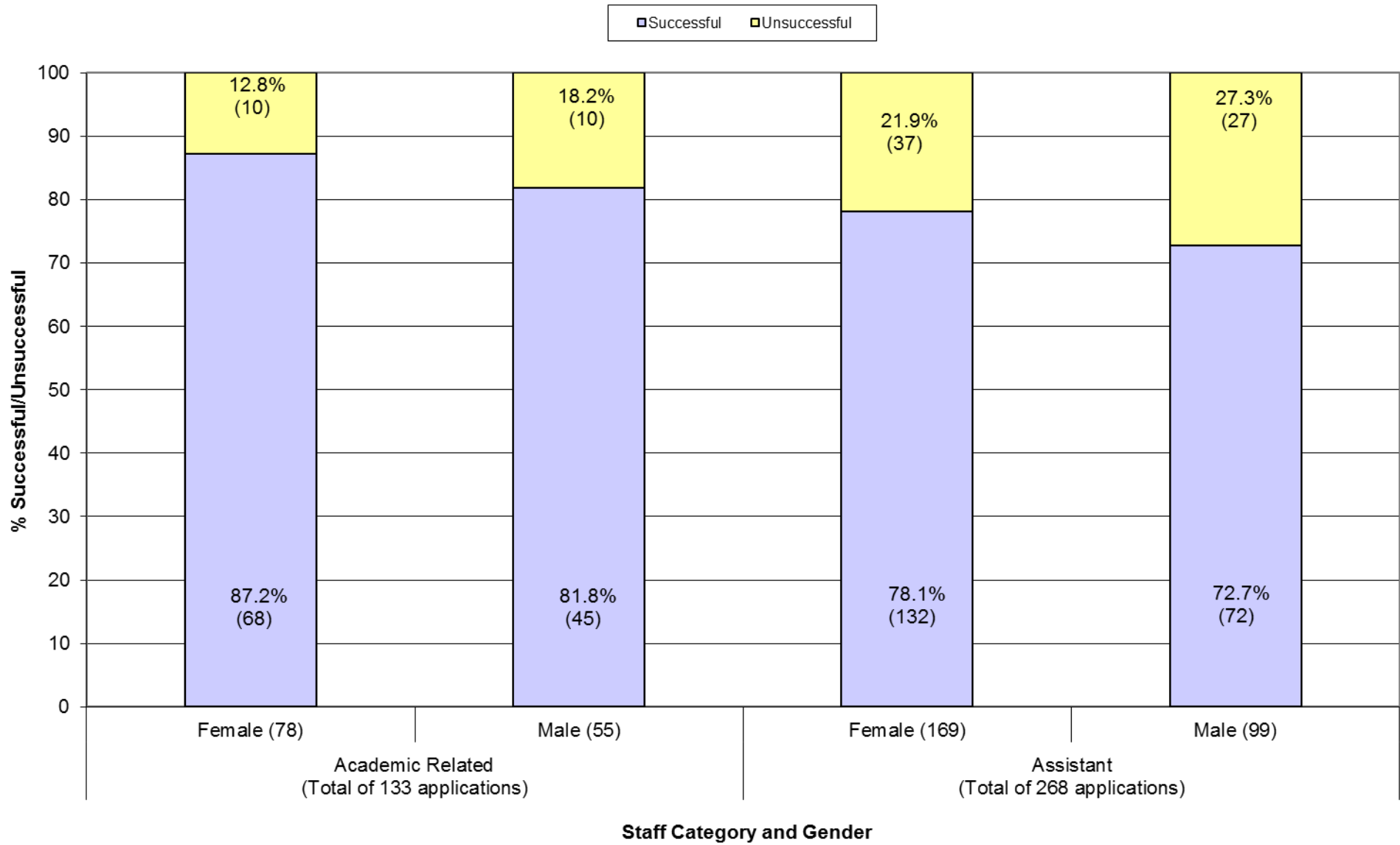
\* Data not displayed due to a gender population of less than 5.

**Note:** The row entitled 'Other Payment' includes pensionable payments (linked to a role) not separately identified in other rows. This mainly includes assistant staff and research staff payments eg Shift Allowances, Wellcome Trust additional payments.

