

## INTRODUCTION EQUAL PAY REVIEW

### **Reason for the review**

This review has been carried out following the completion of the implementation of the University's Pay and Reward Modernisation Project. The scope of the review was to include all staff on the nine harmonised grades created and implemented with effect from 1<sup>st</sup> August 2006, and to review the analysed data for these staff, who were in post on 31<sup>st</sup> May 2007.

The review has been informed by the Joint Negotiating Committee for Higher Education Staff (JNCHES) Equal Pay Reviews, Guidance for Higher Education Institutions (March 2007)<sup>1</sup> and by the Equal Opportunities Commission's Equal Pay Review Kit Guidance Notes.

### **The Purpose of the Review**

The purpose of the review was to:

- Establish whether there are any pay inequalities arising because of gender, race, disability and age; and/or from differing contractual arrangements
- Analyse in more detail the nature of inequalities
- Analyse the factors creating inequalities and diagnose the cause or causes
- Determine what action is required to deal with any unjustified inequalities (pay gaps of more than 5%) revealed by the analysis and diagnosis<sup>2</sup>.

We do not hold data about individuals' sexual orientation and religion or belief, so could not undertake any analyses of these attributes.

Part-time staff salaries were expressed in full-time equivalent values, so as to enable like for like comparison with full-time staff.

In this review, the analysis of each grade is provided, and the final chapter gives an analysis of the whole population set across the nine grades. This information provides a picture of the whole population set and so is valuable. However, the analysis is not relevant to the issue of equal pay within grades, which is the focus of this review.

### **Summary of Significant Findings**

In Grades 1, 2, 8 and 9, male mean average salaries are higher than female mean average salaries, by greater than 1%. Only in Grade 4 is female mean average salary more than 1% higher than the male mean average salary. Analysis by age shows significant variations in salary that exceed 5%. However, length of service is significant in these instances, and is the prime reason for the salary differentials, given that we have longer incremental scales for the more senior grades.

Specifically:

- Grades 1 to 3: There are no areas for concern, arising from the analysis of the data. In Grade 3 the mean average female salary is 0.6% higher than male average salary.
- Grade 4: The female mean average salary is 2.2% higher than male average salary. There is a 6.4% salary spread when analysed by age, but the length of service is the reason for the pay difference.

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<sup>1</sup> [http://www.ucea.ac.uk/ucea/filemanager/root/site\\_assets/jnches/1176796034234.pdf](http://www.ucea.ac.uk/ucea/filemanager/root/site_assets/jnches/1176796034234.pdf)

<sup>2</sup> If the analysis reveals equal pay gaps of 5% or more then the Equal Opportunities Commission Equal Pay Review Model states that further analyses are necessary.

- Grade 5: The female and male average salaries are within 0.06% of each other. There is a 8.2% salary spread when analysed by age, but the length of service is the reason for the pay difference.
- Grade 6: The female and male average salaries are within 0.3% of each other. There is a 5.8% salary spread when analysed by age, but the length of service is the reason for the pay difference.
- Grade 7: The female and male average salaries are within 0.4% of each other.
- Grade 8: There is a 15% salary spread when analysed by age, but the length of service is the reason for the pay difference.
- Grade 9: There is a 8.7% salary spread when analysed by age, but the length of service is the reason for the pay difference.

### **Conclusion**

The analysis shows that the grading of posts on to the new grading scheme has not resulted in any significant inequalities in pay for staff within grades. Any significant variations are not due to any discriminatory factors. We analysis that was undertaken that relates to ethnicity was compromised as we hold no data on the ethnicity of 23% of our staff. Action to collect data on ethnicity must be a high priority.

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## CHAPTER ONE GRADE 1 DATA

There are 651 staff on this salary scale which has 2 increment points (£11,691 and £12,011). The second increment point is 2.7% higher than the first increment point. Only when staff are rewarded contribution pay will there be a potential difference of 5% or greater.

The staff are all employed in the Support Groups, and in 3 job segments at level 2 (Hospitality and Management, Facilities and Premises, and Library and Information Management).

### **SECTION ONE - GENDER**

#### **Headcount data**

Gender	Grade Step	Grand Total	%
F	1	396	95.4
	2	19	4.6
F Total		415	100
M	1	215	91.1
	2	21	8.9
M Total		236	100
Grand Total		651	

64% of the staff are female, 36% are male.

There is no significant difference between the relative numbers of males and females on increment points 1 and 2 (8.9% of males on point 2 compared to 4.6% of females).

#### **Basic Salary data**

The mean salary of all staff is £11,711 p.a. (0.7% higher than the first increment point).

The table below shows mean salaries.

Gender	Facilities & Premises	Hospitality	Library & Info Mangmnt	Grand Total
F	11700.33	11773.57	11691.00	11705.65
M	11723.16	11702.85	11691.00	11719.47
Grand Total	11708.22	11740.65	11691.00	11710.66

The male mean salary is 0.11% greater than the female mean salary.

The median salary of all staff is £11,691 p.a. The female and male median salaries are both £11,691 p.a.

### Allowances in addition to basic pay

There are 47 staff in receipt of premium band payments. 25 are female, 22 are male. Premium band payments are payments for working a range of flexible shift patterns.

Job Segment 2	Gender	Band 1	Band 2	Band 3	Grand Total
Facilities & Premises	F	11		11	22
	M	7		12	19
Total		18		23	41
Hospitality	F	3			3
	M	2	1		3
Total		5	1		6
Grand Total		23	1	23	47

### Contribution Pay

No staff were in receipt of contribution pay at this time (the first contribution pay round results were implemented and effective after the data extract for this audit).

### Pay Protection Arrangements

12 staff are in receipt of pay protection allowances. Four staff are female, 8 are male. 3 are in Hospitality, 9 are in Facilities & Premises.

## SECTION TWO – ETHNICITY

### Headcount data

Ethnic Origin	Facilities & Premises	Hospitality	Library & Info Mngmnt	Grand Total
Asian Other	2		1	3
Chinese	8			8
Information Refused	311	38	5	354
Other	5			5
Other Mixed Background	6			6
Other White Background	9	1	5	15
White	62	12		74
White British	38	1	4	43
White Irish	1			1
White Scottish	128	5	2	135
(blank)	6	1		7
Grand Total	576	58	17	651

The data can be summarised as follows:

Ethnic Origin	Facilities & Premises	Hospitality	Library & Info Mangmnt	Grand Total
White	238	19	11	268
Non-white	21	0	1	22
Info not available	317	39	5	361
Total	576	58	17	651

### Basic Salary data

The mean salary of all staff is £11,711 p.a.

The table below shows mean salaries. There is very little variation, mainly as an effect of having a 2 point incremental scale. The fact that 55% of staff have not disclosed their ethnic origin may be a factor in undertaking effective analysis when there is a greater variation in salaries.

Average of FTE salary		
Ethnic Origin	Total	% var from mean
Asian Other	11691	-0.17%
Chinese	11691	-0.17%
Information Refused	11702	-0.08%
Other	11691	-0.17%
Other Mixed Background	11691	-0.17%
Other White Background	11712	+0.01%
White	11734	+0.2%
White British	11728	+0.15%
White Irish	11691	-0.17%
White Scottish	11719	+0.08%
(blank)	11691	-0.17%
Grand Total	11711	

### Allowances in addition to basic salary

There are 47 staff in receipt of premium band payments. 23 (49%) are white, 2 are non-white and for 22 no information is available. The numbers where ethnicity is not known means that empirical and statistical analysis is not possible.

### Contribution Pay

No staff were in receipt of contribution pay at this time (the first contribution pay round results were implemented and effective after the data extract for this audit).

### Pay Protection Arrangements

12 staff are in receipt of pay protection allowances. 8 staff are white, no information is available for the remaining 4.

## SECTION THREE – PART-TIME WORKERS

### Headcount data

Full/Part Time	Gender	Total	% f/p	% F/M within F/P
Full Time	F	58		49
	M	61		51
Total		119	18	100
Part Time	F	357		67
	M	175		33
Total		532	82	100
Grand Total		651	100	

In full-time posts there are an almost equal number of males and females. In part-time posts two-thirds of the staff are female.

### **Basic Salary data**

The figures used in this analysis are base on full-time equivalent salaries.

Full/Part Time	Gender	Total	% var from £11,711
Full Time	F	11746	+0.30%
	M	11780	+0.59%
Full Time Total		11764	+0.45%
Part Time	F	11699	-0.10%
	M	11698	-0.10%
Part Time Total		11699	-0.10%
Grand Total		11711	

Full-time salaries are on average 0.55% higher than part-time salaries. The variations by gender within this are minimal.

### **Allowances in addition to basic salary**

There are 47 staff in receipt of premium band payments. 19 (40%) are part-time, 28 (60%) are full-time.

## **SECTION FOUR - DISABILITY**

The numbers of staff declared disabled are too few to undertake analysis.

Disability	Data	Total
Declared Disabled	Qty	4
	Average of FTE salary	11771
Information Not Provided	Qty	1
	Average of FTE salary	11691
Not known to be disabled	Qty	644
	Average of FTE salary	11710
(blank)	Qty	2
	Average of FTE salary	11691
Total Count of Employee Number		651
Total Average of FTE salary		11711

### **Allowances in addition to basic salary**

All staff in receipt of allowances are declared as not known to be disabled.

## **SECTION FIVE – AGE**

For the sake of analysis staff have been put in to age bands.

## Headcount and average salary data

Age band	Data	Total	% var from mean
<20	Qty	10	0.17%
	Average of FTE salary	11691	
20-29	Qty	186	-0.12%
	Average of FTE salary	11696	
30-39	Qty	116	-0.08%
	Average of FTE salary	11702	
40-49	Qty	115	0.07%
	Average of FTE salary	11719	
50-59	Qty	134	0.15%
	Average of FTE salary	11729	
60-65	Qty	74	0.06%
	Average of FTE salary	11717	
>65	Qty	16	0.00%
	Average of FTE salary	11711	
Total Count of Employee Number		651	
Total Average of FTE salary		11711	

## Length of Service

Average of Length Of Service	Total
<20	0.58
20-29	0.89
30-39	2.29
40-49	4.19
50-59	8.71
60-65	11.00
>65	6.86
Grand Total	4.62

## Allowances in addition to basic salary

47 staff receive allowances. No staff under 20 (of which there are 10) and over 65 (of which there are 16) are in receipt of premium band payments. There is a reasonable distribution of payments across the age ranges with the majority of payments to those in the 40 to 60 age ranges.

Age bands	Band 1	Band 2	Band 3	Grand Total
20-29	5		2	7
30-39	6		2	8
40-49	6		8	14
50-59	4	1	8	13
60-65	2		3	5
Grand Total	23	1	23	47

## CHAPTER TWO

### GRADE 2 DATA

There are 377 staff on this salary scale which has 3 increment points:

Point 1: £12,340

Point 2: £12,629 (2.34% greater than 1<sup>st</sup> increment)

Point 3: £12,979 (5.18% greater than 1<sup>st</sup> increment)

There is one discretionary point, £13,339, (8.1% greater than 1<sup>st</sup> increment).

#### **SECTION ONE - GENDER**

##### **Headcount data**

Gender	Grade Step	Total	% within gender	% of grade
F	1	113	77.93	29.97
	2	2	1.38	0.53
	3	19	13.10	5.04
	4	11	7.59	2.92
F Total		145	100.00	38.46
M	1	113	48.71	29.97
	2	3	1.29	0.80
	3	111	47.84	29.44
	4	5	2.16	1.33
M Total		232	100.00	61.54
Grand Total		377		

Three quarters of females are on the first increment point, compared to half of males. The males are mainly on points 1 (48.7%) and 3 (47.8%). The females are mainly on point 1 (77.9%), with point 3 being the next most populated (13.1%) and much smaller numbers on the other 2 points. This leads to a significant difference between the numbers of males and females on increment point 3. 13% of females are on point 3. Of the staff in the grade 5% are females on point 3 compared to 29% being male. 4.2% of the staff in the grade are on the contribution pay point (point 4). 2.9% are female and 1.3% male. 7.6% percent of females are on this point compared to 2.2% of males. These increment placements are a direct consequence of assimilation from the old grade structures. Depending on the levels of staff turnover, the distribution across the increment points will change such that the effects of assimilation will be neutralised in 2 years time.

##### **Basic Salary Data**

The mean salary of all staff is £12,606, 2.1% higher than the first increment point.

The table below shows mean salaries.

Gender	Admin	Facilities & Premises	Hospitality	Library & Info Mangmnt	Student Services	Technical & Sci Services	Grand Total
F	12417.33	12476.93	12351.62	12739.38	13214.13	12999.25	12503.50
M	12393.25	12722.08	12382.93	12688.40	13112.50	12766.00	12671.00
Grand Total	12409.31	12673.05	12362.67	12711.06	13170.57	12899.29	12606.58



The male mean salary is 1.3% greater than the female mean salary. The greatest disparities are in the Facilities and Premises occupational group, where the average male salary is 2% higher than female salary and in Technical and Scientific Services where average female salary is 2% higher than male salary. Overall there is no empirical or statistical significant difference in the mean salaries. The median salary of all staff is £12,340, the first increment point of the scale. The median salary of female staff is £12,340 and for male staff is £12,804 (3.8% higher). £12,804 is half-way between the value of the 2<sup>nd</sup> and 3<sup>rd</sup> increment points on the scale.

### Allowances in addition to basic pay

There are 115 staff in receipt of premium band payments. 99 (93%) are male staff. Premium bands are payments for working a range of flexible shift patterns and historically have been undertaken by males who predominate in the security and portering occupational groups.

Job Segment 2	Gender	Band 1	Band 2	Band 3	Grand Total
Facilities & Premises	F	11		1	12
	M	74		12	86
Total		85		13	98
Hospitality	F	6			6
	M	8	1		9
Total		14	1		15
Library & Info Mangmnt	M	2			2
Total		2			2
Grand Total		101	1	13	115

The average premium band payment is £1,315 for males and £1,343 for females. There is no significant difference in payment between the genders, even though far less females are likely to receive an allowance.

### Contribution Pay

All 16 staff on the one available contribution pay point had been placed there as part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. 11 female staff and 5 male staff are paid on the contribution pay point.

### Pay Protection Arrangements

15 staff were in receipt of pay protection allowances. 10 were male, 5 female.

Gender	Facilities & Premises	Library & Inf Mangmnt	Technical & Sci Servs	Grand Total
F		2	3	5
M	7		3	10
Grand Total		7	2	6

## **SECTION TWO – ETHNICITY**

### **Headcount data**

Ethnic Origin	Admin	Facilities & Premises	Hosp Itality	Library & Info Mangmnt	Student Servs	Tech & Sci Servs	Total	%
Asian Other	2						2	0.53
Black African					1		1	0.27
Chinese	1	1					2	0.53
Information not available	6	61	67	5	4	5	148	39.26
Mixed - White and Asian	1	2					3	0.80
Other		1					1	0.27
Other Mixed Background		1				1	2	0.53
Other White Background	1					1	2	0.53
White	2	30	4	3			39	10.34
White British	14	22	4	3	6	1	50	13.26
White Irish	1	1					2	0.53
White Scottish	8	90	9	7	3	6	123	32.63
(blank)		1	1				2	0.53
<b>Grand Total</b>	<b>36</b>	<b>210</b>	<b>85</b>	<b>18</b>	<b>14</b>	<b>14</b>	<b>377</b>	<b>100.00</b>

Ethnic Origin	Admin	Facilities & Premises	Hosp itality	Library & Info Mangmnt	Student Servs	Tech & Sci Servs	Total	%
White	26	143	17	13	9	8	216	57.29
Non-white	4	5	0	0	1	1	11	2.92
Info not available	6	62	68	5	4	5	150	39.79
<b>Total</b>	<b>36</b>	<b>210</b>	<b>85</b>	<b>18</b>	<b>14</b>	<b>14</b>	<b>377</b>	<b>100</b>

Given the small numbers of ethnic minority staff, the table immediately above is a summary of ethnic minority staff.

