

Equal Pay Audit & Equal Pay Statement 2023



THE UNIVERSITY
of EDINBURGH

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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 our 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.

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 committed to progressing equality, diversity and inclusion for employees across all protected groups. The University is a member of the Athena SWAN charter which recognises good practice in promoting gender equality in the recruitment, retention and progression of academic and professional services staff. The University achieved an Institutional Silver in 2015 and successfully renewed this in 2018. An application for Silver renewal is scheduled for submission in January 2024 which will assess our progress in advancing gender equality and inform further iterations of the Gender Equality Action Plan. The University is also a member of the Race Equality Charter and has an ambitious Race Equality and Anti-Racist Action Plan in place; a Disability Action Plan will be developed over the coming year.

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 we should focus our attention to reduce any pay gaps related to gender, ethnicity and/or disability.

While pleased to report improvements since the 2021 Audit, we acknowledge more requires to be done to improve the diversity of our workforce. This we have committed to via actions in our Equality Outcomes 2021-25, which the University publishes to further its equality duties under the Equality Act 2010. 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, and less represented in roles with premium allowances for working highly variable and unsocial hours, and also under-represented in senior, more highly paid grades.

Even with an improvement in disclosure rates it is still not currently feasible to draw meaningful conclusions regarding the pay of our disabled and BAME staff. We hope to continue 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 groups 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 remain 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 look forward to future pay audits taking more of 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.”



The University's Approach

The majority of the University's roles (i.e. 16,919 of 17,523 (96%)) are placed on the University's grade structure which is underpinned by job evaluation using the Hay methodology. The remaining 604 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 604 role-holders on NHS and legacy terms have been matched to the appropriate University Grade by job size.

The 2023 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 17,523 posts, taken in March 2023.

We are aware of the sensitivities in how to describe, define and measure gender and sex. This report uses data from the staff database "gender" field which reflects the terminology used by HMRC and the wider UK Government to indicate legal sex.

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 disclosed their ethnicity as White and those who have disclosed they are black, Asian or of 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.

Summary of Findings

- As at March 2023, the headline **average** and **median gender** pay gaps for all employees, including those on NHS and legacy grades are **15.27%** and **10.8%** respectively. The average pay gap has reduced by 0.9 percentage points (i.e. from 16.18%) since the 2021 Audit and the median has reduced by 0.3 percentage points (i.e. from 11.1%).
- When the very wide ranging pay of Grade 10 staff is discounted, the gender pay gap for Grades 1-9 is **7.77%** based on average salary and **6.48%** based on median salary. In 2021 these were 8.81% and 8.45% respectively.



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- 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. If the University paid male and female staff in each grade exactly the same salary, there would still be an average salary pay gap of 11.46%.
- The average pay gap between **disabled employees** and those employees not declaring a disability is **8.06%** and the median salary disability pay gap is **5.5%**. This compares to 2021 when the disability average pay gap was 0.97% and there was no gap based on median salary. However as in previous years, the low declaration percentage (3% in 2021 and 5% in 2023) 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 **10.34%** and **8.22%** respectively. The average pay gap has increased by 3.28 percentage points (i.e. from 7.06%) since the 2021 Audit and the median by 2.5 percentage points (i.e. from 5.71%). Under representation of BAME employees at senior levels is the main contributing factor for the ethnicity pay gaps.

Gender Pay Analysis



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Population Profile

As at March 2023, the University employed 16,629 employees holding a total of 17,523 posts. Of these 17,523 contracts, 9,698 were held by female staff (55%) and 7,825 by male (45%).

Chart 1 illustrates the gender distribution of all staff by University Grades UE01-UE10.

There is a greater number of female employee (8,770) than male employees (6,327) in University grades 1 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.

Chart 1 Distribution by Grade and Gender

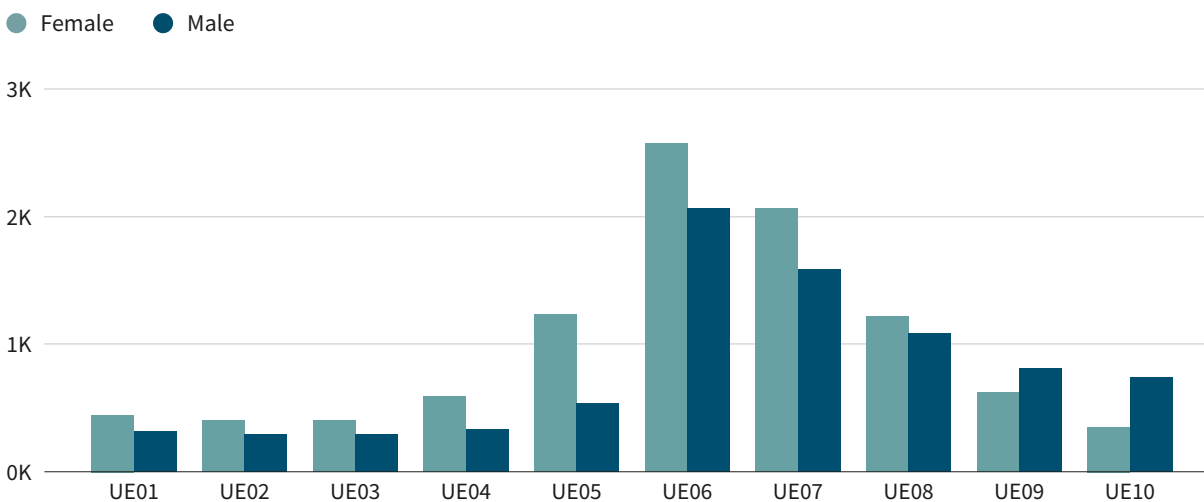


Chart 2 depicts the gender percentage distribution per grade, it is clear that females are under-represented in grades 9 and 10 and over-represented in the lower grades, especially grade 5, which is 70% female. This distribution is a key contributor to the overall gender pay gap.

