



THE UNIVERSITY *of* EDINBURGH

**Equal Pay Audit & Equal Pay  
Statement 2017  
All Employees**

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## 1. Introduction

The University supports the principle of equal pay for work of equal value and recognises that there should be a reward system which is free from bias and based on objective criteria. The University carried out an institution-wide pay and grading exercise which was implemented in 2007, with the majority of employees<sup>1</sup> moving to a new grade structure underpinned by job evaluation using the Hay methodology.

The introduction of the Public Sector Equality Duty in April 2011, created by the Equality Act 2010, established a legal requirement for employers covered by the duty to publish information demonstrating compliance with the duty.

The University aims to eliminate any bias in our reward processes and recognises that in order to achieve equal pay for employees doing equal work we should operate processes which are transparent and based on objective criteria. The University is committed to resources necessary to achieve equal pay.

This report is produced as part of the University's wider commitment to monitoring equality and to provide analysis and recommendations in relation to the reward management, policy and practice of staff across the University.

The Director of Human Resources is responsible for ensuring that the University of Edinburgh's employment policies and practices comply with equal pay legislation.

## 2. What is an Equal Pay Audit

An Equal Pay Audit involves a comparison of pay of employees doing equal work, and the identification of any equal pay gaps. It includes the explanation of gaps using objective criteria, and the addressing of any gaps that cannot be satisfactorily explained on the grounds of work content, it also provides ongoing monitoring.

There are a number of benefits of conducting an Equal Pay Audit:

- Identifying, explaining and, where justifiable, eliminating pay inequalities
- Supporting rational, fair and transparent pay arrangements
- Demonstrating to employees a commitment to equality
- Demonstrating the University's values to external stakeholders
- Helping to meet the public sector equality duty

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<sup>1</sup> Some employees retained terms and conditions that are protected under TUPE or are set by external national agreements e.g. Clinical Academics

### 3. The University's Approach

This is the fifth Equal Pay Audit undertaken by the University. An annual Grade 10 and Equivalent Equal Pay Audit is completed separately, however Grade 10 employees are also included within this report.

This report will be shared with the University People Committee and with Campus Unions and any resulting actions taken forward with these groups.

The Equal Pay Audit is published biennially and the next audit covering all staff will be published in 2019.

### 4. Data Collection

The data was extracted from the University HR System on 31<sup>st</sup> March 2017.

Data was analysed for all employees irrespective of their terms and conditions to calculate pay gaps. Subsequently, employee data has been grouped as considered to be appropriate. Detailed comparisons are not shown where this would enable individuals to be identified.

### 5. Methods for Calculating the Pay Gap

The gender pay gap is calculated using the mean and median salaries of female employees expressed as a percentage of the mean and median salaries of male employees doing work of equal value. 'Salary' is the full-time equivalent salary, plus any job related additional salary payments such as a market pay supplement.

**A negative % demonstrates a pay gap in favour of women.** The pay gap has been calculated using both the mean and median salaries.

The ethnicity pay gap is calculated using the mean and median salaries of employees from black and minority ethnic (BME) groups as a percentage of the mean and median salaries of white employees doing work of equal value. 'Salary' is the full-time equivalent salary, plus any job related additional salary payments such as a market pay supplement.

**A negative % demonstrates a pay gap in favour of employees from BME groups.** The pay gap has been calculated using both the mean and median salaries.

The disability pay gap is calculated using the mean and median salaries of employees reporting a disability as a percentage of the mean and median salaries of employees who have not reported a disability and are doing work of equal value. 'Salary' is the full-time equivalent salary, plus any job related additional salary payments such as a market pay supplement.

**A negative % demonstrates a pay gap in favour of employees from disabled staff.** The pay gap has been calculated using both the mean and median salaries.

The EHRC guidance indicates that pay gaps of 5% or greater are considered to be significant.

## 6. Summary of Findings

- The **mean gender pay gap** for all employees on grade **UE01-UE10 is 16.6%**. This has decreased by 0.1% since the 2015 report
- The **median gender pay gap** for the same population is **13.7%**. This is unchanged since the 2015 report.
- The **mean and median gender pay gaps** are lower when calculated for employees on **UE01-UE09** only, at **9.7%** and **11.1%** respectively.
- The **only substantial gender pay gap in the UE01 – UE09** population is at **Grade UE03 - 6.0%** (mean) and **5.5%** (median)
- The **mean and median pay gender gaps** are higher in the **Grade 10** population at **7.1%** and **6.3%** respectively.
- The **mean and median gender pay gaps for all employees**, including those on NHS or legacy grades are **17.7%** and **11.1%**. The mean has reduced since the 2015 equal pay audit and the median remains unchanged.
- Male employees substantially outnumber female employees in the higher grades of the University payscale. **53%** of all **male employees** are employed in grades **UE07-UE10** compared to **39%** of all **female employees**. The clustering of female employees in the lower grades and male employees amongst the higher grades continues to influence the pay gap.
- There are a **higher proportion of female employees in the Professional (58.6%), Support (65.5%) and Technical (53.5%)** occupational categories. There are a **higher proportion of male employees in the Academic (54.3%), and Clinical Academic (62.3%)** occupational categories.
- The **mean gender pay gap** for employees **hired in the previous two years** is **10.7%**.
- The **mean and median pay gap between White and BME staff** are **6.8%** and **7.1%** respectively.
- There are **no substantial pay gaps between White and BME staff within the majority of grades in the UE01-UE09 population**. The only significant pay gaps are seen in Grade UE03 (median for white employees is 5.2% higher), Grade UE05 (median for white employees is 5.8% higher and Grade10 (mean salary for white employees is 5.2% higher).
- The proportion of the University staff from black or other minority ethnic groups is 9.7%. **Grades UE05 to UE08 and UE01 have the highest levels of BME representation.**
- The **Academic (13.5%) and Clinical Academic (11.7%)** occupational groups have a **higher level of representation of BME staff** than the overall University figure.
- The **mean pay gap between disabled employees and employees not declaring a disability** is **6.8%**. There is **no median pay gap between these two groups**
- Generally, the **mean and median salaries for disabled employees and those not known to be disabled** are **relatively similar within each grade.**
- The **proportion of disabled staff in each grade** of the University payscale is **relatively consistent.**
- The **Professional and Technical** occupational groups have **relatively high levels of representation of disabled staff (5.6% and 4.9% respectively)** for the University. The

**Clinical Academic** occupational group has the **lowest level of representation** of disabled staff in the University (**1.8%**).