## Basic Salary Data

Average of FTE salary		
Ethnic Origin	Average £	% var from mean
Asian Other	12,340.00	-0.02
Black African	13,339.00	0.06
Chinese	12,659.50	0.00
Information Not Available	12,493.61	-0.01
Mixed - White and Asian	12,649.33	0.00
Other	12,979.00	0.03
Other Mixed Background	12,659.50	0.00
Other White Background	12,979.00	0.03
White	12,658.72	0.00
White British	12,611.82	0.00
White Irish	12,659.50	0.00
White Scottish	12,708.64	0.01
(blank)	12,659.50	0.00
Grand Total	12,606.58	

## Allowances in addition to basic salary

There is only 1 non-white in receipt of a premium band – this equates to 0.87% of the staff, whereas there are 11 non-white staff (2.9%) in the workforce. However, the numbers of staff where information is not available means that any conclusions about these statistics could be questionable.

Job Segment	Ethnic Origin	Band 1	Band 2	Band 3	Grand Total
Facilities & Premises	White	57	0	13	70
	Non-White	1	0	0	1
	Info Not Available	27	0	0	27
Total		85	0	13	98
Hospitality	White	6	0	0	6
	Non-White	0	0	0	0
	Info Not Available	8	1	0	9
Total		14	1	0	15
Library & Info Mangmnt	White	2	0	0	0
	Non-White	0	0	0	0
	Info Not Available	0	0	0	0
Total		2	0	0	2
Grand Total		101	1	13	115

## Contribution Pay

Placement on the single contribution pay point is as a direct result of assimilation from the previous pay scales. The small numbers of staff mean no empirical or statistical analysis is possible.

	Qty	%
White	13	81.25
Non-White	1	6.25
Info not Available	2	12.50
Total	16	100

## Pay Protection

Of the 15 staff with pay protection 12 are White, Information is not available for 3 and none are non-white.

## SECTION THREE – PART-TIME WORKERS

### Headcount data

Full/Part Time	Gender	Total	%F/P	% F/M within F/P
Full Time	F	42		22
	M	150		78
Total		192	51	100
Part Time	F	103		56
	M	82		44
Total		185	49	100
Grand Total		377	100	

In full-time posts there are almost four times as many males as females. In part-time posts the distribution is more equal; there are 12 percentage points more females than males. There are almost equal numbers of full-timers and part-timers.

### Basic Salary Data

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Average	% var from £12,607
Full Time	F	12,564	-0.34
	M	12,745	1.10
Full Time Average		12,705	0.78
Part Time	F	12,479	-1.01
	M	12,536	-0.56
Part Time Average		12,504	-0.81
Average Salary		12,607	

Full-time salaries are on average 1.6% higher than part-time salaries. Full-time female staff earn 1.44% less than their male counterparts. Part-time female staff earn

0.45% less than their male counterparts. The average part-time salary is 0.81% lower than the average salary.

**Allowances in addition to basic salary**

There are 115 staff in receipt of premium band payments. 105 of the staff are full-time, 10 part-time.

**Contribution pay**

Placement on the single contribution pay point is as a direct result of assimilation from the previous pay scales. Of the 16 staff, 4 (25%) are full-time and 12 (75%) part-time.

**Pay Protection**

Of the 15 staff with pay protection 9 (60%) are full-time, 6 (40%) are part-time.

**SECTION FOUR – DISABILITY**

Seven staff (1.9%) are declared as having a disability. The average salary of these seven staff is higher than the average for those not known to be disabled and those where no information is provided. It is 1.5% higher than the average salary for the grade.

Disability	Data	Total	%
Declared Disabled	Qty	7	1.86
	Average of FTE salary	12,796	
Information Not Provided	Qty	1	0.27
	Average of FTE salary	12,340	
Not known to be disabled	Qty	369	97.88
	Average of FTE salary	12,604	
Total		377	
Total Average of FTE salary		12,607	

**Allowances in addition to basic salary**

There are 115 staff in receipt of premium band payments. 3 of these staff (2.6% of those receiving a premium band payment) are declared as having a disability. This is a higher percentage than the percentage of disabled staff in the grade.

**Contribution pay**

Placement on the single contribution pay point is as a direct result of assimilation from the previous pay scales. All of the 16 staff have “not known to be disabled” as their status.

**Pay Protection**

Of the 15 staff with pay protection 2 (13%) are declared disabled, the remainder are “not known to be disabled”. This nearly 7 times the expected incidence, based on the number declared as disabled in the grade.

## **SECTION FIVE – AGE**

There is minimal variation in salaries across the age ranges. On average staff in the 60 – 65 age range earn the most, whilst those over 65, on average, earn the least. However the total variation is only 2.3%.

Age Band	Data	Total	% var from mean
<20	Qty	20	
	Average of FTE salary	12,536	-0.56
20-29	Qty	147	
	Average of FTE salary	12,500	-0.84
30-39	Qty	27	
	Average of FTE salary	12,664	0.46
40-49	Qty	56	
	Average of FTE salary	12,694	0.69
50-59	Qty	79	
	Average of FTE salary	12,684	0.62
60-65	Qty	38	
	Average of FTE salary	12,761	1.22
>65	Qty	10	
	Average of FTE salary	12,468	-1.10
Total		377	
Total Average of FTE salary		12,607	

### **Length of Service**

Average of Length Of Service	
Age Band	Total
<20	0.72
20-29	1.55
30-39	3.11
40-49	6.39
50-59	6.91
60-65	9.01
>65	11.68
Grand Total	4.48

### **Allowances in addition to basic salary**

115 staff receive premium band payments. Band 1 payments are distributed across the age ranges. Band 3 payments are allocated in the 40 to 60 age ranges. This may reflect the type of work (full-rotating shifts or permanent night work) which attracts staff of a certain age.

Age Band	Band 1	Band 2	Band 3	Grand Total
<20	3			3
20-29	21	1		22
30-39	11			11
40-49	21		3	24
50-59	30		6	36
60-65	14		4	18
>65	1			1
Grand Total	101	1	13	115

### Contribution pay

Placement on the single contribution pay point is as a direct result of assimilation from the previous pay scales.

Age Band	Contribution Pay
<20	2
20-29	8
30-39	3
50-59	2
60-65	1
Grand Total	16

### Pay Protection

The 15 staff with pay protection, are spread across the age range, but with 53% of them in the 50 -59 age range.

Age Band	Total
<20	1
20-29	2
40-49	2
50-59	8
60-65	2
Grand Total	15

## CHAPTER THREE

### GRADE 3 DATA

There are 624 staff on this salary scale, which has 5 increment points:

Point 1: £13,659

Point 2: £14,041 (2.8% greater than the 1<sup>st</sup> point)

Point 3: £14,436 (5.7% greater than the 1<sup>st</sup> point)

Point 4: £14,854 (8.7% greater than the 1<sup>st</sup> point)

Point 5: £15,284 (11.9% greater than the 1<sup>st</sup> point)

There are two discretionary points:

Point 6: £15,727 (15.1% greater than the 1<sup>st</sup> point)

Point 7: £16,183 (18.5% greater than the 1<sup>st</sup> point)

#### **SECTION ONE - GENDER**

##### **Headcount data**

Gender	Grade Step	Total	% within gender	% of grade
F	1	210	58.66	33.65
	2	16	4.47	2.56
	3	18	5.03	2.88
	4	30	8.38	4.81
	5	66	18.44	10.58
	6	12	3.35	1.92
	7	6	1.68	0.96
F Total		358	100.00	57.37
M	1	167	62.78	26.76
	2	13	4.89	2.08
	3	12	4.51	1.92
	4	18	6.77	2.88
	5	54	20.30	8.65
	6	1	0.38	0.16
	7	1	0.38	0.16
M Total		266	100.00	42.63
Grand Total		624		

There is fairly equal distribution between males and females across the increment and discretionary points. The majority of staff are on the first point of the scale (60.41%). There are proportionately more females on the contribution pay points than males. 5% of females and 0.76% of males are on the contribution pay points. 3.2% of staff in the grade are on the contribution pay points. 2.88% of the 3.2% are female (90% of those receiving contribution pay).

These increment placements are a direct consequence of assimilation from the old grade structures. Staff previously on grade CN2 had access to discretionary points, and the majority of staff on that grade were females. Staff previously on the manual grades that assimilated to Grade 3 (mainly MG3 and 4), did not have any discretionary points, and the vast majority of staff on those grades were males.

##### **Basic salary data**

The mean salary of all staff is £14,190, 3.9% higher than the first increment point. The median salary of all staff is £13,659, the first increment point of the scale. This also applies to male and female median salaries. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in



them. The Grand Total, however, applies to all staff in the grade. The 6 occupational groups not included in this table account for 44 staff.

Gender	Admin	Facilities & Premises	Hospitality	Library & Info Mangmnt	Student Services	Technical & Sci Servs	Grand Total
F	14,499	13,873	13,755	14,717	13,669	14,379	14,226
M	13,941	14,379	14,201	14,422	13,659	14,405	14,141
Grand Total	14,387	14,187	13,964	14,640	13,665	14,395	14,190

In none of the occupational groupings is the average salary of one gender statistically significant, which would cause concern. The largest variation is in Admin, with a 4% difference.

### Allowances in addition to basic pay

There are 106 staff in receipt of premium band payments. 78 (74%) are male staff. Premium bands are payments for working a range of flexible shift patterns and historically have been undertaken by males who predominate in roles in the Facilities & Premises occupational group that attract such payments. Females are more likely to receive Band 1 payments (14, 41% of band 1 payments). This reflects the fact that the allowance is for a less disruptive pattern of work than the higher bands, and generally females are less able to work more disruptive patterns. The number of females receiving band 3 payments in Facilities and Premises is encouraging (5 out of 26 staff in that occupational group).

Job Segment 2	Gender	Band 1	Band 2	Band 3	Grand Total
Admin	F	1	3		4
	M	1	1	1	3
Total		2	4	1	7
Facilities & Premises	F	7	5	5	17
	M	17	30	21	68
Total		24	35	26	85
Hospitality	F	6	1		7
	M	2	5		7
Total		8	6		14
Grand Total		34	45	27	106

### Contribution Pay

All 20 staff on the two available contribution pay points had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit.

Gender	Grade Step	Total	% of gender	% of all staff
F	6	12	3.35	1.92
	7	6	1.68	0.96
F Total		18	5.03	2.86
M	6	1	0.38	0.16
	7	1	0.38	0.16
M Total		2	0.76	0.32
Grand Total		20		

## Pay Protection Arrangements

49 staff were in receipt of a pay protection allowance. 26 were female and 23 male. There is no significant empirical or statistical difference between males and females.

Job Segment 2	F	M	Grand Total
Administration	12		12
Hospitality		3	3
Library & Info Managmnt	9	1	10
Other Healthcare Professns	1		1
Technical & Sci Services	4	19	23
Grand Total	26	23	49

## SECTION TWO – ETHNICITY

### Headcount data

Job Segment 2	White	Non-white	Info not available	Total
Admin	82	5	58	145
Facilities & Premises	119	0	29	148
Finance	8	0	1	9
Hospitality	15	0	17	32
HR	3	0	0	3
IT	12	2	2	16
Library & Info Mangmnt	45	2	18	65
Marketing & PR	2	1	0	3
Other healthcare professns	8	0	1	9
Procurement	4	0	0	4
Student Services	122	4	9	135
Tech & Sci Services	42	0	13	55
Total	462	14	148	624
%	74%	2%	24%	

### Basic Salary data

Ethnic Origin	Qty	Total	% var from mean
Asian Other	6	14,188.83	0.00
Black Other	1	13,659.00	-3.74
Chinese	3	13,659.00	-3.74
Information Refused	139	14,099.87	-0.63
Other	2	13,659.00	-3.74
Other Mixed Background	2	13,659.00	-3.74
Other White Background	17	14,085.71	-0.73
White	49	14,217.16	0.20
White British	135	14,072.47	-0.82
White Irish	3	14,997.33	5.70
White Scottish	258	14,320.93	0.93
(blank)	9	13,854.99	-2.35
Grand Total	624	14,189.08	

There is a spread of 9.4% in basic salary across the ethnic groupings. However, this is only created by the “White Irish” figure, where n = 3 and so is not a statistically safe analysis to make. The other ethnic groups with a large value (3.74%) are also based on a small quantity. The large groups are all within 1% of the average salary.

### Allowances in addition to basic salary

106 staff are in receipt of premium band payments. None of the staff in receipt of a premium band payment have indicated their ethnicity is non-white. There are 14 non-white staff (2%) in the grade.

Job Segment 2	Ethnic Origin	Band 1	Band 2	Band 3	Grand Total
Admin	Information Refused	1	1	1	3
	White British		2		2
	White Scottish	1	1		2
Total		2	4	1	7
Facilities & Prem	Information Refused	9	11	4	24
	Other White Background	1			1
	White	2	1	6	9
	White British	2	7	4	13
	White Scottish	10	16	12	38
Total		24	35	26	85
Hospitality	Information Refused	4	3		7
	Other White Background	1			1
	White	1	1		2
	White Scottish	1	2		3
	(blank)	1			1
		8	6		14
Grand Total		34	45	27	106

### Contribution Pay

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 20 staff (3.2%) are on one of the two contribution pay points.

Ethnic Origin	Grade Step	Total
Information Refused	6	3
	7	1
Information Refused Total		4
Other White Background	6	1
Other White Background Total		1
White British	6	4
	7	1
White British Total		5
White Scottish	6	5
	7	5
White Scottish Total		10
Grand Total		20

### Pay Protection

Of the 49 staff with pay protection, 37 are white; Information is not available for the remaining 12. None are non-white.

## **SECTION THREE – PART-TIME WORKERS**

### **Headcount data**

Full/Part Time	Gender	Total	% F/P	% F/M within F/P
Full Time	F	108		44.26
	M	136		55.74
Full Time Total		244	39.10	100.00
Part Time	F	250		65.79
	M	130		34.21
Part Time Total		380	60.90	100.00
Grand Total		624		

In full-time posts there are more males than females – by 11 percentage points. In part-time posts there are twice as many females as males.

### **Basic Salary data**

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Total	% var from £14,190
Full Time	F	14,489	2.11
	M	14,482	2.06
Full Time Total		14,485	2.08
Part Time	F	14,113	0.54
	M	13,784	-2.86
Part Time Total		14,000	-1.34
Grand Total		14,190	

Full-time salaries are on average 3.42% higher than part-time salaries. Full-time females earn 1.57% more than their part-time counterparts. Male part-time staff earn 3.4% less than female part-time staff, 4.92% less than male full-time staff and 4.97% less than female full-time staff. However, male full-time staff earn 1.52% more than female part-time staff. All of this indicates that more male part-time staff are on the first increment point of the scale than on any of the others – 45%. The assimilation from manual grades of most of the males in this grade is the reason behind placement on the scale. The manual grades were not incremental; they each had a single pay point. Over a period of about three years we would expect to see these average salary figures changing considerably.

See the frequency table on the following page for further information.