With regards to occupation grouping, more females than males hold professional, support and technical roles, while more males hold academic and clinical academic roles, see Chart 3. The percentage of academic roles held by females has increased from 46% detailed in the 2021 report to 49%. Similarly the percentage of females in Professional Services roles has also increased from 59% in 2021 to 62%.

Chart 2 Gender Percentage by Grade

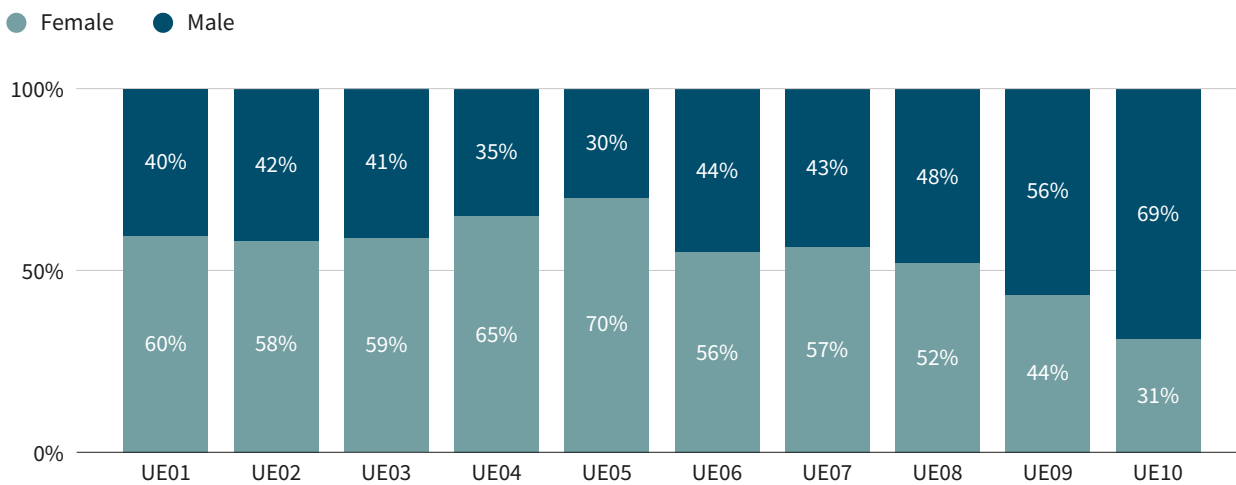
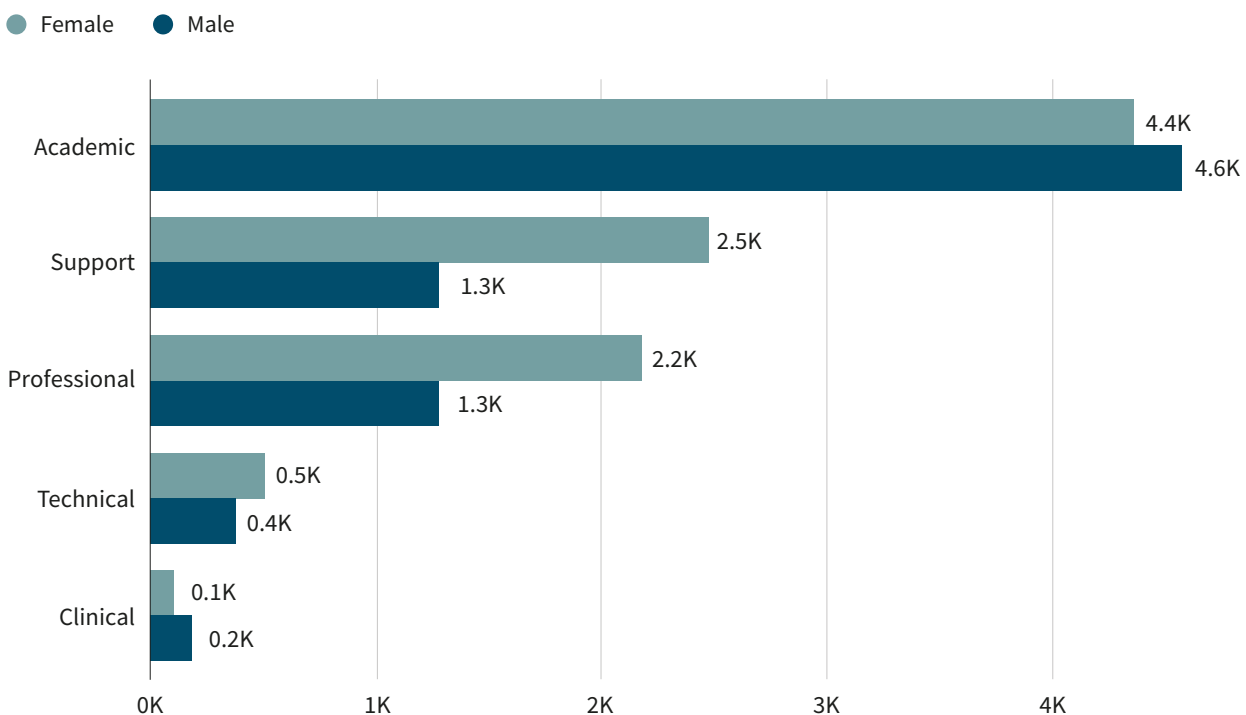


Chart 3 Occupational Category and Gender

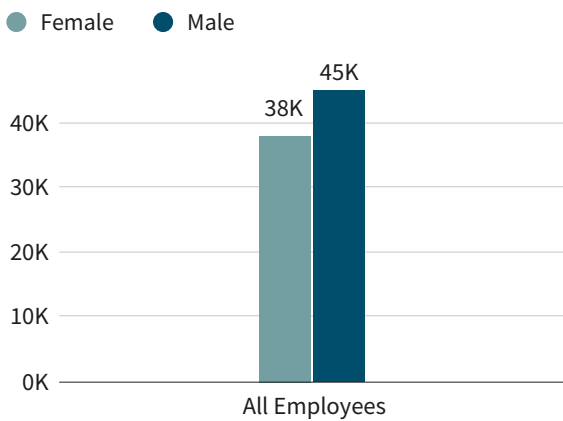


The Gender Pay Gap

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 population are illustrated in Charts 4 and 5.