## 7. Initial Findings – Overall Gender Pay Gaps

The following pay gap has been calculated for all employees on grades UE01 to UE09. The pay gap from the previous audit has been included for comparator purposes.

**Table 7.1: All employees on UE01-UE09**

Year	Grades UE01-UE09				Mean Pay Gap	Median Pay Gap
	Female Headcount	%	Male Headcount	%		
2015	6441	55	5361	45	12.1%	11.1%
2017	7134	56	5768	44	9.7%	11.1%

The overall population of employees in grades UE01 to UE09 has decreased in the last two years, and there has been a slight increase in the percentage of female employees (UE01-UE09) who now account for 56% of the population. The headline figures show that the mean pay gap has decreased to 9.7% since the 2015 equal pay audit and the median pay gap has remained the same.

**Table 7.2: All employees - Grades UE01-UE10**

	All	Male	Female
Mean Pay	£33,891	£37,204	£31,046
Median Pay	£31,076	£32,958	£28,452
Total Population Pay gap by Mean	16.6%		
Total Population Pay gap by Median	13.7%		
Total population total salary range ('Pay') on grades UE01 to UE10 only	£8,958 - £240,896		
Total All Males (headcount) and % of population	6281, 46.2%		
Total All Females and % of population	7314, 53.8%		

The mean pay gap for all employees is 16.6%, a very slight decrease since the 2015 audit. The median pay gap is 13.7%, this is unchanged since the last pay audit. It is evident that the Grade 10 population has a substantial impact on the mean and median pay gap of the overall University population.

The following table includes employees on legacy grades and clinical (NHS) grades. It should be noted that employees on legacy terms and conditions are protected under

TUPE<sup>2</sup> and the University has no ability to vary these terms, which include pay arrangements.

**Table 7.3: Entire staff population pay gaps by gender**

	<b>All</b>	<b>Male</b>	<b>Female</b>
Mean Pay	£34,950	£38,593	£31,750
Median Pay	£31,076	£32,958	£29,301
Total Population Pay gap by Mean	17.7%		
Total Population Pay gap by Median	11.1%		
Total population total salary range ( 'Pay' ) on grades UE01 to UE10 only	£8,958-£259,705		
Total All Males (headcount) and % of population	6,693, 46.8%		
Total All Females and % of population	7,619, 53.2%		

The inclusion of staff on legacy and non-University payscales increases the mean pay gap which at 17.1% is higher than the mean pay gap for employees on grades UE01-UE10. Conversely it has a positive impact on the median pay gap, which at 11.1% is lower than the pay gap for grades UE01-UE10.

The gender pay gaps calculated using only staff on University terms and conditions are considered to be the most representative, for the University has the ability to control these pay arrangements.

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<sup>2</sup> Transfer of Undertakings (Protection of Employment) Regulations, commonly referred to as 'TUPE' affords that certain employee rights are protected indefinitely where their employer is subject to a take-over or merger by/with another employer.

## 8. Findings – Detailed Analysis of Gender Pay Gaps

In order to assess in more detail the gender pay gaps presented in section 7, it is necessary to analyse the pay gaps by grade.

It is also important to understand the concentration of male and female employees in different grades. This is known as vertical segregation.

The table below provides information by gender and headcount and shows the mean and median salaries and resulting pay gaps for each University grade.

**Table 8.1 Gender pay gap by individual University grade (UE01-UE10)**

Headcount, mean and median salary by UE grade and gender and respective mean and median gender pay gap						
Grade	Gender	Headcount	Mean Salary	Median Salary	Mean Pay Gap	Median Pay Gap
UE01	Male	317	£15,493	£15,421	0.0%	0.0%
	Female	538	£15,491	£15,421		
UE02	Male	267	£16,258	£15,976	2.7%	1.9%
	Female	272	£15,827	£15,670		
UE03	Male	278	£18,915	£18,412	6.0%	5.5%
	Female	378	£17,772	£17,399		
UE04	Male	243	£20,962	£20,624	2.5%	0.0%
	Female	609	£20,439	£20,624		
UE05	Male	399	£23,810	£23,164	0.1%	-1.0%
	Female	994	£23,792	£23,403		
UE06	Male	1421	£28,549	£27,629	-0.8%	-3.0%
	Female	1622	£28,774	£28,452		
UE07	Male	1354	£35,858	£36,001	0.2%	0.0%
	Female	1530	£35,774	£36,001		
UE08	Male	968	£45,262	£46,924	0.9%	2.9%
	Female	805	£44,837	£45,562		
UE09	Male	518	£55,425	£55,998	0.2%	0.0%
	Female	330	£55,303	£55,998		
UE10	Male	513	£83,487	£76,432	7.1%	6.3%
	Female	180	£77,599	£71,603		

A number of observations can be made about the data presented in the table. Firstly, generally the mean and median salaries for men and women are relatively similar within each grade. Whilst mean and median male salaries within a grade are generally higher this is by less than 5% for both of these measures in almost all grades with the exception of UE03 (mean male salary 6.0% higher, median male salary 5.5% higher) and UE10 (mean male salary 7.1% higher, median male salary 6.3% higher). Mean and Median Female salaries are higher in only a small number of grades (median female salary in UE05 is 1% higher, mean female salary in UE06 is 0.8% higher and median female salary in UE06 is 3.0% higher)

Secondly, the most significant pay gaps exist for the UE10 population, with a mean and median pay gap of 7.1% and 6.3% respectively.

Thirdly, the gender imbalance in UE10 and the significant pay gap for UE10 can be seen to have a major influence on the University's overall pay gap.

Fourthly, there is notable vertical gender segregation in the University. 53.8% of staff paid on the University grade structure are female but most are in the bottom 7 grades – 61.1% of female employees are in the bottom 6 grades compared to 46.6% of male employees. From grades UE08 to UE10 there is a higher population of male employees.