Gender	Full/Part Time	Grade Step	Total	
F	Full Time	1	40	
		2	7	
		3	10	
		4	19	
		5	25	
		6	4	
		7	3	
	Full Time Total			108
	Part Time	1	170	
		2	9	
		3	8	
		4	11	
		5	41	
		6	8	
Part Time Total			250	
F Total			358	
M	Full Time	1	48	
		2	13	
		3	10	
		4	17	
		5	47	
		7	1	
	Full Time Total			136
	Part Time	1	119	
		3	2	
		4	1	
		5	7	
Part Time Total			130	
M Total			266	
Grand Total			624	

### Allowances in addition to basic salary

There are 106 staff in receipt of premium band payments. 79 (75%) are full-time, 27 part-time.

Full/Part Time	Band 1	Band 2	Band 3	Grand Total
Full Time	21	44	14	79
Part Time	13	1	13	27
Grand Total	34	45	27	106

### Contribution Pay

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. Of the 20 staff, 8 (40%) are full-time and 12 (60%) part-time.

Count of Employee Number	Grade Step		
Full/Part Time	6	7	Grand Total
Full Time	4	4	8
Part Time	9	3	12
Grand Total	13	7	20

### Pay Protection

Of the 49 staff with pay protection 30 (60%) are full-time and 19 (40%) are part-time.

### SECTION FOUR – DISABILITY

Eight staff (1.86%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total	%
Declared Disabled	Qty	8	1.28
	Average of FTE salary	14,270	
Not known to be disabled	Qty	608	97.44
	Average of FTE salary	14,196	
Information not provided	Qty	8	1.28
	Average of FTE salary	13,659	
Total		624	100
Total Average of FTE salary		14,190	

### Allowances in addition to basic salary

There are 106 staff in receipt of premium band payments. 2 of these staff (1.9% of those staff receiving a premium band payment) are declared as having a disability.

### Contribution pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. One of the 20 on the contribution pay points (5%) is declared as having a disability.

### Pay Protection

None of the staff with pay protection are declared as disabled.

### SECTION FIVE – AGE

There is a variation in salaries across the age ranges (5.82 percentage points). On average staff in the over-65 age band earn the least (3.6% less than the average salary). All but one of the staff in this age band are paid on the first increment point of the scale. The majority of these staff are invigilators on an hours to be notified contract. Two are cleaning staff who both have over 5 years service each. Their placement may well be due to assimilation from their previous pay scales. The one person over 65 who is not on the first point of the scale is on point 4. This employee is in the technical and scientific services occupational group working in MVM. These figures suggest that greater clarity about re-engagement after retirement may be required. For the invigilators it may be appropriate that they are paid a spot salary

and therefore will continue to predominate in the over 65 age group on the first point of the scale, i.e. not increment if they continue to invigilate in successive years. If one excludes the over-65 age group then the overall variation of salaries in this grade is 3.95% (staff in their 20's compared to staff in their 50's).

Age Band	Data	Total	% var from mean
<20	Qty	11	
	Average of FTE salary	14,029	-1.13
20-29	Qty	131	
	Average of FTE salary	13,943	-1.74
30-39	Qty	88	
	Average of FTE salary	14,300	0.78
40-49	Qty	102	
	Average of FTE salary	14,424	1.65
50-59	Qty	145	
	Average of FTE salary	14,503	2.21
60-65	Qty	84	
	Average of FTE salary	14,040	-1.05
>65	Qty	63	
	Average of FTE salary	13,678	-3.61
Total		624	
Total Average of FTE salary		14,190	

### Length of Service

Average of Length Of Service	Total
<20	0.33
20-29	1.40
30-39	3.14
40-49	5.97
50-59	7.82
60-65	8.04
>65	5.78
Grand Total	5.20

### Allowances in addition to basic salary

There are 106 staff in receipt of premium band payments. Staff across the 30 to 60 age bands receive allowances. Only one employee under 20 receives a premium band payment, and none over 60 receives a premium band payment.

Age Band	Band 1	Band 2	Band 3	Grand Total
<20	1			1
20-29	8	4	1	13
30-39	7	11	4	22
40-49	5	13	7	25
50-59	4	14	10	28
60-65	9	3	5	17
Grand Total	34	45	27	106

### Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. No staff in the 20's or over 65 received contribution pay.

Age Band	Grade Step	Total
<20	6	1
Total		1
30-39	6	2
Total		2
40-49	6	1
	7	1
Total		2
50-59	6	7
	7	5
E Total		12
60-65	6	2
	7	1
Total		3
Grand Total		20

### Pay Protection

Of the 49 staff with pay protection, none are over 65. There is a not a great variation across the age ranges.

Age Band	Total	% within band	% within grade
>20	1	9.09	0.16
20-29	10	7.63	1.60
30-39	16	18.18	2.56
40-49	10	9.80	1.60
50-59	9	6.21	1.44
60-65	3	3.57	0.48
<65	0	0.00	0.00
Grand Total	49		



## CHAPTER FOUR

### GRADE 4 DATA

There are 655 staff on this salary scale, which has 5 increment points:

Point 1: £15,727

Point 2: £16,183 (2.9% greater than the 1<sup>st</sup> point)

Point 3: £16,653 (5.9% greater than the 1<sup>st</sup> point)

Point 4: £17,137 (9.0% greater than the 1<sup>st</sup> point)

Point 5: £17,636 (12.1% greater than the 1<sup>st</sup> point)

There are two discretionary points:

Point 6: £18,157 (15.4% greater than the 1<sup>st</sup> point)

Point 7: £18,703 (18.9% greater than the 1<sup>st</sup> point)

### SECTION ONE - GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	116	21.09	17.71
	2	55	10.00	8.40
	3	59	10.73	9.01
	4	56	10.18	8.55
	5	240	43.64	36.64
	6	15	2.73	2.29
	7	9	1.64	1.37
F Total		550	100.00	83.97
M	1	41	39.05	6.26
	2	7	6.67	1.07
	3	17	16.19	2.60
	4	7	6.67	1.07
	5	33	31.43	5.04
M Total		105	100.00	16.03
Grand Total		655		

Females make up over four-fifths of the employees on this grade. Nearly twice the percentage of males are on the first increment point compared to females. The percentage number of males and females on the incremental maximum (point 5) is closer (43% female compared to 31% male). 3.66% of the workforce is on contribution pay points, and they are all female.

The majority of staff on this grade are employed in secretarial and clerical roles – traditionally roles undertaken by females.

These increment placements are a direct consequence of assimilation from the old grade structures.

#### Basic salary data

The mean salary of all staff is £16,905, 7.5% higher than the first increment point.

The female mean salary is £16,963, the male mean salary is £16,601. The female mean salary is 2.2% higher than the male mean salary.

The median salary of all staff is £17,137, the fourth increment point of the scale. This also applies to female median salary. The male median salary is £16,653, the third increment point of the scale. The female median salary is 3.1% higher than the male median.

The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total, however, applies to all staff in the grade. The 8 occupational groups not included in this table account for 72 staff.

Job Segment 2	Data	F	M	Grand Total
Administration	Qty	366	39	405
	Average of FTE salary	16,979	16,710	16,953
Finance	Qty	52	7	59
	Average of FTE salary	17,227	17,221	17,226
Library & Info Management	Qty	28	2	30
	Average of FTE salary	17,037	17,636	17,077
Technical & Scientific Services	Qty	56	33	89
	Average of FTE salary	16,459	16,423	16,446
Total No. of Employees		550	105	655
Total Average of FTE salary		16,963	16,601	16,905

In none of the occupational groupings is the average salary of one gender statistically significant that would cause concern. The largest variation is in Library & Information Management, with a 3.5% difference, but only 2 males in the population it is not a safe analysis.

#### **Allowances in addition to basic pay**

There are 18 staff in receipt of premium band payments. 14 (77%) are male staff. Premium bands are payments for working a range of flexible shift patterns and historically have been undertaken by males who predominate in roles in the Facilities & Premises occupational group that attract such payments. No females receive a band 3 payment. This reflects the fact that the band 3 allowance is for a more disruptive pattern of work and generally females are less able to work more disruptive patterns.

Job Segment 2	Gender	Band 1	Band 2	Band 3	Grand Total
Administration	M	1	1		2
Total		1	1		2
Facilities & Premises	F	2			2
	M	2	4	4	10
Total		4	4	4	12
Hospitality	M	1			1
Total		1			1
IT	F		1		1
	M		1		1
Total			2		2
Tech & Sci Services	F	1			1
Total		1			1
Grand Total		7	7	4	18

#### **Contribution Pay**

All 24 staff on the two available contribution pay points had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. All 24 staff are female.

Gender	Grade Step	Total	% within gender	% of grade
F	6	15	2.73	2.29
	7	9	1.64	1.37
F Total		24	4.37	3.66
Grand Total		24		

### Pay Protection Arrangements

58 staff were in receipt of a pay protection allowance. 41 (71%) are female and 17 (29%) male. This is close to the overall gender profile of the grade (84% female, 16% male).

Job Segment 2	F	M	Grand Total
Administration	17	5	22
Finance	2		2
Other healthcare professionals	1		1
Technical & Scientific Services	21	12	33
Grand Total	41	17	58

## SECTION TWO –ETHNICITY

### Headcount data

Job Segment 2	White	Non-white	Info not available	Total
Administration	340	6	59	405
Facilities & Premises	15	0	2	17
Finance	41	2	16	59
Hospitality	2	0	2	4
HR	16	1	1	18
IT	2	0	4	6
Library & Info Management	23	0	7	30
Marketing & PR	4	0	0	4
Other healthcare professns	9	0	2	11
Procurement	1	0	1	2
Student Services	7	2	1	10
Tech & Sci Services	68	1	20	89
Total	528	12	115	655
%	80.61	1.83	17.56	

Only 1.83% of the employees in the grade have declared themselves to have a non-white ethnic origin. We hold no information about the ethnicity of nearly 1 in 5 employees in the grade.

### Basic Salary data

There is a spread of 11.3% in basic salary across the ethnic groupings. However, this is only created by the small numbers of non-white staff, who together are less than 2% of the total number of employees in the grade. No safe conclusions can be drawn from an analysis of this data. The large groupings, where they make up a least 5% of the population of the grade, are within the spread of -2.2% to +2.5% of average salary.

Ethnic Origin	Qty	Total	% var from mean
Asian Other	3	17,152	1.46
Bangladeshi	1	17,636	4.3
Black African	1	15,727	-7.0
Chinese	1	15,727	-7.0
Indian	3	17,152	1.5
Information Refused	109	16,547	-2.1
Other	2	17,636	4.3
Other Mixed Background	1	16,183	-4.3
Other White Background	42	16,538	-2.2
White	48	17,334	2.5
White British	152	16,660	-1.5
White Irish	5	17,345	2.6
White Scottish	281	17,161	1.5
(blank)	6	16,352	-3.3
Grand Total	655	16,905	

### Allowances in addition to basic salary

18 staff are in receipt of premium band payments. None of the staff in receipt of a premium band payment have indicated their ethnicity is non-white. There are 12 non-white staff (1.8%) in the grade.

Job Segment 2	Ethnic Origin	Band 1	Band 2	Band 3	Grand Total
Admin	Information Refused		1		1
	White Scottish	1			1
Total		1	1		2
Facilities & Premises	Information Refused	1		1	2
	White Scottish	3	4	3	10
Total		4	4	4	12
Hospitality	White British	1			1
Total		1			1
IT	Information Refused		2		2
IT Total			2		2
Tech & Sci Services	Information Refused	1			1
Total		1			1
Grand Total		7	7	4	18

### Contribution Pay

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 24 staff (3.6%) are on one of the two contribution pay points. None of the staff in receipt of contribution pay have indicated their ethnicity is non-white.

Ethnic Origin	Grade Step	Total
Information not available	7	1
Total		1
White	6	15
	7	8
White Total		23
Grand Total		24

### Pay Protection

Of the 58 staff with pay protection, 50 are white; Information is not available for the remaining 8. None are non-white.

## **SECTION THREE – PART-TIME WORKERS**

### Headcount data

Full/Part Time	Gender	Total	%F/P	%F/M within F/P
Full Time	F	346		81.03
	M	81		18.97
Full Time Total		427	65.19	100.00
Part Time	F	204		89.47
	M	24		10.53
Part Time Total		228	34.81	100.00
Grand Total		655		

The relative numbers of males and females in full and part-time roles is broadly in line with the overall make up of the grade. Two-thirds of the staff are full-time.

### Basic Salary data

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Ave Salary	% var from £16905
Full Time	F	16871	-0.20
	M	16497	-2.42
Full Time Total		16800	-0.62
Part Time	F	17120	1.27
	M	16954	0.29
Part Time Total		17103	1.17
Grand Total		16905	

Full-time salaries are on average 0.6% lower than part-time salaries. Part-time females earn 1.5% more than their full-time counterparts. Male part-time staff earn 1% less than female part-time staff, 2.7% more than male full-time staff and 0.5% more than female full-time staff. The variances are insignificant.

### Allowances in addition to basic salary

There are 106 staff in receipt of premium band payments. 79 (75%) are full-time, 27 part-time.

Full/Part Time	Band 1	Band 2	Band 3	Grand Total
Full Time	21	44	14	79
Part Time	13	1	13	27
Grand Total	34	45	27	106

### Contribution Pay

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. Of the 24 staff, 14 (58%) are full-time and 10 (42%)

part-time. This is close to the make up of the population in the grade (65% full-time, 35% part-time).

Full/Part Time	Grade step 6	Grade step 7	Grand Total
Full Time	8	6	14
Part Time	7	3	10
Grand Total	15	9	24

### **Pay Protection**

Of the 58 staff with pay protection 45 (76%) are full-time and 13 (24%) are part-time.

## **SECTION FOUR – DISABILITY**

Four staff (0.6%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total	%
Declared Disabled	Qty	4	0.61
	Average of FTE salary	16,557	
Not known to be disabled	Qty	649	99.08
	Average of FTE salary	16,908	
Information not provided	Qty	2	0.31
	Average of FTE salary	16,682	
Total Count of Employee Number		655	100
Total Average of FTE salary		16,905	

### **Allowances in addition to basic salary**

There are 18 staff in receipt of premium band payments. None are declared as having a disability.

### **Contribution pay**

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. All of the 24 staff have “not known to be disabled” as their status.

### **Pay Protection**

None of the 58 staff with pay protection are declared as disabled.

## **SECTION FIVE – AGE**

There is a variation in salaries across the age ranges of 10 percentage points. On average staff in the over-65 age band earn the least (7% less than the average salary). However, there are only 2 staff in this age group, and both are paid on the first point of the scale. If one excludes the over-65 age group then the overall variation of salaries in this grade is 6.4% (staff in their 20's compared to staff in their 60's). The average salary of those in their 20's is between the 2<sup>nd</sup> and 3<sup>rd</sup> increment points, and for those in their 60's is between the 4<sup>th</sup> and 5<sup>th</sup> (maximum) increment point. Staff in their 20's have an average length of service of just over 2 years, whilst those in their 60's have over 13 years service. The average salary gap should reduce after the 1<sup>st</sup> August 2007 increment unless turnover amongst the 20's age group is much higher than in the other age groups.

Age Band	Data	Total	% var from mean
20-29	Qty	174	
	Average of FTE salary	16390	-3.05
30-39	Qty	164	
	Average of FTE salary	16795	-0.66
40-49	Qty	141	
	Average of FTE salary	17094	1.12
50-59	Qty	122	
	Average of FTE salary	17352	2.64
60-65	Qty	52	
	Average of FTE salary	17466	3.32
>65	Qty	2	
	Average of FTE salary	15727	-6.97
Total		655	
Total Average of FTE salary		16905	

### Length of Service

Average of Length Of Service	
Age Band	Total
20-29	2.10
30-39	4.63
40-49	6.21
50-59	11.60
60-65	13.26
>65	8.56
Grand Total	6.29

### Allowances in addition to basic salary

There are 18 staff in receipt of premium band payments. There is a reasonable spread across the 30 to 60 age bands. None under 20 and over 65 receives a premium band payment.

