



THE UNIVERSITY *of* EDINBURGH

# **Grade 10 Professorial and Equivalent Equal Pay Audit 2016**

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## **1. Equal Pay Audit as at 31<sup>st</sup> December 2016**

This report is produced as part of the University's wider commitment to monitoring equality and to provide annual analysis and recommendations for the Court Remuneration Committee in relation to the reward management, policy and practice for the professorial and senior staff group.

## **2. Equal Pay Audit Scope**

**2.1.** The senior staff population is determined by relative job size and is categorised by grade as follows:

- Academic professorial staff (UOE Grade 10)
- Clinical academic professorial staff (ACT4, ACN4, AMT4, AMN4)
- Professional staff (UOE Grade 10)

**2.2** The total population sample is 781 staff, representing a headcount increase of 34 in the last 12 months. This represents a 4.5% increase in this population. This is a very similar increase to the level of growth seen in 2015 (4.6%).

**2.3** Relative base pay has been determined by including basic pay and any other pay elements directly related to the job, typically payable at the University as an 'allowance'. Allowances that do not relate to the job e.g. expenses or indirect voluntary activities were discounted. Certain allowances (e.g. Management Responsibility) are determined by the University while other allowances (e.g. Distinction Awards) are determined by NHS pay policy for clinical academics.

## **3. Basic Pay Scales**

The UOE Grade 10 basic pay scale currently ranges from £57,674 - £96,756 and the equivalent clinical basic pay scales range from £67,838 - £91,459<sup>1</sup>. The pay range for the total population is £57,674 - £252,141.

## **3. Staff Categories and Relative Pay**

### **3.1 Professorial Non-Clinical Staff**

The University has 633 non-clinical professors, an increase of 3.8% since last year. The pay range for this group is £57,674 - £252,141. 96 staff receive a salary above the published pay scale<sup>2</sup> representing 15.2% of the population. The number of staff paid above the top of the published pay scale has remained fairly consistent since 2015 (97 where in receipt of a salary above scale in 2015). 36 staff in this group are in receipt of allowances, which is 5.7% of the population. The allowance range from

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<sup>1</sup> Clinical Academic Salaries are based on 40 hours per week so have been re-calculated to the equivalent notional 35-hour week which is used as the pay basis for the other two categories. The clinical scales received a pay uplift in April 2016.

<sup>2</sup> [http://www.docs.csg.ed.ac.uk/HumanResources/Pay/UE01\\_to\\_UE10\\_Aug16.htm](http://www.docs.csg.ed.ac.uk/HumanResources/Pay/UE01_to_UE10_Aug16.htm)

£686 to £24,000 per annum. 5.7% of the male employees in this population receive an allowance and 5.5% of female employees. The average value of allowances received by the male employees in this population is £9,257 compared to £6,076 for female employees.

### **3.2 Professorial Clinical Staff**

There are 81 clinical professors (there were 75 in 2015). The salaries are determined by NHS pay scales<sup>3</sup> for clinical academics. The adjusted comparative pay scale for this group is £67,838 - £91,459. The adjusted pay range, including allowances, for clinical professors is £79,532 - £218,465.

73 professorial clinical staff (90% of the population) are in receipt of allowances. Only 8 employees in this group do not receive NHS or University allowances, with the total individual allowance values ranging from £3,204 to £127,006 per annum. 92% of male employees and 80% of female employees are in receipt of an allowance. The average value of allowances received by these male employees is £49,389 compared to £34,023 for female employees. While this is a substantial difference, it may be influenced by the relatively small population of female Clinical Academics (there are 15 in total).

### **3.3 Professional Staff**

There are 67 staff in the Professional group of Grade 10 employees, an 8.1% increase on the 2015 population. This follows a decrease of 4.8% between 2014 and 2015. The pay range for this group is £57,674 to £252,141. 16 employees exceed the pay scale maximum of £96,756, an increase from 14 in 2015.

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<sup>3</sup> <http://www.docs.csg.ed.ac.uk/HumanResources/Pay/clinconsultant.htm>

## 4. Data Analysis

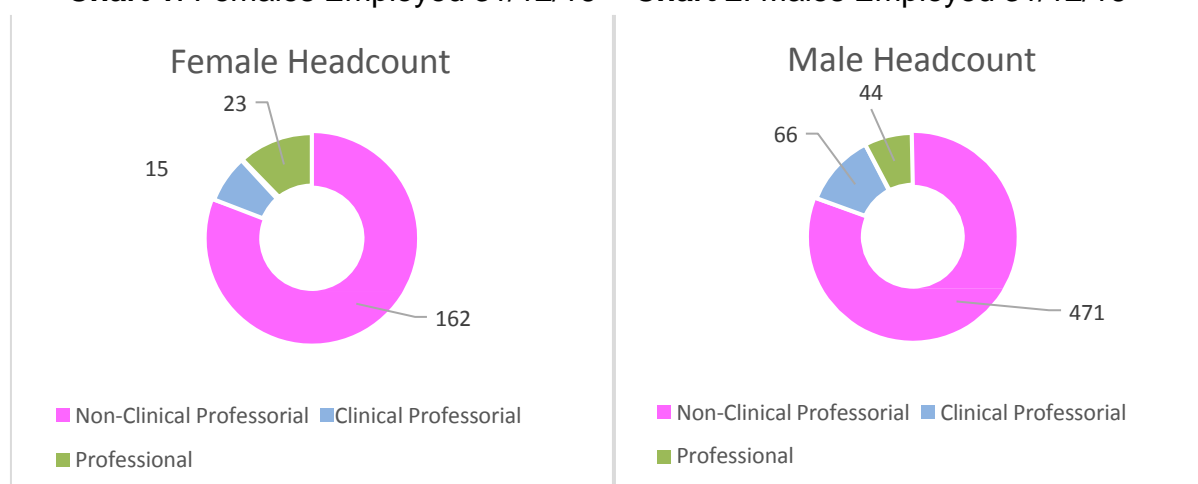
The following data has been analysed: gender, ethnicity, disability and age.

### 4.1. Headcount Analysis by Gender

**Table 1:** Employed at 31<sup>st</sup> December 2016

|                                  | Female Headcount | Male Headcount | Total Headcount | % Female | % Male |
|----------------------------------|------------------|----------------|-----------------|----------|--------|
| <b>Non-Clinical Professorial</b> | 162              | 471            | 633             | 25.6%    | 74.4%  |
| <b>Clinical Professorial</b>     | 15               | 66             | 81              | 18.5%    | 81.5%  |
| <b>Professional</b>              | 23               | 44             | 67              | 34.3%    | 65.7%  |
| <b>Totals</b>                    | 200              | 581            | 781             | 25.6%    | 74.4%  |

**Chart 1:** Females Employed 31/12/16      **Chart 2:** Males Employed 31/12/16



**4.1.1.** Overall, the Grade 10 and equivalent population is predominantly male with a similar percentage split reported in 2015. When compared to 2015 the female population has increased by 5.8% and the male population by 4.1%. The proportion of female employees in the Clinical Professorial category continues to be the lowest of the three categories, however this has increased by 2.5 percentage points while the proportion of female employees in the Professional category continues to be the highest of the three categories.