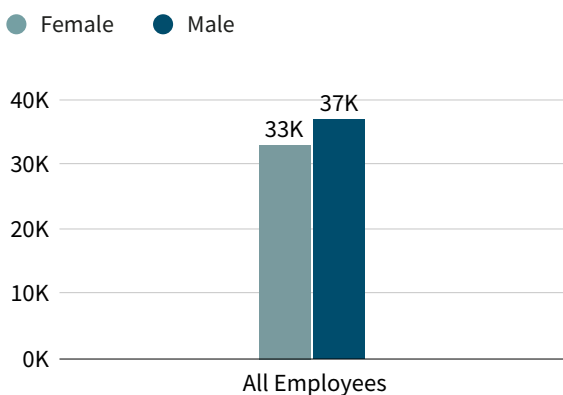
Chart 4 Gender Pay Gap (Average Salary)



15.27%

Gender Pay Gap (Average)

Chart 5 Gender Pay Gap (Median Salary)



10.80%

Gender Pay Gap (Median)

The average full time equivalent salary of female employees is 15.27% lower than the average salary of male employees. This has reduced from the 16.18% gap reported in 2021.

The median full-time equivalent salary of female employees is 10.8% lower than the median for male employees. This has reduced from the 11.1% pay gap reported in 2021, 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 2023¹.

Chart 6 Gender Pay Gap (Average Salary) 2015 - 2023

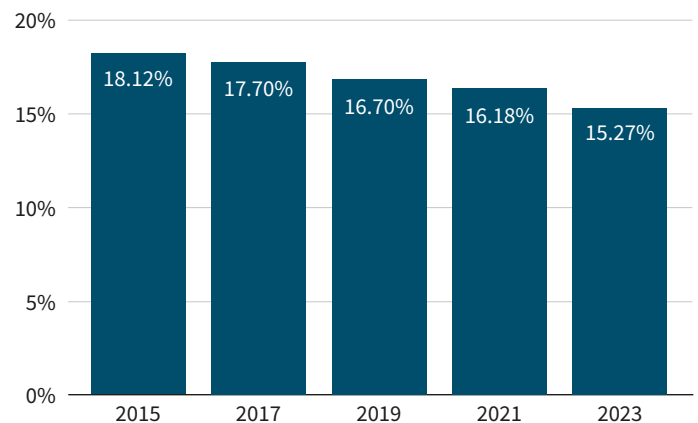
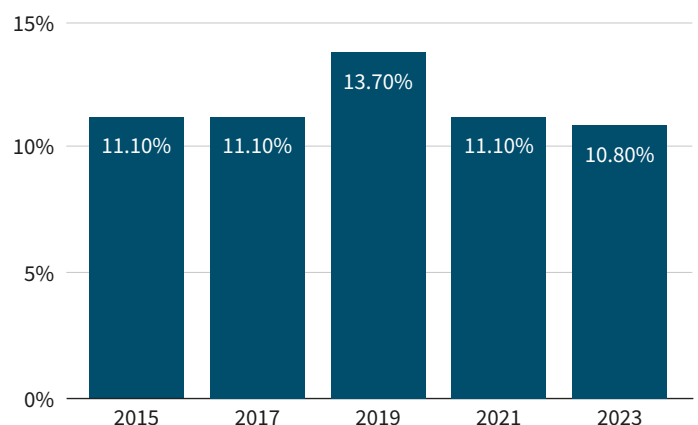


Chart 7 Gender Pay Gap (Median Salary) 2015 - 2023



¹ 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).

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.

It is useful to compare the University's 2023 average and median gender pay gaps (15.27% and 10.80% respectively) to those reported by the Office for National Statistics (ONS)². Its provisional 2022 all sector average pay gap is 13.9% and the median is 14.9%. The ONS average pay gap for the Higher Education sector is 17.1% and the median pay gap is 13.7%.

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 7.77% based on average salary and 6.48% based on median salary. In 2021 the equivalent figures were 8.8% and 8.5%.

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, three grades, namely Grade 3, Grade 8 and Grade 10 detail pay gaps above 5%.

University Grade 3

The average gender pay gap for Grade 3 is 2.65% (down from 6.6% in 2021), however the median pay gap has increased from 4.6% to 6.01%. As identified in previous audits there are 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. If allowances are discounted the gender pay gap is 1.04% based on average pay and -2.5% based on median pay (in favour of females).

University Grade 8

In 2023 the median pay gap for Grade 8 is 5.04%, the main contributing factor to this gap is clinical academic allowances, a higher proportion of male clinical academics than female clinical academics are in receipt of these allowances.



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² [ONS Gender Pay Gap in the UK 2022](#)

University Grade 10

The Grade 10 pay gap based on average salary is 8.26%, a slight increase from 7.83% reported in 2021. The pay gap based on median pay is 5.23%, a reduction from the 2021 gap which was 6.53%.