Age Band	Band 1	Band 2	Band 3	Grand Total
20-29		3		3
30-39	1	1	1	3
40-49	2	2	1	5
50-59	3	1	1	5
60-65	1		1	2
Grand Total	7	7	4	18

### Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. No staff under 30 or over 65 received contribution pay.

Age Band	Grade Step	Total
30-39	6	6
Total		6
40-49	6	1
	7	1
Total		2
50-59	6	4
	7	6
Total		10
60-65	6	4
	7	2
Total		6
Grand Total		24

### Pay Protection

Of the 58 staff with pay protection, none are under 20 or over 65. There is a not a great variation across the age ranges.

Age Band	Total
20-29	11
30-39	13
40-49	14
50-59	13
60-65	7
Grand Total	58



## CHAPTER FIVE

### GRADE 5 DATA

There are 651 staff on this salary scale, which has 6 increment points:

Point 1: £18,157

Point 2: £18,703 (3.0% greater than the 1<sup>st</sup> point)

Point 3: £19,263 (6.1% greater than the 1<sup>st</sup> point)

Point 4: £19,862 (9.4% greater than the 1<sup>st</sup> point)

Point 5: £20,437 (12.6% greater than the 1<sup>st</sup> point)

Point 6: £21,050 (15.9% greater than the 1<sup>st</sup> point)

There are three contribution pay points:

Point 7: £21,682 (19.4% greater than the 1<sup>st</sup> point)

Point 8: £22,332 (23.0% greater than the 1<sup>st</sup> point)

Point 9: £23,002 (26.7% greater than the 1<sup>st</sup> point)

### SECTION ONE - GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	156	33.26	23.96
	2	49	10.45	7.53
	3	49	10.45	7.53
	4	99	21.11	15.21
	5	62	13.22	9.52
	6	44	9.38	6.76
	7	10	2.13	1.54
F Total		469	100.00	72.04
M	1	77	42.31	11.83
	2	21	11.54	3.23
	3	8	4.40	1.23
	4	17	9.34	2.61
	5	24	13.19	3.69
	6	24	13.19	3.69
	7	4	2.20	0.61
	8	7	3.85	1.08
M Total		182	100.00	27.96
Grand Total		651		100.00

Nearly three-quarters of the staff are female. There is fairly equal distribution between males and females across the increment and discretionary points. No staff are on the third contribution pay point (point 9). A third of staff are on the first increment point. There almost equal proportions of females and females on the contribution pay points, although the females are all on the first contribution pay point. 3.2% of staff in the grade are on the contribution pay points.

These increment placements are a direct consequence of assimilation from the old grade structures.

#### Basic salary data

The mean salary of all staff is £19,340, 6.5% higher than the first increment point.

The mean averages for male and female staff are almost the same. The median

salary of all staff is £19,263, the third increment point of the scale. The median for female staff is also £19,263. The median for male staff is £18,703, the second increment point – 3% less than the female median. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total, however, applies to all staff in the grade. The 6 occupational groups not included in this table account for 78 staff.

Average of FTE salary	Gender		
Job Segment 2	F	M	Grand Total
Administration	19,395	18,798	19,364
Finance	19,648	19,144	19,541
IT	19,062	19,517	19,396
Library & Info Management	19,796	19,459	19,651
Other Healthcare Professns	18,157		18,157
Tech & Sci Services	19,193	19,654	19,401
Grand Total	19,337	19,348	19,340

In none of the occupational groupings is the average salary of one gender statistically significant, which would cause concern. The largest variation is in Admin, with a 3.1% difference.

### Allowances in addition to basic pay

There are 39 staff in receipt of premium band payments. 26 (66%) are male staff. Premium bands are payments for working a range of flexible shift patterns and historically have been undertaken by males who predominate in roles in the Facilities & Premises and IT occupational groups that attract such payments.

Job Segment 2	Gender	Band 1	Band 2	Band 3	Grand Total
Facilities & Premises	F	1			1
	M	1	4	2	7
Total		2	4	2	8
Hospitality	F	3	3		6
	M	3	3		6
Total		6	6		12
IT	F		1		1
	M		9		9
IT Total			10		10
Student Services	F		2		2
	M		4		4
Total			6		6
Tech & Sci Services	F			3	3
Total				3	3
Grand Total		8	26	5	39

### Contribution Pay

All 21 staff on the two available contribution pay points had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. Proportionately, nearly three times as many males are in receipt of contribution pay compared to females.

Gender	Grade Step	Total	% of gender	% of all staff
F	7	10	2.13	1.54
F Total		10	2.13	1.54
M	7	4	2.20	0.61
	8	7	3.85	1.08
M Total		11	6.05	1.69
Grand Total		21		3.23

### Pay Protection Arrangements

63 staff are in receipt of a pay protection allowance. 30 are female and 33 male.

Job Segment 2	F	M	Grand Total
Administration	8		8
Facilities & Premises		1	1
Finance			
Hospitality	3		3
IT	2	12	14
Library & Info Management	2		2
Tech & Sci Services	15	20	35
Grand Total	30	33	63

## SECTION TWO –ETHNICITY

### Headcount data

Job Segment 2	White	Non-white	Info not available	Total
Administration	237	5	30	272
Facilities & Premises	12	0	5	17
Finance	28	0	5	33
Hospitality	11	0	8	19
HR	0	0	1	1
IT	37	0	8	45
Library & Info Management	29	1	5	35
Marketing & PR	9	0	2	11
Other Healthcare professns	1	0	1	2
Procurement	10	0	0	10
Student Services	19	1	0	20
Tech & Sci Services	146	6	34	186
Total	539	13	99	651
%	83	2	15	

### Basic Salary data

There is a spread of 8.8% in basic salary across the ethnic groupings. However, this is only created by the “Other” figure, where n = 1 and so is not a statistically safe analysis to make. The other ethnic groups with a large value (2%) are also based on a small quantity. The large groups are all within 2.9% of the average salary.

Ethnic Origin	Qty	Total	% var from mean
Asian Other	5	18,954	-2.05
Chinese	4	19,140	-1.09
Indian	1	19,862	2.64
Information Refused	89	19,089	-1.36
Other	1	18,157	-6.17
Other Mixed Background	2	19,283	-0.35
Other White Background	38	18,798	-2.86
White	59	19,482	0.68
White British	142	19,051	-1.55
White Irish	4	19,290	-0.32
White Scottish	296	19,632	1.45
(blank)	10	18,659	-3.52
Grand Total	651	19,351	

### Allowances in addition to basic salary

39 staff are in receipt of premium band payments. Only one of the staff in receipt of a premium band payment have indicated their ethnicity is non-white (2.6% of those receiving premium band payments). There are 13 non-white staff (2%) in the grade.

Job Segment 2	Ethnic Origin	Band 1	Band 2	Band 3	Grand Total
Facilities & Premises	Information Refused		2		2
	White		1	1	2
	White British	1			1
	White Scottish	1	1	1	3
Total		2	4	2	8
Hospitality	Information Refused	2	2		4
	Other White Background	1	1		2
	White	1	1		2
	White British	1			1
	White Scottish	1	2		3
Total		6	6		12
IT	Information Refused		2		2
	White		1		1
	White Scottish		7		7
IT Total			10		10
Student Services	Asian Other		1		1
	White British		2		2
	White Scottish		3		3
Total			6		6
Tech & Sci Services	Information Refused			1	1
	Other White Background			1	1
	White British			1	1
Total				3	3
Grand Total		8	26	5	39

### Contribution Pay

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 21 staff (3.2%) are on one of the three contribution pay points. None are non-white.

Ethnic Origin	Grade Step	Total
Information Refused	7	2
	8	2
Information Refused Total		4
White Scottish	7	12
	8	5
White Scottish Total		17
Grand Total		21

### Pay Protection

Of the 63 staff with pay protection, 55 are white; Information is not available for the remaining 8. None are non-white.

## SECTION THREE – PART-TIME WORKERS

### Headcount data

Full/Part Time	Gender	Total	% F/P	% F/M within F/P
Full Time	F	357		67.74
	M	170		32.26
Full Time Total		527	80.95	100.00
Part Time	F	112		90.32
	M	12		9.68
Part Time Total		124	19.05	100.00
Grand Total		651		

In full-time posts there are twice as many females as males. Females occupy 90% of part-time posts. Four-fifths of the posts are full-time.

### Basic Salary data

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Total	% var from £19,340
Full Time	F	19,348	0.04
	M	19,412	0.37
Total		19,369	0.15
Part Time	F	19,304	-0.19
	M	18,444	-4.64
Total		19,220	-0.62
Grand Total		19,340	

Full-time salaries are on average 0.8% higher than part-time salaries. Male part-time staff earn 4.4% less than female part-time staff, 5% less than male full-time staff and 4.7% less than female full-time staff. Of the 12 part-time male staff, 10 are on the first increment point. See the frequency table below for further information.

Gender	Full/Part Time	Grade Step	Total	
F	Full Time	1	119	
		2	37	
		3	40	
		4	71	
		5	44	
		6	36	
		7	10	
	Full Time Total			357
	Part Time	1	37	
		2	12	
		3	9	
		4	28	
		5	18	
	6	8		
Part Time Total			112	
F Total			469	
M	Full Time	1	67	
		2	20	
		3	8	
		4	17	
		5	24	
		6	23	
		7	4	
		8	7	
	Full Time Total			170
	Part Time	1	10	
		2	1	
6	1			
Part Time Total			12	
M Total			182	
Grand Total			651	

**Allowances in addition to basic salary**

There are 39 staff in receipt of premium band payments. 36 (92%) are full-time.

Full/Part Time	Band 1	Band 2	Band 3	Grand Total
Full Time	8	26	2	36
Part Time			3	3
Grand Total	8	26	5	39

**Contribution Pay**

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. All 21 of the staff in receipt of contribution pay are full-time.

**Pay Protection**

Of the 63 staff with pay protection 59 (94%) are full-time and 4 (6%) are part-time.

## **SECTION FOUR – DISABILITY**

Six staff (0.92%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total	%
Declared Disabled	Qty	6	0.92
	Average of FTE salary	19,485	
Not known to be disabled	Qty	645	99.08
	Average of FTE salary	19,339	
Total Count of Employee Number		651	100.00
Total Average of FTE salary		19,340	

### **Allowances in addition to basic salary**

There are 39 staff in receipt of premium band payments. None of these staff are declared as having a disability.

### **Contribution pay**

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. None of the 21 on the contribution pay points is declared as having a disability.

### **Pay Protection**

Of the 63 staff in receipt of pay protection one employee is declared as disabled (1.6% of the workforce).

## **SECTION FIVE – AGE**

There is a variation in salaries across the age ranges (over 16 percentage points). However, there is only one person in the over-65 age range and they are on the first contribution pay point. If we exclude this one person, then the overall variation is 8.19 percentage points. Staff in their 20's have the lowest average salary (below the 2<sup>nd</sup> increment point) and staff in the 60's have the highest average salary (between the 4<sup>th</sup> and 5<sup>th</sup> increment points). Staff in their 20's have an average length of service of 2 years, staff in their 60's have an average of 15.6 years.

Age Band	Data	Total	% var from mean
20-29	Qty	121	
	Average of FTE salary	18,511	-4.29
30-39	Qty	184	
	Average of FTE salary	19,273	-0.35
40-49	Qty	159	
	Average of FTE salary	19,397	0.29
50-59	Qty	148	
	Average of FTE salary	19,828	2.52
60-65	Qty	38	
	Average of FTE salary	20,109	3.97
>65	Qty	1	
	Average of FTE salary	21,682	12.11
Total Count of Employment Category		651	
Total Average of FTE salary		19,340	

## Length of service

Age Band	Average (yrs)
20-29	2.04
30-39	5.58
40-49	9.89
50-59	14.99
60-65	15.65
>65	1.91
Grand Total	8.70

## Allowances in addition to basic salary

There are 39 staff in receipt of premium band payments. Staff across the 20 to 59 age bands receive allowances.

Age Band	Band 1	Band 2	Band 3	Grand Total
20-29	1	6		7
30-39	4	4	3	11
40-49	1	9	1	11
50-59	2	7	1	10
Grand Total	8	26	5	39

## Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. There is a distribution across the age ranges.

Age Band	Grade Step	Total
20-29	8	1
Total		1
30-39	7	2
Total		2
40-49	7	5
Total		5
50-59	7	5
	8	5
Total		10
60-65	7	1
	8	1
Total		2
>65	7	1
Total		1
Grand Total		21

## Pay Protection

Of the 63 staff with pay protection, none are over 65. There is a not a great variation across the age ranges, although proportionately more staff in their 40's and 50's are in receipt of pay protection.



Age Band	Total	% within band	% within grade
20-29	7	5.34	1.08
30-39	11	12.50	1.69
40-49	16	15.69	2.46
50-59	24	16.55	3.69
60-65	5	5.95	0.77
Grand Total	63		

## CHAPTER SIX

### GRADE 6 DATA

There are 768 staff on this salary scale, which has 6 increment points:

Point 1: £22,332

Point 2: £23,002 (3.0% greater than the 1<sup>st</sup> point)

Point 3: £23,692 (6.1% greater than the 1<sup>st</sup> point)

Point 4: £24,402 (9.3% greater than the 1<sup>st</sup> point)

Point 5: £25,135 (12.6% greater than the 1<sup>st</sup> point)

Point 6: £25,889 (15.6% greater than the 1<sup>st</sup> point)

There are three contribution pay points:

Point 7: £26,666 (19.4% greater than the 1<sup>st</sup> point)

Point 8: £27,465 (23.0% greater than the 1<sup>st</sup> point)

Point 9: £28,290 (26.7% greater than the 1<sup>st</sup> point)

### SECTION ONE - GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	205	45.05	26.69
	2	24	5.27	3.13
	3	58	12.75	7.55
	4	70	15.38	9.11
	5	40	8.79	5.21
	6	51	11.21	6.64
	7	3	0.66	0.39
	8	1	0.22	0.13
	9	1	0.22	0.13
	Off-scale	2	0.44	0.26
F Total		455	100.00	59.24
M	1	134	42.81	17.45
	2	20	6.39	2.60
	3	47	15.02	6.12
	4	36	11.50	4.69
	5	35	11.18	4.56
	6	28	8.95	3.65
	7	7	2.24	0.91
	8	4	1.28	0.52
	9	1	0.32	0.13
	Off-scale	1	0.32	0.13
M Total		313	100.00	40.76
Grand Total		768		100.00

Nearly 60% of the staff are female. There is fairly equal distribution between males and females across the increment points. However, there are over twice as many males as females on the discretionary points (the quantity is small though, 5 females, 12 males). 44% of staff are on the first increment point. The two female staff off-scale are paid below the scale minimum. The one male staff off-scale is paid within the pay scale.

These increment placements are a direct consequence of assimilation from the old grade structures.

### Basic salary data

The mean salary of all staff is £23,581, 5.6% higher than the first increment point. The mean averages for male and female staff are almost the same; the male average is 0.3% higher than the female average. The median salary of all staff is £23,002, the second increment point of the scale. The median for female staff is also £23,002. The median for male staff is £23,692, the third increment point – 3% more than the female median. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total, however, applies to all staff in the grade. The 9 occupational groups not included in this table account for 117 staff.