**4.1.2.** Review of distribution of gender in the non-clinical professorial population in other Russell Group (RG) institutions indicates we have a marginally lower proportion of male employees at 74.4% compared to 77.6% in other RG institutions. If we look at the Professional category, other RG institutions report a more balanced population of 55.5% male and 44.5% female compared to the equivalent population in the University of Edinburgh which is 65.7% male and 34.3% female.

## 4.2. Salary Analysis by Gender (Average)

The approach to the calculation of the gender pay gap is detailed below:

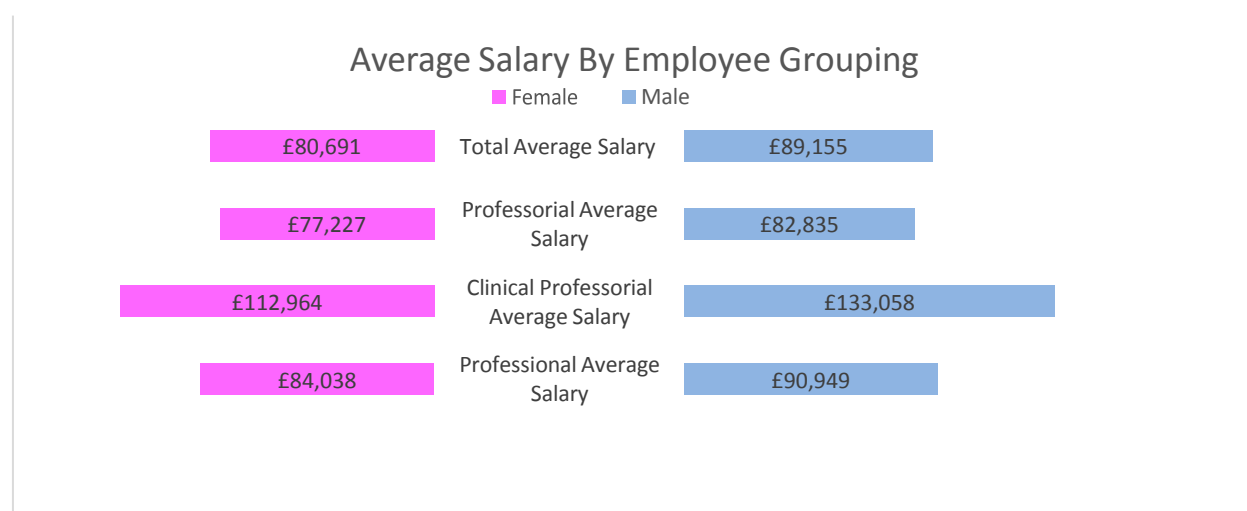
$$\frac{\text{Male Salary} - \text{Female Salary}}{\text{Male Salary}} = \text{Gender Pay Gap (\%)}$$

A positive gap means that this is a gap in favour of men and a negative gap is in favour of females.

**Table 2: Pay Gap Analysis by Gender**

| Gender Pay Gap Salary Analysis              | 2015     | 2016     | % Difference 2015/16 | 2015 Pay Gap | 2016 Pay Gap | Annual Variation 2015/16 |
|---|----------|----------|----------------------|--------------|--------------|--------------------------|
| <b>Total Average Salary</b>                 | £87,235  | £86,987  | -0.3%                |              |              |                          |
| Total Average Male Salary                   | £90,015  | £89,155  | -1.0%                | 12.2%        | 9.5%         | -2.7                     |
| Total Average Female Salary                 | £79,030  | £80,691  | 2.1%                 |              |              |                          |
| <b>Professorial Average Salary</b>          | £81,634  | £81,400  | -0.3%                |              |              |                          |
| Professorial Average Male Salary            | £83,796  | £82,835  | -1.1%                | 10.2%        | 6.8%         | -3.4                     |
| Professorial Average Female Salary          | £75,288  | £77,227  | 2.6%                 |              |              |                          |
| <b>Clinical Professorial Average Salary</b> | £131,964 | £129,337 | -2.0%                |              |              |                          |
| Clinical Professorial Average Male Salary   | £134,990 | £133,058 | -1.4%                | 14.2%        | 15.1%        | 0.9                      |
| Clinical Professorial Average Female Salary | £115,825 | £112,964 | -2.5%                |              |              |                          |
| <b>Professional Average Salary</b>          | £87,520  | £88,577  | 1.2%                 |              |              |                          |
| Professional Average Male Salary            | £88,757  | £90,949  | 2.5%                 | 3.9%         | 7.6%         | 3.7                      |
| Professional Average Female Salary          | £85,327  | £84,038  | -1.5%                |              |              |                          |

**Chart 3: Average Salary by Employee Group and Gender**



The average salary for the total population is £86,987 representing a small decrease of 0.3% on the 2015 figure. The average salary for male employees in this group is £89,155 and female employees £80,691. The 2016 pay gap for the total population is 9.5% which represents a 2.7 percentage point decrease on the pay gap reported in 2015.

#### **4.2.1. Professorial Staff Pay Analysis by Gender**

The average salary for this group is £81,400 and the average pay for male employees and female employees is £82,835 and £77,227 respectively. The average male salary decreased by 1.1% and the average female salary increased by 2.6% over 2016. The 2016 pay gap for this group is 6.8% which represents a 3.4 percentage point decrease on the 2015 pay gap figure of 10.2%.

#### **4.2.2. Professorial Clinical Staff Pay Analysis by Gender**

The average equivalent salary for clinical academics is £129,337 and the average pay for male and female employees is £133,058 and £112,964 respectively. The average male salary decreased by 1.4% whilst the average female salary has decreased by 2.5% in 2016. Consequently the 2016 pay gap for this group is 15.1% which represents an increase of 0.9 percentage points on the 2015 pay gap figure (14.2%).

#### **4.2.3. Professional Staff Pay Analysis by Gender**

The average salary for this group is £88,577 and the average pay for male and female employees is £90,949 and £84,038 respectively. The average male salary increased by 2.5% and the average female salary decreased by 1.5%. The 2016 pay gap for this group is 7.6% which represents a 3.7 percentage point increase on the 2015 pay gap figure of 3.9%.

