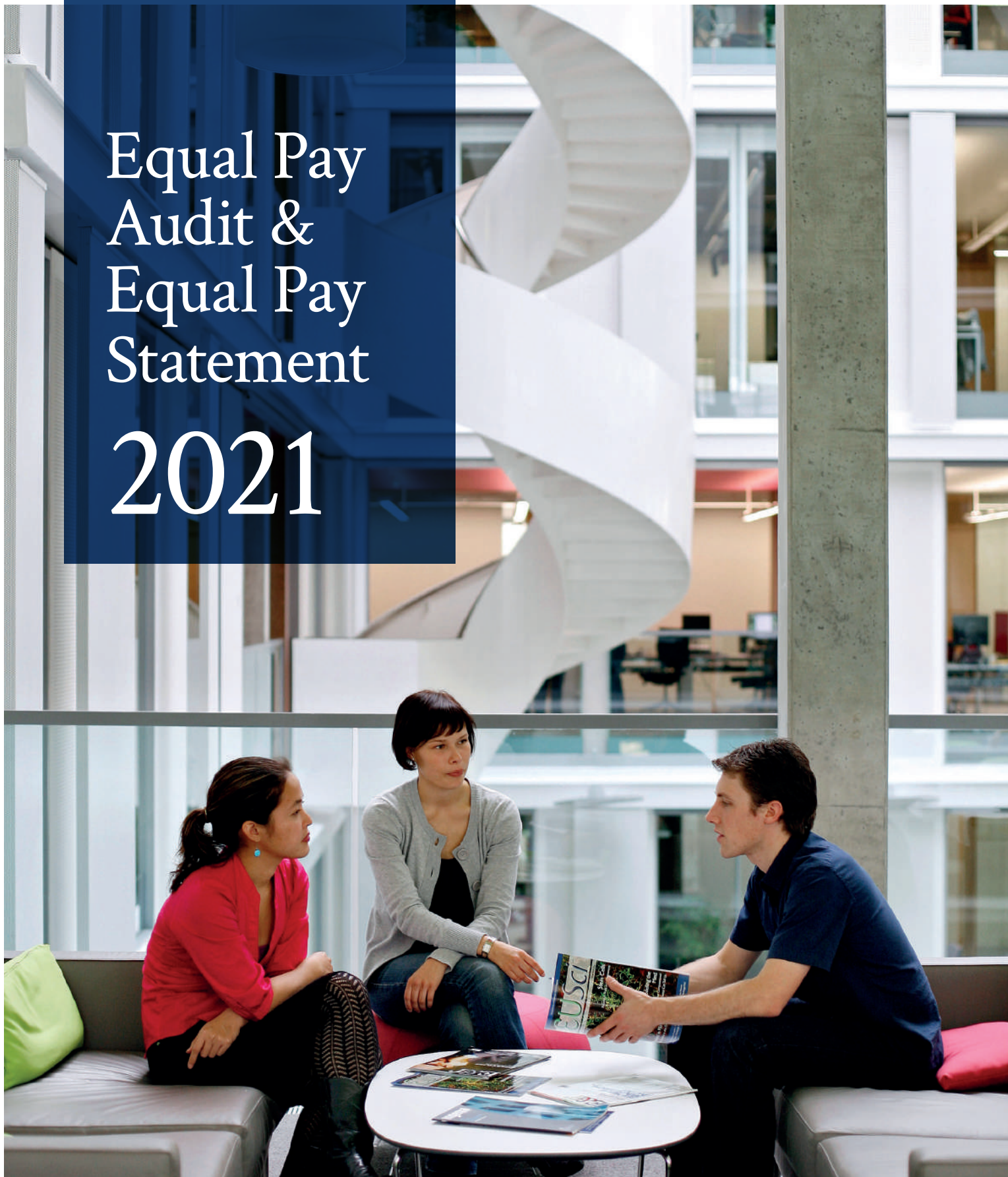


Equal Pay Audit & Equal Pay Statement 2021



THE UNIVERSITY
of EDINBURGH

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1. Introduction

In line with our strategy and vision for 2030, the University of Edinburgh aims to be diverse, inclusive and accessible to all. We are committed to equality and fairness and this is reflected in our employment policies and practices and pay and reward systems.

We endorse the principle of equal pay for work of equal value and are committed to ensuring our pay structures and reward processes are free from bias.

We are committed to the elimination of gender stereotyping. Our recruitment and reward systems have been designed to be free from bias and are based on objective criteria. We have invested in ensuring those involved in recruitment and promotions decisions understand the causes and impact of unconscious bias.

The University is a member of the Athena SWAN charter which recognises and celebrates good practice in recruiting, retaining and promoting women. The University achieved Institutional Silver in 2015 and successfully renewed in 2018. The associated four-year Action Plan (2018-22) includes a number of objectives to further ensure equality of opportunity irrespective of gender. We have recently approved a Race Equality and Anti-Racist Action Plan and have other action plans under development to enhance the equality, diversity and inclusion of employees in other protected groups.

We have leadership and management development programmes and progressive family friendly policies in place to support equality of opportunity, career development and, in turn, pay progression. Where feasible we take appropriate action to improve the diversity of under-represented groups.

This biennial report, produced in line with our public sector equality duties, helps us to monitor and to identify where more needs to be done to reduce any pay gaps related to gender, ethnicity and/or disability.

While pleased to report small improvements since the 2019 Audit, we acknowledge more requires to be done to improve the diversity of our workforce. This we have committed to via the actions in our Equality Outcomes 2021-25. For example, Outcome 3 commits to 'Increase the diversity of staff, including at senior grades, in leadership roles and on key decision-making bodies' and one success measure is a reduction in the gender, ethnicity and disability pay gaps.