The clustering of male employees on higher grades and female employees on lower and middle grades has a significant impact on the gender pay gap. Common causes of Occupational segregation, including vertical segregation, are gender stereotyping (social attitudes which stereotype the roles women and men have in our society), inflexible working (women with children face constraints in terms of finding work that is potentially both commensurate with their skills and aspirations as well as flexible and convenient in terms of their childcare and other caring responsibilities), recruitment practice (the places and ways in which jobs are advertised and recruitment processes) and lack of access to mentoring and networking opportunities for female employees

The University has a significant commitment to the elimination of gender stereotyping. Our recruitment and reward systems have been designed to be free from bias and based on objective criteria and we have made significant commitment to ensuring our employees understand the causes and impact of unconscious bias<sup>3</sup>.

The University is also committed to flexible working and recognises that flexible working can provide benefits to both the employer and the employee. The University's flexible working policy<sup>4</sup> was last reviewed in 2016.

For several years the University has runs the Mentoring Connections<sup>5</sup> scheme which actively seeks mentors and mentees from across the University with particular focus on female employees.

Nevertheless there continues to be notable vertical segregation and the causes of this distribution warrant further investigation and should be taken forward before the 2019 Equal pay Audit.

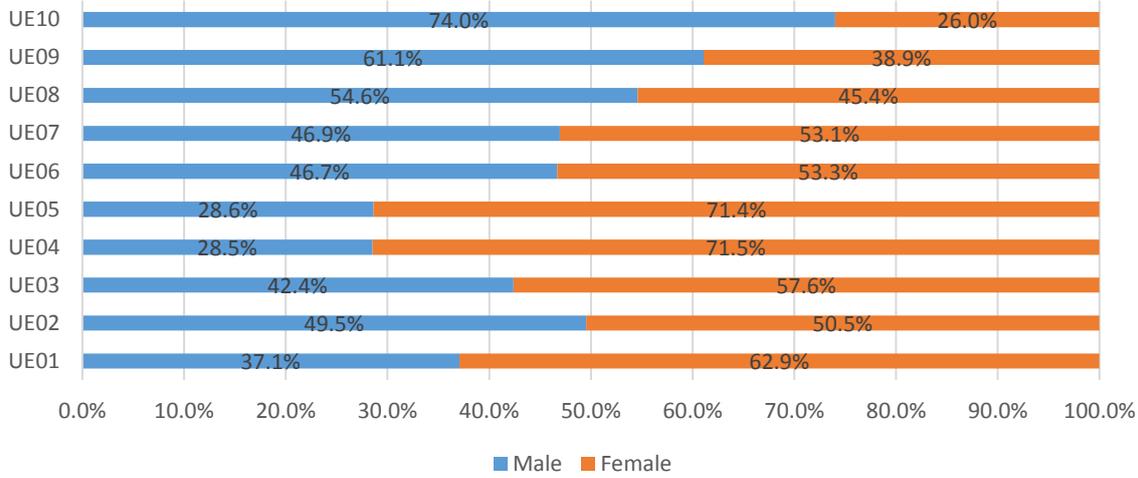
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<sup>3</sup> <http://www.ed.ac.uk/human-resources/learning-development/dev-opportunities/a-z-courses/courses-m-z/unconscious-bias>

<sup>4</sup> [http://www.docs.csg.ed.ac.uk/HumanResources/Policies/Flexible\\_Working\\_Policy.pdf](http://www.docs.csg.ed.ac.uk/HumanResources/Policies/Flexible_Working_Policy.pdf)

<sup>5</sup> <http://www.ed.ac.uk/human-resources/learning-development/dev-opportunities/mentoring-connections>

### Headcount by Gender and Grade



## 9. Full-time and Part-time Pay Gaps

The pay gaps for full-time and part-time have been calculated for Grades UE01-UE10. A negative pay gap denotes that the mean or median pay is higher for part-time employees.

**Table 9.1 UE01-UE10 Pay Gap, Full-time and Part-time**

Grade	Pay Gap Full-Time to Part-Time All Employees	
	Mean Pay Gap	Median Pay Gap
UE01	5.0%	0.0%
UE02	5.8%	6.6%
UE03	6.2%	5.5%
UE04	1.3%	0.0%
UE05	3.4%	3.0%
UE06	5.0%	8.4%
UE07	-2.5%	-6.1%
UE08	2.9%	5.7%
UE09	-1.2%	0.0%
UE10	3.1%	-5.2%
UE01 - UE10	<b>29.5%</b>	<b>25.5%</b>

A comparison between the earnings of full-time employees and part-time employees has been calculated. The table above shows the pay gap between part time and full time staff per grade for all UE grades. It shows an overall part time-full time mean pay gap of 29.5% and an overall part time-full time median pay gap of 25.5%. The mean pay gaps for grades UE07 and UE09 indicate that pay is higher for part-time employees in these grades. The median pay gaps for grades UE07 and UE10 indicate that pay is higher for part-time employees in these grades. The largest pay gap can be seen in the UE06 population.

## 10. Starting Salaries

There are no significant pay gaps between grades UE01 and UE09 for individuals hired in the previous two years.

**Table 10.1 All UE01-UE10 employees hired in previous 2 years by grade and gender, with pay gaps**

Grade	Gender	Head Count	% of Total	Mean Salary	Mean Pay Gap
UE01	Male	157	43.1%	£15,397	-0.30%
	Female	207	56.9%	£15,444	
	Total	364	7.8%	£15,424	
UE02	Male	84	35.7%	£15,651	0.60%
	Female	151	64.3%	£15,558	
	Total	235	5.0%	£15,591	
UE03	Male	103	35.0%	£17,683	3.09%
	Female	191	65.0%	£17,138	
	Total	294	6.3%	£17,329	
UE04	Male	79	25.6%	£19,423	-1.07%
	Female	229	74.4%	£19,631	
	Total	308	6.6%	£19,578	
UE05	Male	164	32.0%	£22,433	-0.90%
	Female	349	68.0%	£22,635	
	Total	513	11.0%	£22,571	
UE06	Male	744	51.5%	£27,326	-0.43%
	Female	701	48.5%	£27,444	
	Total	1445	31.0%	£27,383	
UE07	Male	491	48.9%	£34,118	0.60%
	Female	513	51.1%	£33,913	
	Total	1004	21.6%	£34,013	
UE08	Male	216	58.5%	£43,076	0.56%
	Female	153	41.5%	£42,835	
	Total	369	7.9%	£42,976	
UE09	Male	35	51.5%	£55,402	0.99%
	Female	33	48.5%	£54,854	
	Total	68	1.5%	£55,136	
UE10	Male	44	77.2%	£88,529	-7.61%
	Female	13	22.8%	£95,269	
	Total	57	1.2%	£90,067	
UE01 - UE10	Total Male	2117	45.5%	£29,753	10.74%
	Total Female	2540	54.5%	£26,556	
	Total	4657		£28,010	

## 11. Horizontal Segregation: Gender

In considering the gender pay gap it is important to understand the concentration of employees of different protected characteristics in different types of job or occupational categories. This is known as horizontal segregation.