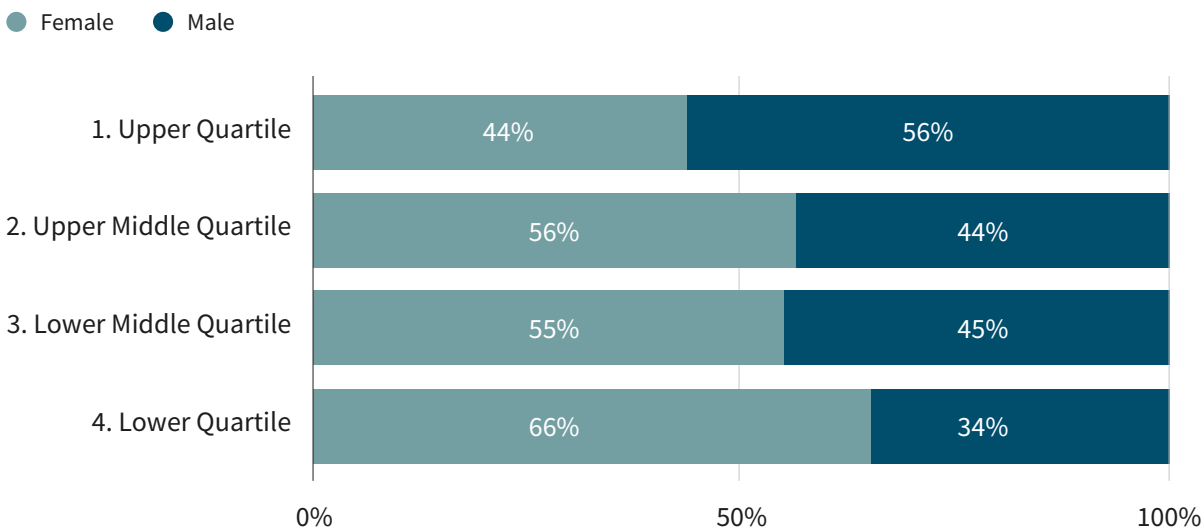
The changes to Grade 10 gender pay gaps are due in part to the Grade 10 academic promotion round, which resulted in 41 females (14% increase to the 2021 Grade 10 female population) and 59 males (9% increase to the 2021 male population) being promoted into the grade. The higher percentage of females promoted in relation to the female Grade 10 population has contributed to the lower average salary for females, which will increase over time as female staff progress up the pay scale.

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. In order to demonstrate this impact, if male and female staff in each grade were paid exactly the same salary, the resulting gender pay gap is 11.46% based on average salary. This is illustrated in Table 2 of Appendix 1.

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



Disability Pay Analysis

Population Profile

A small number (891, 5%) of employees have declared to the University that they have a disability. This is an increase from 3% that was reported in the 2021 audit. As can be seen from Charts 9, 10 and 11, this percentage is generally replicated in grade distribution and occupational category.

Chart 9 Distribution by Declared Disability

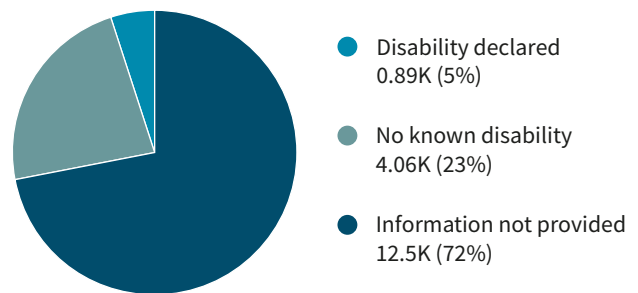


Chart 10 Distribution by Declared Disability and Occupational Category

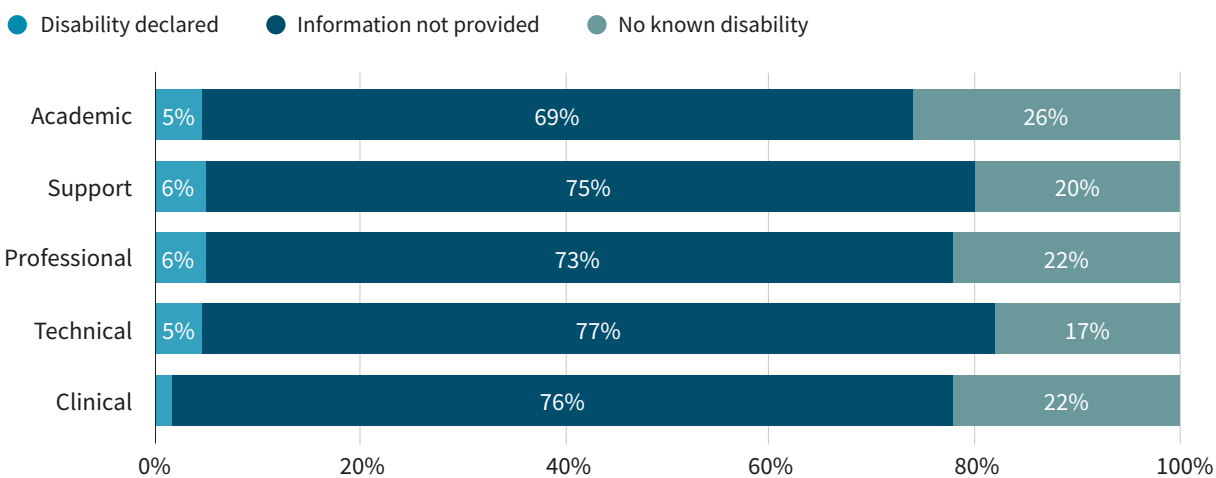
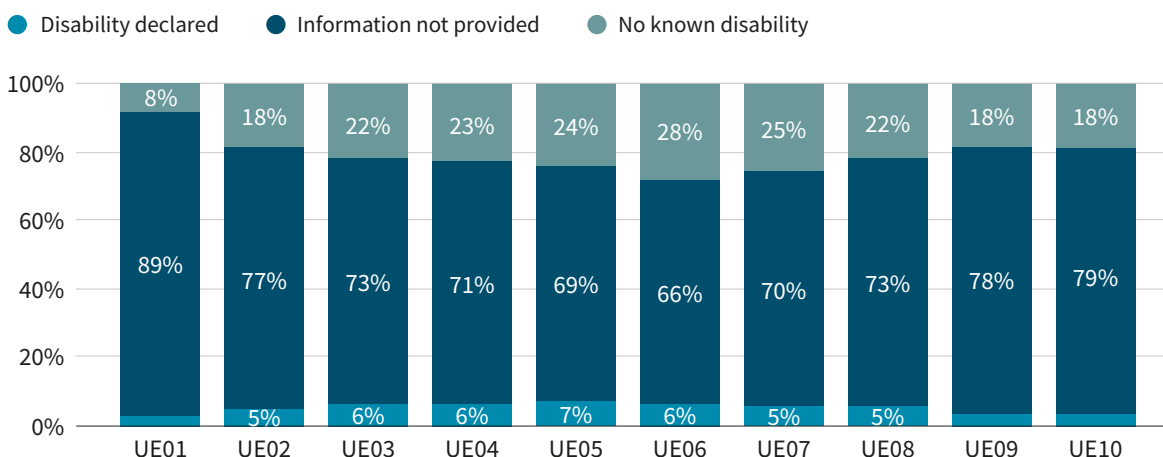