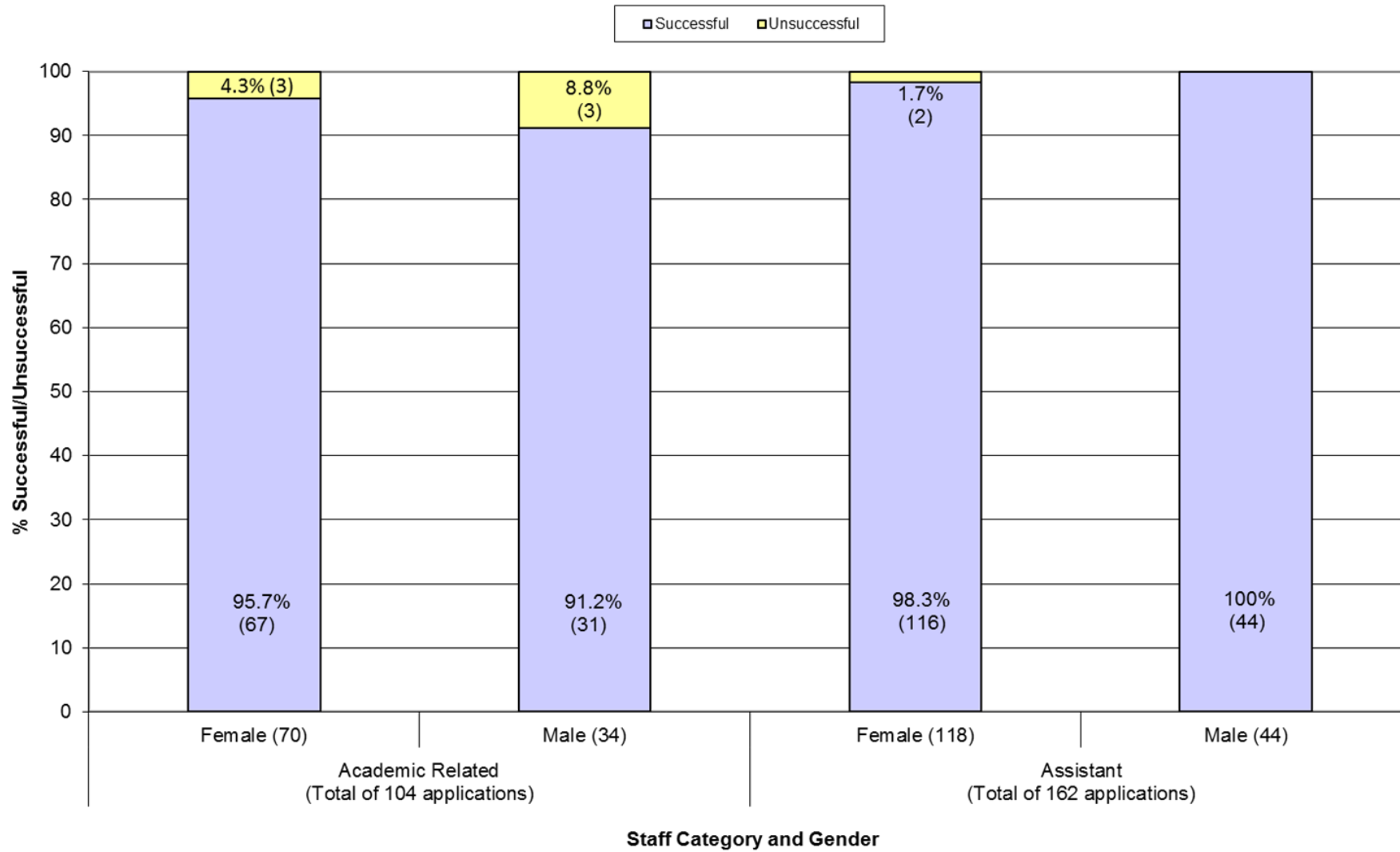
## Appendix C4: Market related payments

Staff category	Supplement % of salary	Grade	Sub-Total		
			M	F	% F
Academic	≤5%	9	3	2	40%
		10		3	100%
		11	1		0%
		12	6	2	25%
	>5% ≤10%	9	20	4	17%
		10	7	2	22%
		11	4	1	20%
		12	17	2	11%
	>10% ≤15%	9	6	5	45%
		10	1		0%
		11	1		0%
		12	8	2	20%
	>15% ≤20%	9	6	3	33%
		11	3		0%
		12	6	1	14%
	>20% ≤25%	9	2	1	33%
		11	1		0%
		12	4		0%
	>25% ≤30%	9		1	100%
		10	1		0%
		11	1	1	50%
		12	4		0%
	>30% ≤35%	9	1		0%
		11	1		0%
		12	3		0%
	>35% ≤40%	9	1		0%
		12	3		0%
	>40% ≤45%	9	1		0%
		12	3		0%
	>45% ≤50%	12	1		0%
>50% ≤55%	12	3		0%	
>60% ≤65%	9	1		0%	
>70% ≤75%	12	1		0%	
>75% ≤80%	12		2	100%	
>85% ≤90%	11	1	1	50%	
>90% ≤95%	12	1		0%	
>95% ≤100%	12	2		0%	
>105% ≤110%	11		1	100%	
>120% ≤125%	12	1		0%	
>135% ≤140%	12	1		0%	
>170% ≤175%	12	1		0%	