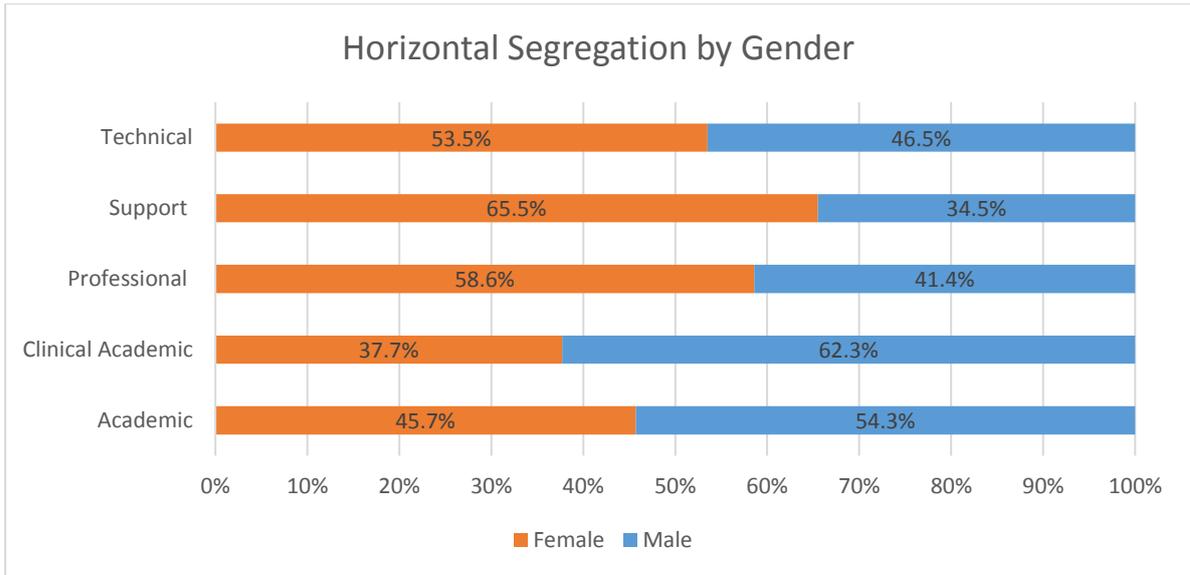
The analysis provided here gives a high level assessment of this segregation which will be further explored in advance of the 2019 Equal Pay Audit.

For the purposes of this analysis employees have been grouped into 5 broad occupational groups:

- Academic - those employees in roles that directly deliver research and/or teaching and who are paid on the University of Edinburgh pay structure.
- Clinical Academics - those employees in roles that directly deliver clinical research and/or teaching and who are paid on the higher NHS pay structure.
- Professional Staff – those employees who provide professional support and are paid on Grades UE06 to UE10 of the University of Edinburgh pay structure.
- Support Staff – those employees who provide operational or administrative support and are paid on Grades UE01 to UE05 of the University of Edinburgh pay structure.
- Technical Staff– those employees who provide technical and specialist scientific support and are paid on the University of Edinburgh pay structure.

**Table 11.1: Horizontal Segregation by gender**

	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
Academic	45.7%	54.3%	100.0%
Clinical Academic	37.7%	62.3%	100.0%
Professional	58.6%	41.4%	100.0%
Support	65.5%	34.5%	100.0%
Technical	53.5%	46.5%	100.0%
<b>Grand Total</b>	<b>53.2%</b>	<b>46.8%</b>	<b>100.0%</b>



As noted earlier in this document the proportion of University employees who are female is greater than the proportion who are male. This pattern of distribution is not always consistent with that seen within each occupational category. There are a higher proportion of female employees in the Professional (58.6%), Support (65.5%) and Technical (53.5%) occupational categories. There are a higher proportion of male employees in the Academic (54.3%), and Clinical Academic (62.3%) occupational categories.

Given the relatively broad categories used here it is likely that within these there is further segregation. For example, it is probable, that within the support category staff delivering administration are more likely to be female and agricultural workers are more likely to be male. Additionally, it is likely that within these occupational groups there may be a degree of vertical segregation. Both of these matters warrant further consideration and will be taken forward before the 2019 Equal pay Audit.

## 12. Pay Gaps by Protected Characteristics

### a) Ethnicity Pay Gap and Occupational Segregation

**Table 12.1: Ethnicity Pay Gap All employees on UE01-UE10**

Year	Ethnicity Monitoring Information			Mean Pay Gap (White-BME)	Median Pay Gap (White-BME)
	White (%)	BME (%)	Not Known (%)		
2015	75.0%	8.0%	17.0%	6.8%	5.7%
2017	75.2%	9.7%	15.1%	6.8%	7.1%

The proportion of the total population of staff who have declared their ethnicity as White is 75.2%. Ethnicity recorded as Not Known is 15.1%, and 9.7% of the population have declared their ethnicity as Black or Minority Ethnic (BME).