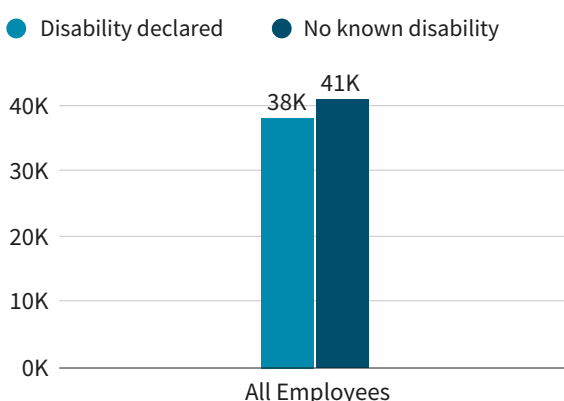
Chart 11 Distribution by Declared Disability and Grade



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.

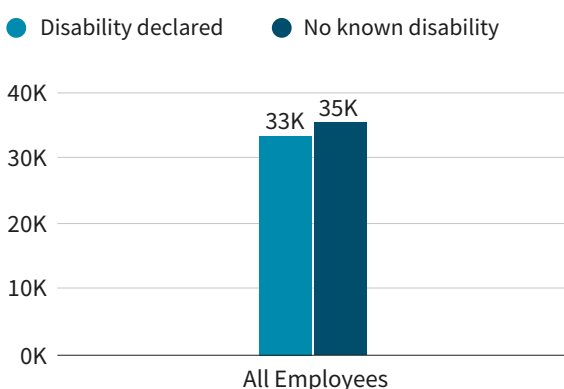
Chart 12 Disability Pay Gap (Average Salary)



8.06%

Disability Pay Gap (Average)

Chart 13 Disability Pay Gap (Median Salary)



5.50%

Disability Pay Gap (Median)

The University has an overall Disability Pay Gap of 8.06% based on average salary and 5.5% based on median salary. Both disability pay gaps have increased since the 2021 Audit from 0.97% (based on average salary) and there was no gap based on median salary.

Disability Pay Gap by University Grade UE01 – UE10

Disability pay gaps based on average and median pay by University Grade are depicted in Table 3 of Appendix 1. Grade 8 and Grade 10 have a disability pay gap of more than 5%.

The average and median gaps for Grade 8 are 3.15% and 5.62% respectively. The median gap is due in part to a higher percentage of employees in the contribution pay zone that have not declared a disability (19%) compared to those that have declared a disability (10%).

The Grade 10 average and median disability pay gaps are 9.73% and 3.20% 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 off-scale salaries.



Ethnicity Pay Analysis

Population Profile

The University's employment profile is weighted towards those who have declared their ethnicity as White (63%). A smaller percentage (13%) have declared their ethnicity as Black, Asian and Minority Ethnic (BAME), though this has increased from 11% in the 2021 Audit. The ethnicity of 25% of University employees is unknown.

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, Academic (16%) and Support Staff (11%) have the highest category of employees who have declared their ethnicity as BAME.