			<b>£2,211,319</b>	<b>£457,085</b>	
Academic Related	≤5%	8	1	1	50%
		9	1		0%
		6		1	100%
	>5% ≤10%	7	1		0%
		9	3	1	25%
		10	2	5	71%
		11	4	2	33%
		12	2		0%
	>10% ≤15%	9	1		0%
		10	2	3	60%
		11		1	100%
	>15% ≤20%	12	3	1	25%
		10	4	3	43%
		11	1		0%
		12	1		0%
	>20% ≤25%	9	1		0%
		10		1	100%
	>25% ≤30%	11	1		0%
		12	2		0%
	>30% ≤35%	9	1		0%
10			1	100%	
>35% ≤40%	12	1		0%	
	12	2		0%	
>40% ≤45%	12	1	1	50%	
>45% ≤50%	12	2		0%	
>60% ≤65%	12		2	100%	
			<b>£599,032</b>	<b>£319,106</b>	
Assistant	≤5%	5		1	100%
		6		1	100%
	>15% ≤20%	4	1		0%
		6		1	100%
			<b>£4,824</b>	<b>£9,007</b>	
Research	≤5%	12	1		0%
		7	2		0%
		9	1		0%
	>5% ≤10%	11	1		0%
		12	3	1	25%
		9	1		0%
>15% ≤20%	11	2		0%	
			<b>£68,227</b>	<b>£6,299</b>	

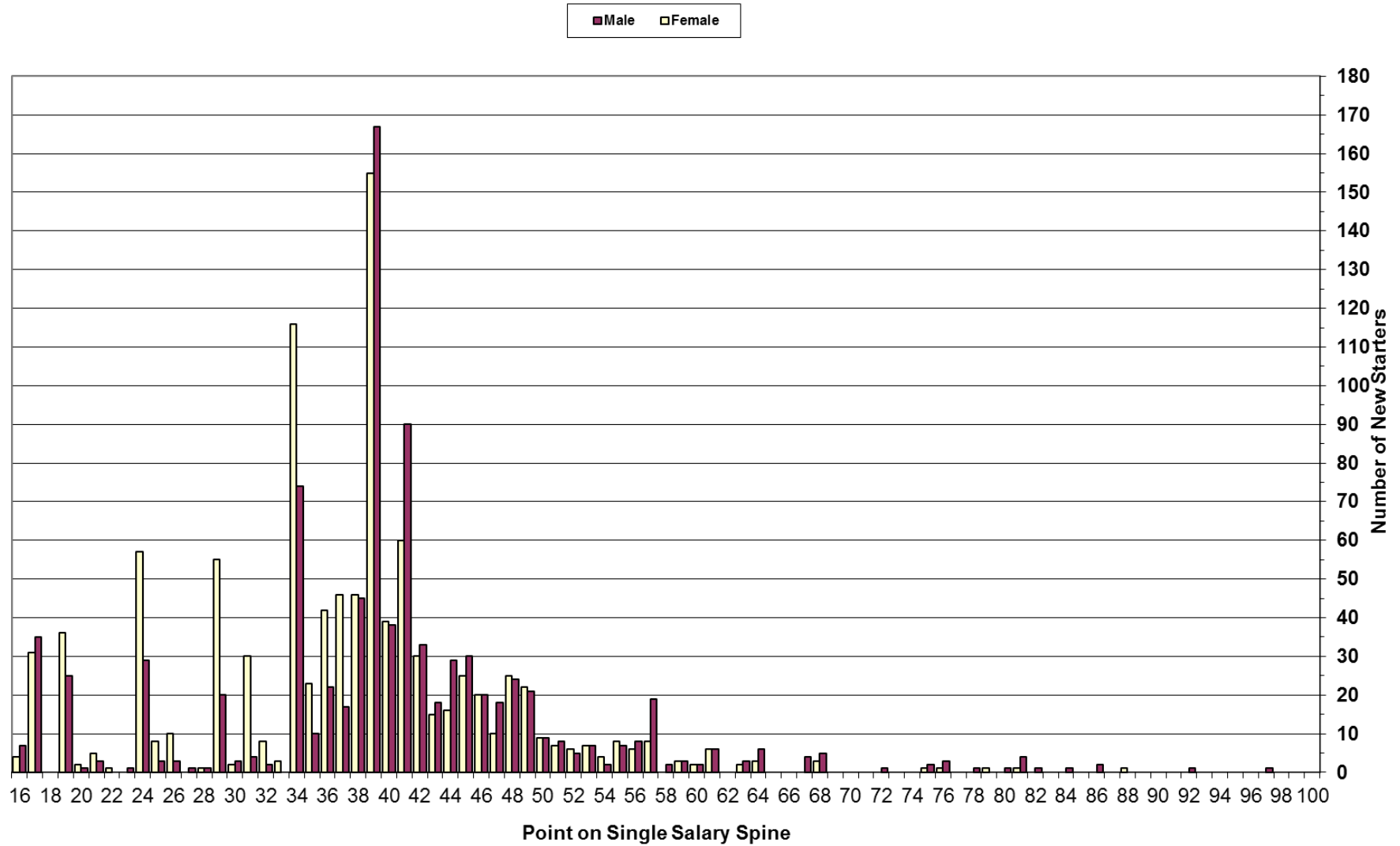
**Appendix D1: Contribution Increments by gender and occupational category**