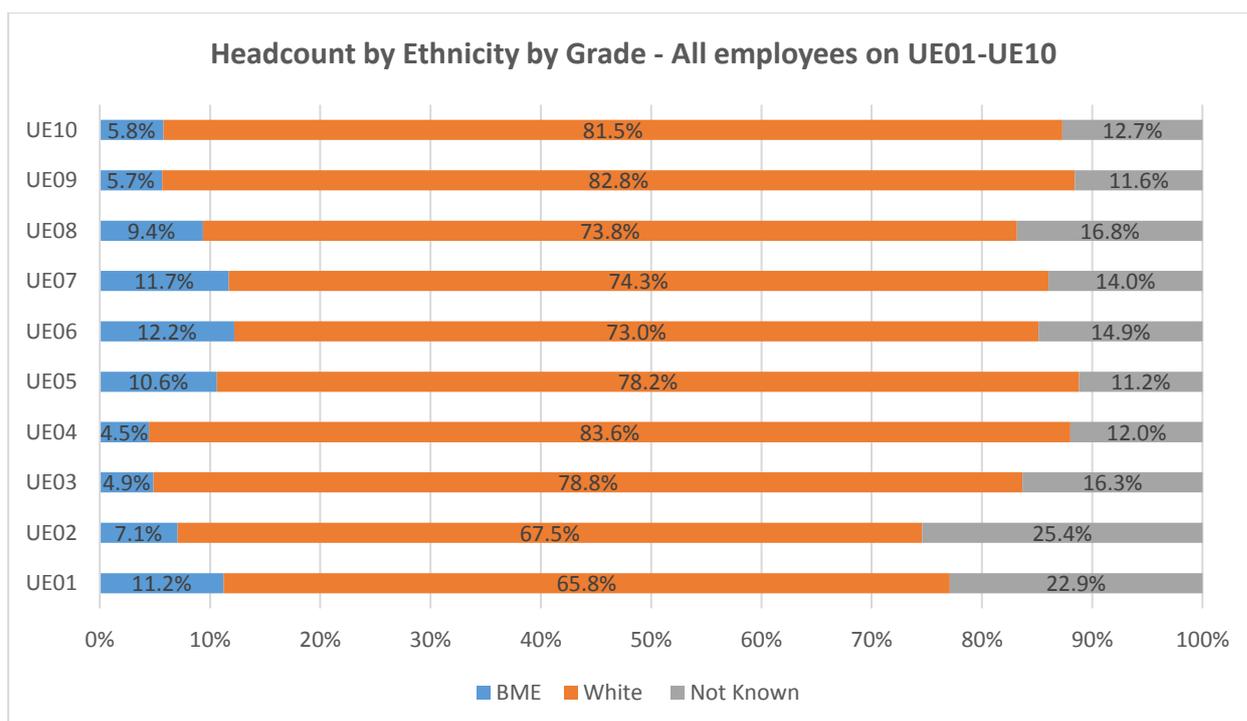
The ethnicity profile of the employee population has shifted slightly from 2015, with a 1.7 percentage point increase in employees declaring themselves as BME. This may however be down to the reduction in people who we do not hold ethnicity data for (was 17.0% in 2015, now 15.1%) Table 12.1 shows that the mean salary of those categorising themselves as BME is 6.8% lower than those categorised as white and the equivalent median 7.1% lower. The mean pay gap is unchanged since 2015 and the median has increased by 1.4 percentage points. This data is not considered to be particularly robust due to the high proportion of employees who have not declared information on their ethnicity.

### Vertical Segregation

The highest proportion of BME staff in a grade can be seen in grade UE06 (12.2%), and the lowest is in grade UE04 (4.5%). There is a clustering of BME Staff between Grades UE05 and Grade UE08 and relatively high proportion of staff in Grade UE01. It is difficult to draw conclusions about the causes of this vertical segregation given the relatively low level of declaration.

**Table 12.2: Headcount by Ethnicity by Grade - All employees on UE01-UE10**

Grade	BME		White		Not Known		Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
UE01	96	11.2%	563	65.8%	196	22.9%	855	100.0%
UE02	38	7.1%	364	67.5%	137	25.4%	539	100.0%
UE03	32	4.9%	517	78.8%	107	16.3%	656	100.0%
UE04	38	4.5%	712	83.6%	102	12.0%	852	100.0%
UE05	148	10.6%	1089	78.2%	156	11.2%	1393	100.0%
UE06	371	12.2%	2220	73.0%	452	14.9%	3043	100.0%
UE07	337	11.7%	2144	74.3%	403	14.0%	2884	100.0%
UE08	166	9.4%	1309	73.8%	298	16.8%	1773	100.0%
UE09	48	5.7%	702	82.8%	98	11.6%	848	100.0%
UE10	40	5.8%	565	81.5%	88	12.7%	693	100.0%
Grand Total	1314	9.7%	10185	75.2%	2037	15.0%	13536	100.0%



**Table 12.3: Ethnicity Pay Gap all employees by individual University Grade (UE01-UE10)**

Headcount, mean and median salary by UE grade and BME/White and respective mean and median gender pay gap						
Grade	BME / White	Headcount	Mean Salary	Median Salary	Mean Pay Gap	Median Pay Gap
UE01	BME	96	£15,395	£15,421	0.8%	0.0%
	White	563	£15,512	£15,421		
UE02	BME	38	£15,730	£15,670	2.2%	1.9%
	White	364	£16,084	£15,976		
UE03	BME	32	£18,123	£16,961	1.2%	5.2%
	White	517	£18,352	£17,898		
UE04	BME	38	£20,157	£20,046	2.1%	2.8%
	White	712	£20,597	£20,624		
UE05	BME	148	£22,984	£22,494	4.0%	5.8%
	White	1,089	£23,943	£23,879		
UE06	BME	371	£27,919	£27,629	3.5%	2.9%
	White	2,220	£28,924	£28,452		
UE07	BME	337	£34,914	£34,956	3.0%	2.9%
	White	2,144	£36,006	£36,001		
UE08	BME	166	£45,148	£45,562	0.5%	2.9%
	White	1,309	£45,360	£46,924		
UE09	BME	48	£54,276	£54,372	2.0%	2.9%
	White	702	£55,379	£55,998		
UE10	BME	40	£77,517	£75,142	5.2%	-1.8%
	White	565	£81,771	£73,852		

Analysis of table 12.3 shows that generally the mean and median salaries for white and BME staff are relatively similar within each grade. Whilst mean and median salaries for white employees within a grade are generally higher this is by less than 5% for both of these measures in almost all grades with the exception of Grade UE03 (median for white employees is 5.2% higher), Grade UE05 (median for white employees is 5.8% higher and Grade10 (mean salary for white employees is 5.2% higher). The median pay gap at Grade UE10 is the only one in favour of BME employees (-1.8%).