Chart 14 Distribution by Ethnicity

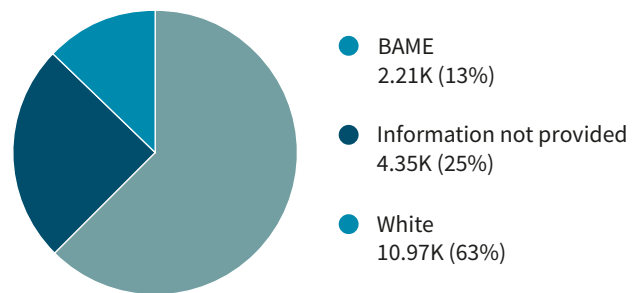
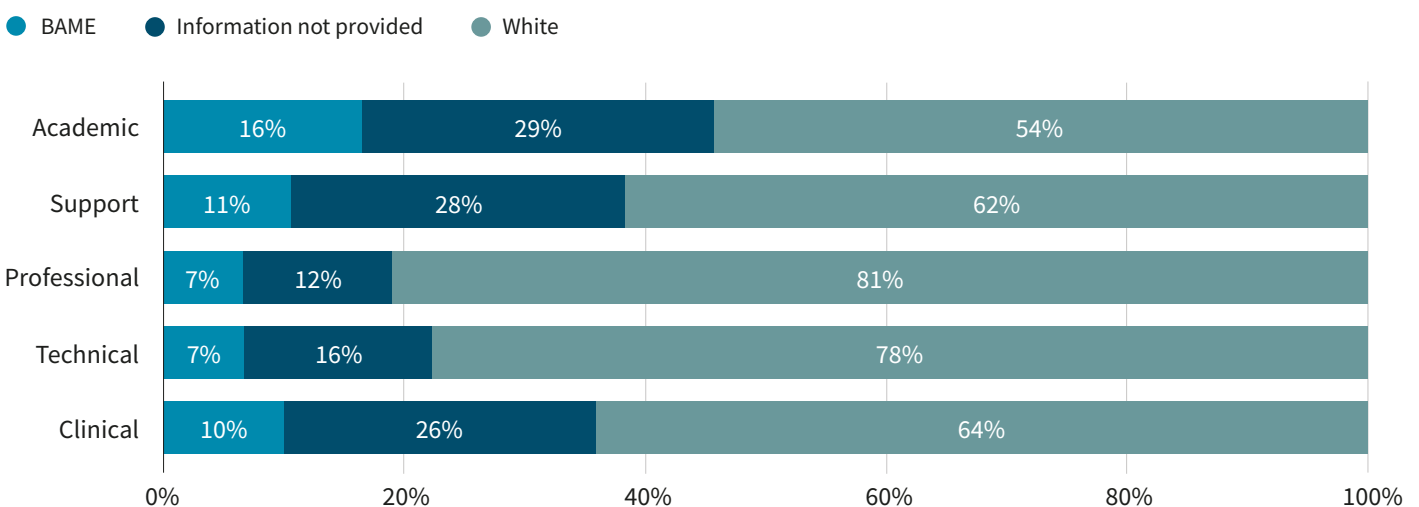


Chart 15 Distribution by Ethnicity and Occupational Category

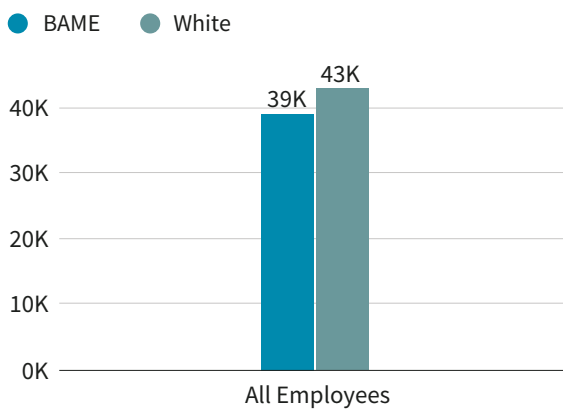


The Ethnicity Pay Gap

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.

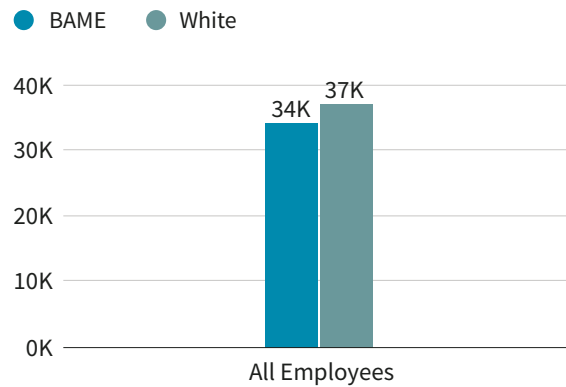
Chart 16 Ethnicity Pay Gap (Average Salary)



10.34%

Ethnicity Pay Gap (Average)

Chart 17 Ethnicity Pay Gap (Median Salary)



8.22%

Ethnicity Pay Gap (Median)

Both pay gaps are in favour of employees who have declared their ethnicity as 'White'. The average salary for this group is 10.34% higher than the 'BAME' group and the median is 8.22% higher. Both ethnicity gaps have increased since the 2021 audit from 7.1% (average) and 5.71% (median).



Ethnicity Pay Gap by University Grades UE01-UE10

The ethnicity pay gaps by University Grade are detailed in Table 4 of Appendix 1. Half of the pay grades, namely Grades 5, 6, 7, 8 and 10 detail median pay gaps of just over 5%. The following explores the causes of these gaps.

Grade 5’s ethnicity pay gaps are 3.8% based on average salary and 5.3% based on median salary. 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 5 staff is four years and for BAME staff it is one year.

This is also the case for Grade 7. The Grade 7 ethnicity pay gaps are 2.2% based on average salary and 5.6% based on median salary. The median length of service for ‘White’ Grade 7 staff is five years and for BAME staff it is 2 years.

Further analysis to better understand the reasons for differentiation in length of service will be carried out at College and Professional Services Group level.

Grade 6’s ethnicity pay gap is 3.8% (average salary) and 5.3% (median salary). The median pay gap is due to the number of Trade employees who receive contractual overtime and on call payments. A larger proportion of ‘White’ employees are Trade employees in receipt of these allowances.

Similarly Grade 8 ethnicity pay gaps are 1.7% (average salary) and 5.7% (median salary). The median pay gap is due to clinical academic allowances. A larger proportion of ‘White’ employees than ‘BAME’ employees are in receipt of these allowances.

The Grade 10 average and median ethnicity pay gaps are 4.3% and 6.2% 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.