Job Segment 2	Data	F	M	Grand Total
Academic	Qty	168	129	297
	Average of FTE salary	23,092	23,129	23,108
Administration	Qty	108	11	119
	Average of FTE salary	23,947	24,757	24,022
IT	Qty	26	49	75
	Average of FTE salary	23,168	23,746	23,546
Technical & Sci Services	Qty	77	83	160
	Average of FTE salary	23,698	24,070	23,891
Total		455	313	768
Total Average of FTE salary		23,550	23,626	23,581

In none of the occupational groupings is the average salary of one gender statistically significant, which would cause concern. The largest variation is in Admin, with a 3.4% difference.

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

There are 17 staff (2.2%) on the three available contribution pay points had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. Proportionately, three times as many males are in receipt of contribution pay compared to females.

Gender	Grade Step	Total	%within gender	% of grade
F	7	3	0.66	0.39
	8	1	0.22	0.13
	9	1	0.22	0.13
F Total		5	1.10	0.65
M	7	7	2.24	0.91
	8	4	1.28	0.17
	9	1	0.32	0.13
M Total		12	3.83	1.56
Grand Total		17		2.21

## Pay Protection Arrangements

63 staff are in receipt of a pay protection allowance. 32 are female and 31 male.

Job Segment 2	F	M	Grand Total
Academic	1		1
Administration	17	3	20
Facilities & Premises	2	4	6
Finance		1	1
Hospitality	2		2
HR	1		1
IT		10	10
Library & Info Management	1		1
Marketing & PR	1		1
Other Healthcare professns		1	1
Procurement		1	1
Tech & Sci Services	7	11	18
Grand Total	32	31	63

## SECTION TWO –ETHNICITY

### Headcount data

	White	Non-White	Info Not Available	Total
Academic	200	41	56	297
Administration	108	1	10	119
Facilities & Premises	24	0	1	25
Finance	19	0	3	22
Hospitality	9	1	3	13
HR	3	0	2	5
IT	61	3	11	75
Library & Info Management	20	0	2	22
Marketing & PR	2	1	1	4
Other Healthcare professns	3	0	1	4
Procurement	6	0	0	6
Student Services	16	0	0	16
Tech & Sci Services	139	4	17	160
Total	610	51	107	768

There are 51 (6.6%) non-white staff in this grade. Of these 80% are in the Academic occupational group. Non-white staff are 14% of the academic staff in this grade. We hold no information about the ethnicity of 14% of the employees in this grade (roughly 1 in 7).

### Basic Salary data

There is a spread of 12% in basic salary across the ethnic groupings. However, this is only created by the ethnic groups that have less significantly less than 5% the total workforce figure, where  $n < 38$ , so is not a statistically safe analysis to draw conclusions from. The large groups are all within 2.2% of the average salary, with a spread of 3.41% (from +2.15 to -1.26%).

Ethnic Origin	Data	Total	% var from mean
Asian Other	Qty	8	
	Average of FTE salary	22,761	-3.48
Bangladeshi	Qty	1	
	Average of FTE salary	22,332	-5.30
Black African	Qty	1	
	Average of FTE salary	23,692	0.47
Black Caribbean	Qty	1	
	Average of FTE salary	22,332	-5.30
Black Other	Qty	1	
	Average of FTE salary	22,332	-5.30
Chinese	Qty	21	
	Average of FTE salary	22,756	-3.50
Indian	Qty	4	
	Average of FTE salary	23,180	-1.70
Information Refused	Qty	101	
	Average of FTE salary	23,435	-0.62
Other	Qty	7	
	Average of FTE salary	22,526	-4.47
Other Mixed Background	Qty	6	
	Average of FTE salary	23,608	0.12
Other White Background	Qty	90	
	Average of FTE salary	23,283	-1.26
Pakistani	Qty	2	
	Average of FTE salary	25,146	6.64
White	Qty	58	
	Average of FTE salary	24,087	2.15
White British	Qty	158	
	Average of FTE salary	23,371	-0.89
White Irish	Qty	11	
	Average of FTE salary	22,581	-4.24
White Scottish	Qty	292	
	Average of FTE salary	23,896	1.34
(blank)	Qty	6	
	Average of FTE salary	23,130	-1.91
Total		768	
Total Average of FTE salary		23,581	

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution Pay**

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 17 staff (2.2%) are on one of the three contribution pay points. None have declared themselves to be non-white.

Ethnic Origin	Grade Step	Total
Information not Available	7	1
Total		1
Other White Background	7	1
Total		1
White	7	2
	9	1
Total		3
White British	7	1
	9	1
Total		2
White Scottish	7	5
	8	5
Total		13
Grand Total		17

### Pay Protection

Of the 63 staff with pay protection, 2 are non-white, 55 are white; Information is not available for the remaining 6. None are non-white.

## **SECTION THREE – PART-TIME WORKERS**

### Headcount data

Females occupy two-thirds of part-time posts. Three-quarters of posts are full-time.

Full/Part Time	Gender	Total	% F/P	%F/M within F/P
Full Time	F	338		57.09
	M	254		42.91
Full Time Total		592	77.08	100.00
Part Time	F	117		66.48
	M	59		33.52
Part Time Total		176	22.92	100.00
Grand Total		768		

### Basic Salary data

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Ave salary	% var from £23,581
Full Time	F	23,562	-0.08
	M	23,765	0.78
Total		23,649	0.29
Part Time	F	23,515	-0.28
	M	23,024	-2.36
Total		23,350	-0.98
Grand Total		23,581	

Full-time salaries are on average 0.27% higher than part-time salaries. Male part-time staff earn 2.1% less than female part-time staff, 3.1% less than male full-time staff and 2.2% less than female full-time staff. See the frequency table below for further information.

Gender	Full/Part Time	Grade Step	Total	
F	Full Time	1	149	
		2	20	
		3	44	
		4	54	
		5	33	
		6	35	
		7	2	
		8	1	
	Full Time Total			338
	Part Time	1	56	
		2	4	
		3	14	
		4	16	
		5	7	
		6	16	
		7	1	
		9	1	
(blank)	2			
Part Time Total			117	
F Total			455	
M	Full Time	1	100	
		2	16	
		3	33	
		4	35	
		5	34	
		6	24	
		7	7	
		8	3	
		9	1	
		(blank)	1	
	Full Time Total			254
	Part Time	1	34	
		2	4	
		3	14	
		4	1	
5		1		
6	4			
8	1			
Part Time Total			59	
M Total			313	
Grand Total			768	

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution Pay**

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. 3 out of the 17 staff in receipt of contribution pay are part-time.

### **Pay Protection**

Of the 63 staff with pay protection 52 (82%) are full-time and 11 (18%) are part-time. This is broadly in line with the proportion of staff in full time and part time jobs (77% and 23% respectively).

### **SECTION FOUR – DISABILITY**

Seven staff (0.91%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total
Declared Disabled	Qty	7
	Average of FTE salary	24,471
Not known to be disabled	Qty	758
	Average of FTE salary	23,573
(blank)	Qty	3
	Average of FTE salary	23,518
Total		768
Total Average of FTE salary		23,581

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution pay**

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. One of the 17 on the contribution pay points is declared as having a disability.

### **Pay Protection**

Of the 63 staff in receipt of pay protection one employee is declared as disabled (1.6% of those in receipt of in receipt of pay protection).

### **SECTION FIVE – AGE**

There is a variation in salaries across the age ranges (over 10 percentage points). However, all four of the staff in the over-65 age range are staff re-engaged after retirement who were previously on a higher grade, and three of them are on the maximum increment point for the grade. If we exclude these people, then the overall variation is 5.8 percentage points. Staff in their 20's have the lowest average salary (below the 2<sup>nd</sup> increment point) and staff in the 60's have the highest average salary (between the 4<sup>th</sup> and 5<sup>th</sup> increment points). Staff in their 20's have an average length of service of one and a half years, staff in their 60's have an average of 15.2 years. No-one under 20 is employed in this grade.



Age Band	Data	Total	% var from mean
20-29	Qty	213	
	Average of FTE salary	22,898	-2.89
30-39	Qty	199	
	Average of FTE salary	23,288	-1.24
40-49	Qty	176	
	Average of FTE salary	23,862	1.19
50-59	Qty	150	
	Average of FTE salary	24,401	3.48
60-65	Qty	26	
	Average of FTE salary	24,501	3.90
>65	Qty	4	
	Average of FTE salary	25,340	7.46
Total		768	
Total Average of FTE salary		23,581	

### Length of service

Age Band	Average (yrs)
20-29	1.53
30-39	4.81
40-49	11.47
50-59	17.37
60-65	15.20
>65	1.92
Grand Total	8.22

### Allowances in addition to basic salary

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. There is a distribution across the age ranges, but with the majority in the 50 – 59 age range.

Age Band	Grade Step	Total
20-29	7	1
Total		1
30-39	7	2
	8	1
Total		3
40-49	7	2
Total		2
50-59	7	3
	8	4
	9	2
Total		9
60-65	7	2
Total		2
Grand Total		17

### Pay Protection

Of the 63 staff with pay protection, none are over 65. There is a not a great variation across the age ranges, although proportionately more staff in their 50's and 60's are in receipt of pay protection than in the other age bands.

Age Band	Total	% within band	% within grade
20-29		0.00	0.00
30-39	13	6.53	1.69
40-49	18	10.23	2.34
50-59	26	17.33	3.39
60-65	6	23.08	0.78
>65		0.00	0.00
Grand Total	63		8.20

## CHAPTER SEVEN

### GRADE 7 DATA

There are 1653 staff on this salary scale, which has 7 increment points:

Point 1: £26,666

Point 2: £27,465 (3.0% greater than the 1<sup>st</sup> point)

Point 3: £28,290 (6.1% greater than the 1<sup>st</sup> point)

Point 4: £29,138 (9.3% greater than the 1<sup>st</sup> point)

Point 5: £30,013 (12.6% greater than the 1<sup>st</sup> point)

Point 6: £20,913 (15.9% greater than the 1<sup>st</sup> point)

Point 7: £31,840 (19.4% greater than the 1<sup>st</sup> point)

There are three contribution pay points:

Point 8: £32,795 (23.0% greater than the 1<sup>st</sup> point)

Point 9: £33,799 (26.8% greater than the 1<sup>st</sup> point)

Point 10: £34,793 (30.5% greater than the 1<sup>st</sup> point)

### SECTION ONE - GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	387	47.66	23.41
	2	26	3.20	1.57
	3	63	7.76	3.81
	4	83	10.22	5.02
	5	55	6.77	3.33
	6	8	0.99	0.48
	7	163	20.07	9.86
	8	17	2.09	1.03
	9	5	0.62	0.30
	Off-scale	5	0.62	0.30
F Total		812	100.00	49.12
M	1	426	50.65	25.77
	2	27	3.21	1.63
	3	69	8.20	4.17
	4	75	8.92	4.54
	5	50	5.95	3.02
	6	18	2.14	1.09
	7	157	18.67	9.50
	8	13	1.55	0.79
	9	3	0.36	0.18
	10	2	0.24	0.12
		Off-scale	1	0.12
M Total		841	100.00	50.88
Grand Total		1653		100.00

There is almost a 50/50 split between males and females in this grade. There is also fairly equal distribution between males and females across the increment points. 49% of staff are on the first increment point. 19% are on the incremental maximum. Of the five female staff who are off-scale two are paid below the scale minimum, one in the incremental range and two in the contribution pay range. The one male staff off-scale is paid below the scale minimum.

These increment placements are a direct consequence of assimilation from the old grade structures.

### Basic salary data

The mean salary of all staff is £28,494, 6.9% higher than the first increment point. The mean averages for male and female staff are almost the same; the female average is 0.4% higher than the male average. The median salary of all staff is £27,465, the second increment point of the scale. The median for female staff is also £27,465. The median for male staff is £26,666, the first increment point – 3% less than the female median. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total, however, applies to all staff in the grade. The 9 occupational groups not included in this table account for 171 staff.

Job Segment 2	Data	F	M	Grand Total
Academic	Qty	488	522	1010
	Average of FTE salary	28,096	27,964	28,028
Administration	Qty	109	28	137
	Average of FTE salary	29,655	29,017	29,524
Technical & Sci Services	Qty	44	60	104
	Average of FTE salary	27,904	28,084	28,008
Total No. of Employees		812	841	1653
Total Average of FTE salary		28,559	28,432	28,494

In none of the occupational groupings is the average salary of one gender statistically significant, which would cause concern. The largest variation is in Admin, with a 2.2% difference (females earning more than males).

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

There are 40 staff (2.4%) on the three available contribution pay points, who had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. Proportionately, similar numbers of males and females are in receipt of contribution pay.

Gender	Grade Step	Total	% within gender	% of grade
F	8	17	2.09	1.03
	9	5	0.62	0.30
F Total		22	2.71	1.33
M	8	13	1.55	0.79
	9	3	0.36	0.18
	10	2	0.24	0.12
M Total		18	2.14	1.09
Grand Total		40		2.42

### Pay Protection Arrangements

55 staff are in receipt of a pay protection allowance. 26 are female and 29 male.

Job Segment 2	F	M	Grand Total
Academic	3	3	6
Administration	4	2	6
Facilities & Premises			
Finance	1		1
Hospitality			
HR			
IT	6	19	25
Library & Info Management	4	2	6
Marketing & PR			
Other Healthcare professions			
Procurement			
Student Services			
Tech & Sci Services	8	3	11
Grand Total	26	29	55

## SECTION TWO –ETHNICITY

### Headcount data

Job Segment 2	White	Non-White	Info Not Available	Total
Academic	670	66	274	1010
Administration	117	2	18	137
Facilities & Premises	29	0	5	34
Finance	21	0	3	24
Hospitality	2	0	1	3
HR	8	0	2	10
IT	177	7	47	231
Library & Info Management	29	1	4	34
Marketing & PR	13	0	4	17
Other Healthcare professions	9	0	2	11
Procurement	5	0	2	7
Student Services	24	0	7	31
Tech & Sci Services	92	0	12	104
Total	1196	76	381	1653
%	72%	5%	23%	100%

There are 76 (4.6%) non-white staff in this grade. Of these 87% are in the Academic occupational group. Non-white staff are 6.5% of the academic staff in this grade. We hold no information about the ethnicity of 23% of the employees in this grade (nearly 1 in 4).

### Basic Salary data

There is a spread of 8.7% in basic average salary across the ethnic groupings. However, this is only created by the ethnic groups that have significantly less than 5% the total workforce figure, where  $n < 82$ , so is not a statistically safe analysis to draw conclusions from. The large groups are all within 0.98% of the average salary, with a spread of 1.96% (from +0.98 to -0.98%).

Ethnic Origin	Data	Total	% var from mean
Asian Other	Qty	17	
	Average of FTE salary	28,008	-2.00
Bangladeshi	Qty	2	
	Average of FTE salary	26,666	-6.00
Black African	Qty	3	
	Average of FTE salary	28,391	-0.36
Chinese	Qty	23	
	Average of FTE salary	28,218	-0.96
Indian	Qty	9	
	Average of FTE salary	29,104	2.14
Information Refused	Qty	353	
	Average of FTE salary	28,499	0.02
Mixed - White and Asian	Qty	1	
	Average of FTE salary	26,666	-6.00
Other	Qty	9	
	Average of FTE salary	27,330	-4.09
Other Mixed Background	Qty	10	
	Average of FTE salary	28,465	-0.10
Other White Background	Qty	244	
	Average of FTE salary	27,838	-2.30
Pakistani	Qty	2	
	Average of FTE salary	26,666	-6.00
White	Qty	143	
	Average of FTE salary	28,751	0.90
White British	Qty	420	
	Average of FTE salary	28,436	-0.20
White Irish	Qty	16	
	Average of FTE salary	28,478	-0.06
White Scottish	Qty	373	
	Average of FTE salary	28,994	1.76
(blank)	Qty	28	
	Average of FTE salary	28,129	-1.28
Total Count of Employee Number		1653	
Total Average of FTE salary		28,494	

## Length of Service

The length of service data by ethnic origin is set out below. There is not a complete set of correlations between length of service and average salary to explain the salary differences. However, the quantity of staff in each ethnicity category is small.

