

**EOTAG – Sixth Report (Staff section)
2006/07**

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Appendix 1 Equal Pay review

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1. INTRODUCTION

1.1 Introduction to 2006/07 report

This report forms the Staff section of the Equal Opportunities Technical Advisory Group (EOTAG) which was set up by the Staff Committee in 1999 to identify the principal types of equal opportunities data which should be collected for staff and students.

This is the sixth report from EOTAG and reports on staff data relating to academic year 2006/07, data taken in July 2007. EOTAG is chaired by Professor Sarah Cunningham-Burley and is composed of senior staff with expertise in the area of analysis and management of this type of data with support from the University's support services. The current members of the EOTAG group are:

Mr Ian Bettison
Mr Niall Bradley
Professor Sarah Cunningham-Burley
Ms Eilidh Fraser
Professor Brian Main
Ms Frances Proven
Mr Andrew Quickfall
Professor David Raffe
Dr Pamela Warner

This sixth report is the first EOTAG report post pay modernisation. This was a transitional year in relation to 'flow data' as new grading processes were being introduced and much of recruitment data straddled two different structures. In view of the transitional nature of this year, because of the new UoE grade and pay structures, the University made a decision to prioritise work on an extensive Equal Pay Audit, therefore this EOTAG report focuses on stock data and the equal pay report.

The full Equal Pay Audit carried out in 2007, can be found at: [www.humanresources.ed.ac.uk/equality/Equal Pay Audit 2007 Grades 1 to 9.pdf](http://www.humanresources.ed.ac.uk/equality/Equal_Pay_Audit_2007_Grades_1_to_9.pdf)

In summary the report concluded that the grading of posts onto the new grading scheme did not result in any significant inequalities in pay for staff within grades. A summary of the report is attached as Appendix 1 to this report.

The new grade and pay structure has unified the former multitude of pay and grade structures and does not replicate former staff categories, so the basis for reporting has changed for this report. The relatively small proportion of staff on other pay structures have been allocated against the nearest equivalent grade

Details of the allocation are as shown in Appendix 2 to this report.

1.2 Data definitions

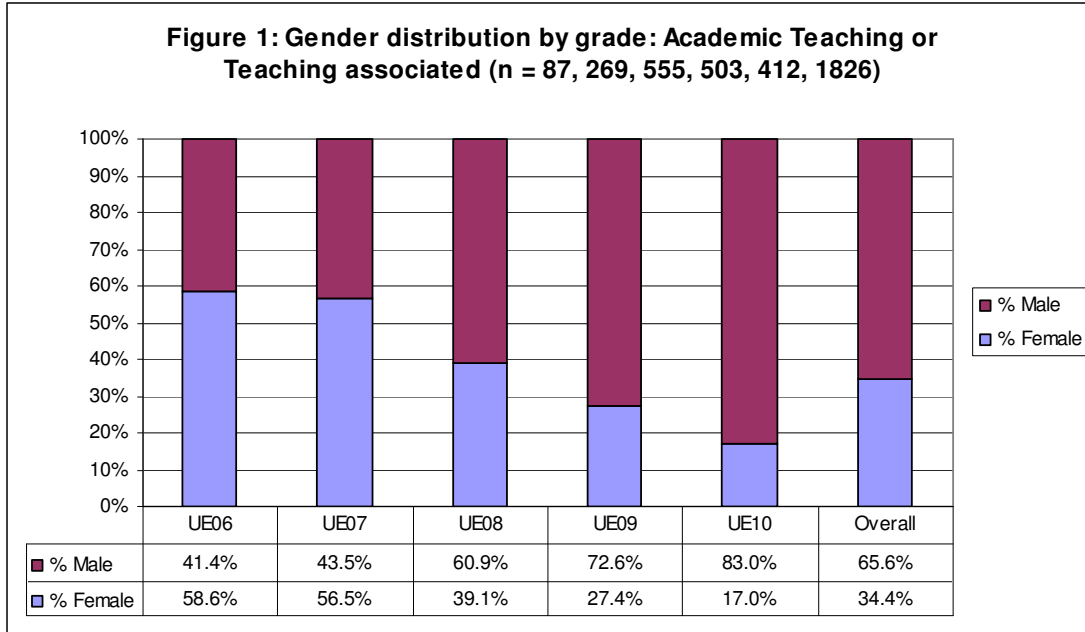
The data for the sixth report is the snapshot of the HR database, taken in July 2007.

This EOTAG report will analyse the equal opportunities data and will establish a baseline against which future reports will be analysed and allow trend data to be created.