**Appendix D2: Single Contribution Payments by gender and occupational category**



Appendix E1: Scale points of new employees by gender (chart 1)

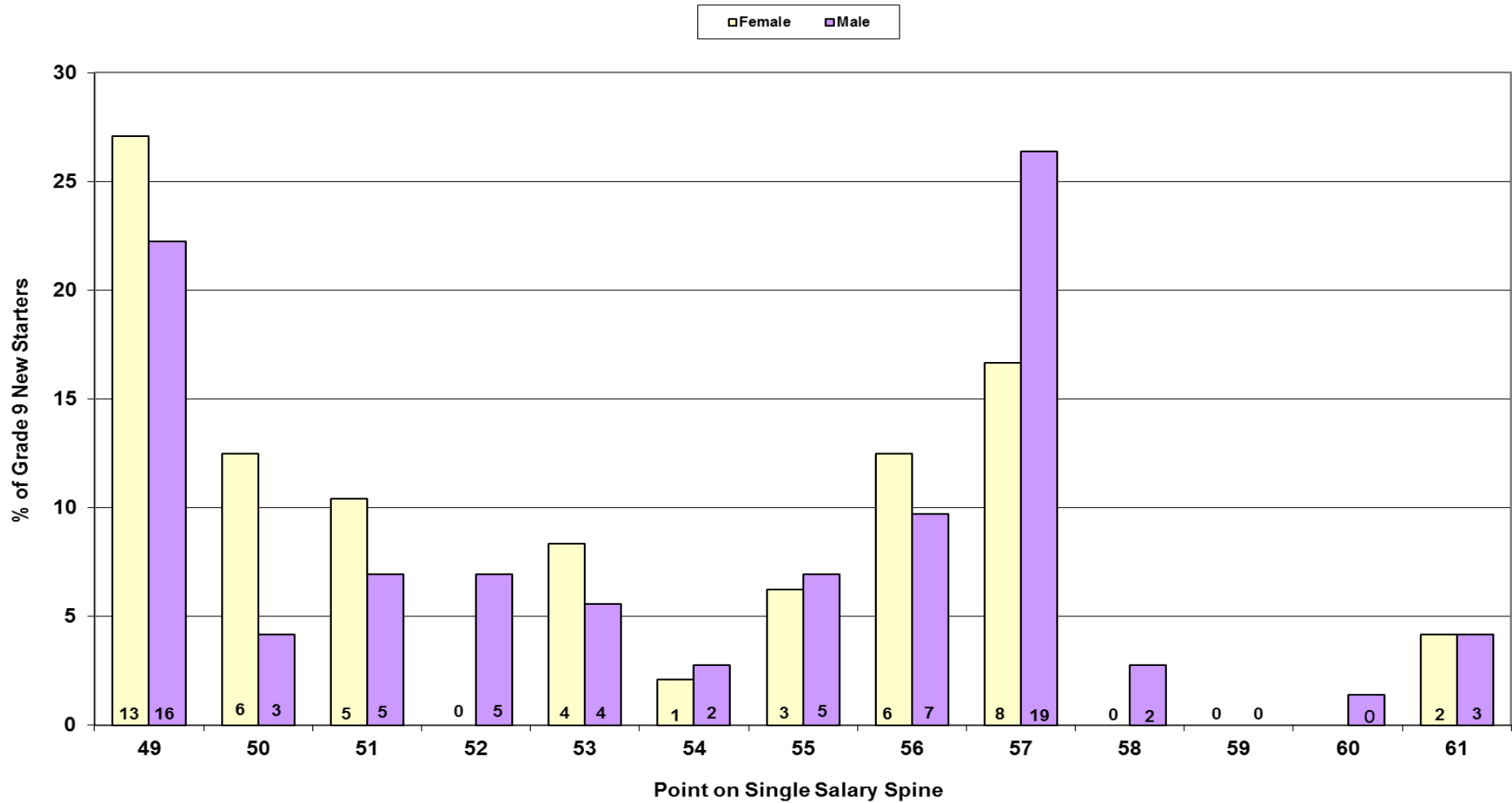


Appendix E2: Scale points of new employees by gender (chart 2)

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male			
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Total	35	42	44	31	77	37	101	30	259	173	56	12	343	444	37	24	48	72	12	12	2	8	8	23	1022	908	Total		



Appendix E3: Scale points of new employees in grade 9 by gender



## Appendix F: Methodology

The methodology of this Equal Pay Review is consistent with previous reviews in order to analyse trends over time. The approach taken is in line with the relevant JNCHES<sup>2</sup> guidance and the Equality and Human Rights Commission advice that where a pay differential related to gender is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. For gender pay gaps of more than 5%, action is needed to address the issue and close the gap. Consistent with previous reviews, this review includes in its analysis all University employees on the single salary spine (i.e. excluding those on spot salaries or those whose pay is not determined by the University).

### Pay gap calculation

The pay gap calculation is based on a percentage of the average male salary, this is a standard equal pay approach and allows meaningful benchmarking with external organisations and publicly available statistics. A pay gap figure without a minus sign indicates that the pay gap shows higher average pay for male employees compared to female employees. A minus number indicates the opposite.

### Mean and median

Average salaries and gender pay gaps can be calculated by either using the mean or median values. The mean is calculated by adding all values together and dividing by the number of values. The median is the middle value when each of the values are placed in order of smallest to largest.

The median can be a more appropriate method of measuring averages than the mean where there are outlying values within the data being analysed. The median is also helpful for benchmarking with national statistics (ONS) and other institutions who primarily use the median. However, a significant proportion of salaries on the University's pay scale are on the top service point of the grade, for both male and female employees. In this situation the median values for both genders will tend to be the same, masking any pay gap that may exist.