Average of Length Of Service	
Ethnic Origin	Total
Asian Other	1.80
Bangladeshi	1.08
Black African	8.66
Chinese	3.14
Indian	2.57
Information Refused	3.87
Mixed - White and Asian	3.85
Other	1.77
Other Mixed Background	5.15
Other White Background	2.47
Pakistani	5.04
White	8.24
White British	4.21
White Irish	1.93
White Scottish	9.80
(blank)	3.67
Grand Total	5.42

## Allowances in addition to basic salary

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

## Contribution Pay

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 40 staff (2.4%) are on one of the three contribution pay points. None have declared themselves to be non-white. 12 staff (30% of those in receipt of contribution pay) have not declared their ethnicity.

Ethnic Origin	Grade Step	Total
Information not available	8	10
	9	1
	10	1
Total		12
Other White Background	9	1
Total		1
White	8	2
Total		2
White British	8	7
	9	3
Total		10
White Scottish	8	11
	9	3
	10	1

Total	15
Grand Total	40

### Pay Protection

Of the 55 staff with pay protection, 4 (7%) are non-white, 43 (78%) are white; Information is not available for the remaining 8 (15%).

## **SECTION THREE – PART-TIME WORKERS**

### Headcount data

Females occupy two-thirds of part-time posts and less than half of full-time posts. Nearly three-quarters of posts are full-time.

Full/Part Time	Gender	Total	% F/P	% F/M within F/P
Full Time	F	520		43.23
	M	683		56.77
Full Time Total		1203	72.78	100.00
Part Time	F	292		64.89
	M	158		35.11
Part Time Total		450	27.22	100.00
Grand Total		1653	100.00	

### Basic Salary data

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Total	% var from £28,494
Full Time	F	28,543	0.17
	M	28,671	0.62
Full Time Total		28,615	0.43
Part Time	F	28,587	0.33
	M	27,399	-3.84
Part Time Total		28,170	-1.14
Grand Total		28,494	

Full-time salaries are on average 1.0% higher than part-time salaries. Male part-time staff earn 1% less than female part-time staff, 4.6% less than male full-time staff and 4.0% less than female full-time staff. Average salaries for female full and part-time staff are almost the same. Male full-time salaries are 0.45% higher than female full-time salaries. See the frequency table below for further information.

Gender	Full/Part Time	Grade Step	Total
F	Full Time	1	237
		2	22
		3	46
		4	64
		5	34
		6	5
		7	97
		8	11
		9	3
	Full Time Total		



	Part Time	1	150	
		2	4	
		3	17	
		4	19	
		5	21	
		6	3	
		7	66	
		8	6	
		9	2	
		Off-scale	4	
	Part Time Total		292	
F Total			812	
M	Full Time	1	300	
		2	24	
		3	63	
		4	72	
		5	45	
		6	18	
		7	143	
		8	13	
		9	2	
		10	2	
	Off-scale	1		
		Full Time Total		683
	Part Time	1	126	
		2	3	
		3	6	
		4	3	
5		5		
7		14		
9	1			
	Part Time Total		158	
M Total			841	
Grand Total			1653	

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution Pay**

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. 31 (77.5%) out of the 40 staff in receipt of contribution pay are full-time. This closely matches the number of full time (72%) and part-time (18%) staff in the grade.

### **Pay Protection**

Of the 55 staff with pay protection 44 (80%) are full-time and 11 (20%) are part-time. This is broadly in line with the proportion of staff in full time and part time jobs.

## **SECTION FOUR – DISABILITY**

Eleven staff (0.66%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total
Declared Disabled	Qty	11
	Average of FTE salary	28,431
Information Not Provided	Qty	1
	Average of FTE salary	26,666
Not known to be disabled	Qty	1636
	Average of FTE salary	28,499
(blank)	Qty	5
	Average of FTE salary	27,316
Total Count of Employee Number		1653
Total Average of FTE salary		28,494

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution pay**

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. None of the 40 staff on the contribution pay points is declared as having a disability.

### **Pay Protection**

Of the 55 staff in receipt of pay protection one employee is declared as disabled (1.8% of those in receipt of in receipt of pay protection).

## **SECTION FIVE – AGE**

There is a variation in salaries across the age ranges of over 7 percentage points (-0.96 to +2.73%) from the mean, but no one age group has greater variance of 5% from the average mean salary for the grade. Staff in their 20's have the lowest average salary (below the 2<sup>nd</sup> increment point) and staff in the 40's have the highest average salary (between the 4<sup>th</sup> and 5<sup>th</sup> increment points). Staff over the age of 65 have an average salary close to that of staff in their 20's. Of these 15 staff, 10 are hours to be notified staff in the Office of Life Long Learning. For many of these staff their placement on Grade 7 was a direct result of assimilation to the grade from the old grade structure. Staff in their 20's have the shortest average length of service of one and a half years. No-one under 20 is employed in this grade.

Age Band	Data	Total	% of staff	% var from mean
20-29	Qty	309	18.7	
	Average of FTE salary	27,081		-4.96
30-39	Qty	705	42.6	
	Average of FTE salary	28,610		0.41
40-49	Qty	327	19.8	
	Average of FTE salary	29,273		2.73
50-59	Qty	235	14.2	
	Average of FTE salary	28,960		1.64

60-65	Qty	62	3.8	
	Average of FTE salary	28,627		0.47
>65	Qty	15	0.9	
	Average of FTE salary	27,342		-4.04
Total Count of Employee Number		1653	100.0	
Total Average of FTE salary		28,494		

### Length of service

Average of Length Of Service	
Age Band	Total
20-29	1.53
30-39	3.38
40-49	7.39
50-59	12.00
60-65	12.41
>65	5.60
Grand Total	5.41

### Allowances in addition to basic salary

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. No staff in their 20's or over 65 are in receipt of contribution pay.

Age Band	Grade Step	Total	%
30-39	8	9	
	9	3	
Total		12	30.0
40-49	8	12	
	9	1	
	10	1	
Total		14	35.0
50-59	8	7	
	9	2	
Total		9	22.5
60-65	8	2	
	9	2	
	10	1	
Total		5	12.5
Grand Total		40	

**Pay Protection**

Of the 55 staff with pay protection, none are under 30. There is a not a great variation across the age ranges.

Age Band	Total
20-29	0
30-39	12
40-49	16
50-59	23
60-65	3
>65	1
Grand Total	55

## CHAPTER EIGHT

### GRADE 8 DATA

There are 1203 staff on this salary scale, which has 7 increment points:

Point 1: £32,795

Point 2: £33,799 (3.1% greater than the 1<sup>st</sup> point)

Point 3: £34,793 (6.1% greater than the 1<sup>st</sup> point)

Point 4: £35,836 (9.3% greater than the 1<sup>st</sup> point)

Point 5: £36,912 (12.6% greater than the 1<sup>st</sup> point)

Point 6: £38,019 (15.9% greater than the 1<sup>st</sup> point)

Point 7: £39,160 (19.4% greater than the 1<sup>st</sup> point)

There are four contribution pay points:

Point 8: £40,335 (23.0% greater than the 1<sup>st</sup> point)

Point 9: £41,544 (26.7% greater than the 1<sup>st</sup> point)

Point 10: £42,791 (30.5% greater than the 1<sup>st</sup> point)

Point 11: £44,074 (34.4% greater than the 1<sup>st</sup> point)

### SECTION ONE - GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	167	34.22	13.88
	2	43	8.81	3.57
	3	7	1.43	0.58
	4	41	8.40	3.41
	5	32	6.56	2.66
	6	1	0.20	0.08
	7	131	26.84	10.89
	8	32	6.56	2.66
	10	21	4.30	1.75
	11	6	1.23	0.50
		Off-scale	7	1.43
F Total		488	100.00	40.57
M	1	172	24.06	14.30
	2	78	10.91	6.48
	3	6	0.84	0.50
	4	59	8.25	4.90
	5	51	7.13	4.24
	7	235	32.87	19.53
	8	41	5.73	3.41
	9	5	0.70	0.42
	10	43	6.01	3.57
	11	20	2.80	1.66
		Off-scale	5	0.70
M Total		715	100.00	59.43
Grand Total		1203		100.00

There is almost a 60/40 split between males and females in this grade. There is also fairly similar distribution between males and females across the increment points. Over a quarter of staff (28%) are on the first increment point. 30% are on the incremental maximum. Of the seven female staff who are off-scale, one is paid below the scale minimum, two in the incremental range and one in the contribution pay range and three beyond the maximum of the contribution pay range. Of the five male staff who are off-scale, one is paid below the scale minimum, two in the incremental range, one in the contribution pay range and beyond the maximum of the contribution pay range.

The increment placements are a direct consequence of assimilation from the old grade structures. There were 3 times as many males on the discretionary points of the old academic-related Grade 4 as females (37 compared to 12), that were assimilated on to the contribution pay points of Grade 9.

### Basic salary data

The mean salary of all staff is £36,774, 12.1% higher than the first increment point. The mean average for male staff is £37,014 and for female staff is £36,423. The male staff average is 1.6% higher than the female average. The median salary of all staff is £36,912, the fifth increment point of the scale, which is also the median for male staff. The median for female staff is £35,836, 3% less than the male median. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total, however, applies to all staff in the grade. The 9 occupational groups not included in this table account for 142 staff.

Job Segment 2	Data	F	M	Grand Total
Academic	Qty	327	481	808
	Average of FTE salary	36,034	36,570	36,353
Administration	Qty	52	37	89
	Average of FTE salary	37,635	38,120	37,836
Total Count of Employee Number		488	715	1203
Total Average of FTE salary		36,423	37,014	36,774

In neither of the occupational groupings is the average salary of one gender statistically significant, which would cause concern. The largest variation is in Academic, with a 1.5% difference (males earning more than females).

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

There are 168 staff (14%) on the three available contribution pay points, who had been placed there as a part of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit. Proportionately, fairly similar numbers of males and females are in receipt of contribution pay (40% of staff in the grade are female and 35% staff in the grade in receipt of contribution pay points are female).

Gender	Grade Step	Total	% within gender	% of grade
F	8	32	54.24	19.05
	10	21	35.59	12.50
	11	6	10.17	3.57
F Total		59	100.00	35.12
M	8	41	37.61	24.40
	9	5	4.59	2.98
	10	43	39.45	25.60
	11	20	18.35	11.90
M Total		109		64.88
Grand Total		168		100.00

### Pay Protection Arrangements

23 staff are in receipt of a pay protection allowance. 5 are female and 18 male.

Job Segment 2	F	M	Grand Total
Academic	3	8	11
Administration	1	5	6
Finance	1		1
HR		1	1
IT		4	4
Grand Total	5	18	23

## SECTION TWO –ETHNICITY

### Headcount data

Job Segment 2	White	Non-White	Info Not Available	Total
Academic	573	50	185	808
Administration	72	2	15	89
Facilities & Premises	12	0	2	14
Finance	16	1	1	18
HR	9	0	3	12
IT	126	8	30	164
Library & Info Management	6	0	2	8
Marketing & PR	15	1	2	18
Other Healthcare professions	3	0	1	4
Procurement	6	0	0	6
Student Services	28	1	0	29
Tech & Sci Services	29	0	4	33
Total	895	63	245	1203

There are 63 (5.2%) non-white staff in this grade. Of these 79% are in the Academic occupational group. Non-white staff are 6.2% of the academic staff in this grade. We hold no information about the ethnicity of 20% of the employees in this grade (1 in 5).

### Basic Salary data

There is a spread of 13.3% in basic average salary across the ethnic groupings (-10.82% to +2.56% of average salary). However, this is only created by the ethnic groups that have significantly less than 5% the total workforce figure, where  $n < 60$ , so is not a statistically safe analysis to draw conclusions from. The large groups are all within 3% of the average salary, with a spread of 5.4% (from +2.36% to -3.02%).

Ethnic Origin	Data	Total	% var from mean
Asian Other	Qty	14	
	Average of FTE salary	35,730	-2.84
Black African	Qty	1	
	Average of FTE salary	32,795	-10.82
Black Other	Qty	1	
	Average of FTE salary	33,799	-8.09
Chinese	Qty	15	
	Average of FTE salary	36,161	-1.67
Indian	Qty	6	
	Average of FTE salary	36,099	-1.84
Information Refused	Qty	233	
	Average of FTE salary	36,545	-0.62
Other	Qty	12	
	Average of FTE salary	34,879	-5.15
Other Mixed Background	Qty	12	
	Average of FTE salary	35,182	-4.33
Other White Background	Qty	142	
	Average of FTE salary	35,663	-3.02
Pakistani	Qty	2	
	Average of FTE salary	36,912	0.37
White	Qty	129	
	Average of FTE salary	37,058	0.77
White British	Qty	326	
	Average of FTE salary	36,766	-0.02
White Irish	Qty	14	
	Average of FTE salary	37,714	2.56
White Scottish	Qty	280	
	Average of FTE salary	37,641	2.36
(blank)	Qty	16	
	Average of FTE salary	36,635	-0.38
Total Count of Employee Number		1203	
Total Average of FTE salary		36,774	

When the data is collated into larger population sets, as set out in the table below, we see that three-quarters of the workforce is white, and on average earns 3.7% more than non-white staff, 1.0% more than those for whom we have no data. On average non-white staff earn 3.3% less than the average salary for the grade.



Ethnic Origin	Data	Total	% var from mean	% of workforce
White	Qty	891		74.06
	Average of FTE salary	36,922.23	0.40	
Non-white	Qty	63		5.24
	Average of FTE salary	35,561.65	-3.30	
No info	Qty	249		20.70
	Average of FTE salary	36,551.16	-0.61	
Total count of employees		1203		
Total average of FTE salary		36774		

When mapping ethnicity against average length of service we can see that the average for white staff is 11% greater than the overall average, and 32% greater than the average length of service for non-white staff, and 45% greater than staff for whom we have no information.

Ethnic Origin	Data	Total	% var from mean
White	Qty	891	
	Average Length of service	8.49	11.27105
Non-White	Qty	63	
	Average Length of service	6.00	-21.3017
No info	Qty	249	
	Average Length of service	4.96	-34.9418
Total count of employees		1203	
Total average length of service		7.63	

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution Pay**

Placement on to the contribution pay points is as a direct result of assimilation from the previous pay scales. 168 staff (14%) are on one of the three contribution pay points. 4 (2.3% of those in receipt of contribution pay) have declared themselves to be non-white. 28 staff (17% of those in receipt of contribution pay) have not declared their ethnicity.

Ethnic Origin	Grade Step	Total
Asian Other	8	1
Total		1
Chinese	8	1
Total		1
Indian	8	1
	11	1
Total		2
Information Refused	8	10
	9	1
	10	11
	11	4
Total		26
Other Mixed Background	8	1
Total		1
Other White Background	8	7
	9	1
	10	2
Total		10
White	8	11
	9	1
	10	4
	11	2
Total		18
White British	8	20
	10	14
	11	6
Total		40
White Irish	8	3
	10	2
Total		5
White Scottish	8	16
	9	2
	10	31
	11	13
Total		62
(blank)	8	2
Total		2
Grand Total		168

### Pay Protection

Of the 23 staff with pay protection, non are non-white, 21 (91%) are white; Information is not available for the remaining 2 (9%).