2. ACADEMIC TEACHING AND TEACHING-ASSOCIATED STAFF

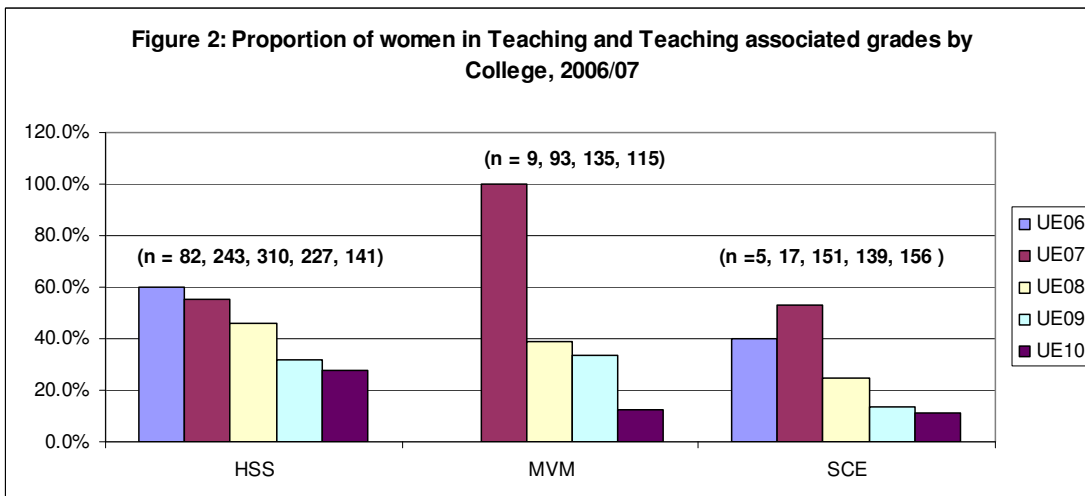
2.1 Gender

The headcount and distribution by grade for the University is shown in figure 1. The data includes both clinical and non-clinical teaching posts and also includes staff in teaching-associated posts.



There is a trend of a decreasing proportion of women in posts in grades UE08 to UE10 as grades increase. While in grades UE06 and UE07 there are a high proportion of women at 58% and 56% respectively, only 17% of staff in UE10 grade posts are female. The distribution shown here is consistent with the previous EOTAG report.

When the data is split across the three Colleges, similar trends in the proportion of women can be seen, with a decreasing proportion of women at grades UE09 and UE10.

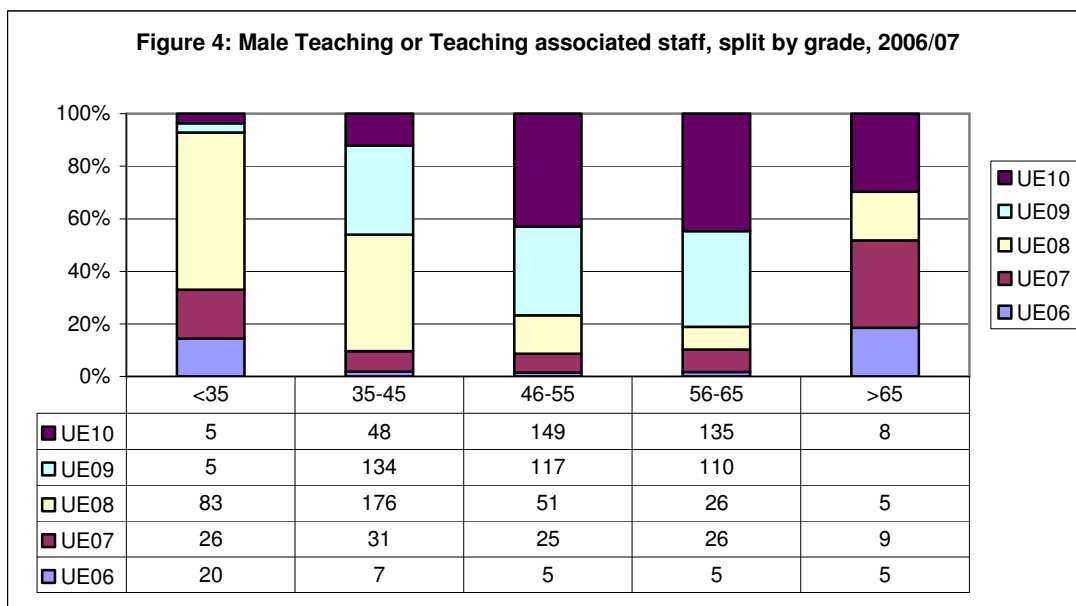
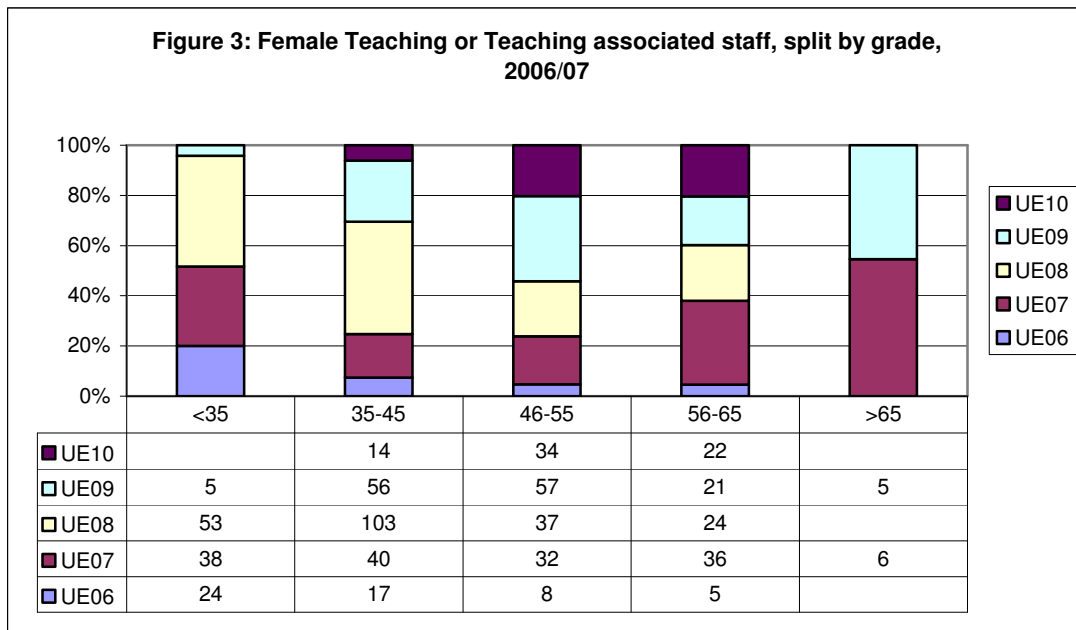