The headline figures within this report show that the gender pay gap is primarily a consequence of gendered job segmentation with female staff more likely to be clustered in lower pay grades and in professional service administration and support roles, to be less represented in roles with premium allowances for working highly variable and unsocial hours, and are under-represented in senior, more highly paid grades.

Given low disclosure rates it is not currently feasible to draw meaningful conclusions regarding the pay of our disabled and BAME staff. We hope however to increase the disclosure of these and all other protected characteristics through the self-service aspects of our new HR System which will enable employees to input and maintain their personal data.

Given the size and diversity of the University's activities it is recognised that broad occupational group and grade based figures may mask pay disparity at job and departmental levels, and between other groupings of employees, for example between part-time and full-time populations.

We are therefore committed to further analysis at College and Professional Service Group level to better understand the drivers of our gender, disability and ethnicity pay gaps and to ensure these are taken into account in our equality, diversity and inclusion action plans.

This audit report, and further analyses, will be shared and proactively discussed with the University's recognised trade unions, UCU, UNISON and Unite. We will seek their support in improving ethnicity and disability disclosure rates and will commit to ensuring future pay audits take an intersectional approach.

“We endorse the principle of equal pay for work of equal value and are committed to ensuring our pay structures and reward processes are free from bias.”



2. The University's Approach

The majority of the University's roles (i.e. 15,626 of 16,273 (95%)) are placed on the University's grade structure which is underpinned by job evaluation using the Hay methodology. The remaining 647 role-holders are covered by externally set national agreements, for example by the NHS, or have legacy terms and conditions protected under TUPE legislation. For the purposes of this audit, the 647 role-holders on NHS and legacy terms have been matched to the appropriate University Grade by job size.

The 2021 analysis has been carried out on the following protected characteristics covered by the Equality Act: gender, disability and ethnicity. The data used in this report is a snapshot of the staff database, detailing all 16,273 posts, taken in March 2021.

For the purpose of this analysis, employees have been grouped into five broad occupational groups:

- **Academic** – those in roles that directly deliver research and/or teaching
- **Clinical Academic** – those in roles that directly deliver clinical research and/or teaching and who are paid on the NHS pay structure
- **Professional Staff** – those who provide professional support and are paid on Grades 6 to 10 of the University of Edinburgh pay structure
- **Support Staff** – those who provide operational or administrative support and are paid on Grades 1 to 5 of the University of Edinburgh pay structure.
- **Technical Staff** – those who provide technical and specialist scientific support.

The report details the percentage difference in average and median salaries between a) men and women, b) those who have disclosed they have a disability and those who have not and c) those who have personally disclosed their ethnicity as White and those who have disclosed they are black, Asian or ethnic minority (BAME). We are aware of the limitations of such categorisations and, as noted above, will conduct more granular analyses, including at local level.

Average salary is calculated by adding together all salaries and dividing by the total number of employees. Median salary is calculated by ordering all the salaries from lowest to highest and identifying the middle value.

The salary used for all calculations is the employee's full-time equivalent salary. As the University believes it is more appropriate to examine total contractual remuneration, average and median salary calculations include all contractual allowances.

As we have included all staff, including those who are employed on guaranteed minimum hours contracts and are hourly paid, all pay values relate to full-time equivalent earnings.

3. Summary of Findings

- As at March 2021, the headline average and median **gender pay gaps** for all employees, including those on NHS and legacy grades are **16.2%** and **11.1%** respectively. The average pay gap has reduced by 0.5 percentage points (i.e. from 16.7%) since the 2019 Audit and the median has reduced by 2.6 percentage points (i.e. from 13.7%).
- When the very wide ranging pay of Grade 10 staff is discounted the gender pay gap for Grades 1-9 is **8.8%** based on average salary and **8.5%** based on median salary. In 2019 these were 9.3% and 8.4% respectively.
- The underlying factor for the University's gender pay gap, as is also the case for many organisations and the economy as a whole, is the imbalance of men and women across job types and grades. Within the University, male employees outnumber female employees in the higher grades of the University's pay scale. The larger number of male employees on higher grades and larger number of female employees on lower and middle grades are key contributors to the gender pay gap.
- The average pay gap between **disabled employees** and those employees not declaring a disability is **0.97%**. There is no disability pay gap when the median salary of each groups is used. This compares to 2019 when both gaps were in favour of those who had declared a disability. However as in previous years, the low declaration percentage (3% in 2021 and 3.5% in 2019) renders it difficult to identify clear patterns.
- The average and median pay gaps between **White** employees and **Black, Asian and Minority Ethnic (BAME)** employees are **7.1%** and **5.7%** respectively. The average pay gap has reduced by 0.8 percentage points (i.e. from 7.9%) since the 2019 Audit and the median by 2.7 percentage points (i.e. from 8.4%). As in previous years, the percentage of staff who have not disclosed their ethnicity (21% in 2021 and 16.7% in 2019) renders it difficult to identify clear patterns.



4. Gender Pay Analysis

Population profile

As at March 2021, the University employed 15,423 employees holding a total of 16,273 posts. Of these 16,273 contracts, 8,735 were held by female staff (53.7%) and 7,538 by male (46.3%).

Chart 2 illustrates the gender distribution of staff in University Grades UE01- UE10.