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

Chart 18 Ethnicity Pay Quartile Positioning

● BAME ● Information not provided ● White

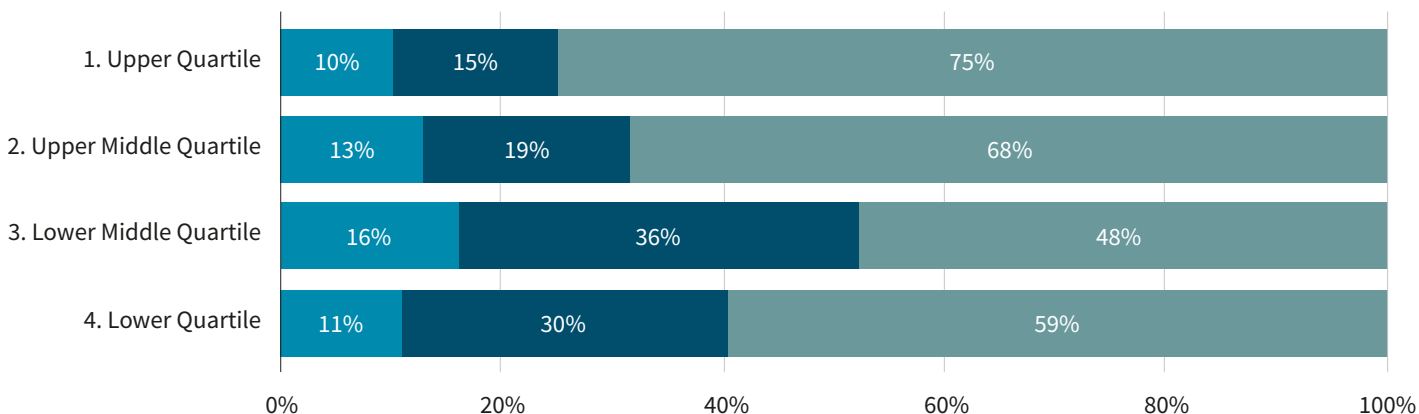
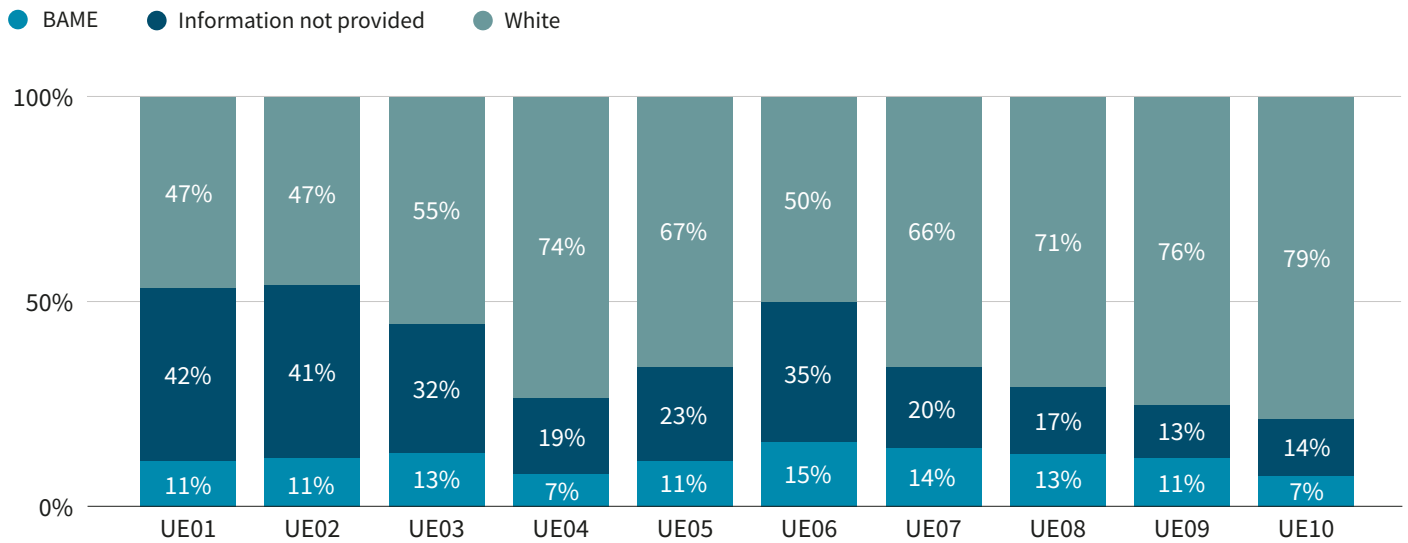


Chart 19 Distribution by Ethnicity and Grade



Employees who have declared their ethnicity as BAME are represented in each pay quartile above. The highest BAME representation is found in the lower middle quartile and their lowest representation is found in the upper quartile.

The under representation of employees who have declared their ethnicity as BAME at senior levels continues to be the main contributing factor for the ethnicity pay gaps. However, the high percentage of staff at grades 1-3 who have not provided information could significantly change the ethnicity pay gap and a focus on encouraging disclosure will help to confirm this.