2.2 Fixed term contracts

The 2006/07 data for teaching and teaching-associated staff shows that 13.7% of women were on fixed term contracts as opposed to 8.0% for men, a difference of 5.7 per cent. In 2005/06, as reported in the fifth EOTAG report, the proportion of women on fixed term contracts was 16% and 9% for men. Therefore, there has been a small reduction in the difference between women and men of 1.3% between 2005/06 and 2006/07.

2.3 Gender and Age differentials

Previous EOTAG reports have noted the discrepancies between the grade distribution and age group. Figures 3 (female) and 4 (male) show the proportion of teaching and teaching associated staff, split by grade.



It is clear that there are still differences between genders, with a significantly higher proportion of males in age groups 46-55 and 56-65 in grade UE09 and UE10 posts. Taking two age

groups together, ages 46-65, the proportion of men in grades UE09 and UE10 is 79% while the comparative proportion for women is 49%.

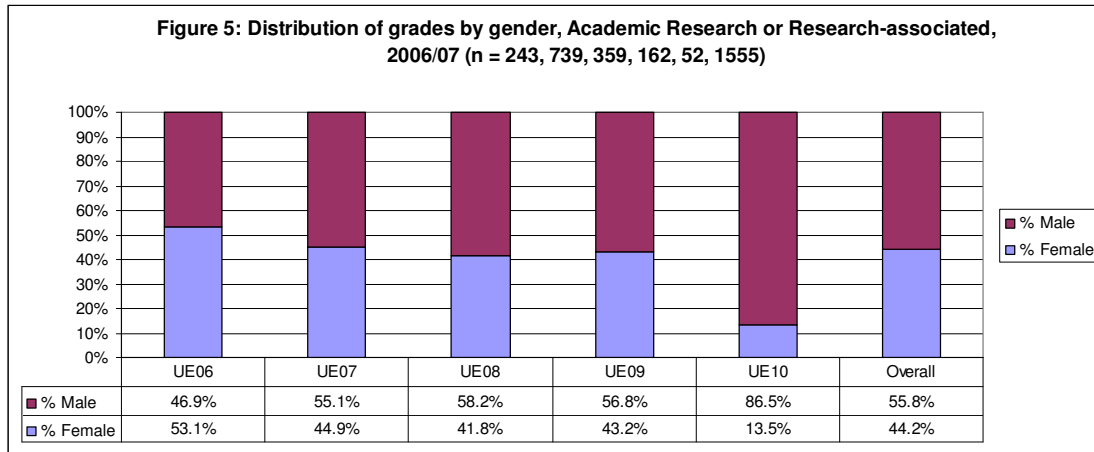
2.4 Part-time working

20.2% of Academic Teaching staff work part-time, of which 54.4% are women. 32% of female Academic Teaching staff work part-time compared with 14% of men.