Chart 1 Distribution by Gender

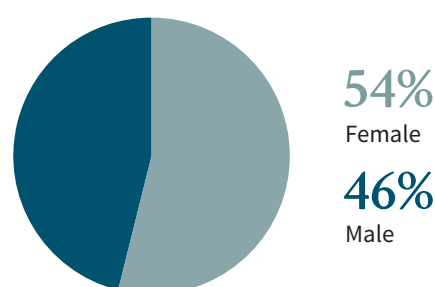


Chart 2 Distribution by Grade and Gender

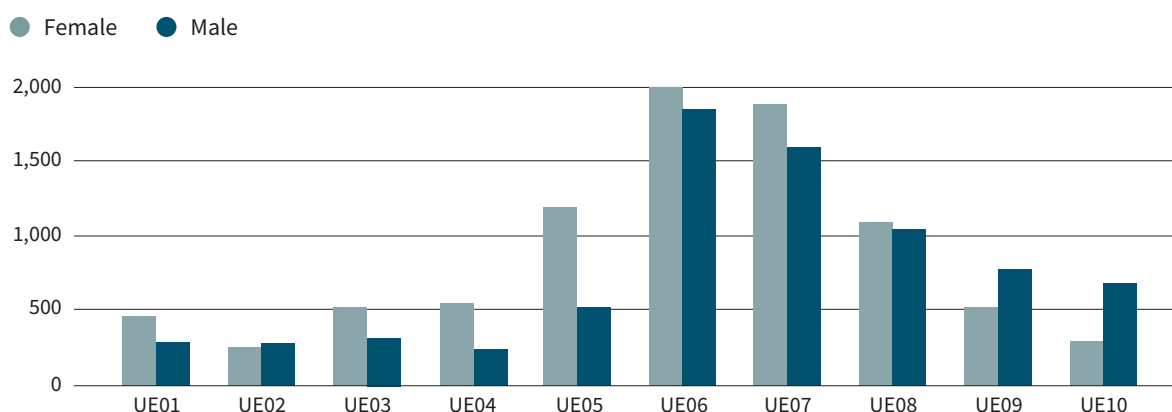
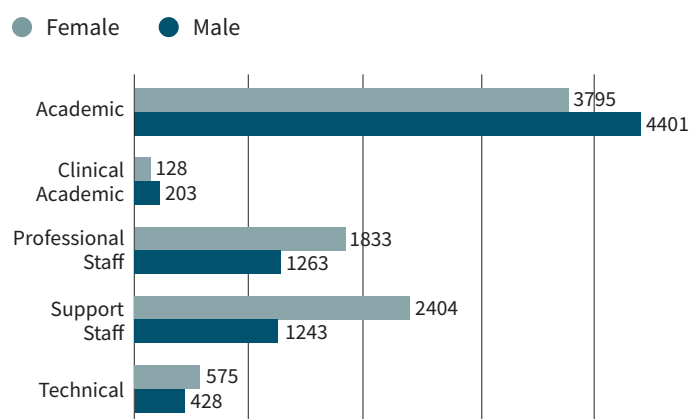


Chart 3 Occupational Category and Gender



There is a greater number of female employees (7,928) than male employees (6,085) in University grades 1 through to 8, accounting for 90% of the total female population and 80% of the total male population. Conversely, 10% of all female staff and 20% of all male staff are employed in the equivalent of University grades 9 and 10.

Of the 966 employees in Grade 10, 286 (30%) are female and 680 (70%) are male. This distribution, combined with more females in the lower grades, is a key contributor to the overall gender pay gap.

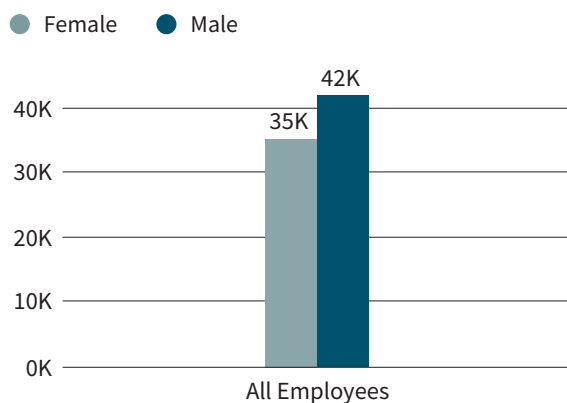
Chart 3 opposite shows that more female than male staff hold professional, support and technical roles, while more male than female staff hold academic roles.

The Gender Pay Gap

The pay gap calculation uses the average and median salaries of female employees expressed as a percentage of the average and median salaries of male employees. A negative percentage (%) demonstrates a pay gap in favour of women (i.e. women are paid on average more than men).

The pay gaps for the University's entire staff population are illustrated in Charts 4 and 5.

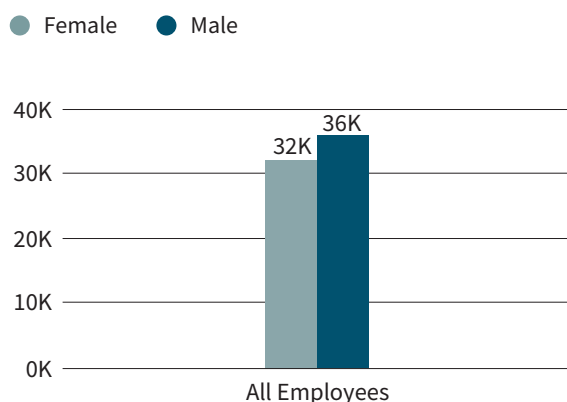
Chart 4 Gender Pay Gap (Average Salary)



16.18%

Gender Pay Gap (Average)

Chart 5 Gender Pay Gap (Median Salary)



11.10%

Gender Pay Gap (Median)

The average full time equivalent salary of female employees is 16.2% lower than the average salary of male employees. This has reduced slightly from the 16.7% gap reported in 2019.