#### 4.2.4. Pay Gap Movement Over the Last Five Years

**Table 3: Pay Gap 2012 -2016 (Average Salary)**

| Year | Total Population | Professorial | Clinical Professorial | Professional |
|------|------------------|--------------|-----------------------|--------------|
| 2012 | 10.41%           | 7.90%        | 1.10%                 | 7.60%        |
| 2013 | 12.00%           | 10.60%       | 4.30%                 | 5.80%        |
| 2014 | 12.80%           | 10.70%       | 12.30%                | 9.50%        |
| 2015 | 12.20%           | 10.20%       | 14.20%                | 3.90%        |
| 2016 | 9.50%            | 6.80%        | 15.10%                | 7.60%        |

**Chart 4: Pay Gap 2012 – 2016 by Employee Grouping**

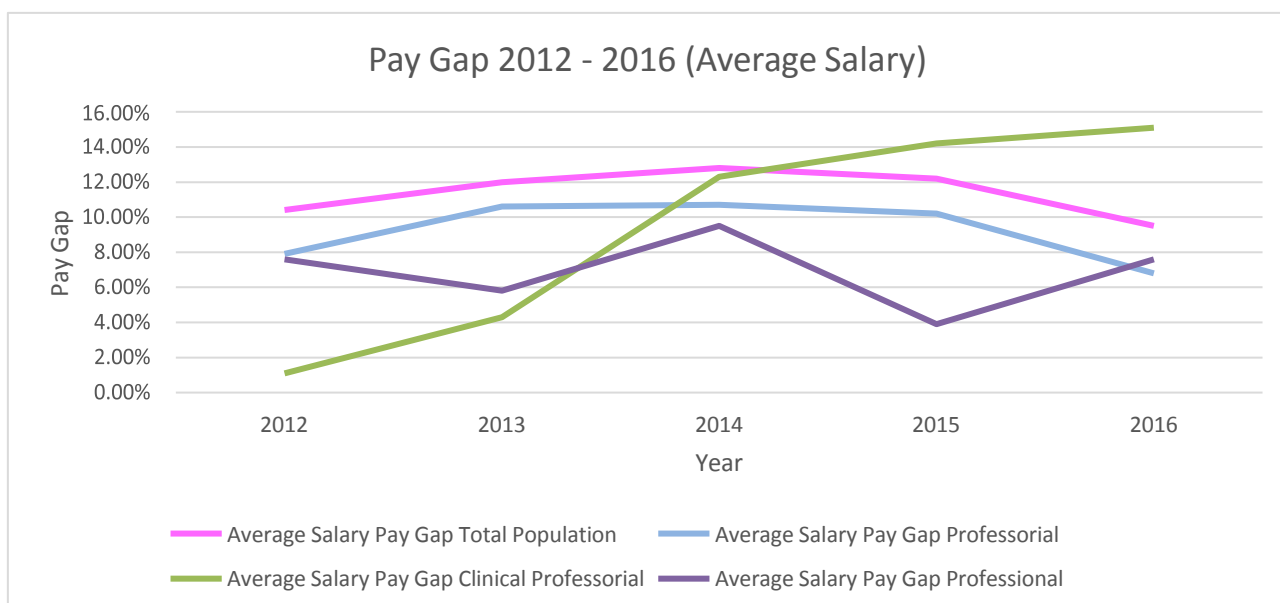


Table 3 and Chart 4 details the pay gap over the last 5 year period. The pay gap for the total population has decreased over the last two years as has the pay gap for the professorial population. However the pay gap for clinical academics has steadily increased over the 5 year period. There was a marked reduction in the professional pay gap in 2015 however over 2016 this has increased from a gap of 3.90% to 7.6% gap.



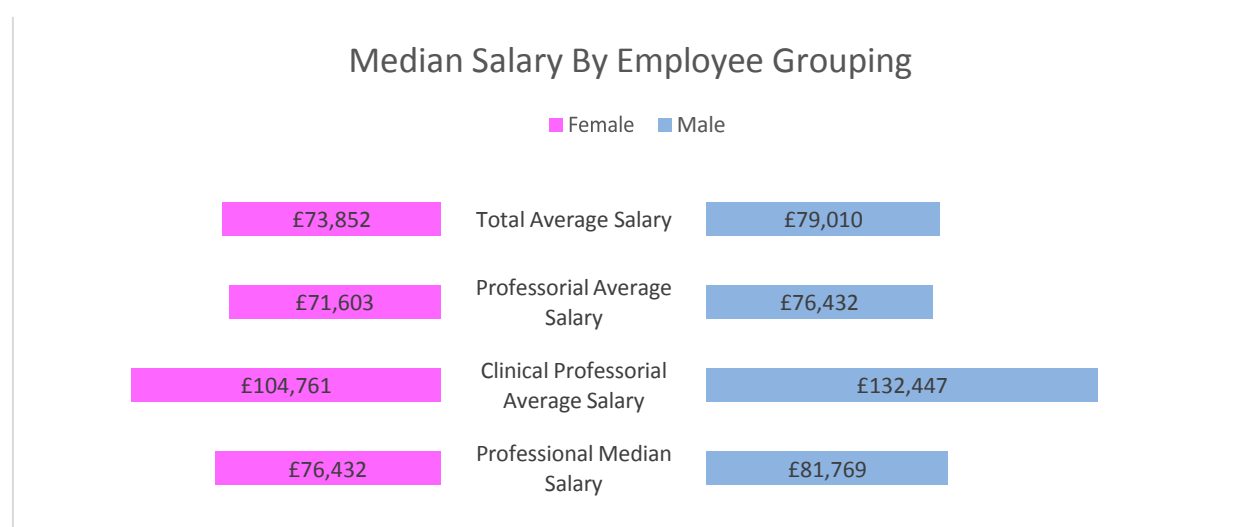
### 4.3. Salary Analysis by Gender (Median)

The analysis of median pay demonstrates that for the total population there is a marked improvement in pay equality overall, with a 3.8 percentage point reduction in salary difference between male employees and female employees since 2015. In all categories the male median salary is higher than the female median salary and this is most prominent in the Clinical Professorial category.

**Table 4: Gender Pay Median Salary Analysis**

| Gender Pay Median Salary Analysis          | 2015     | 2016     | % Difference 2015/16 | 2015 Pay Gap | 2016 Pay Gap | Annual Variation 2015/16 |
|--|----------|----------|----------------------|--------------|--------------|--------------------------|
| <b>Total Population Median Salary</b>      | £76,048  | £76,432  | 0.5%                 | 10.3%        | 6.5%         | -3.8                     |
| Total Population Median Male Salary        | £78,918  | £79,010  | 0.1%                 |              |              |                          |
| Total Population Median Female Salary      | £70,824  | £73,852  | 4.1%                 |              |              |                          |
| <b>Professorial Median Salary</b>          | £73,048  | £73,852  | 1.1%                 | 9.4%         | 6.3%         | -3.1                     |
| Professorial Median Male Salary            | £75,601  | £76,432  | 1.1%                 |              |              |                          |
| Professorial Median Female Salary          | £68,597  | £71,603  | 4.2%                 |              |              |                          |
| <b>Clinical Professorial Median Salary</b> | £127,687 | £126,279 | -1.1%                | 21.5%        | 20.9%        | -0.6                     |
| Clinical Professorial Median Male Salary   | £131,205 | £132,447 | 0.9%                 |              |              |                          |
| Clinical Professorial Median Female Salary | £103,215 | £104,761 | 1.5%                 |              |              |                          |
| <b>Professional Median Salary</b>          | £75,601  | £81,769  | 7.5%                 | 4.8%         | 6.5%         | 1.7                      |
| Professional Median Male Salary            | £79,516  | £81,769  | 2.8%                 |              |              |                          |
| Professional Median Female Salary          | £75,601  | £76,432  | 1.1%                 |              |              |                          |

**Chart 5: Median Salary by Employee Group and Gender**



#### **4.3.1. Professorial Staff Pay Analysis by Gender (median)**

The median salary for this group is £73,852 and the median pay for male and female employees £76,432 and £71,603 respectively. The median male salary has increased by 1.1% and female salaries have increased markedly by 4.2% in 2016. The 2016 pay gap for this group is 6.3% - a decrease on the 2015 pay gap of 9.4%.