3. ACADEMIC RESEARCH STAFF

3.1 Gender

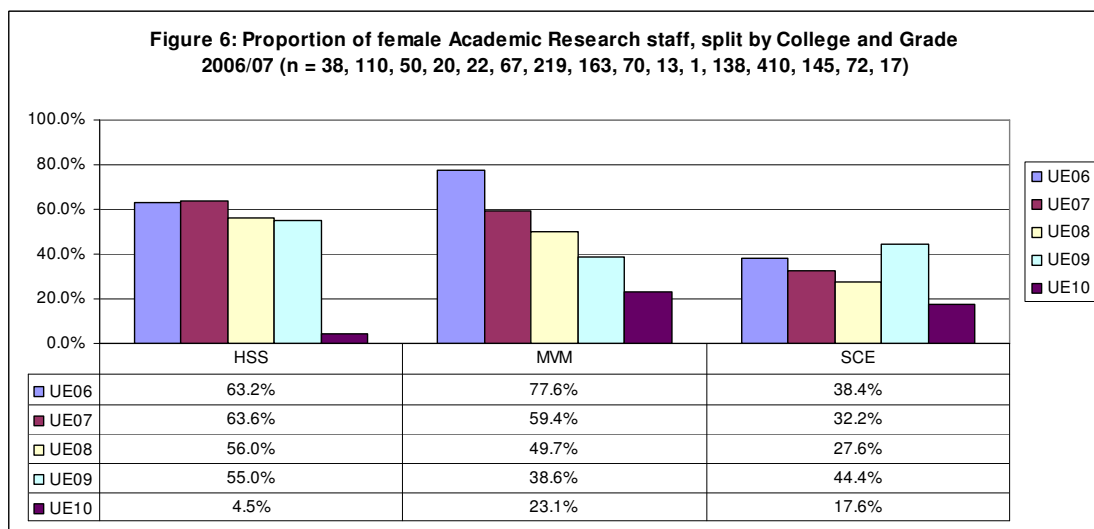
The headcount and distribution of grades for Academic Research staff, split by gender is shown in figure 5 below.



The figures show that for Academic Research staff there is a decline in the proportion of female staff grade UE10. The overall distribution is consistent with the findings from the 2005/06 EOTAG report.

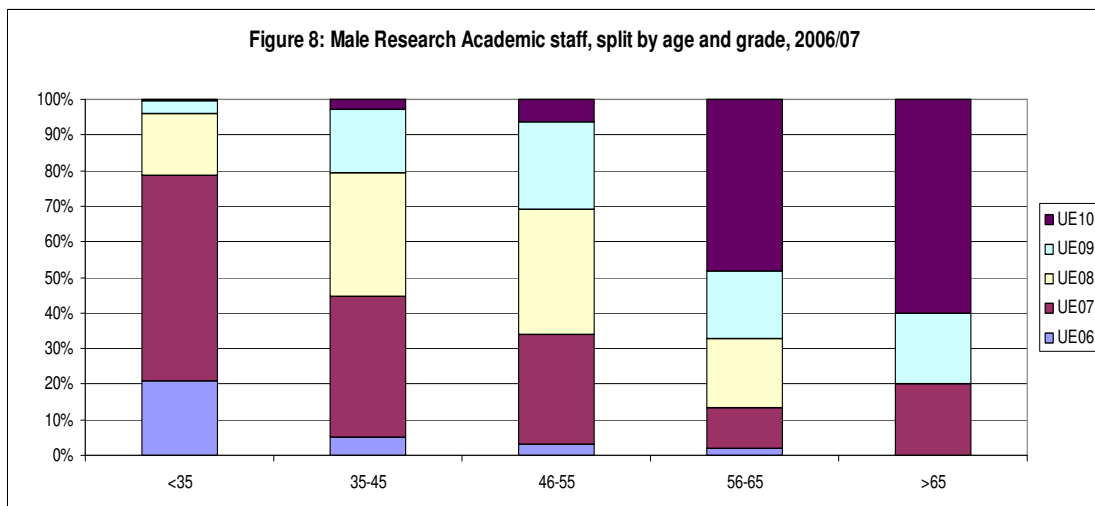
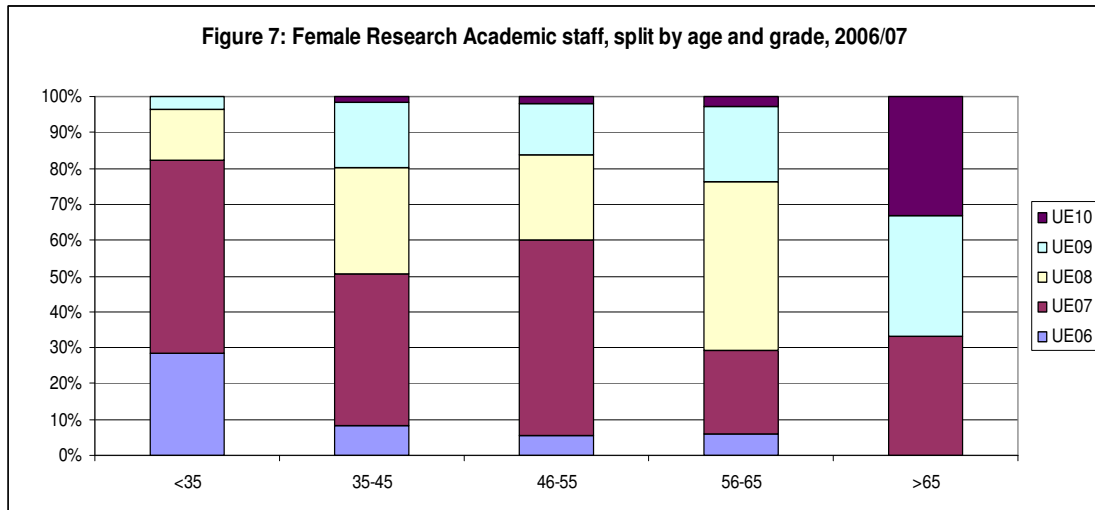
When the data is split across the three Colleges there is a similar declining trend of the proportion of women as the grade increases. Figure 6 shows the proportion of female Academic Research staff split across all three colleges. It should be noted that the proportion of women at grade UE10 in HSS (4.5%) is based on a small number of staff.