The median full-time equivalent salary of female employees is 11.1% lower than the median for male employees. This has reduced from the 13.7% pay gap reported in 2019, due to increases/decreases in the gender make-up of each University grade.

For information, and to demonstrate continued improvement, Charts 6 and 7 detail the change in the total University average and median pay gaps from 2015 to 2021.

Chart 6 Gender Pay Gap (Average Salary) 2015 - 2021

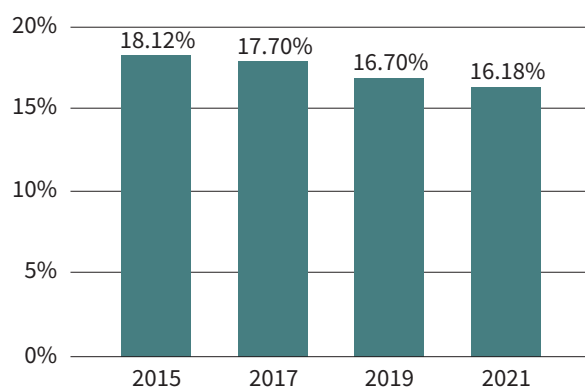
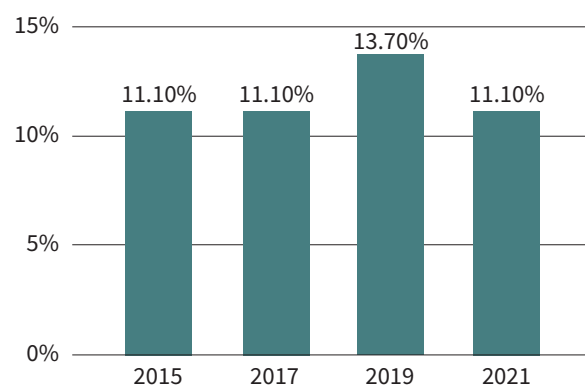


Chart 7 Gender Pay Gap (Median Salary) 2015-2021



The average gender pay gap has continuously reduced since 2015, attributable in part to the actions taken to address the grade 10 average and median pay gaps which were then 12.2% and 10.3% respectively. These actions included: reference to internal and external pay comparators in determining salary for staff appointed or promoted to grade 10, increased use of performance data in contribution review process and formal review of all salary proposals for UE10 external appointments.

The gender pay gap, based on median salary, increased in 2019 due to an 11% (1,568) increase in the total University population and a larger increase of female employees (333) within grades 1- 5 than male employees (191).

It is useful to compare the University's 2021 average and median gender pay gaps (16.2% and 11.1% respectively) to those reported by the Office for National Statistics (ONS)¹. Its provisional 2020 all sector average pay gap is 14.1% and the median is 15.5%. The ONS average pay gap for the Education sector is 17.1% and the median pay gap is 24.6%.

Gender Pay Gap by University Grade UE01 – UE10

In order to assess the gender pay gap in more detail, it is necessary to analyse work rated as equivalent and the clearest method to do so is to examine pay gaps by grade.

Table 1 of Appendix 1 details average and median salaries by gender and resulting pay gaps for each grade. Employees on legacy and NHS grades have been mapped to these grades by job size.

As can be seen Grade 10 has a significant impact on the University's headline pay gaps. When this cohort of staff is removed from the data set, the gender pay gap for all staff within Grades 1-9 is 8.8% based on average salary and 8.5% based on median salary. In 2019 the equivalent figures were 9.3% and 8.4%.



¹ ONS Gender Pay Gap in the UK 2020

Significant pay gaps

The Equality and Human Rights Commission (EHRC) defines a significant gap as a gender pay gap of 5% or more. Of its 10 pay grades, only two, namely Grade 3 and Grade 10 detail pay gaps above 5%.

University Grade 3

In 2019,² the grade 3 population totalled 783 (319 male and 464 female) and the average and median pay gaps were 5.7% and 5.3% respectively.

In 2021 it totals 819 (306 male and 513 female), the average pay gap is 6.6% and the median 4.6%. As in previous years, the average pay gap is due to the higher proportion of men than women in this grade who receive premium band payments (15% or 30% of base salary) for being contractually required to work highly variable and often unsociable hours, for example in security roles. The average pay gap has increased due to a higher proportion of male new starts (18.5%) than female new starts (8.3%) being recruited into roles that receive these premium band payments.

University Grade 10

In 2019³, the grade 10 population totalled 874, 626 (71.6%) male and 248 (28.4%) female and the average and median pay gaps were 7.05% and 9.1% respectively. By March 2021, the population had increased by 92 to 680 (70.4%) male and 286 (29.6%) female, the average pay gap has increased to 7.8% and the median has reduced to 6.5%.