## **SECTION THREE – PART-TIME WORKERS**

### **Headcount data**

Females occupy three-quarters of part-time posts and one third of full-time posts. Over four-fifths of posts are full-time.

Full/Part Time	Gender	Total	% F/P	% F/M within F/P
Full Time	F	363		35.04
	M	673		64.96
Full Time Total		1036	86.12	100.00
Part Time	F	125		74.85
	M	42		25.15
Part Time Total		167	13.88	100.00
Grand Total		1203		

### **Basic Salary data**

The figures used in this analysis are based on full-time equivalent salaries.

Full/Part Time	Gender	Total	% var from £36,774
Full Time	F	35,991	-2.13
	M	36,991	0.59
Full Time Total		36,641	-0.36
Part Time	F	37,679	2.46
	M	37,377	1.64
Part Time Total		37,603	2.25
Average salary		36,774	

Full-time salaries are on average 1.0% lower than part-time salaries. Female part-time staff earn 0.8% more than male part-time staff, 1.9% more than male full-time staff and 4.7% more than female full-time staff. Male full-time salaries are 2.8% higher than female full-time salaries. See the frequency table below for further information.

Gender	Full/Part Time	Grade Step	Total	
F	Full Time	1	143	
		2	33	
		3	4	
		4	31	
		5	20	
		6	1	
		7	89	
		8	19	
		10	18	
		11	4	
		(blank)	1	
	Full Time Total			363
	Part Time	1	24	
		2	10	
3		3		

		4	10
		5	12
		7	42
		8	13
		10	3
		11	2
		(blank)	6
	Part Time Total		125
F Total			488
M	Full Time	1	164
		2	74
		3	6
		4	54
		5	51
		7	217
		8	41
		9	5
		10	40
		11	20
	(blank)	1	
	Full Time Total		673
	Part Time	1	8
		2	4
		4	5
7		18	
10		3	
(blank)	4		
Part Time Total		42	
M Total		715	
Grand Total		1203	

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution Pay**

Placement on the contribution pay points is as a direct consequence of assimilation from the previous pay scales. 147 (87.5%) out of the 168 staff in receipt of contribution pay are full-time. This closely matches the number of full time (86%) and part-time (14%) staff in the grade.

### **Pay Protection**

All of the 23 staff with pay protection are full-time.

## **SECTION FOUR – DISABILITY**

Eight staff (0.66%) are declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total
Declared Disabled	Qty	8
	Average of FTE salary	37,153
Information Not Provided	Qty	1
	Average of FTE salary	33,799
Not known to be disabled	Qty	1190
	Average of FTE salary	36,767
(blank)	Qty	4
	Average of FTE salary	38,797
Total Count of Employee Number		1203
Total Average of FTE salary		36,774

### **Allowances in addition to basic salary**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### **Contribution pay**

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. None of the 168 staff on the contribution pay points are declared as having a disability.

### **Pay Protection**

Of the 23 staff in receipt of pay protection no staff are declared as disabled. All have declared they have no disability.

## **SECTION FIVE – AGE**

See Chapter One for the age band codes.

There is a variation in salaries across the age ranges of over 20 percentage points (-9.1 to +11.42%) from the mean. This includes the 2 staff in the over 65 age group. They can be excluded from analysis due to the small number of staff in the age group. Excluding these staff still leaves an overall range of 15 percentage points. Staff in their 20's have the lowest average salary (below the 2<sup>nd</sup> increment point) and staff between 60 and 65 have the highest average salary (just below the incremental maximum). Staff in their 20's have the shortest average length of service of just over two years. Staff between 60 and 65 have the longest service of over 16 years. There is a correlation between length of service and placement on the pay scale.

Age Band	Data	Total	% var from mean
20-29	Qty	26	
	Average of FTE salary	33,431	-9.09
30-39	Qty	552	
	Average of FTE salary	35,279	-4.07
40-49	Qty	340	
	Average of FTE salary	37,962	3.23
50-59	Qty	238	
	Average of FTE salary	38,433	4.51
60-65	Qty	45	
	Average of FTE salary	39,113	6.36
>65	Qty	2	
	Average of FTE salary	40,976	11.42
Total Count of Employee Number		1203	
Total Average of FTE salary		36,774	

### Length of service

Age Band	Average (yrs)
20-29	2.13
30-39	4.44
40-49	7.95
50-59	13.53
60-65	16.63
>65	0.79
Grand Total	7.63

### Allowances in addition to basic salary

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

Placement on the contribution pay points is as a direct result of pay assimilation from the previous pay scales. No staff in their 20's are in receipt of contribution pay.

Age Band	Grade Step	Total	%
30-39	8	14	
	9	2	
	10	9	
	11	3	
Total		28	16.67
40-49	8	34	
	9	2	
	10	26	
	11	8	
Total		70	41.67
50-59	8	19	
	9	1	
	10	24	
	11	11	
Total		55	32.74

60-65	8	6	
	10	4	
	11	4	
Total		14	8.33
>65	10	1	
Total		1	0.60
Grand Total		168	

### Pay Protection

Of the 23 staff with pay protection, none are under 40. or over 65.

Age Band	Total
20-29	
30-39	
40-49	4
50-59	15
60-65	4
>65	
Grand Total	23

## CHAPTER NINE

### GRADE 9 DATA

There are 674 staff on this salary scale, which has 5 increment points:

Point 1: £41,544

Point 2: £42,791 (3% greater than the 1<sup>st</sup> point)

Point 3: £44,074 (6.1% greater than the 1<sup>st</sup> point)

Point 4: £45,397 (9.3% greater than the 1<sup>st</sup> point)

Point 5: £46,758 (12.5% greater than the 1<sup>st</sup> point)

There are two contribution pay points:

Point 6: £48,162 (15.9% greater than the 1<sup>st</sup> point)

Point 7: £49,607 (19.4% greater than the 1<sup>st</sup> point)

### SECTION ONE – GENDER

#### Headcount data

Gender	Grade Step	Total	% within gender	% of grade
F	1	29	13.55	4.30
	2	31	14.49	4.60
	3	16	7.48	2.37
	4	22	10.28	3.26
	5	98	45.79	14.54
	6	8	3.74	1.19
	7	6	2.80	0.89
	Off-scale	4	1.87	0.59
F Total		214	100.00	31.75
M	1	43	9.35	6.38
	2	40	8.70	5.93
	3	39	8.48	5.79
	4	36	7.83	5.34
	5	226	49.13	33.53
	6	34	7.39	5.04
	7	34	7.39	5.04
	Off-scale	8	1.74	1.19
M Total		460	100.00	68.25
Grand Total		674		100.00

Just over two-thirds of the staff are male. There are nearly 50% of both females and males at the incremental maximum. In percentage terms there are twice as many males in the contribution pay range as females (14.78% : 6.54%). Of the 4 off-scale female staff, two are paid above the scale maximum, and one below the scale minimum and one in the normal incremental pay range. Of the eight off-scale male staff, 7 are paid above the scale maximum, and one within the incremental scale.

The placements on scale points are as a direct consequence of assimilation from the old grade structure.



### Basic salary data

The mean salary of the staff is £45,775, 10.2% higher than the first increment point. The mean averages for male (£46,037) and female staff (£45,212) show that male salaries are on average 1.8% higher than female salaries. The median for male and female staff is £46,758, the fifth point on the scale and the incremental maximum. The table below gives average salary data for the occupational groups which have greater than 5% of the staff in them. The Grand Total however, applies to all staff in the grade. The 9 occupational groups not included in this table account for 83 staff.

Job Segment 2	Data	F	M	Grand Total
ACADEMIC	Count of Employee Number	166	385	551
	Average of FTE salary	45293	46120	45871
IT	Count of Employee Number	6	34	40
	Average of FTE salary	45851	46161	46115
Total Count of Employee Number		214	460	674
Total Average of FTE salary		45212	46037	45775

In none of the occupational groupings is the average salary of one gender statistically significant. The largest variation (1.8%) is in the academic occupational group.

The table below shows that the average length of service of academic staff is 3.41% greater than that for other staff (0.5 of a year).

Job Segment 2	Data	Total	% var from mean	% of workforce
Academic	Qty	551		0.82
	Average length of service	14.49	0.62	
All others	Qty	123		0.18
	Average length of service	14.00	-2.79	
Total count of employees		674		
Average length of service		14.41		

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

There are 82 staff (12%) on the two contribution pay points, who had all been placed there as a result of the assimilation to the pay scales. The first contribution pay round results were implemented and effective after the data extract for this audit.

Proportionately, twice as many males are in receipt of contribution pay compared to females.

Gender	Grade Step	Total	% within gender	% of grade
F	6	8	3.74	1.19
	7	6	2.80	0.89
F Total		14	6.54	2.08
M	6	34	7.39	5.04

	7	34	7.39	5.04
M Total		68	14.78	10.08
Grand Total		82		12.16

### Pay Protection Arrangements

Four staff are in receipt of a pay protection allowance, 1 is female and 3 are male.

## SECTION TWO – ETHNICITY

### Headcount data

There are 22 (3.3%) non-white staff in this grade. Of these 95% (21 out of 22) are in the Academic occupational group. Non-white staff are 3.8% of the academic staff in this grade. We hold no information about the ethnicity of 10% of the employees in this grade.

Job Segment 2	White	Non-White	Info Not Available	Total
Academic	470	21	60	551
Administration	30	0	0	30
Facilities & Premises	11	0	0	11
Finance	4	0	2	6
Hospitality	1	0	0	1
HR	4	0	2	6
IT	35	1	4	40
Library & Info Management	8	0	0	8
Marketing & PR	6	0	0	6
Procurement	1	0	0	1
Student Services	8	0	1	9
Tech & Sci Services	4	0	1	5
Total	582	22	70	674

### Basic Salary data

There is a spread of 8.67% in basic salary across the ethnic groupings. However, this is only created by the ethnic groupings that have significantly less than 5% of the total workforce figures, where  $n < 34$ , so it is not statistically safe to draw conclusions from. The large groups are all within 1.8% of the average salary, with a spread of 2.8%.

Ethnic Origin	Data	Total	% var from mean
Asian Other	Qty	3	
	Average of FTE salary	46,304	1.16
Black African	Qty	1	
	Average of FTE salary	42,791	-6.52
Chinese	Qty	3	
	Average of FTE salary	43,282	-5.45
Indian	Qty	5	
	Average of FTE salary	46,526	1.64
Information Refused	Qty	56	
	Average of FTE salary	44,938	-1.83
Mixed - White and Asian	Qty	1	
	Average of FTE salary	46,758	2.15
Other	Qty	6	
	Average of FTE salary	45,870	0.21
Other Mixed	Qty	3	

Background	Average of FTE salary	45,436	-0.74
Other White Background	Qty	68	
	Average of FTE salary	45,145	-1.38
White	Qty	91	
	Average of FTE salary	45,864	0.20
White British	Qty	239	
	Average of FTE salary	46,029	0.55
White Irish	Qty	11	
	Average of FTE salary	46,041	0.58
White Scottish	Qty	173	
	Average of FTE salary	45,983	0.46
(blank)	Qty	14	
	Average of FTE salary	44,805	-2.12
Total Count of Employee Number		674	
Total Average of FTE salary		45,775	

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

Placement on the contribution pay points is as a direct assimilation from the previous pay scales. 82 staff (12.2%) are on one of the two contribution pay points. 2 of these staff (2.5%) have declared themselves to be non-white.

Ethnic Origin	Grade Step	Total
Non-white	6	2
Total		2
Information not available	7	3
Total		3
Other White Background	6	2
	7	3
Total		5
White	6	7
	7	5
Total		12
White British	6	19
	7	16
Total		35
White Irish	6	1
Total		1
White Scottish	6	11
	7	13
Total		24
Grand Total		82

### Pay Protection

Of the four staff with pay protection three are white and information is not available for the remaining one.

## **SECTION THREE – PART-TIME WORKERS**

### **Headcount data**

Females occupy just over half of part-time posts but occupy less than a third of full-time posts. Over 90% of staff are full-time.

Full/Part Time	Gender	Total	%F/P	%F/M within F/P
Full Time	F	188		30.03
	M	438		69.97
Full Time Total		626	92.88	100.00
Part Time	F	26		54.17
	M	22		45.83
Part Time Total		48	7.12	100.00
Grand Total		674	100.00	

### **Basic Salary data**

Full/Part Time	Gender	Total	% var from £45,775
Full Time	F	45,278	-1.08
	M	46,003	0.50
Full Time Total		45,785	0.02
Part Time	F	44,729	-2.28
	M	46,708	2.04
Part Time Total		45,636	-0.30
Grand Total		45,775	

The figures used in this analysis are based on full-time equivalent salaries. Full-time salaries are on average 0.32% higher than part-time salaries. Female part-time staff earn 4.3% less than part-time males, and 1.2% less than their female full-time counterparts, and 2.78% less than full-time males.

However the numbers of part-time males (22) and females (26) makes comparison unsafe to do based on individual genders as the numbers involved are less than 4% of the workforce.

In the table below it shows that the average length of service for full-time staff is 20% longer than part-timers. Male part-time staff average length of service is 15% greater than female part-timers. The average length of service for full-time female staff is 2% longer than part-time female staff. Male full-time staff average length of service is 40% greater than female part-timers. These lengths of service may account for some of the average salary differentials between the genders.

Full/Part Time	Gender	Data	Total
Full Time	F	Qty of Employees	188
		Total Length Of Service	2171.08
		Average Length Of Service	11.55
	M	Qty of Employees	438
		Total Length Of Service	6955.69
		Average Length Of Service	15.88
Full Time Total No. of Employees			626
Full Time Total Length Of Service			9126.77
Full Time Average Length Of Service			14.58

Part Time	F	Qty of Employees	26
		Sum of Length Of Service	294.20
		Average Length Of Service	11.32
	M	Qty of Employees	22
		Sum of Length Of Service	288.14
		Average Length Of Service	13.10
Part Time Total No. of Employees			48
Part Time Total Length Of Service			582.35
Part Time Average Length Of Service			12.13
Total Count Total No. of Employees			674
Total Sum Total Length Of Service			9709.11
Total Average Length Of Service			14.41

The frequency table below provides further information.

Gender	Full/Part Time	Grade Step	Total	
Female	Full Time	1	27	
		2	27	
		3	14	
		4	21	
		5	85	
		6	8	
		7	4	
		Off-scale	2	
	Full Time Total			188
	Part Time	1	2	
		2	4	
		3	2	
		4	1	
		5	13	
		7	2	
Off-scale	2			
Part Time Total			26	
F Total			214	
M	Full Time	1	42	
		2	40	
		3	36	
		4	34	
		5	212	
		6	34	
		7	34	
		Off-scale	6	
	Full Time Total			438
	Part Time	1	1	
		3	3	
		4	2	
		5	14	
Off-scale	2			
Part Time Total			22	
M Total			460	
Grand Total			674	

**Allowances in addition to basic pay**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

**Contribution Pay**

Placement on the contribution pay points is as a direct assimilation from the previous pay scales. 82 staff (12.2%) are on one of the two contribution pay points. 2 of these staff are part-time, and are both female.

**Pay Protection**

All four of the staff with pay protection are full-time staff.

**SECTION FOUR – DISABILITY**

Seven staff (1%) have declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total
Declared Disabled	Qty	7
	Average of FTE salary	46,237
Information Not Provided	Qty	1
	Average of FTE salary	48,162
Not known to be disabled	Qty	666
	Average of FTE salary	45,766
Total Count of Employee Number		674
Total Average of FTE salary		45,775

**Allowances in addition to basic pay**

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

**Contribution Pay**

Placement on the contribution pay points is as a direct assimilation from the previous pay scales. Two of the 82 staff on the contribution pay points have declared as having a disability.