While there is an overall trend for a decline in the proportion of female Academic Research staff, SCE has a larger proportion of women at grade UE 09. The proportion of women in grade UE10 posts in all three colleges is low.



3.2 Age and Gender

Figures 7 and 8 show the profile of male and female Research Academic staff, split by age and grade. While there is little difference between the genders at ages below 46, it is clear that there is a higher proportion of men aged 56-65 in UE09 and UE10 posts. For women, the proportion of staff aged 56 to 65 in UE09 or UE10 is 24% while the comparative figure for men is 67%.



3.3 Fixed term contracts

The proportion of Academic Researchers on a fixed-term contract was 71% for 2006/07. When broken down by gender, the proportion of women on fixed-term contracts was 69% while for men 72%.

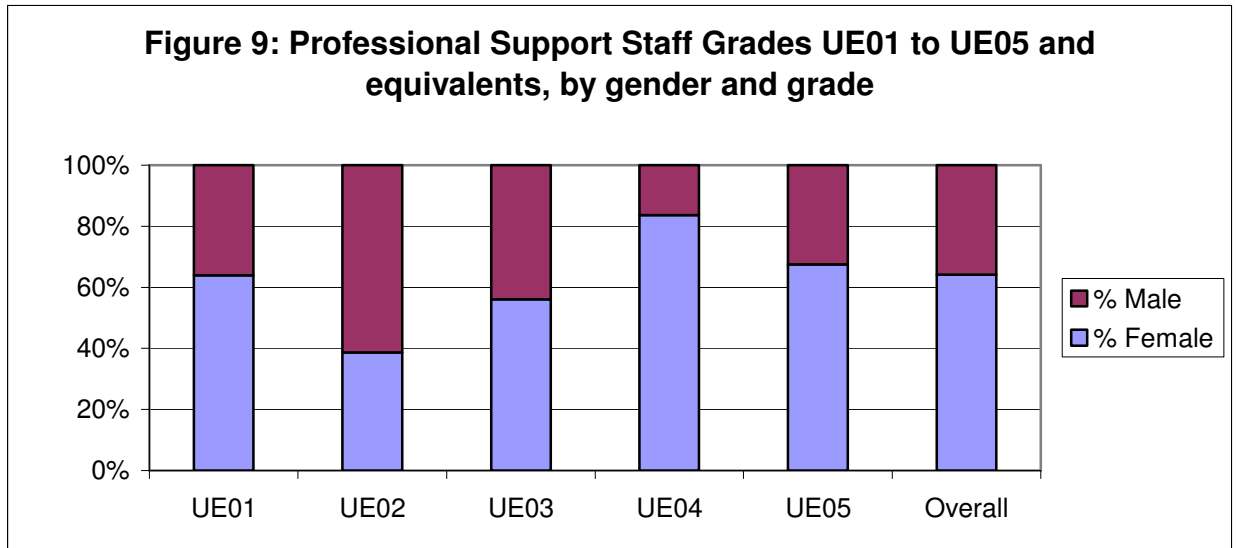
3.4 Part-time working

14.9% of Academic Research staff work part-time, of which 65% are women. 22% of female Academic Research staff work part-time compared with 9% of men.

4. PROFESSIONAL SUPPORT STAFF GRADES 01 TO 05

4.1 Gender

Figure 9 shows the breakdown of professional support staff grades UE01 to UE05, broken down by gender and grade. Females are predominantly concentrated in the middle and low range of the professional support staff grading structure. The concentrations are due to the occupation segregation of the gradings with many females in secretarial (UE4/5) and cleaning posts (UE01). Furthermore, grades UE2 and UE3 are primarily portering / security jobs which are traditionally male-dominated.



4.2 Fixed term contracts

A total of 10.7% of staff are on fixed-term contracts, comprising 11.2% of women and 9.5% of men.

4.3 Part-time working

For Professional Support Staff grades UE01 to UE05, 48% work part-time and 71% of these staff are women. 53% of women work part-time compared with 39% of men.

4.4 Age and Grade

For support grades UE01 to UE05 the spread of ages across the grades shows no marked differences between males and females. There is a notably high number of staff aged over 65 in grade UE03, which is predominantly due to the number of Invigilators employed on a part-time basis post-retirement. Figures 10 and 11 show the distribution of staff by age group and grade.