While heartening to see an increase in the overall proportion of grade 10 roles held by female employees (from 28.4% to 29.6%), a combination of factors have led to an increase in the average gender pay gap: overall population movement, i.e. of the 92 increase

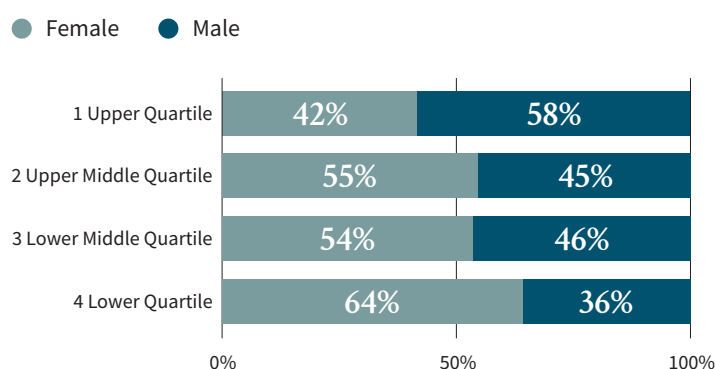
in grade 10 roles, 59% (54) are held by males and 41% (38) by females; higher percentage pay awards (by NHS) to clinical academics (dominated by male staff); the decision by the University to pause and/or adjust its contribution reward processes in 2020⁴ which, as in previous years since 2015, would have enabled it to address internal pay relativities.

Overall pay gap

The concentration of male employees in higher grades and female employees in lower and middle grades has a significant impact on the University's overall gender pay gap.

This is further illustrated in Chart 8 which details gender balance in each pay quartile. This is calculated by listing all employee earnings from highest to the lowest and splitting into four even groups or quartiles. As below, and as reflected in our grade profiles, there is a significantly higher proportion of female to male employees in the lowest pay quartile and male to female employees in the highest pay quartile.

Chart 8 Gender Pay Quartile Positioning



² Note the 2019 grade table excluded legacy grades. All figures within the 2021 report include these and the comparable 2019 figures have been updated to include these grades.

³ Note the 2019 grade table excluded clinical academic staff, hence lower average and median pay gaps of 4.9% and 3.7% were reported. All figures within the 2021 report include these staff and the 2019 comparative figures have been revised to also include clinical staff.

⁴ Contribution rewards were restricted to a £500 lump-sum payment (i.e. no salary increments were awarded). Salary awards attached to academic promotions were restricted relative to previous years.

5. Disability Pay Analysis

Population profile

A very small number (490, 3%) of employees have declared to the University that they have a disability. As can be seen from charts 9, 10 and 11 below, this percentage is generally replicated in their grade distribution and occupational category.

Chart 9 Distribution by Declared Disability

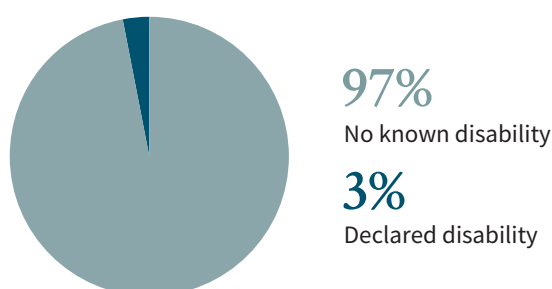


Chart 10 Distribution by Declared Disability and Occupational Category

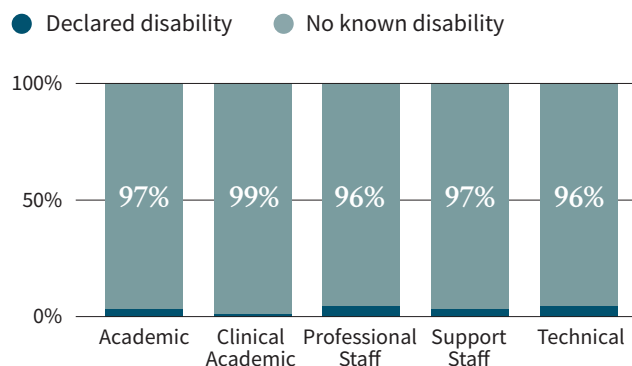
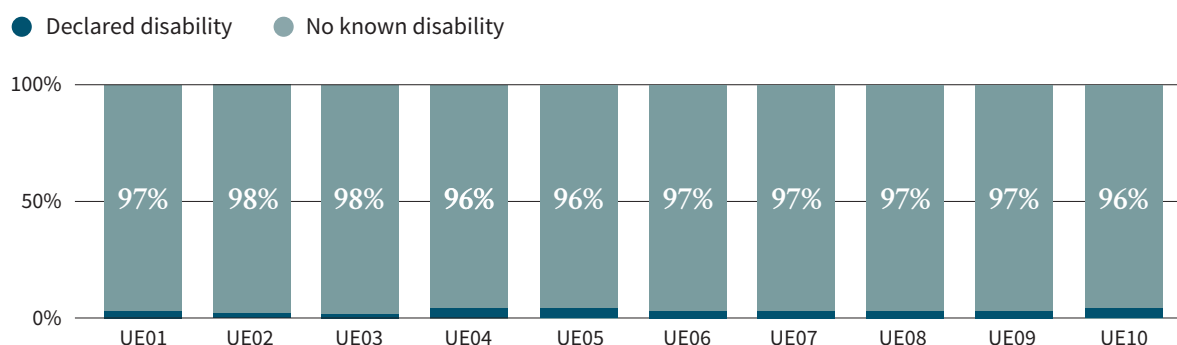


Chart 11 Distribution by Declared Disability and Grade

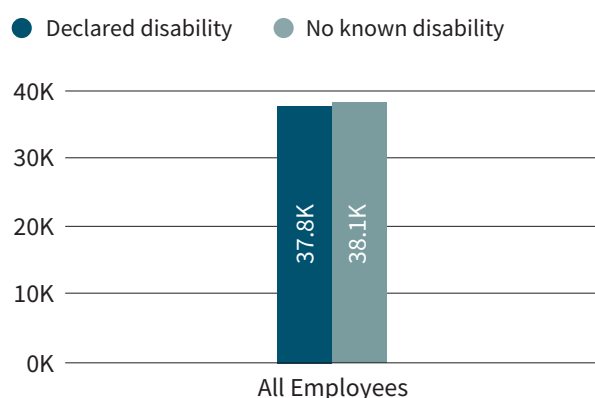


The Disability Pay Gap

The disability pay gap is calculated using the average and median salaries of employees reporting a disability as a percentage of the average and median salaries of employees who have not reported a disability. A negative percentage (%) demonstrates a pay gap in favour of employees who have declared a disability.