## Horizontal segregation

The Academic and Clinical Academic occupational groups have relatively high levels of representation of BME staff (13.5% and 11.7% respectively) for the University. This may be due to more international recruitment market for these types of role. The Professional and Technical occupational groups both have less than 5% BME representation

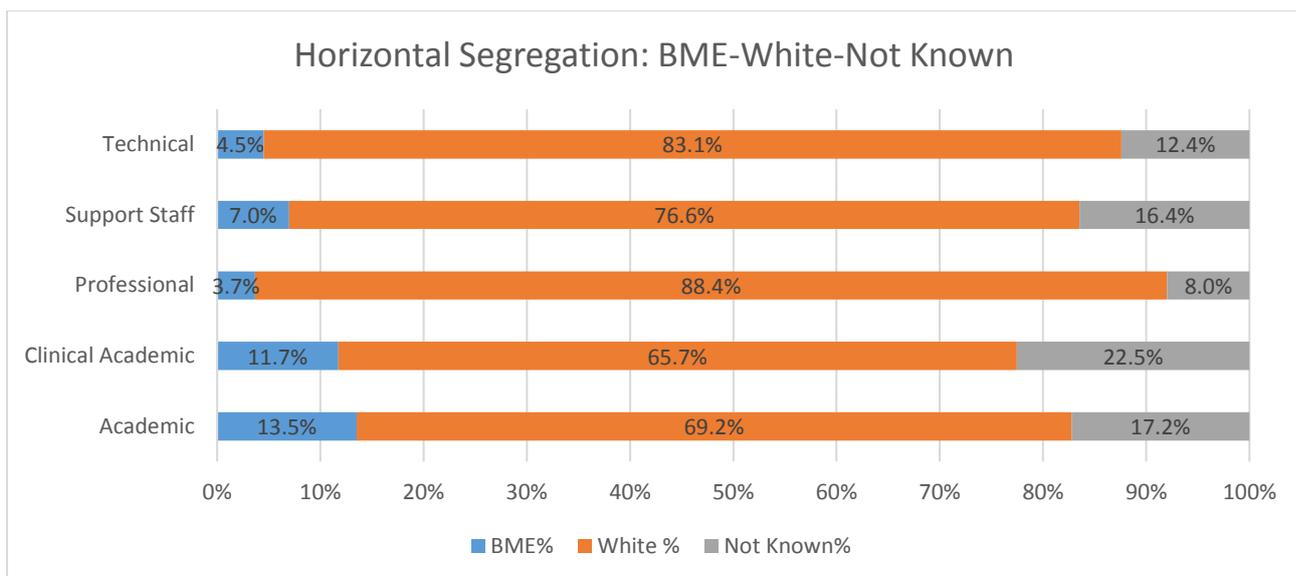
The 2011 Scottish Census<sup>6</sup> showed that the 4% of people in Scotland came from minority ethnic groups. In the City of Edinburgh this number was somewhat higher at 8%.

It is difficult to draw conclusions about the causes of this horizontal segregation given the relatively low level of declaration. The University should continue to carry out protected characteristics surveys with a view to improving the completeness of this information.

**Table 12.4: Horizontal Segregation by ethnicity- all UoE employees**

	BME	White	Not Known	Total
Academic	13.5%	69.2%	17.2%	100.0%
Clinical Academic	11.7%	65.7%	22.5%	100.0%
Professional	3.7%	88.4%	8.0%	100.0%
Support Staff	7.0%	76.6%	16.4%	100.0%
Technical	4.5%	83.1%	12.4%	100.0%
Grand Total	9.6%	75.1%	15.3%	100.0%

<sup>6</sup> <http://www.scotlandscensus.gov.uk/ethnicity-identity-language-and-religion>



## b) Disability Pay Gap and Occupational Segregation

**Table 12.5 Disability Pay Gap All employees on UE01-UE10**

Year	Disability Monitoring Information			
	Declared Disabled %	Not Known to be Disabled %	Mean Pay Gap	Median Pay Gap
2015	2.0%	98.0%	6.8%	5.7%
2017	4.2%	95.8%	6.8%	0.0%

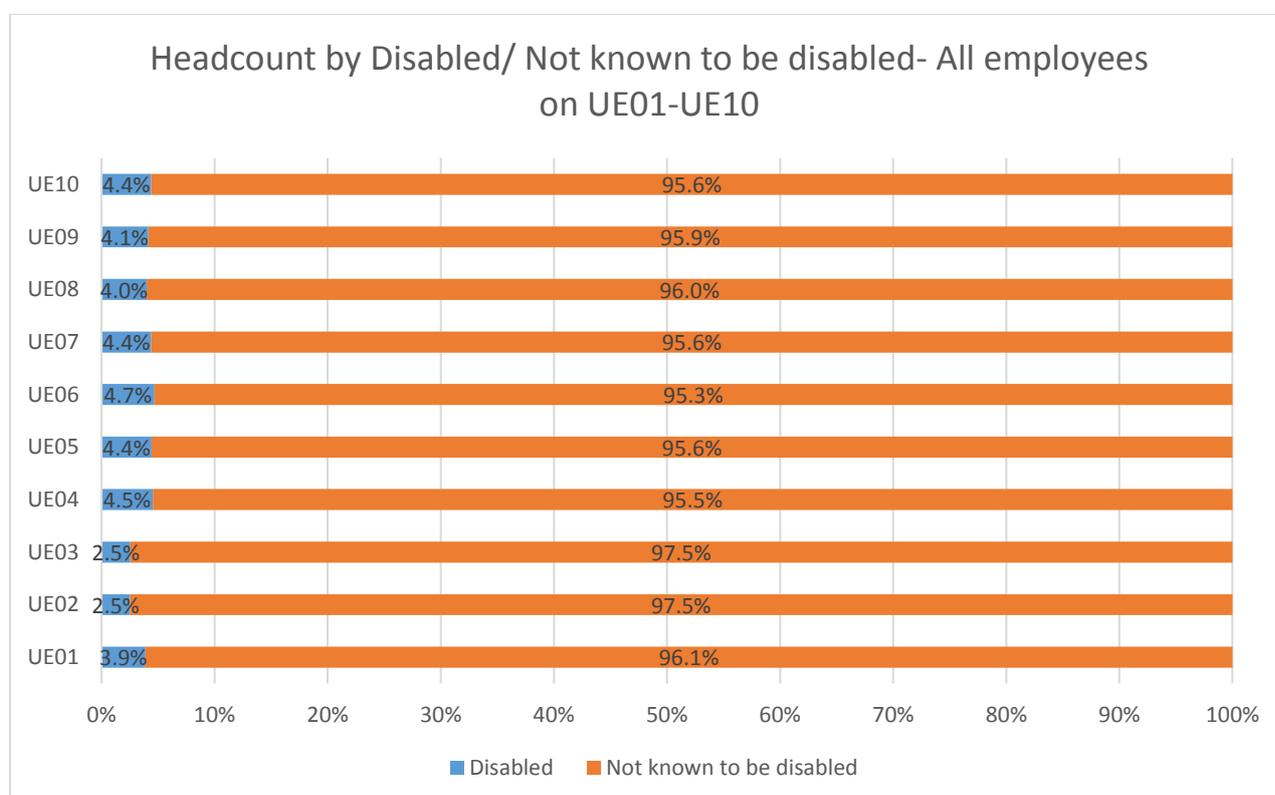
There is a 6.8% mean pay gap between employees with a declared disability and those not known to be disabled, a figure which is unchanged since 2015. The median pay gap has notably reduced from 5.7% in 2015 to 0.0% in 2017. This data is not considered to be particularly robust due to the high number of employees who have not declared information on disability.