Figure 10: Male Professional Support Staff grades UE01 to UE5, by age group and grade, 2006/07

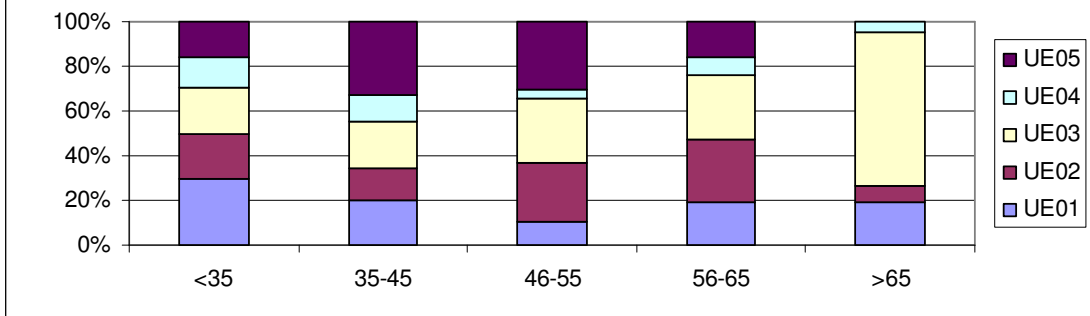
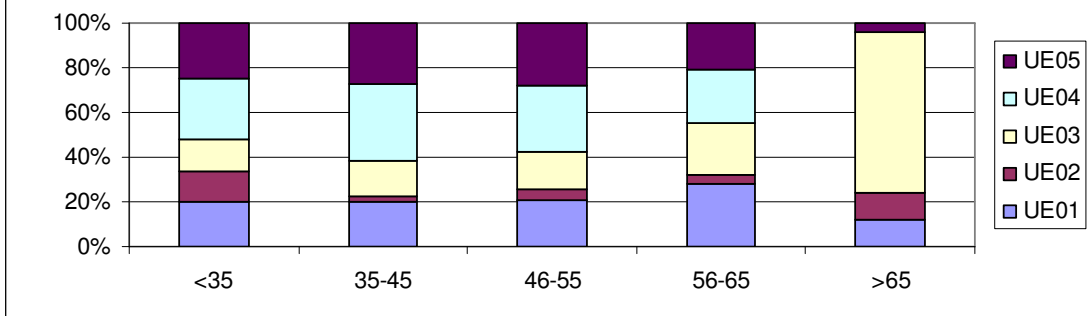


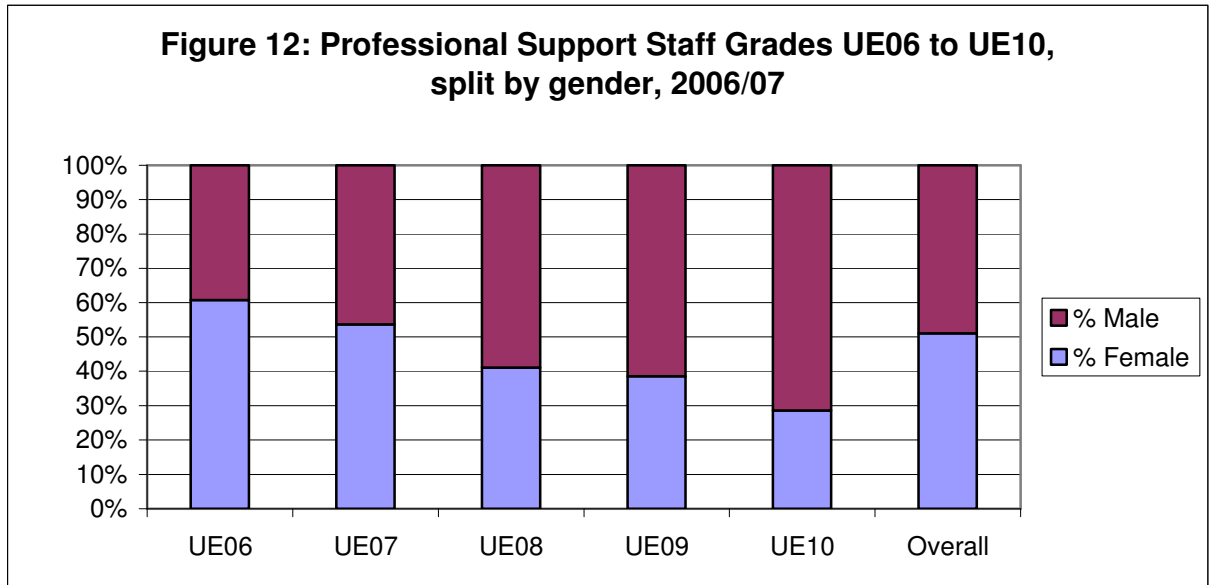
Figure 11: Female Professional Support Staff grades UE01 to UE5, by age group and grade, 2006/07



5. PROFESSIONAL SUPPORT STAFF GRADES 6-10

5.1 Gender

For support staff in grades UE06 to UE10, the lower grades are predominantly female dominated but in the higher grades the majority of staff are male. In particular, women are poorly represented at grade UE10 with only 28.6% of staff being female.



5.2 Fixed term contracts

Overall, the proportion of Professional staff on grades 6-10 on fixed-term contracts was 14.3%. For women, 15.4% were on fixed contracts while 13.3% of men were.

5.3 Part time working

For Support Staff grades UE06 to UE10 16.9% work part-time, of which 82% are women. 38% of women work part-time while 6% of men do so.

5.4 Age and Grade

For support grades UE06 to UE10 the spread of ages across the grades shows no marked differences between males and females.