These pay gaps are illustrated in Charts 12 and 13.

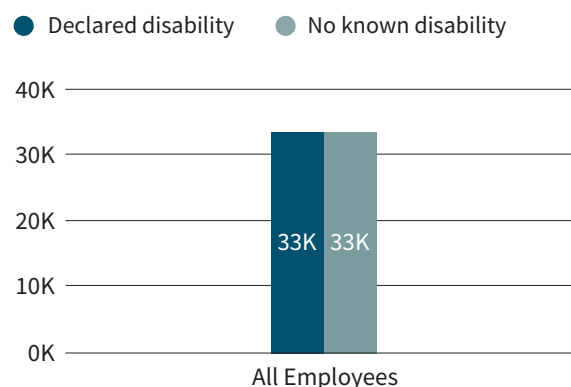
Chart 12 Disability Pay Gap (Average Salary)



0.97%

Disability Pay Gap (Average)

Chart 13 Disability Pay Gap (Median Salary)



0%

Disability Pay Gap (Median)

The University has an overall Disability Pay Gap of 1% based on average salary and there is no pay gap based on median salary. In 2019⁵ both the average pay gap (-0.4%) and median (-3%) pay gaps were in favour of those employees who had declared a disability. Given the small rates of disclosure in both years it is not feasible to determine the factors which have contributed to this change in pay gaps.

Disability Pay Gap by University Grade UE01 – UE10

Disability pay gaps based on average and median pay by University Grade are depicted in Table 2 of Appendix 1. Of its 10 pay grades, only two, namely 9 and 10 detail pay gaps of more than 5% in favour of employees with 'no known disability'.

The average and median gaps for Grade 9 are 7.7% and 2.9% respectively. For the purposes of this audit, Grade 9 includes clinical academics who are in receipt of NHS allowances. When these are excluded the average pay gap reduces to 3.9%.

The Grade 10 average and median disability pay gaps are 13% and 9.3% respectively. As in previous years this gap is due to a higher disclosure rate amongst Grade 10 staff on scale points 52 to 66 relative to those on spot salaries.



⁵ Note: the 2019 Audit excluded legacy and clinical grade staff. As the 2021 report includes them, the 2019 comparative figures have been updated to include them.

6. Ethnicity Pay Analysis

Population profile

The University's employment profile is weighted towards those who have declared their ethnicity as White (68%). A smaller percentage (11%) have declared their ethnicity as Black, Asian and Minority Ethnic (BAME). As the ethnicity of 21% of University employees is unknown, the ability to draw clear conclusions regarding ethnicity pay is limited.

For the purposes of this report, the pay of those declaring their ethnicity as 'White' will be compared with those declaring their ethnicity as BAME, although it is recognised that Black, Asian and Minority Ethnic employees are not a homogenous group.

As in Chart 15 below, Academic (15%) and Clinical Academic (11%) have the highest category of employees who have declared their ethnicity as BAME.

Chart 14 Distribution by Ethnicity

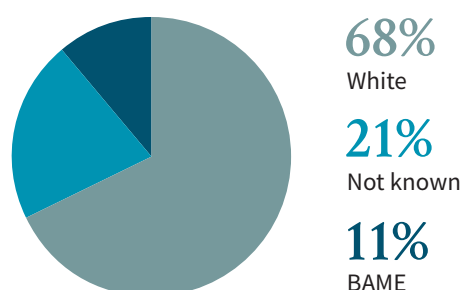
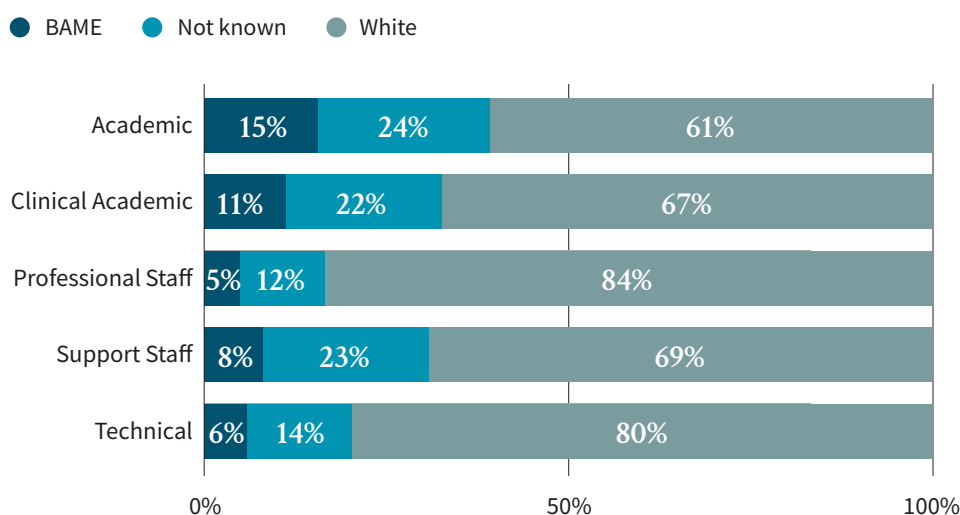


Chart 15 Distribution by Ethnicity and Occupational Category



The Ethnicity Pay Gap

The ethnicity pay gap is calculated using both the average and median salaries of employees from Black, Asian and Minority Ethnic (BAME) groups as a percentage of the average and median salaries of White employees. A negative percentage means a pay gap in favour of employees from BAME groups.

