



THE UNIVERSITY *of* EDINBURGH

Equal Pay Audit 2013

All Employees

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1. Introduction

The University supports the principle of equal pay for work of equal value and recognises that we should operate a pay system that is free from bias and is based on objective criteria. The University carried out an institution-wide pay and grading exercise that was implemented in 2007 whereby most employees¹ moved to a new grade structure underpinned by job evaluation using Hay methodology.

The University carries out regular monitoring, for the most part working collaboratively with trade union colleagues, to assess the impact of pay policies and practices against a number of equality indicators, including 'protected characteristics' where data is sufficiently robust.

The next Equal Pay Audit covering all staff will be published in 2015.

2. Context

The Public Sector Equality Duty came into force in April 2011 and was created by the Equality Act 2010. There is a requirement for employers covered by the duty to publish information such as the gender pay gap and an equal pay statement.

3. What is an Equal Pay Audit

a) An Equal Pay Audit involves:

- The comparison of pay of men and women doing equal work
- The identification of any equal pay gaps
- The explanation and justification of gaps using objective criteria
- The addressing of any gaps that cannot be satisfactorily explained on the grounds of work content
- On going monitoring

b) Benefits of conducting an Equal Pay Audit:

- Identifying, explaining and, where justifiable, eliminating pay inequalities
- Supporting rational, fair and transparent pay arrangements
- Demonstrating to employees a commitment to equality
- Demonstrating the University's values to those it does business with
- Helping to meet the public sector equality duty

c) Recommended model for carrying out an Equal Pay Audit (EHRC)

Step 1	Decide the scope of the audit and identify the information required
Step 2	Determine where men and women are doing equal work
Step 3	Collect and compare pay data to identify any significant pay inequalities between roles of equal value

¹ Some employees retained terms and conditions that are protected under TUPE or are set by external national agreements e.g. Clinical Academics.

Step 4	Establish the causes of any significant pay inequalities and assess the reason for them
Step 5	Develop an equal pay action plan to remedy any direct or indirect pay discrimination

4. The University's Approach

This is the third Equal Pay Audit undertaken by the University and this time has been extended to consider data on employees that are on equivalent hourly paid contracts of employment. An annual Grade 10 and equivalent equal pay audit is completed separately. This will continue, however, analysis using data for employees *including* Grade 10 has been incorporated into this audit. Reflection on previous audits and consideration of good practice guidance from the EHRC and JNCHEs has led to the conclusion that all employees should be included in the calculation of pay gaps unless exclusion is otherwise justifiable. Comparisons of the revised employee population against the population used in previous audits are not directly possible, however, some additional data has been provided to enable direct contrast. The separate Grade 10 audit contains a much greater degree of granularity than is provided for in this report on the audit of all employees.

5. Data Collection

The data was taken from the HR System as at 31st March 2013. Previous audits used information based on figures as at 31st May 2007 and 2010, however, the earlier month has been used to allow for earlier publication.

Data was analysed for all employees regardless of terms and conditions to calculate pay gaps. Thereafter, employee data has been grouped as considered to be appropriate. The group of employees analysed is stated in the findings.

Casual workers have been excluded from the report. This group cannot currently be analysed as their pay records are not held within the University's HR system.

6. Methods for Estimating the Pay Gap

The gender pay gap is calculated using the average and mean salaries of females expressed as a percentage of the average and median salaries of males doing work of equal value. It should be noted that 'salary' is taken to mean basic annual full-time equivalent plus any job related additional salary payments for example, an additional salary payment such as a market pay supplement. Additional salary payments that would not be included as 'salary' are payments that are not directly job related, for example, additional payment for acting as a First Aider.

This figure is shown as a negative percentage if females are paid more than males. The gender pay gap has been calculated for different gender groupings. Similarly pay gaps have been calculated for a number of the protected characteristics and reported on where

possible. For calculating pay gaps based on ethnicity, BME employees' salaries are expressed as a percentage of white employees' salaries and salaries of disabled employees' as a percentage of non-disabled employees'. Data is provided in respect of sexual orientation, religion or belief and marital status, however, pay gaps are not reported as the data is not considered to be sufficiently robust.

To avoid debate and enable comparisons to be made, the pay gap have been calculated and reported on using both the mean and median salaries. As per EHRC guidance, pay gaps of 5% or greater will be considered to be significant and worthy of further investigation.

The gender pay gaps have been reported for different groupings of University employees. Firstly the gender pay gap has been calculated using the same population (UE01-09) as audits carried out in 2010 and 2007. This is to enable direct comparison against previously reported figures. Secondly, gender pay gaps have been calculated on employees paid on the University grade structure (UE01-10) both including and excluding hourly paid employees. Employees on the University pay structures and associated terms and conditions relating to pay are directly controlled by University policies, unlike employees on legacy terms (under TUPE legislation) and employees who are paid on payscales that are determined externally by e.g. other national employers such as the NHS. Under University processes for managing hourly paid employees their hours worked are not recorded in the main employee records system. Whilst unusual, some HTBN employees may not have worked any hours in the previous twelve months, however, it would be difficult to identify these individuals from the HR systems. Inclusion of the entire HTBN population is debatable in terms of whether this is truly representative of the University's pay levels. However, as it considered good practice to include hourly paid employees, gender pay gaps – including and excluding hourly paid employees – have been calculated. Finally gender pay gaps have been calculated for all employees of the University. These pay gaps present the overall position of the University; however, it includes employees for who the University has no control or no direct control over their pay arrangements. For the reasons stated above, the gender pay gaps calculated for employees on University grades 1-10, are considered to be the most representative.