#### **4.3.2. Professorial Clinical Staff Analysis by Gender (median)**

The median equivalent salary for clinical academics is £126,279 and the median salary for male and female employees is £132,447 and £104,761 respectively. The median male salary increased by 0.9% and the median female salary increased by 1.5% over 2016. The pay gap for this population has decreased slightly but continues to be the largest: the 2016 salary difference between male employees and female employees is 20.9%, a decrease of 0.6 percentage points since 2015.

#### **4.3.3. Professional Staff Pay Analysis by Gender (median)**

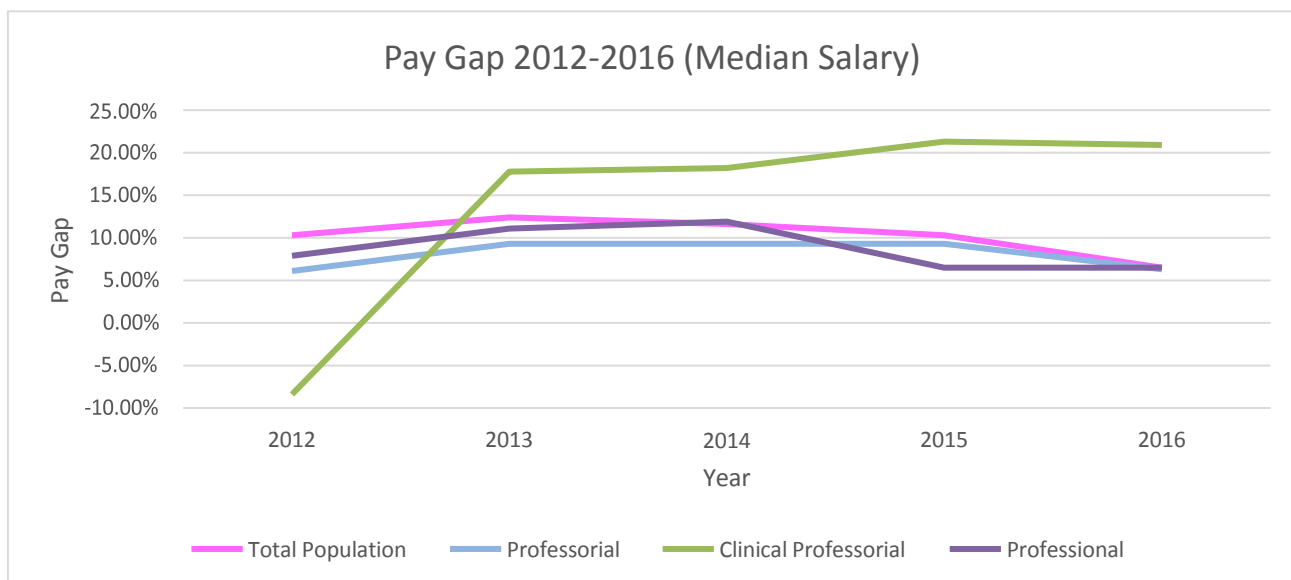
The median salary for this group is £81,769 and the median salary for male employees and female employees is £81,769 and £76,432 respectively. The median male salary increased by 2.8% and the median female salary increased by 1.1%. The 2016 pay gap for this group is 6.5% which represents a 1.7 percentage points increase on the 2015 pay gap figure of 4.8%. This group is the only one where we see a median salary pay gap increase over 2016.

#### **4.3.4. Pay Gap Movement Over Last Five Years**

**Table 5: Pay Gap (2012 -2016)**

| <b>Year</b> | <b>Total Population</b> | <b>Professorial</b> | <b>Clinical Professorial</b> | <b>Professional</b> |
|-------------|-------------------------|---------------------|------------------------------|---------------------|
| 2012        | 10.30%                  | 6.10%               | -8.40%                       | 7.90%               |
| 2013        | 12.40%                  | 9.30%               | 17.80%                       | 11.10%              |
| 2014        | 11.60%                  | 9.30%               | 18.20%                       | 11.90%              |
| 2015        | 10.30%                  | 9.30%               | 21.30%                       | 6.50%               |
| 2016        | 6.50%                   | 6.30%               | 20.90%                       | 6.50%               |

**Chart 6: Pay Gap 2012 – 2016 by Employee Grouping**



The movement of the pay gap is illustrated above, over the last two years the pay gap has decreased for all populations bar the professional population with a gap of 6.5% over 2015 and 2016.

#### **4.4. Analysis of Grade 10 sub-populations**

It is helpful to consider data on staff in University Grade 10, both professional and professional, in relation to their position in Grade 10. Within Grade 10 there are three distinct ranges:

- Employee on the first 6 points of University Grade 10 who are eligible for semi-automatic incremental progression (UE10 (first 6 points))
- Employees paid above the first 6 points of University Grade 10 but within the defined pay scale (UE10 (above bottom 6))
- Employee's paid above the top point of the defined scale of University Grade 10 (UE10 (above SP66))

This analysis does not consider staff on clinical grades who have distinct rules around remuneration determined by their NHS terms and conditions

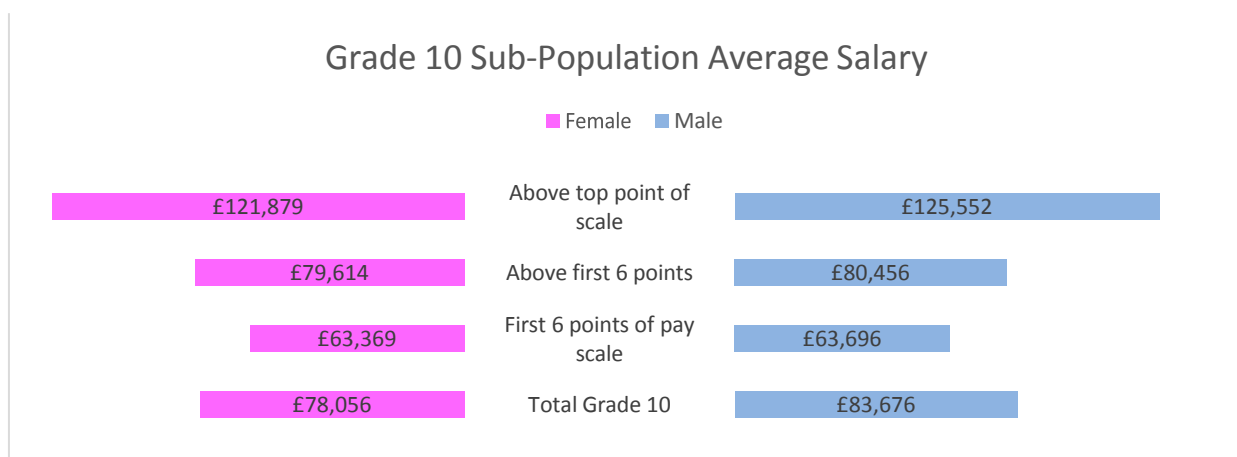
#### 4.4.1. Grade 10 Sub-population pay analysis by Gender (average)