Therefore, for the purposes of this Equal Pay Review, the mean has continued to be used as the primary method of analysis and continues to inform the narrative of the report. Where the term average is used this will be the mean unless otherwise stated. The University may review this approach in future equal pay reports.

### Standard deviation

A number of the appendices to this review include standard deviation calculations which are used to identify the dispersion of the values from the average (mean) salary value. A low standard deviation indicates that the pay totals are clustered around the average value whereas a high standard deviation indicates that the pay totals are spread over a wide range. This provides another helpful indicator on the conclusions that can be drawn from the comparisons but where the sample group size is less than 10, the standard deviation may be misleading.

### Interquartile range

The appendices also include inter-quartile ranges where appropriate, expressing by how much the members of a group differ from the mean value for the group in order to provide further insight into potential gender pay issues and for benchmarking purposes. The inter-quartile range is the difference between the upper quartile (i.e. the value of all payments three quarters of the way from lowest to highest) and the lower quartile (i.e. the value of all payments one quarter of the way from lowest to highest).

### Data protection

The disclosure to third parties of data from equal pay reviews is covered by the Data Protection Act (1998). The results of an equal pay review can be disclosed as regards individuals or small groups as long as they are in a sufficiently anonymised form. Where fewer than five employees are identified in a particular category of the data the values have been removed and replaced by '<5' (less than five) where necessary. This is in accordance with HESA guidance.

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<sup>2</sup> Joint Negotiating Committee for Higher Education Staff