The findings of further exploration of the headline gender pay gaps has also been reported and includes analysis according to grade, full-time to part-time employees and length of service.

10 pay gaps reports were conducted as follows:

Table 7.1: All employees on University Grades 1-9 excluding hourly paid employees.

Table 7.2: All employees on University Grades 1-10 AND All employees on University Grades 1-10 excluding HTBN employees

Table 7.3: All staff population including those on legacy terms and terms and conditions that are externally dictated e.g. clinical academic on NHS terms and conditions AND All staff population including those on legacy terms and terms and conditions that are externally

dictated e.g. clinical academic on NHS terms and conditions excluding hourly paid employees.

Table 8.1 Headcount, mean and median salary by UE grade and gender and respective mean and median gender pay gap.

Table 8.2 Average Length of Service by Grade UE01-UE10 and Gender Median Pay Gap

Table 8.3: UE01-UE10 Pay Gap Full-time to Part-time and respective length of service

Table 8.4: All UE01-UE10 Pay Gaps of Starting Salaries by Gender

Table 8.5: All UE01-UE10 exl. HTBN Pay Gaps of Starting Salaries by Gender

Table 9.1: Ethnicity Headcount and percentage by BME and White

Table 9.2: Disability and Pay Gaps

7. Initial Findings - Overall Gender Pay Gaps

7.1 To make an assessment of trends relative to previous pay audits the following pay gap has been calculated on only University grades UE01 to UE09 (excluding HTBN employees). The pay gaps from previous audits have been included for comparative purposes.

Table 7.1: All employees on University Grades 1-9 excluding hourly paid employees

Year	Grades UE01-UE09				Mean Pay Gap	Median Pay Gap
	Female Headcount	%	Male Headcount	%		
2007	3906	54	3350	46	17.8	16.3
2010	3786	55	3052	45	15.4	18.7
2013	4264	56	3395	44	12.75	16.18

For the same UE01-UE09 population the mean pay gap is reducing but remains significant. The median pay gap has also reduced since 2010 but illustrates the fact that there is a far bigger range of salaries for males.

7.2 In order to evaluate the equal pay position of employees engaged on terms and conditions over which the University has direct control the pay gaps have been calculated for employees paid on only University grades. Unlike previous audits and the gender pay gap calculations in 2010 and 2007, Grade 10 employees are included in the audit for 2013. The inclusion of UE10 is considered to show the most representative gender pay gaps of the

University. Figures are shown for employees on UE01-UE10 both including and excluding HTBN employees.

Table 7.2: All employees on University Grades 1-10 including/ excluding HTBN employees

	ALL EMPLOYEES		ALL EMPLOYEES EXCLUDING HOURLY PAID	
Total population total salary range ('Pay') on grades UE01 to UE10 only	£5,876 - £229,000		£5,876 - £229,000	
Total All Males (headcount) and % of population	5754	47.35%	3834	46.65%
Total All Females and % of population	6397	52.65%	4385	53.35%
Total Population Average Pay	£31,468		£34,245	
Total All Females Average Pay	£28,963		£30,481	
Total All Males Average Pay	£34,253		£38,550	
Total Population Median Pay	£27,854		£32,267	
Total All Males Median Pay	£29,541		£36,298	
Total All Females Median Pay	£27,047		£29,541	
Total Population Pay gap by Mean (difference of average salary of all females and average salary of all males shown as a % of male average salary)	15.44%		20.93%	
Total Population Pay gap by Median	8.44%		18.62%	

Both the mean and the median pay gaps for the *UE01-UE10 population excluding HTBN*, when considered in comparison to the 2013 figures presented in 7.1, show the negative impact of including the UE10 population. Further analysis will show UE10 has a majority male population.

For reference, the University's Grade 10 and equivalent population is subject to a separate and annual equal pay audit. The Grade 10 audit is considered by the University's Remuneration Committee and an external assessor reviews this report and conclusions are reported to the University Court.

7.3 The third gender pay gap considered was for all University employees, this includes employees on legacy grades, clinical (NHS) grades and employees on hourly paid contracts of employment whose actual hours are not recorded in the HR system.