The average gender pay gap is relatively small for those in the lower two grouping with employees in the first 6 points having a mean gender pay gap of 0.5% and those on the other defined points above the first 6 points having a mean gender pay gap of 1%. The mean gender pay gap for those on salaries above the top of the scale is slightly higher at 2.9%

**Table 6:** Grade 10 sub-populations: Average Gender Pay Gap

| Grouping                           | Salary Range      | Headcount  |            |            | Headcount (%) |              | Average Salary |          | Average Pay Gap |
|------------------------------------|-------------------|------------|------------|------------|---------------|--------------|----------------|----------|-----------------|
|                                    |                   | Female     | Male       | Total      | Female        | Male         | Female         | Male     |                 |
| Employees on first 6 point         | £57,674 - £67,242 | 72         | 155        | 227        | 31.7%         | 68.3%        | £63,369        | £63,696  | 0.5%            |
| Employees above first 6 point      | £69,352 - £96,756 | 88         | 263        | 351        | 25.1%         | 74.9%        | £79,614        | £80,456  | 1.0%            |
| Employees above top point of scale | £96,756 +         | 21         | 90         | 111        | 18.9%         | 81.1%        | £121,879       | £125,552 | 2.9%            |
| <b>Total</b>                       |                   | <b>181</b> | <b>508</b> | <b>689</b> | <b>26.3%</b>  | <b>73.7%</b> |                |          |                 |

**Chart 7:** Grade 10 Sub-Population Average Salary by Gender



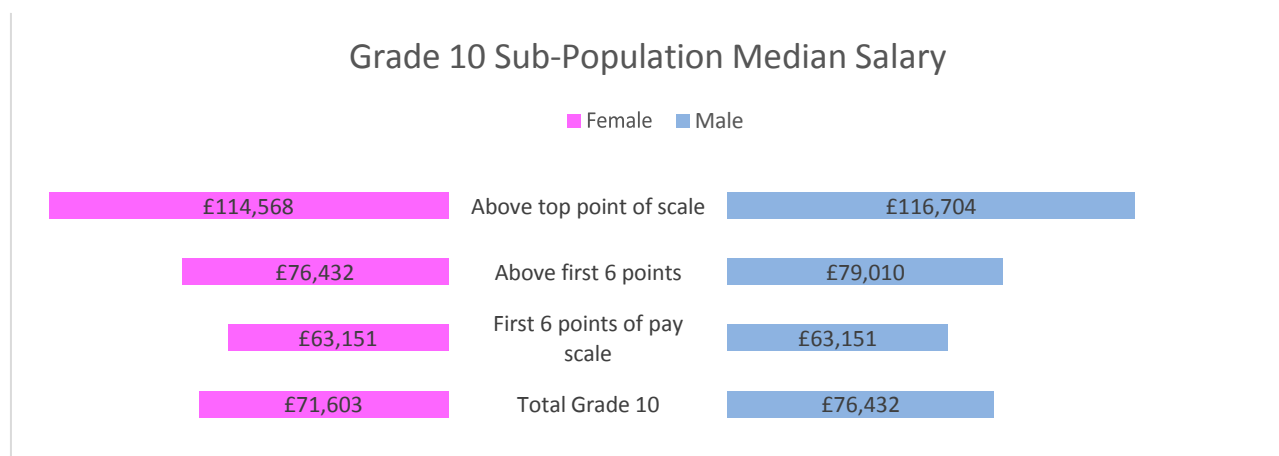
#### 4.4.2. Grade 10 Sub-population pay analysis by Gender (median)

A median gender pay gap does not exist for employees paid within the first 6 points and employees on the other defined points above the first 6 points have a median gender pay gap of 3.3%. The median gender pay gap for those on salaries above the top of the scale is 1.8%.

**Table 7:** Grade 10 sub-populations: Median Gender Pay Gap

| Grouping                           | Salary Range      | Headcount  |            |            | Headcount (%) |              | Median Salary |          | Median Pay Gap |
|------------------------------------|-------------------|------------|------------|------------|---------------|--------------|---------------|----------|----------------|
|                                    |                   | Female     | Male       | Total      | Female        | Male         | Female        | Male     |                |
| Employees on first 6 point         | £57,674 - £67,242 | 72         | 155        | 227        | 31.7%         | 68.3%        | £63,151       | £63,151  | 0.0%           |
| Employees above first 6 point      | £69,352 - £96,756 | 88         | 263        | 351        | 25.1%         | 74.9%        | £76,432       | £79,010  | 3.3%           |
| Employees above top point of scale | £96,756 +         | 21         | 90         | 111        | 18.9%         | 81.1%        | £114,568      | £116,704 | 1.8%           |
| <b>Total</b>                       |                   | <b>181</b> | <b>508</b> | <b>689</b> | <b>26.3%</b>  | <b>73.7%</b> |               |          |                |

**Chart 8:** Grade 10 Sub-Population Median Salary by Gender



#### 4.5. Analysis of the Quartile Distribution of Salaries by Gender

##### 4.5.1. Total Population

Tables 8 and 9 show the distribution of salaries into quartiles by gender and how this pattern has changed since the 2015 report. Both the total populations of female and male employees have increased in 2015 with 11 additional female employees and 23 additional male employees. Whilst the largest proportion of female employees remain in the lowest quartile this has reduced by 0.2 percentage points in 2016 which follows a 2.8 percentage point reduction in 2015. The highest proportion of male employees is in in the upper quartile at 31.8% and this has reduced by 1.5 percentage points since 2015. Whilst the proportion of male employees in the upper quartile continues to be significantly

higher than the proportion of female employees in this quartile there has been a small increase (1.4 percentage points) in the proportion of women in this range.