6. ETHNIC ORIGIN

6.1 Data availability

Ethnicity data presented here is reported in the same categories as the data within the human resources database. Where possible, the raw figures will be given but for data protection reasons where figures are less than 5, the data has been rounded up. This policy is consistent with data protection and is used by other organisations such as the Higher Education Statistics Agency (HESA).

As noted in previous reports, there is a significant problem regarding the availability of data for the analysis of ethnic origin. For 2006/07, the total proportion of staff without any ethnic origin information was 22.5%. The total of 'unknown' ethnic origin is comprised of 1.4% whose ethnic origin is unknown and 21.1% who declined to disclose their ethnicity. By comparison, the proportion of staff in 2005/06 with no ethnicity information was 20% and in 2004/05 this was 17%.

Staff type	Number of ethnic origin not held	
Research	361	20.7%
Teaching	259	14.9%
Professional Support Staff grades UE01-05	245	14.1%
Professional Support Staff grades UE06-10	875	50.3%
	1740	

Table 1: Number and proportion of ethnic background information refused from staff

6.2 Ethnicity breakdown

For all staff, the proportion of staff who are from an ethnic minority is 5.3%. The breakdown by staff type is shown in table 2 below. Note that the figures only include those with a known ethnicity.

	Proportion Ethnic Minority
Academic Research	10.7%
Academic Teaching	6.4%
Professional Support staff grades 06-10	2.6%
Professional Support staff grades 01-05	3.5%

Table 2: Proportion of ethnic minority staff, split by staff type

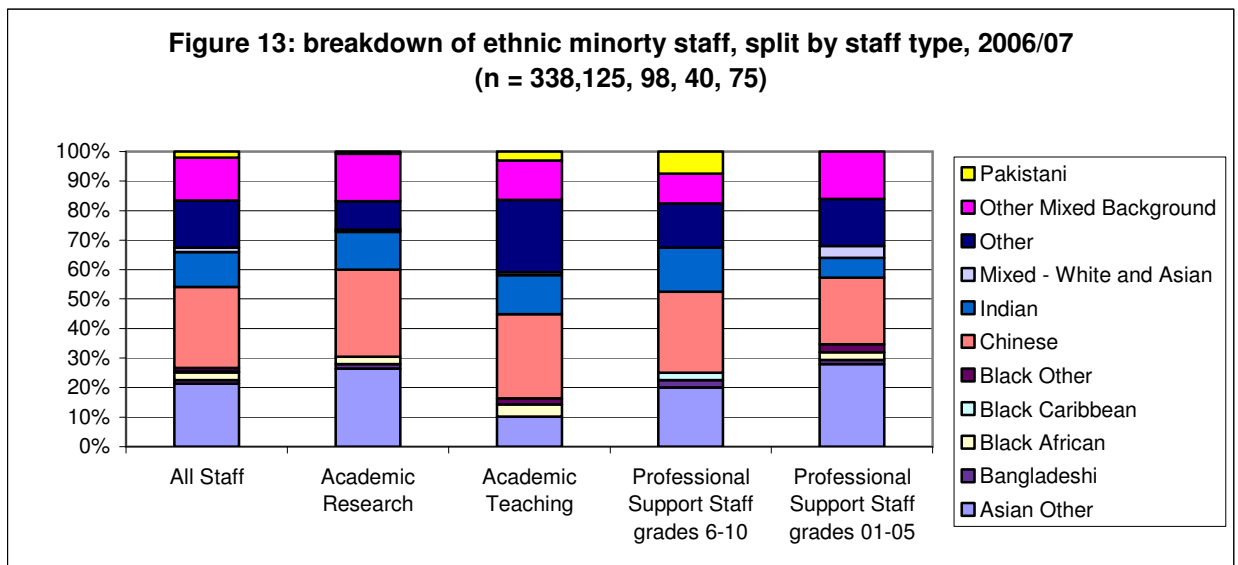
Due to the change in grade and pay structure, it is not possible to make a direct comparison of the 2006/07 figures with the previous figures by staff type. However, this data does give a baseline for future comparisons.

The number of ethnic minority staff, by ethnic background is shown in table 3 and the proportions by staff type can be seen in figure 13.

Ethnic Origin	Total
Asian Other	72
Bangladeshi	5
Black African	9
Black Caribbean	5
Black Other	5
Chinese	93
Indian	40
Mixed - White and Asian	5
Other	54
Other Mixed Background	49
Pakistani	7
Total	344

Table 3: breakdown of ethnic minority background staff.

N.B. Note that where figures are less than 5, for data protection reasons the data has been rounded up to 5.