## Vertical Segregation

The highest proportion of disabled staff in a grade is seen in grade UE06 (4.7%), and the lowest in grade UE02 and UE03 (both 2.5%). The proportion of disabled staff in each grade is relatively consistent with disabled staff making up between 3.9 and 4.7% of all grades apart from UE02 and UE03.

**Table 12.6: Headcount disabled/not known to be disabled - all employees by individual University Grade (UE01-UE10)**

Grade	Disabled		Not known to be disabled		Total	
	Headcount	%	Headcount	%	Headcount	%
UE01	27	3.9%	667	96.1%	694	100.0%
UE02	10	2.5%	388	97.5%	398	100.0%
UE03	13	2.5%	500	97.5%	513	100.0%
UE04	33	4.5%	694	95.5%	727	100.0%
UE05	53	4.4%	1142	95.6%	1195	100.0%
UE06	111	4.7%	2264	95.3%	2375	100.0%
UE07	105	4.4%	2277	95.6%	2382	100.0%
UE08	58	4.0%	1390	96.0%	1448	100.0%
UE09	33	4.1%	765	95.9%	798	100.0%
UE10	28	4.4%	607	95.6%	635	100.0%
<b>Grand Total</b>	<b>471</b>	<b>4.2%</b>	<b>10694</b>	<b>95.8%</b>	<b>11165</b>	<b>100.0%</b>



Analysis of table 12.7 shows that generally the mean and median salaries for disabled employees and those not known to be disabled are relatively similar within each grade. It is only in Grade UE10 where a pay gap is seen that is above 5% (the mean for employees not known to be disabled is 7.1% higher). This analysis shows a less regular pattern of direction of pay gaps than seen elsewhere in this report. In six of the Grades (UE01, UE03, UE05, UE06, UE07 and UE08) there is a mean pay gap in favour of disabled staff and in four grades there is a mean pay gap in favour of staff not known to be disabled (UE02, UE04, UE09 and UE10). In five of the grades considered in this analysis there is no median pay gap. Where there is a gap this is in favour of disabled staff in two grades (UE05 and UE07) and in favour of staff not known to be disabled in three grades (UE02, UE04 and UE10).

**Table 12.7: Disabled/Not known to be disabled pay gap - all employees by individual University Grade (UE01-UE10)**

Grade	Disabled/ Not Known to be disabled	Headcount	Mean Salary	Median Salary	Mean Pay Gap	Median Pay Gap
UE01	Disabled	27	£15,540	£15,421	-0.2%	0.0%
	Not Known to be Disabled	667	£15,502	£15,421		
UE02	Disabled	10	£16,011	£15,823	1.0%	1.0%
	Not Known to be Disabled	388	£16,175	£15,976		
UE03	Disabled	13	£18,785	£18,412	-1.9%	0.0%
	Not Known to be Disabled	500	£18,430	£18,412		
UE04	Disabled	33	£20,520	£20,046	0.9%	4.0%
	Not Known to be Disabled	694	£20,714	£20,892		
UE05	Disabled	53	£24,190	£24,565	-1.1%	-2.9%
	Not Known to be Disabled	1142	£23,930	£23,879		
UE06	Disabled	111	£28,949	£28,452	-0.1%	0.0%
	Not Known to be Disabled	2264	£28,908	£28,452		
UE07	Disabled	105	£36,210	£37,075	-0.6%	-3.0%
	Not Known to be Disabled	2277	£35,998	£36,001		
UE08	Disabled	58	£45,778	£46,924	-0.8%	0.0%
	Not Known to be Disabled	1390	£45,403	£46,924		
UE09	Disabled	33	£54,636	£55,998	1.1%	0.0%
	Not Known to be Disabled	765	£55,251	£55,998		
UE10	Disabled	28	£75,403	£71,603	7.1%	3.0%
	Not Known to be Disabled	607	£81,207	£73,852		

## Horizontal segregation

**Table 12.8: Horizontal Segregation by disability**

	Disabled		Not Known to be disabled	
	Headcount	%	Headcount	%
Academic	204	3.7%	5313	96.3%
Clinical Academic	4	1.8%	217	98.2%
Professional	120	5.6%	2036	94.4%
Support Staff	120	4.0%	2900	96.0%
Technical	42	4.9%	821	95.1%
<b>Grand Total</b>	<b>490</b>	<b>4.2%</b>	<b>11287</b>	<b>95.8%</b>

The Professional and Technical occupational groups have relatively high levels of representation of disabled staff (5.6% and 4.9% respectively) for the University. The Clinical Academic occupational group has the lowest level of representation of disabled staff in the University (1.8%).