These pay gaps are illustrated in Charts 16 and 17.

Chart 16 Ethnicity Pay Gap (Average Salary)

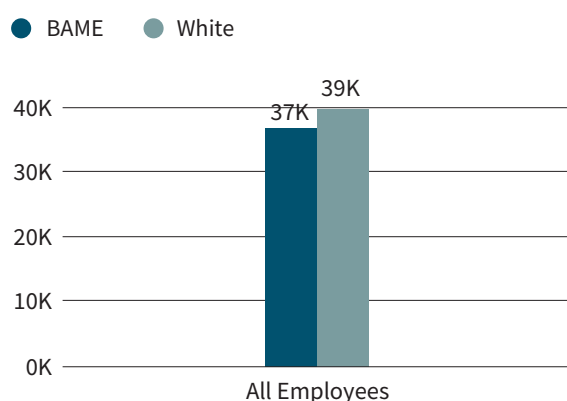
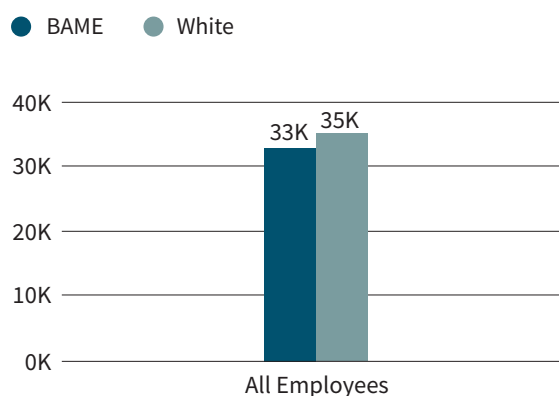


Chart 17 Ethnicity Pay Gap (Median Salary)



Both pay gaps are in favour of employees who have declared their ethnicity as 'White'. The average salary for this group is 7.1% higher than the 'BAME' group and the median salary is 5.7% higher. Both ethnicity gaps have reduced since the 2019⁶ Audit from 8.8% (average) and 8.4% (median).



Image credit: Douglas Robertson

⁶ Note: the 2019 Audit excluded legacy and clinical grade staff. As the 2021 report includes them, the 2019 comparative figures have been updated to include them.

Ethnicity Pay Gap by University Grades UE01-UE10

The Ethnicity pay gaps by University Grade are detailed in Table 3 of Appendix 1. Of its 10 pay grades, only two, namely 3 and 7 detail median pay gaps of more than 5%.

The largest is in Grade 3, with an average of 3.1% and median of 6.5%. These reduce to 2.4% and 4.1% when the full-time equivalent salary calculation excludes contractual allowances.

As with gender this pay gap is due to the number of employees within this grade who receive a premium band payment (of either 15% or 30% of salary) for being contractually required to work variable and unsociable hours. A larger proportion of White employees than BAME employees work these hours and so receive this allowance.

The average and median pay gaps for Grade 7 are 2.4% and 5.7% respectively. The key factor in the median gap is length of service, as staff progress through the incremental pay points of their grade with each year of service. The median length of service for White Grade 7 employees is three years and for BAME employees it is one year.

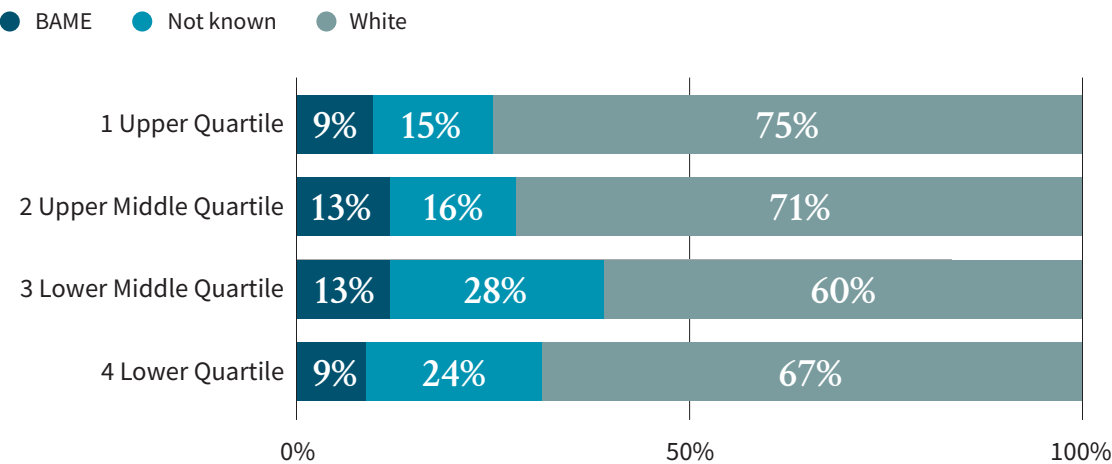
Chart 18 details ethnicity representation in each pay quartile. This is calculated by listing all employee earnings from highest to the lowest and splitting into four even groups or quartiles.



Image credit: Sam Silis

Employees who have declared their ethnicity as BAME are represented in each pay quartile. The highest BAME representation is found in the middle quartiles.