**Table 8: Total Population 2016 Quartile Distribution by Gender**

| Quartile Distribution of Salaries by Gender | Range              | Sample | Female | %      | Male | %      |
|---|--------------------|--------|--------|--------|------|--------|
| LQ  | £57,674 - £65,129  | 162    | 57     | 28.5%  | 105  | 18.1%  |
| Q2  | £67,242 - £73,852  | 195    | 52     | 26.0%  | 143  | 24.6%  |
| Q3  | £74,235 - £92,047  | 196    | 48     | 24.0%  | 148  | 25.5%  |
| UQ  | £92,827 - £252,141 | 228    | 43     | 21.5%  | 185  | 31.8%  |
| Total                                       | £34,375 - £252,141 | 781    | 200    | 100.0% | 581  | 100.0% |

**Table 9: Total Population 2015 Quartile Distribution by Gender**

| Quartile Distribution of Salaries by Gender | Range              | Sample | Female | %     | Male | %     |
|---|--------------------|--------|--------|-------|------|-------|
| LQ  | £57,047 - £64,421  | 158    | 58     | 30.7% | 100  | 17.9% |
| Q2  | £66,511 - £73,048  | 189    | 52     | 27.5% | 137  | 24.6% |
| Q3  | £73,428 - £92,920  | 176    | 41     | 21.7% | 135  | 24.2% |
| UQ  | £93,016 - £249,645 | 224    | 38     | 20.1% | 186  | 33.3% |
| Total                                       |                    | 747    | 189    | 100%  | 558  | 100%  |

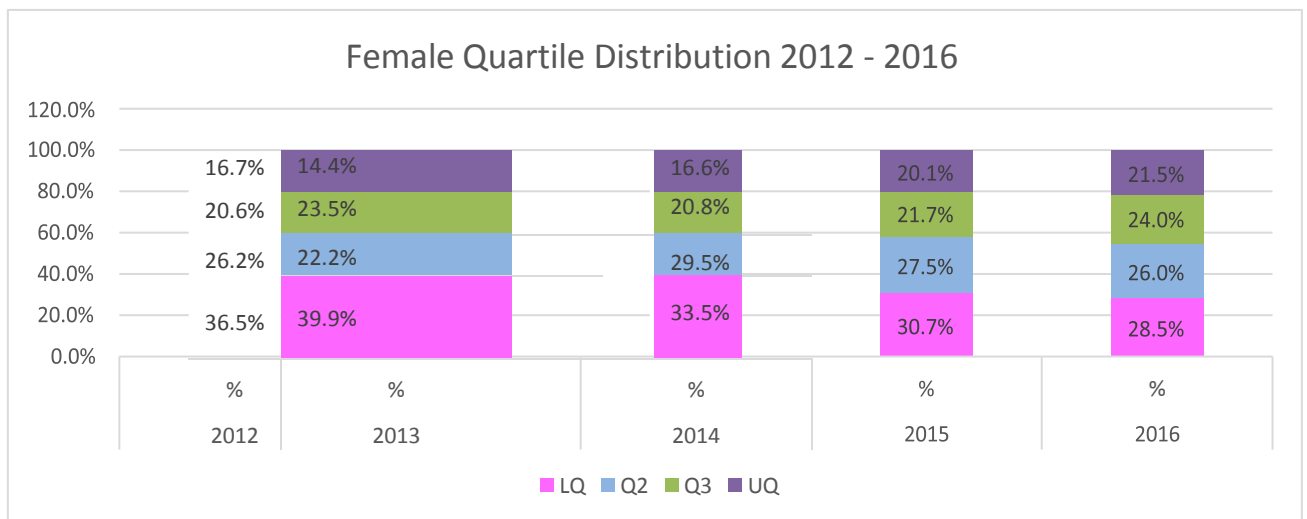
#### 4.5.2. Change in Quartile Distribution 2012 – 2016

**Table10: Change in Quartile Distribution by Gender**

| Quartile Distribution of Salaries by Gender | Female |       |       |       |       |
|---|--------|-------|-------|-------|-------|
|   | 2012   | 2013  | 2014  | 2015  | 2016  |
| LQ  | 36.5%  | 39.9% | 33.5% | 30.7% | 28.5% |
| Q2  | 26.2%  | 22.2% | 29.5% | 27.5% | 26.0% |
| Q3  | 20.6%  | 23.5% | 20.8% | 21.7% | 24.0% |
| UQ  | 16.7%  | 14.4% | 16.6% | 20.1% | 21.5% |

| Quartile Distribution of Salaries by Gender | Male  |       |       |       |       |
|---|-------|-------|-------|-------|-------|
|   | 2012  | 2013  | 2014  | 2015  | 2016  |
| LQ  | 24.6% | 27.9% | 17.6% | 17.9% | 18.1% |
| Q2  | 21.9% | 18.7% | 28.3% | 24.6% | 24.6% |
| Q3  | 25.4% | 25.3% | 26.6% | 24.2% | 25.5% |
| UQ  | 28.1% | 28.1% | 27.5% | 33.3% | 31.8% |

**Chart 9: Total Female Population**



**Chart 10: Total Male Population**

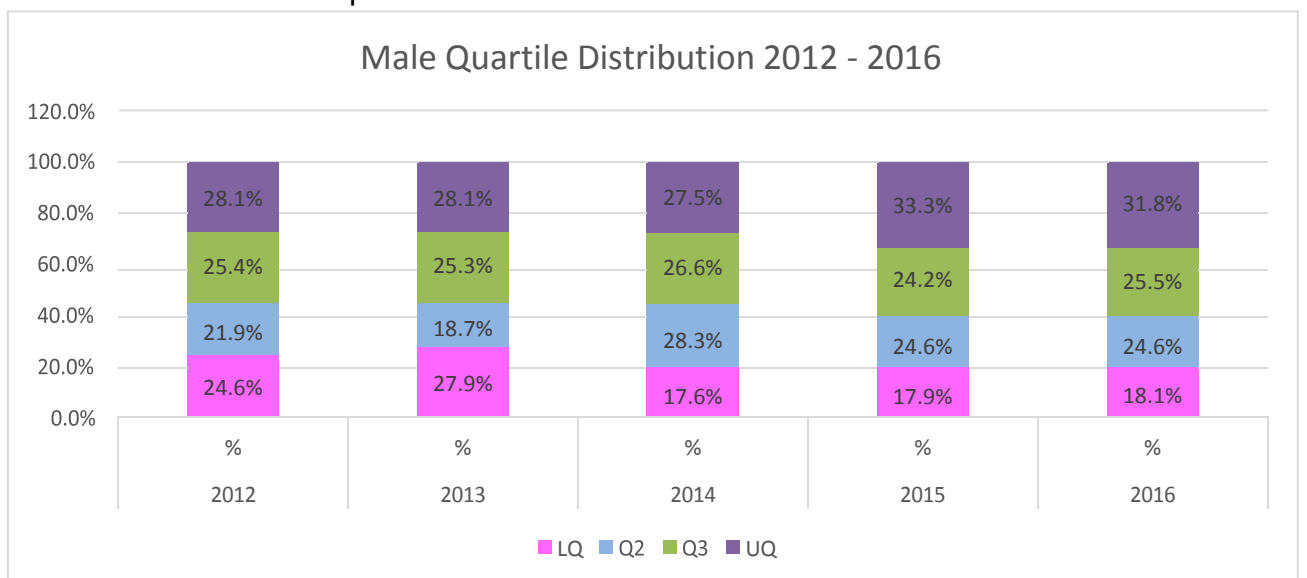


Table 10 details the quartile distribution of salaries by gender for the period 2012 – 2015. Charts 9 and 10 illustrate the quartile distribution by gender. Within the lower quartile the percentage of females has steadily decreased in the last three year. In 2012, 36.5% of the female population were within the lower quartile and this has reduced to 28.5% by 2016. In contrast the female population within the upper quartile has seen an increase of 4.8 percentage points between 2012 and 2016, the male population within this quartile has also increased (by 3.7 percentage points).