**Pay Protection**

None of the four staff with pay protection have declared as having a disability.

**SECTION FIVE – AGE**

There is a variation across the age ranges of 13.7 percentage points. However, if one excludes the over-65 (Band G) staff as the number in the group is so small, the spread is 8.7 percentage points. There are no staff under 30 in this grade, as one might expect. Staff between 60 and 65 (Band F) have the highest average salary (between the maximum increment point and the first contribution pay point). Staff in their 30's earn the least (between the 2<sup>nd</sup> and 3<sup>rd</sup> increment points). The length of this pay scale and the fact that there is a spine point gap between the incremental maximum of Grade 8 and this scale does mean that staff who advance fairly rapidly in to this grade at a relatively young age will be placed low down on the scale, whereas staff who received contribution pay over a number of years in Grade 8 would be placed higher up the scale on assimilation or promotion.

The data on length of service bears this out. Staff in their thirties (Band C) have an average of 6.37 years service. The average length of service is over 14 years, and the number of years service increases to nearly 11 years by the time staff are in their 40's.

Age Band	Data	Total	% var from mean
30-39	Qty	99	
	Average of FTE salary	43,406	-5.17
40-49	Qty	278	
	Average of FTE salary	45,722	-0.12
50-59	Qty	215	
	Average of FTE salary	46,438	1.45
60-65	Qty	78	
	Average of FTE salary	47,382	3.51
>65	Qty	4	
	Average of FTE salary	41,106	-10.20
Total Count of Employee Number		674	
Total Average of FTE salary		45,775	

### Average Length of Service

Age Band	Average (yrs)
30-39	6.37
40-49	10.90
50-59	18.23
60-65	26.54
>65	14.10
Grand Total Average	14.41

### Allowances in addition to basic pay

There are no staff in receipt of premium band payments. Such payments are made to staff up to Grade 5.

### Contribution Pay

Age Band	Grade Step	Total
30-39	6	2
	7	2
Total		4
40-49	6	15
	7	5
Total		20
50-59	6	14
	7	22
Total		36
60-65	6	11
	7	11
Total		22
Grand Total		82

Placement on the contribution pay points is as a direct assimilation from the previous pay scales. There is a reasonable distribution across the 40 to 65 age ranges, and with 4 staff out of 99 (4%) in their thirties also in receipt of contribution pay. The greatest proportion is in the 60 to 65 age range (28%).

**Pay Protection**

Three of the four staff with pay protection are in the 60 to 65 age range. The other one employee is in the 40 to 49 age range.



## CHAPTER TEN

### Grades 1 to 9 Data

There are 7256 staff in these 9 grades. These grades are mapped on to 59 spine points on a single pay spine, covering a range of £39,054. Each spine point is approximately 3% higher than the previous spine point.

#### **SECTION ONE - GENDER**

##### **Headcount data**

There are 54% females and 46% males in these grades.

41% of the workforce (2958 staff) are in grades 1 to 5. 65% of these staff are female (n=1937 which is 27% of the total workforce) and only 35% are male (n=1021 which is 14% of the total workforce).

59% of the workforce (4298 staff) are in grades 6 to 9. 46% of these staff are female (n=1969 which is 27% of the total workforce) and 54% are male (n=2,329 which is 32% of the total workforce).

These figures will indicate that the total average earnings for all staff in these grades will show male earnings being greater than female earnings. At grade 8 there are 46% more males than females and at grade 9 there are over twice as many males as females.

Gender	Grade	Total	% within gender	% of grand total
F	UE01	415	10.62	5.72
	UE02	145	3.71	2.00
	UE03	358	9.17	4.93
	UE04	550	14.08	7.58
	UE05	469	12.01	6.46
	UE06	455	11.65	6.27
	UE07	812	20.79	11.19
	UE08	488	12.49	6.73
	UE09	214	5.48	2.95
F Total		3906	100.00	53.83
M	UE01	236	7.04	3.25
	UE02	232	6.93	3.20
	UE03	266	7.94	3.67
	UE04	105	3.13	1.45
	UE05	182	5.43	2.51
	UE06	313	9.34	4.31
	UE07	841	25.10	11.59
	UE08	715	21.34	9.85
	UE09	460	13.73	6.34
M Total		3350	100.00	46.17
Grand Total		7256		100.00

### Basic salary data

The mean average salary of all staff is £25,523. The mean average for male staff is 27,964, 9.6% above the mean salary for all staff. The mean average for female staff is £23,430, 8.2% below the mean salary for all staff. This results in a 17.8% difference in average mean salaries between males and females.

Gender	Data	Total	% var from mean
F	Qty	3906	
	Average of FTE salary	23,430	-8.20
M	Qty	3350	
	Average of FTE salary	27,964	9.56
Total Count of Employee Number		7256	
Total Average of FTE salary		25,523	

The median salary of all staff is £25,135, the fifth increment point of Grade 6. The median for female staff is £22,332 (12% below the median for all staff) and for male staff is £26,666 (6% above the median for all staff). £22,332 is the first contribution pay point of Grade 5. £26,666 is the sixth increment point (and incremental maximum) of Grade 6.

The table below gives average salary details for each job segment, by gender. From this we can note that, for the occupational groups with significant numbers of staff, i.e. more than 5% (360 staff) of the total workforce:

- In the Academic segment, female staff average salary is 4.7% below the average salary for the occupational group, and the average male salary is 3.6% higher than the average.
- In the Administration segment, female staff average salary is 3.0% below the average salary for the occupational group, and the average male salary is 17.3% higher than the average.
- In the Facilities & Premises segment, female staff average salary is 5.7% below the average salary for the occupational group, and the average male salary is 5.2% higher than the average.
- In the IT segment, female staff average salary is 5.4% below the average salary for the occupational group, and the average male salary is 1.9% higher than the average.
- In the Technical & Scientific Services segment, female staff average salary is 4.0% below the average salary for the occupational group, and the average male salary is 3.8% higher than the average.

These results are commensurate with the fact that female staff are more predominant in the lower grades than the higher grades. Average length of service data does not correlate to average salary data for most of the occupational groups.

Job Segment 2	Data	F	M	Grand Total
Academic	Qty	1149	1517	2666
	Average of FTE salary	32,108	34,889	33,691
	Ave Length Of Service	5.26	7.00	6.25
Administration	Qty	1049	184	1233
	Average of FTE salary	20,667	24,996	21,313
	Ave Length Of Service	7.02	5.87	6.85
Facilities & Premises	Qty	519	533	1052
	Average of FTE salary	13,275	14,741	14,018
	Ave Length Of Service	6.88	5.55	6.21
Finance	Qty	122	49	171
	Average of FTE salary	21,298	27,862	23,179
	Ave Length Of Service	8.83	9.96	9.16
Hospitality	Qty	126	89	215
	Average of FTE salary	14,027	14,362	14,166
	Ave Length Of Service	5.58	2.45	4.28
HR	Qty	49	6	55
	Average of FTE salary	26,356	41,897	28,052
	Ave Length Of Service	6.27	12.23	6.92
IT	Qty	151	426	577
	Average of FTE salary	29,249	31,510	30,918
	Ave Length Of Service	8.72	9.51	9.30
Library & Info Mngmnt	Qty	162	75	237
	Average of FTE salary	20,271	20,017	20,190
	Ave Length Of Service	10.11	7.13	9.17
Marketing & PR	Qty	49	14	63
	Average of FTE salary	28,512	30,190	28,885
	Ave Length Of Service	3.66	3.61	3.65
Other Healthcare Professionals	Qty	38	3	41
	Average of FTE salary	21,606	31,396	22,322
	Ave Length Of Service	6.37	4.55	6.24
Procurement	Qty	14	22	36
	Average of FTE salary	23,740	24,649	24,295
	Ave Length Of Service	12.88	10.56	11.47
Student Services	Qty	161	103	264
	Average of FTE salary	21,453	18,475	20,291
	Ave Length Of Service	5.65	4.78	5.31
Technical & Scientific Services	Qty	317	329	646
	Average of FTE salary	21,119	22,839	21,995
	Ave Length Of Service	9.34	13.90	11.66
Total Staff		3906	3350	7256
Total Average of FTE salary		23,430	27,964	25,523
Total Average of Length Of Service		6.78	7.58	7.15

### Contribution Pay

389 staff are placed on contribution pay points. Of these 164 (42.6%) are female, 225 (58%) are male (compared to the workforce being 54% female and 46% male). All placement is as a result of assimilation to these pay scales.

				within grade	% of All staff
Gender	Grade	Grade Step	Qty	% within gender	on cont point
Female	UE02 Total		11	7.59	2.83
	UE03 Total		18	6.08	4.63
	UE04 Total		24	4.37	6.17
	UE05 Total		10	2.13	2.57
	UE06 Total		5	1.1	1.29
	UE07 Total		23	2.73	5.91
	UE08 Total		59	12.27	15.17
UE09 Total		14	6.67	3.60	
<b>F Total</b>			<b>164</b>		<b>42.16</b>
Male	UE02 Total		5	2.16	1.29
	UE03 Total		2	0.76	0.51
	UE04 Total		0		
	UE05 Total		11	6.05	2.83
	UE06 Total		12	3.84	3.08
	UE07 Total		18	2.15	4.63
	UE08 Total		109	15.35	28.02
UE09 Total		68	15.04	17.48	
<b>M Total</b>			<b>225</b>		<b>57.84</b>
Grand Total			<b>389</b>		

## SECTION TWO – ETHNICITY

### Headcount data

There are 285 non-white staff in these grades. Of these 63% are in the Academic occupational group. There are no significant numbers of staff declared as non-white in any other occupational group. We do not hold data on ethnic origin for 23% of staff.

Job Segment 2	White	Non-white	Info Not Available	Total
Academic	1913	178	575	2666
Administration	1012	25	196	1233
Facilities & Premises	603	26	423	1052
Finance	137	3	31	171
Hospitality	76	1	138	215
HR	43	1	11	55
IT	449	22	106	577
Library & Info Mangmnt	184	5	48	237
Marketing & PR	51	3	9	63
Other Healthcare professionals	33	0	8	41
Procurement	33	0	3	36
Student Services	229	9	26	264
Technical & Scientific Services	528	12	106	646
Total	5291	285	1680	7256
Percentage	72.92	3.93	23.15	100

## Basic Salary data

There is a spread of 35% in basic salary across the ethnic groups. However, this is only created by the ethnic groupings that have significantly less than 5% of the total workforce figures, where  $n < 360$ , so it is not safe to draw conclusions from this. There are 5 such groups including "Information refused". If we ignore this category the average salary spread is 17%.

Ethnic Origin	Data	Total	% var from mean
Asian Other	Qty	61	
	Average of FTE salary	26,040.43	2.03
Bangladeshi	Qty	4	
	Average of FTE salary	23,325.00	-8.61
Black African	Qty	8	
	Average of FTE salary	26,689.50	4.57
Black Caribbean	Qty	1	
	Average of FTE salary	22,332.00	-12.50
Black Other	Qty	3	
	Average of FTE salary	23,263.33	-8.85
Chinese	Qty	80	
	Average of FTE salary	25,641.09	0.46
Indian	Qty	28	
	Average of FTE salary	31,256.86	22.46
Information Refused	Qty	1582	
	Average of FTE salary	22,068.60	-13.54
Mixed - White and Asian	Qty	5	
	Average of FTE salary	22,274.40	-12.73
Other	Qty	45	
	Average of FTE salary	27,768.91	8.80
Other Mixed Background	Qty	44	
	Average of FTE salary	26,416.45	3.50
Other White Background	Qty	658	
	Average of FTE salary	28,680.95	12.37
Pakistani	Qty	6	
	Average of FTE salary	29,574.50	15.87
White	Qty	690	
	Average of FTE salary	26,815.60	5.06
White British	Qty	1665	
	Average of FTE salary	28,164.75	10.35
White Irish	Qty	67	
	Average of FTE salary	29,617.39	16.04
White Scottish	Qty	2211	
	Average of FTE salary	24,314.90	-4.73
(blank)	Qty	98	
	Average of FTE salary	27,104.35	6.19
Total Count of Employee Number		7256	
Total Average of FTE salary		25,523.31	

## **SECTION THREE – PART-TIME WORKERS**

### **Headcount data**

Females occupy just under half of full-time posts and just over two-thirds of part-time posts. Just over two-thirds of staff are full-time.

Full/Part Time	Gender	Total	% F/P	%F/M within F/P
Full Time	F	2320		46.72
	M	2646		53.28
Full Time Total		4966	68.44	100.00
Part Time	F	1586		69.26
	M	704		30.74
Part Time Total		2290	31.56	100.00
Grand Total		7256	100.00	

### **Basic Salary data**

63% of part-time staff are in grades 1 to 5. This affects the overall average salary for part-time staff.

Full/Part Time	Gender	Ave FTE salary	% var from mean
Full Time	F	25,820	1.16
	M	30,196	18.31
Full Time Total		28,152	10.30
Part Time	F	19,935	-21.90
	M	19,574	-23.31
Part Time Total		19,824	-22.33
Grand Total		25,523	

Full-time males average length of service is nearly 20% greater than full-time female staff. Part-time females average length of service is 72% greater than part-time male staff.

Full/Part Time	Gender	Data	Total
Full Time	F	Qty	2320
		Ave Length Of Service	7.23
	M	Qty	2646
		Ave Length Of Service	8.64
Full Time Quantity			4966
Full Time Average Length Of Service			7.98
Part Time	F	Qty	1586
		Ave Length Of Service	6.13
	M	Qty	704
		Ave Length Of Service	3.57
Part Time Quantity			2290
Part Time Average Length Of Service			5.34
Total Quantity			7256
Total Average Length Of Service			7.15

## **SECTION FOUR – DISABILITY**

62 staff (0.85%) have declared as having a disability. The numbers involved are too small to make any safe conclusions.

Disability	Data	Total
Declared Disabled	Qty	62
	Average of FTE salary	24821
Information Not Provided	Qty	5
	Average of FTE salary	26532
Not known to be disabled	Qty	7165
	Average of FTE salary	25540
No information	Qty	24
	Average of FTE salary	22014
Total Count of Employee Number		7256
Total Average of FTE salary		25523

## **SECTION FIVE – AGE**

There is considerable variation across the age ranges, amounting to 61 percentage points. When looking at those age groups where 5% or more of the workforce are represented, the variation reduces to 36 percentage points. Staff in their teens and twenties have very few years of service (see length of service table on the next page) and this correlates to their average salary.

Age bands	Data	Total	% var from mean
<20	Qty	41	
	Average of FTE salary	12730	-50.1222
20-29	Qty	1307	
	Average of FTE salary	19163	-24.9205
30-39	Qty	2134	
	Average of FTE salary	27101	6.182162
40-49	Qty	1694	
	Average of FTE salary	28580	11.97454
50-59	Qty	1466	
	Average of FTE salary	26825	5.099575
60-65	Qty	497	
	Average of FTE salary	24289	-4.83651
>65	Qty	117	
	Average of FTE salary	16964	-33.5358
Total Count of Employee Number		7256	
Total Average of FTE salary		25523	

### Average Length of Service

Age Band	Average (yrs)	% var from mean
>20	0.58	-91.88
20-29	1.56	-78.13
30-39	4.14	-42.08
40-49	8.30	16.13
50-59	12.99	81.74
60-65	14.28	99.79
>65	6.49	-9.22
Grand Total	7.15	