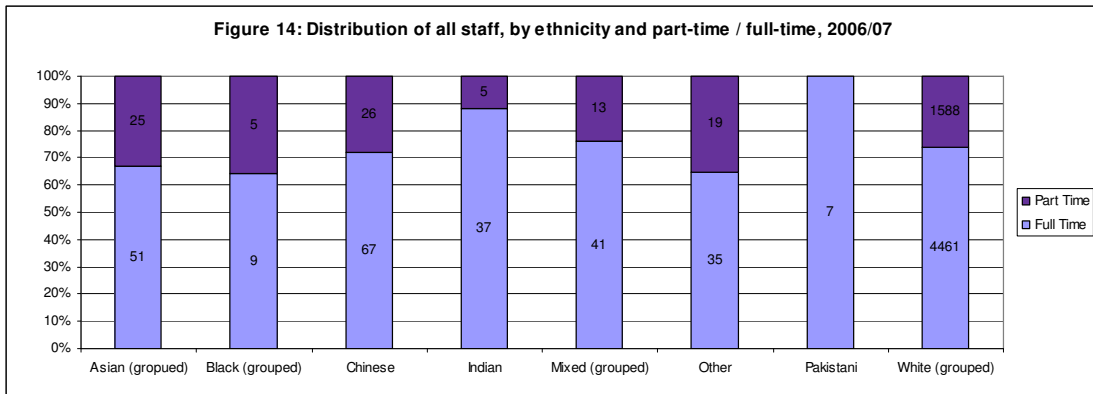


6.3 Ethnicity and full-time / part-time working

Figure 14 shows the breakdown of all staff by ethnic group and full-time or part-time working. For the purposes of this analysis the ethnicity groupings have been grouped¹ where numbers are small. Where figures are smaller than 5, these have been rounded up.

The proportion of white staff working part-time is 26.3% compared with an average of 27.4% across all of the ethnic minorities. There is much variation within the minority backgrounds with Black (35.7%), Asian (32.9%) and Other ethnicity (35.2%) ethnic minorities recording the highest proportions of part-time working. However, due to the small numbers involved in some of these groups it is difficult to make an informed assessment.

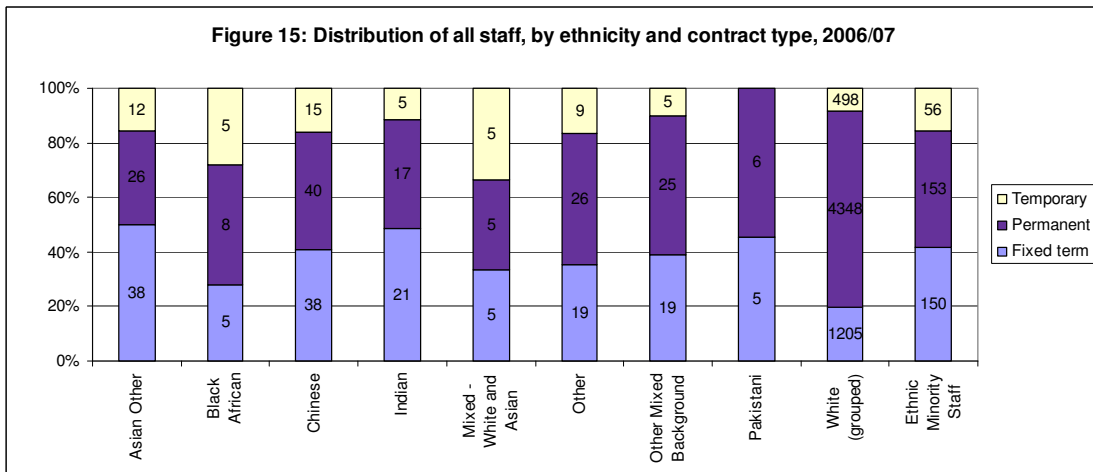
¹ The groupings used in this analysis are *White (grouped)* containing 'White British', 'White Irish', 'White Scottish', 'White Other' and 'White'. *Asian (grouped)*: 'Asian other', 'Bangladeshi', 'Pakistani'. *Black (grouped)* 'Black Caribbean', 'Black African', 'Black other'. *Mixed (grouped)*: 'Mixed – White and Asian', 'Other mixed background'.



6.4 Ethnicity and contract type

Figure 15 shows the breakdown of all staff by ethnic group and contract type. Again, for the purposes of this report some ethnic minority backgrounds have been grouped for data protection.

The proportion of white staff with a fixed-term contract in 2006/07 was 19.9% while the average for ethnic minority staff was 41.8%. Similarly, the proportion of White staff on a temporary contact was 8.2% compared with an average of 15.6% for all ethnic minorities.



7. DISABILITY

7.1 Workforce distribution

The proportion of staff who declared a disability is 0.8% of all staff. Note that these figures only include known data.

	All staff	Academic Research	Academic Teaching	Professional Support Staff grades 6-10	Professional Support Staff grades 01-05
Declared Disabled	65	7	14	16	28
Not known to be disabled	8149	1543	1807	1780	3019
Proportion Disabled	0.8%	0.5%	0.8%	0.9%	0.9%

Table 5: Proportion of staff with a disability, split by staff type

7.2 Contract type

Disabled staff are less likely to be on a fixed-term contract. 11% of disabled staff are on fixed-term contracts while 23% of non-disabled staff are on fixed-term contracts.

7.3 Full-time / Part-time working

Staff with a disability are more likely to work part-time, with 35% working part-time compared with 29% of non-disabled staff.