#### 4.5.3. Non-Clinical Professorial Population

Tables 11 and 12 show the distribution of salaries by quartile of the Professorial category. Whilst the highest proportion of female employees are seen in the lower quartile (32.1%) this has reduced by 2.3 percentage points since 2015.

The highest proportion of male employee is in the upper quartile at 31.8% and this has increased by 4.8 percentage points since 2015 (27%). Whilst the proportion of male employees in the upper quartile continues to be significantly higher than the proportion of female employees in this quartile there has been an increase (5.4 percentage points) in the proportion of women in this range.

**Table 11:** Non-Clinical Professorial Population 2016 Quartile Distribution by Gender

| Professor - Quartile Distribution of Salaries by Gender | Range              | Sample | Female | %     | Male | %     |
|---|--------------------|--------|--------|-------|------|-------|
| LQ  | £57,674 - £65,129  | 151    | 52     | 32.1% | 99   | 21.0% |
| Q2  | £67,242 - £73,242  | 147    | 33     | 20.4% | 114  | 24.2% |
| Q3  | £73,852 - £87,010  | 151    | 43     | 26.5% | 108  | 22.9% |
| UQ  | £87,056 - £240,896 | 184    | 34     | 21.0% | 150  | 31.8% |
| Total   |                    | 633    | 162    | 100%  | 471  | 100%  |

**Table 12:** Non-Clinical Professorial Population 2015 Quartile Distribution by Gender

| Professor - Quartile Distribution of Salaries by Gender | Range              | Sample | Female | %     | Male | %     |
|---|--------------------|--------|--------|-------|------|-------|
| LQ  | £57,047 - £64,421  | 148    | 53     | 34.4% | 95   | 20.8% |
| Q2  | £66,511 - £72,411  | 144    | 36     | 23.4% | 108  | 23.7% |
| Q3  | £73,048 - £90,329  | 171    | 41     | 26.6% | 130  | 28.5% |
| UQ  | £91,132 - £238,275 | 147    | 24     | 15.6% | 123  | 27.0% |
| Total   |                    | 610    | 154    | 100%  | 456  | 100%  |



#### 4.5.4. Clinical Professorial Population

Tables 13 and 14 show the distribution of salaries by quartile in the Clinical Professorial category. This continues to be a relatively small population and headcount has increased slightly – 3 additional female employees and 3 additional males. The highest proportion of female employees continues to be seen in the lower quartile (46.7%) but this proportion has decreased by 3.3 percentage points since 2015. Whilst the proportion of female employees in the lower quartile has reduced, this is still significantly higher than the proportion of male employees in this quartile (18.2%). 56.1% of male employees in this population are in quartile 3 and the upper quartile compared to 26.7% of female employees.

**Table13:** Clinical Professorial Population 2016 Quartile Distribution by Gender

| Clinical - Quartile Distribution of Salaries by Gender | Range               | Sample | Female | %     | Male | %     |
|--|---------------------|--------|--------|-------|------|-------|
| LQ   | £79,532 - £93,507   | 19     | 7      | 46.7% | 12   | 18.2% |
| Q2   | £94,663 - £123,418  | 21     | 4      | 26.7% | 17   | 25.8% |
| Q3   | £126,280 - £150,228 | 20     | 1      | 6.7%  | 19   | 28.8% |
| UQ   | £150,519 - £218,465 | 21     | 3      | 20.0% | 18   | 27.3% |
| Total  |                     | 81     | 15     | 100%  | 66   | 100%  |

**Table 14:** Clinical Professorial Population 2015 Quartile Distribution by Gender

| Clinical - Quartile Distribution of Salaries by Gender | Range               | Sample | Female | %     | Male | %     |
|--|---------------------|--------|--------|-------|------|-------|
| LQ   | £80,568 - £103,269  | 19     | 6      | 50.0% | 13   | 20.6% |
| Q2   | £103,876 - £127,688 | 19     | 2      | 16.7% | 17   | 27.0% |
| Q3   | £130,792 - £149,583 | 18     | 1      | 8.3%  | 17   | 27.0% |
| UQ   | £152,769 - £216,644 | 19     | 3      | 25.0% | 16   | 25.4% |
| Total  |                     | 75     | 12     | 100%  | 63   | 100%  |

#### 4.5.5. Professional Population

Tables 15 and 16 show the distribution of salaries by quartile in the Professional category. This population has increased since 2015 with the addition of five male employees. The highest proportion of female employees in this population continues to be in the lower quartile but this has reduced significantly since

2015 from 39.1% to 34.8%. The proportion of women in the upper quartile has remained constant between 2015 and 2016 at 26.1%.

**Table 15:** Professional Population 2016 Quartile Distribution by Gender

| Quartile     | Range              | Sample | Female | %     | Male | %     |
|--------------|--------------------|--------|--------|-------|------|-------|
| LQ           | £57,674 - £67,242  | 18     | 8      | 34.8% | 10   | 22.7% |
| Q2           | £69,352 - £80,880  | 15     | 5      | 21.7% | 10   | 22.7% |
| Q3           | £81,769 - £94,039  | 15     | 4      | 17.4% | 11   | 25.0% |
| UQ           | £96,756 - £252,141 | 19     | 6      | 26.1% | 13   | 29.5% |
| <b>Total</b> |                    | 67     | 23     | 100%  | 44   | 100%  |

**Table 16:** Professional Population 2015 Quartile Distribution by Gender

| Quartile     | Range              | Sample | Female | %     | Male | %     |
|--------------|--------------------|--------|--------|-------|------|-------|
| LQ           | £57,047 - £66,511  | 18     | 9      | 39.1% | 9    | 23.1% |
| Q2           | £68,597 - £78,151  | 14     | 4      | 17.4% | 10   | 25.6% |
| Q3           | £80,880 - £95,704  | 16     | 4      | 17.4% | 12   | 30.8% |
| UQ           | £96,728 - £249,645 | 14     | 6      | 26.1% | 8    | 20.5% |
| <b>Total</b> |                    | 62     | 23     | 100%  | 39   | 100%  |

## 5. Ethnicity

The proportion of the Grade 10 and equivalent population of staff who have declared their ethnicity as White British, White Scottish or Other White Background is 82.5%. Ethnicity recorded as Information Refused, Not Known or Blank is 12.00%. 5.5% of the population declared their ethnicity as Black or Minority Ethnic (BME) in 2016.

**Table 17:** Average Salary by Ethnic Origin

| Average Salary by Ethnic Origin | % of Population | Total Population | Non - Clinical Professorial | Clinical Professorial | Professional |
|---------------------------------|-----------------|------------------|-----------------------------|-----------------------|--------------|
| White                           | 82.5%           | £86,722          | £80,885                     | £129,528              | £88,969      |
| Black or Minority Ethnic        | 5.5%            | £84,525          | £78,373                     | £131,275              | n/a          |
| % Difference in Salary          |                 | 2.5%             | 3.1%                        | -1.3%                 |              |

When analysis regarding average salary was carried out the percentage differences in salary were not material.