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Appendix 1

Gender, Disability and Ethnicity Pay Gaps by Grade

Table 1 Gender Pay Gap by University Grade³

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	282	£20,180	£20,092	-0.34%	0.00%
	Female	418	£20,249	£20,092		
UE02	Male	275	£21,641	£20,578	3.92%	0.00%
	Female	382	£20,793	£20,578		
UE03	Male	263	£23,279	£22,197	2.65%	6.01%
	Female	385	£22,663	£20,863		
UE04	Male	301	£25,072	£24,715	4.61%	4.06%
	Female	558	£23,916	£23,712		
UE05	Male	513	£27,583	£26,642	1.74%	0.00%
	Female	1216	£27,103	£26,642		
UE06	Male	2056	£32,729	£32,411	0.49%	2.80%
	Female	2567	£32,569	£31,502		
UE07	Male	1561	£40,837	£40,745	0.59%	0.00%
	Female	2056	£40,595	£40,745		
UE08	Male	1076	£51,233	£52,841	1.41%	5.04%
	Female	1188	£50,510	£50,180		
UE09	Male	785	£65,791	£63,059	2.16%	0.00%
	Female	606	£64,367	£63,059		
Total UE01 - UE09	Male	7112	£38,986	£35,660	7.77%	6.48%
	Female	9376	£35,957	£33,348		
UE10	Male	713	£101,414	£86,069	8.26%	5.23%
	Female	322	£93,040	£81,567		
Grand Total UE01 - UE10	Male	7825	£44,675	£37,386	15.27%	10.80%
	Female	9698	£37,852	£33,348		

³ 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 Pay Model Illustrating Impact of Gender Distribution⁴

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

Grade	Gender	Headcount	Average Salary	Median Salary	Average Pay Gap
UE01	Male	282	£20,092	£20,092	0.00%
	Female	418	£20,092	£20,092	
UE02	Male	275	£20,578	£20,578	0.00%
	Female	382	£20,578	£20,578	
UE03	Male	263	£21,400	£21,400	0.00%
	Female	385	£21,400	£21,400	
UE04	Male	301	£23,662	£23,662	0.00%
	Female	558	£23,662	£23,662	
UE05	Male	513	£27,396	£27,396	0.00%
	Female	1216	£27,396	£27,396	
UE06	Male	2056	£33,348	£33,348	0.00%
	Female	2567	£33,348	£33,348	
UE07	Male	1561	£39,592	£39,592	0.00%
	Female	2056	£39,592	£39,592	
UE08	Male	1076	£48,423	£48,423	0.00%
	Female	1188	£48,423	£48,423	
UE09	Male	785	£59,450	£59,450	0.00%
	Female	606	£59,450	£59,450	
Total UE01 - UE09	Male	7112	£37,580	£33,348	5.90%
	Female	9376	£35,364	£33,348	
UE10	Male	713	£83,163	£83,163	0.00%
	Female	322	£83,163	£83,163	
Grand Total UE01 - UE10	Male	7825	£41,733	£39,592	11.46%
	Female	9698	£36,951	£33,348	

⁴ 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 Disability Pay Gap by University Grade⁵

Headcount, average and median salary by University grade, disability declared/non known disability and respective average and median gender 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	682	£20,208	£20,092	-2.64%	0.00%
	Declared Disability	18	£20,741	£20,092		
UE02	No Known Disability	626	£21,145	£20,578	-0.29%	0.00%
	Declared Disability	31	£21,207	£20,578		
UE03	No Known Disability	612	£22,335	£20,998	1.30%	0.64%
	Declared Disability	36	£22,044	£20,863		
UE04	No Known Disability	805	£24,355	£24,144	2.21%	4.12%
	Declared Disability	54	£23,817	£23,149		
UE05	No Known Disability	1,607	£27,263	£26,642	0.93%	2.60%
	Declared Disability	122	£27,010	£25,948		
UE06	No Known Disability	4,361	£32,641	£31,502	0.06%	0.00%
	Declared Disability	262	£32,623	£31,502		
UE07	No Known Disability	3,437	£40,732	£40,745	1.60%	2.83%
	Declared Disability	180	£40,079	£39,592		
UE08	No Known Disability	2,162	£50,926	£51,306	3.15%	5.62%
	Declared Disability	102	£49,321	£48,423		
UE09	No Known Disability	1,343	£65,235	£63,059	2.87%	0.00%
	Declared Disability	48	£63,360	£63,059		
Total UE01 - UE09	No Known Disability	15,635	£37,362	£35,308	5.12%	8.20%
	Declared Disability	853	£35,450	£32,411		
UE10	No Known Disability	997	£99,163	£83,298	9.73%	3.20%
	Declared Disability	38	£89,515	£80,630		
Grand Total UE01 - UE10	No Known Disability	16,632	£41,067	£35,308	8.06%	5.55%
	Declared Disability	891	£37,756	£33,348		

⁵ 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 4 Ethnicity Pay Gap by University Grade⁶

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	75	£20,122	£20,092	0.7%	0.0%
	White	328	£20,268	£20,092		
UE02	BAME	75	£20,559	£20,333	4.0%	1.2%
	White	311	£21,425	£20,578		
UE03	BAME	81	£21,739	£20,863	4.4%	4.7%
	White	359	£22,747	£21,883		
UE04	BAME	64	£23,815	£23,149	2.6%	4.1%
	White	635	£24,454	£24,144		
UE05	BAME	188	£26,590	£25,948	3.8%	5.3%
	White	1,150	£27,629	£27,396		
UE06	BAME	706	£32,019	£31,502	3.9%	5.5%
	White	2,321	£33,315	£33,348		
UE07	BAME	507	£40,084	£39,592	2.2%	5.6%
	White	2,389	£40,984	£41,931		
UE08	BAME	284	£50,203	£49,841	1.7%	5.7%
	White	1,605	£51,065	£52,841		
UE09	BAME	152	£66,409	£63,059	-2.6%	0.0%
	White	1,057	£64,726	£63,059		
Total UE01 - UE09	BAME	2,132	£36,874	£33,348	5.1%	8.2%
	White	10,155	£38,837	£36,333		
UE10	BAME	74	£94,528	£78,097	4.3%	6.2%
	White	814	£98,735	£83,298		
Grand Total UE01 - UE10	BAME	2,206	£38,808	£34,314	10.3%	8.2%
	White	10,969	£43,282	£37,386		

⁶ 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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