Chart 18 Ethnicity Pay Quartile Positioning



Appendix 1

Gender, Disability and Ethnicity Pay Gaps by Grade

Table 1 Gender Pay Gap by University Grade⁷

Headcount, average and median salary by University grade, gender and respective average and median gender pay gap

Grade	Gender	Headcount	Average Salary	Median Salary	Average Pay Gap	Median Pay Gap
UE01	Male	283	£17,415	£17,338	-0.10%	0.00%
	Female	462	£17,433	£17,338		
UE02	Male	271	£18,639	£17,682	3.51%	0.00%
	Female	261	£17,985	£17,682		
UE03	Male	306	£20,418	£19,612	6.61%	4.60%
	Female	513	£19,069	£18,709		
UE04	Male	246	£22,770	£22,417	4.18%	2.69%
	Female	546	£21,819	£21,814		
UE05	Male	515	£25,222	£24,462	-0.38%	-3.09%
	Female	1187	£25,318	£25,217		
UE06	Male	1846	£30,317	£30,046	-0.48%	0.00%
	Female	1989	£30,462	£30,046		
UE07	Male	1583	£38,169	£38,017	0.32%	0.00%
	Female	1871	£38,048	£38,017		
UE08	Male	1035	£48,674	£49,553	1.61%	2.90%
	Female	1099	£47,889	£48,114		
UE09	Male	773	£62,505	£59,135	2.24%	0.00%
	Female	521	£61,107	£59,135		
Total UE01 - UE09	Male	6858	£36,439	£33,797	8.81%	8.45%
	Female	8449	£33,228	£30,942		
UE10	Male	680	£95,815	£83,435	7.83%	6.53%
	Female	286	£88,311	£77,988		
Grand Total UE01 - UE10	Male	7538	£41,795	£35,845	16.18%	11.10%
	Female	8735	£35,031	£31,865		

⁷ Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

Table 2 Disability Pay Gap by University Grade⁸

Headcount, average and median salary by University grade, disability declared/no known disability and respective average and median pay gap

Grade	Disability Declared/ Not Known to be disabled	Headcount	Average Salary	Median Salary	Average Pay Gap	Median Pay Gap
UE01	No Known Disability	723	£17,416	£17,338	-1.85%	0.00%
	Declared Disability	22	£17,739	£17,338		
UE02	No Known Disability	521	£18,300	£17,682	-4.84%	-5.00%
	Declared Disability	11	£19,185	£18,566		
UE03	No Known Disability	802	£19,554	£19,133	-4.59%	-2.50%
	Declared Disability	17	£20,451	£19,612		
UE04	No Known Disability	763	£22,115	£22,417	0.07%	2.69%
	Declared Disability	29	£22,099	£21,814		
UE05	No Known Disability	1,636	£25,278	£25,217	-1.08%	0.00%
	Declared Disability	66	£25,550	£25,217		
UE06	No Known Disability	3,727	£30,380	£30,046	-1.44%	-2.98%
	Declared Disability	108	£30,818	£30,942		
UE07	No Known Disability	3,353	£38,095	£38,017	-0.78%	-2.99%
	Declared Disability	101	£38,393	£39,152		
UE08	No Known Disability	2,068	£48,277	£48,114	0.45%	-2.99%
	Declared Disability	66	£48,062	£49,553		
UE09	No Known Disability	1,259	£62,072	£59,135	7.70%	2.90%
	Declared Disability	35	£57,294	£57,418		
Total UE01 - UE09	No Known Disability	14,852	£34,674	£32,816	0.74%	0.00%
	Declared Disability	455	£34,417	£32,816		
UE10	No Known Disability	931	£94,035	£80,713	12.96%	9.26%
	Declared Disability	35	£81,844	£73,237		
Grand Total UE01 - UE10	No Known Disability	15,783	£38,176	£32,816	0.97%	0.00%
	Declared Disability	490	£37,804	£32,816		

⁸ Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

Table 3 Ethnicity Pay Gap by University Grade⁹

Headcount, average and median salary by University grade, ethnicity and respective average and median pay gap

Grade	BAME/White	Headcount	Average Salary	Median Salary	Average Pay Gap	Median Pay Gap
UE01	BAME	95	£17,396	£17,338	0.3%	0.0%
	White	397	£17,445	£17,338		
UE02	BAME	32	£17,958	£17,682	2.9%	0.0%
	White	316	£18,498	£17,682		
UE03	BAME	57	£19,295	£18,342	3.1%	6.5%
	White	532	£19,907	£19,612		
UE04	BAME	47	£21,729	£21,814	1.9%	2.7%
	White	639	£22,155	£22,417		
UE05	BAME	159	£24,668	£24,462	3.2%	3.0%
	White	1,297	£25,488	£25,217		
UE06	BAME	514	£30,001	£30,046	3.0%	2.9%
	White	2,232	£30,919	£30,942		
UE07	BAME	462	£37,425	£36,914	2.4%	5.7%
	White	2,399	£38,354	£39,152		
UE08	BAME	254	£47,781	£48,114	1.3%	2.9%
	White	1,550	£48,399	£49,553		
UE09	BAME	115	£61,561	£57,418	0.0%	2.9%
	White	1,001	£61,545	£59,135		
Total UE01 - UE09	BAME	1,735	£34,696	£32,816	2.4%	0.0%
	White	10,363	£35,532	£32,816		
UE10	BAME	60	£91,553	£80,712	1.6%	0.0%
	White	742	£93,052	£80,713		
Grand Total UE01 - UE10	BAME	1,795	£36,596	£32,816	7.1%	5.7%
	White	11,105	£39,376	£34,804		

⁹ Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

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