It is difficult to draw conclusions about the causes of this horizontal segregation given the relatively low level of declaration. The University should continue to carry out protected characteristics surveys with a view to improving the completeness of this information.

### c) Sexual Orientation

The proportion of the total population of staff who have declared their sexual orientation as heterosexual is 43%; 3% have declared themselves as bisexual/gay/lesbian; 4% have preferred not to say and for 50% of staff sexual orientation is unknown. The data which the University holds on sexual orientation is not sufficiently robust to report on pay gaps.

### d) Religion or Belief

The proportion of the total population of staff who have declared their religion or belief as Christian is 14%, and 3% have declared another religion or belief (Buddhist, Hindu, Jewish, Muslim or another religion or spiritual belief). 29% have reported that they have No Religion and for 54% religion or belief is Unknown. The data which the University holds on religion or belief is not sufficiently robust to report on pay gaps.

### e) Marital Status

The mean and median salaries according to marital status have been calculated, however as a result of the data being collected when employees first join the University the accuracy of the data is not sufficiently reliable to draw any firm conclusions, as it does not account for changes in marital status.

Whilst this data must be treated with caution, using the analysis as an indicator of trends, it would suggest that similar to the figure in the 2015 audit, those who are married or in a civil partnership have higher salary levels than those in other categories of marital status.

### f) Age

The mean and median salaries by age band have been calculated and are presented below. Mean and median salaries for staff aged 41-65 are higher than those for all staff below the age of 40 and notably higher than those in the <20 and 20-30 bands.

<b>Age Band</b>	<b>Headcount</b>	<b>Mean salary</b>	<b>Median Salary</b>
<b>&lt;20</b>	76	£15,740	£15,421
<b>20-30</b>	3542	£25,765	£26,829
<b>31-40</b>	4190	£33,866	£34,956
<b>41-50</b>	3022	£40,075	£38,183
<b>51-60</b>	2510	£41,211	£34,956
<b>61-65</b>	654	£43,623	£33,943
<b>66+</b>	318	£40,187	£31,076

### 13. Conclusions

It is positive to see the mean pay gap between male employees and female employees in grades UE01-UE09 (9.7%) has reduced since the 2015 Equal Pay Audit (12.1%) and the median remains unchanged (11.1%). When the pay gap is calculated to include the Grade 10 population the median pay gap (16.6%) has reduced marginally since the 2015 audit and the mean pay gap (13.7%) remains the same.

It is important also to consider this in the context of gender pay gaps outside of the University. The new JNCHEs Higher Education Gender Pay Gap data Report (published Sept 2016, based upon 2014-15 HESA data)<sup>7</sup> notes a Higher Education Sector median pay gap of 13.1% and a mean pay gap of 14.1%. The Office for National Statistics (ONS) all sector median gender pay gap<sup>8</sup> in 2015 was 18.1%. The ONS private and public sector median gender pay gaps for the same period were 16.6% and 11.3% respectively

The University is committed to delivering equal treatment of its employees regardless of their gender or other protected characteristics. The University has invested significant resource in trying to promote equality. The [Equality and Diversity](#) webpages provide further information about the equality initiatives that the University is engaged in.

Since the 2015 equal pay audit the University has placed particular focus on the Grade 10 and equivalent pay gap. Actions taken to improve this pay gap can be found [here](#). It is heartening to see a material improvement to the pay gap for this grade and the University will continue to commit to the further reduction of this gap.

The analysis of vertical and horizontal occupational segregation on the basis of gender, disability and ethnicity have highlighted a number of areas which require further detailed consideration.

It should be noted that a pay differential does not in itself imply inequality. The law requires employers to address pay disparities where the difference is purely down to gender but not where it is attributable to other material factors such as experience or academic track record.

The outcomes of this audit should be reported to those with devolved responsibility for promotion, recruitment and pay recommendations at School/College and Department/Support Group level.

This fifth comprehensive audit emphasises the University's commitment to monitoring pay practice in order to equally reward work of equal value and to contribute to develop equality and diversity strategies to promote good practice.

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<sup>7</sup> <http://www.ucea.ac.uk/en/publications/index.cfm/hegenderpaygap>

<sup>8</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults#main-points>

## 14. Initial Recommendations

- I. This report will be shared with the University People Committee and with Campus Unions and any resulting actions taken forward with these groups  
**Proposed Action: Continue to provide equal pay data and support active engagement with this with appropriate University bodies.**

- II. The Grade 10 and Equivalent Equal Pay Audit and current levels of analysis should continue to be carried out on an annual basis given that the UE10 grade has a significant impact on the overall pay gaps of the University. This information should be shared with colleagues with responsibility for decision making in reward processes and provide direct briefings to Heads of College.

The work undertaken by the Gender Pay Task Group<sup>9</sup> in relation to the Grade 10 and equivalent pay gap appears to have had a positive impact.

**Proposed Action: Complete and Publish Grade 10 Equal Pay audits annually**

- III. Detailed analysis of the influence of occupational segregation on the pay gaps should be undertaken.

**Proposed Action: Complete a comprehensive review of impact of occupational segregation in advance of Equal Pay Audit 2019. Publish interim update in spring 2018.**

- IV. Whilst the data the University holds on protected characteristics has improved since the 2015 pay audit the University should continue to complete regular protected characteristics surveys to further improve this data.

**Proposed Action: Complete annual protected characteristics surveys**

The University has published an updated equality outcomes strategy and associated action plan for period 2017-2021<sup>10</sup>. The action plan contains specific actions relating to Equal Pay.

The University's People Committee and other relevant bodies should consider this audit and make recommendations for any further activity where they consider that actions are not already underway or sufficiently covered within the existing Equality and Diversity strategy, in order to positively influence the pay gaps highlighted in this report.

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<sup>9</sup> [http://www.ed.ac.uk/files/atoms/files/actions\\_to\\_address\\_gender\\_pay\\_gap.pdf](http://www.ed.ac.uk/files/atoms/files/actions_to_address_gender_pay_gap.pdf)

<sup>10</sup> [http://www.ed.ac.uk/files/atoms/files/equality\\_outcomes\\_2017-2021\\_action\\_plan.pdf](http://www.ed.ac.uk/files/atoms/files/equality_outcomes_2017-2021_action_plan.pdf)