## 6. Disability

The percentage of the Grade 10 and equivalent population of staff with a declared disability in 2016 is 3.7%, an increase on the 2015 figure of 2.5%. Analysis shows that there is a 12.2% average pay gap between employees with a declared disability and those who have declared they do not have a disability (this is a decrease of 4.1 percentage points from 2015). Due to the small numbers of employees declaring a disability this analysis is not considered to be statistically robust.

## 7. Analysis by Age

In 2016 the largest concentration of employees are in the 51-60 years age band. There has been little change in the percentages of the population in each band since 2015. Of the five age bands the highest average salary (£96,360) is seen in the 66+ band. In 2015 the highest average salaries were also seen in the 66+ band.

**Table 18:** 2016 Total Population Headcount and % Distribution by Age Bands and Average Salary

| Total Population |           |       |                |
|------------------|-----------|-------|----------------|
| Age Band         | Headcount | %     | Average Salary |
| 30 - 40          | 26        | 3.3%  | 76,934         |
| 41 - 50          | 256       | 32.8% | 78,925         |
| 51 - 60          | 313       | 40.1% | 91,946         |
| 61 - 65          | 134       | 17.2% | 89,122         |
| 66 +             | 52        | 6.7%  | 96,360         |

**Table 19:** 2015 Total Population Headcount and % Distribution by Age Bands and Average Salary

| Total Population |           |       |                |
|------------------|-----------|-------|----------------|
| Age Band         | Headcount | %     | Average Salary |
| 30 - 40          | 22        | 3.0%  | £74,467        |
| 41 - 50          | 249       | 33.3% | £79,133        |
| 51 - 60          | 310       | 41.5% | £90,982        |
| 61 - 65          | 122       | 16.3% | £92,340        |
| 66 +             | 44        | 5.9%  | £98,918        |

## 8. Out of Cycle Processes

Since January 2016, there have been six out-of-cycle promotion cases considered all of which were successful. There have also been ten retention cases, two of which were put forward on behalf of female employees. There was one appeals against a Grade 10 Review decision from a male employee. This appeal was not upheld.

## **9. Conclusions and Recommendations**

The average gender pay gap between male and female employees in Grade 10 and equivalent grades has reduced over the past twelve months and now stands at 9.5% a reduction of 2.7 percentage points. Encouragingly we also see a reduction, for the third year running, in the median gender pay gap for the grade 10 population. The median gender pay gap now sits at 6.5% (a reduction of 3.8 percentage points on 2015).

The average professorial pay gap has reduced to 6.8% in 2016. The median gender pay gap reflects a reduction to 6.3% (a reduction of 3.1 percentage points)

The average clinical professorial pay gap has increased in 2016 from 14.2% to 15.1% - a 0.9 percentage point increase. However we see a small decrease (0.6 percentage points) in the median pay gap for this population taking the median gap to 20.9%.

The average pay gap for professional staff has increased in 2016 from 3.9% to 7.6%, an increase of 3.7 percentage points. We also see an increase in the median pay gap for this population from 4.8% to 6.5% (a 1.7 percentage point reduction).

It should be recognised 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.

## Summary Gender Data – Appendix

|   | 31st December 2016     |        | 31st December 2016 |        |
|---|------------------------|--------|--------------------|--------|
| UOE Grade 10 pay scale (basic pay)  | £57,047-£95,704        |        | £57,674 - £96,756  |        |
| <a href="#">Clinical ACT 4 &amp; equivalent pay scales[1]</a>   | £67,166 - £90,554      |        | £67,838 - £91,459  |        |
| Total Headcount   | 747                    |        | 781                |        |
| <b>Actual Pay Ranges by Group</b>   |                        |        |                    |        |
| Total Population Pay Range  | £57,047 -£249,645      |        | £57,674 - £252,141 |        |
| Professorial Population Pay Range   | £57,047 - £249,238,275 |        | £57,674 - £240,896 |        |
| Clinical Academic Population Pay Range  | £80,568 - £216,643     |        | £79,532 - £218,465 |        |
| Professional Population Pay Range   | £57,047 - £249,645     |        | £57,674 - £252,141 |        |
| <b>Gender Statistics</b>  |                        |        |                    |        |
| Total Male employees and % of population  | 558                    | 74.70% | 581                | 74.40% |
| Total Female employees and % of population  | 189                    | 25.30% | 200                | 25.60% |
| Professorial Male employees & % of total sample   | 456                    | 74.80% | 471                | 74.40% |
| Professorial Female employees & % of total sample   | 154                    | 25.30% | 162                | 25.60% |
| Clinical Academic Male employees & % of total sample  | 63                     | 84.00% | 66                 | 81.50% |
| Clinical Academic Female employees & % of total sample  | 12                     | 16.00% | 15                 | 18.50% |
| Professional Male employees & % of total sample   | 39                     | 62.90% | 44                 | 65.70% |
| Professional Female employees & % of total sample   | 23                     | 37.10% | 23                 | 34.30% |
| <b>Salary Analysis</b>  |                        |        |                    |        |
| Total Population Average Salary   | £87,235                |        | £86,987            |        |
| Total Population Average Male Salary  | £90,015                |        | £89,155            |        |
| Total Population Average Female Salary  | £79,030                |        | £80,691            |        |
| Professorial Average Salary   | £81,634                |        | £81,400            |        |
| Professorial Average Male Salary  | £83,796                |        | £82,835            |        |
| Professorial Average Female Salary  | £75,288                |        | £77,227            |        |
| Clinical Professorial Average Salary  | £131,964               |        | £129,337           |        |
| Clinical Professorial Average Male Salary   | £134,990               |        | £133,058           |        |
| Clinical Professorial Average Female Salary   | £115,825               |        | £112,964           |        |
| Professional Average Salary   | £87,520                |        | £88,577            |        |
| Professional Average Male Salary  | £88,757                |        | £90,949            |        |
| Professional Average Female Salary  | £85,327                |        | £84,038            |        |
| <b>Median Salary</b>  |                        |        |                    |        |
| Total Population Median Salary  | £76,048                |        | £76,432            |        |
| Total Population Median Male Salary   | £78,918                |        | £79,010            |        |
| Total Population Median Female Salary   | £70,824                |        | £73,852            |        |
| Professorial Median Salary  | £73,048                |        | £73,852            |        |
| Professorial Median Male Salary   | £75,601                |        | £76,432            |        |
| Professorial Median Female Salary   | £68,597                |        | £71,603            |        |
| Clinical Professorial Median Salary   | £127,687               |        | £126,279           |        |
| Clinical Professorial Median Male Salary  | £131,205               |        | £132,447           |        |
| Clinical Professorial Median Female Salary  | £103,215               |        | £104,761           |        |
| Professional Median Salary  | £76,876                |        | £81,769            |        |
| Professional Median Male Salary   | £80,880                |        | £81,769            |        |
| Professional Median Female Salary   | £75,601                |        | £76,432            |        |
| <a href="#">[1] Clinical pay scales are re-calculated to be based on a notional 35-hour working week.</a> |                        |        |                    |        |