Table 7.3: Entire staff population pay gaps by gender

	ALL EMPLOYEES		ALL EMPLOYEES EXCLUDING HOURLY PAID	
Total population total salary range ('Pay') UE01 to UE10 and equivalent	£5,876 - £244,750		£5,876 - £244,750	
Total All Males (headcount) and % of population	6236	48.06%	4308	47.75%
Total All Females and % of population	6740	51.94%	4714	52.25%
Total Population Average Pay	£32,211		£35,030	
Total All Females Average Pay	£29,481		£31,081	
Total All Males Average Pay	£35,161		£39,351	
Total Population Median Pay	£28,685		£32,267	
Total All Males Median Pay	£30,424		£36,298	
Total All Females Median Pay	£27,047		£29,541	
Total Population Pay gap by Mean (difference of average salary of all females and average salary of all males shown as a % of male average salary)	16.16%		21.02%	
Total Population Pay gap by Median	11.10%		18.62%	

It should be noted that employees on legacy terms and conditions are protected under TUPE² and the University has no ability to vary these terms, including pay arrangements. Employees on terms and conditions that are prescribed by external bodies such as the NHS are also included and again, the University does not vary these terms. For these reasons the pay gaps detailed in table 7.2 are considered to be most representative figures. However, it is a useful exercise to assess the full population of the University if only to conclude that the pay for employees on legacy and non-University payscales has a small but nevertheless negative impact on the mean pay gap figures.

The data in tables 7.2 and 7.3 show the selected population both including and excluding employees contracted on a permanent but hourly paid contract of employment (referred to as 'HTBN'). For the reasons referred to previously it was decided that presenting two set of figures was preferable.

8. Findings – Detailed Analysis of Gender Pay Gaps

- 8.1 In order to assess more fully the gender pay gaps presented in section 7.1 and 7.2, it is necessary to analyse by grade. The grades considered below are UE01-UE10 excluding HTBN employees.

² Transfer of Undertakings (Protection of Employment) Regulations, commonly referred to as 'TUPE' affords that certain employee rights are protected indefinitely where their employer is subject to a take-over or merger by/with another employer.

Table 8.1: Gender Pay Gap by Individual University Grade (UE01-UE10)

Headcount, mean and median salary by UE grade and gender and respective mean and median gender pay gap						
Grade	Gender	Headcount	Mean Salary	Median Salary	Mean Pay Gap	Median Pay Gap
UE01	Male	198	£13,751	£13,839	-0.17%	0.00%
	Female	398	£13,774	£13,839		
UE02	Male	175	£14,822	£14,905	0.77%	0.00%
	Female	76	£14,709	£14,905		
UE03	Male	179	£16,987	£17,503	0.37%	0.00%
	Female	213	£16,923	£17,503		
UE04	Male	166	£19,306	£19,606	-2.14%	-2.89%
	Female	496	£19,718	£20,172		
UE05	Male	184	£23,049	£24,049	0.08%	2.90%
	Female	584	£23,030	£23,352		
UE06	Male	327	£28,112	£28,685	-0.30%	0.00%
	Female	592	£28,197	£28,685		
UE07	Male	923	£34,195	£34,223	0.24%	0.00%
	Female	1032	£34,112	£34,223		
UE08	Male	794	£42,688	£44,607	0.67%	2.90%
	Female	607	£42,402	£43,312		
UE09	Male	449	£52,769	£53,233	0.12%	0.00%
	Female	266	£52,706	£53,233		
UE10	Male	439	£76,667	£70,205	7.60%	6.09%
	Female	121	£70,842	£65,927		

When considering the pay gaps by grade in Table 8.1 a number of observations can be made. Firstly, the headcount by grade shows that for UE01-UE07 females are generally greater in numbers than males. Males form an increasing majority of the headcount for grades UE08-UE10 (56%, 62% and 79% respectively). There are no significant pay gaps by grade until UE10. It is apparent that both the disproportionate gender balance in UE10 and the pay gap for UE10 have a major impact on the University's overall pay gap.

Analysis of grades UE01-UE10 inclusive of HTBN employees also showed similar % pay gaps for all grades as presented above. The only noticeable difference was for HTBN employees in UE07 where the mean and median pay gaps were 3.4% and 2.9% respectively. However, this level of pay gap is not consider to be significant.

8.2 Length of Service by Grade

The University payscale is divided into 10 grades which each have a number of spine points. Incremental progression to the normal maximum for the grade is typically annual. It would generally be expected that there would be some correlation between employees pay levels and length of service, although this would be minimal in short grades, for example UE01 has only two normal incremental spine points but there is a 19% difference between the lowest and normal maximum salaries in UE08.

Table 8.2 Average Length of Service by Grade UE01-UE10 and Gender Median Pay Gap

Grade	All Employees Excluding HTBN					All Employees Including HTBN				
	Male	Female	All	Mean Pay Gap	Median Pay Gap	Male	Female	All	Mean Pay Gap	Median Pay Gap
UE01	4.25	6.46	5.73	-0.2%	0.00%	3.89	6.05	5.28	-0.2%	0.0%
UE02	7.26	8.60	7.67	0.8%	0.00%	5.48	4.50	5.06	1.1%	2.6%
UE03	6.16	7.71	7.01	0.4%	0.00%	5.96	6.70	6.37	0.5%	0.0%
UE04	6.18	6.44	6.38	-2.1%	-2.89%	5.66	6.11	5.99	-2.1%	-2.9%
UE05	9.61	8.04	8.41	0.1%	2.90%	5.01	6.28	5.83	-1.7%	-3.1%
UE06	9.02	7.74	8.19	-0.3%	0.00%	3.69	4.29	4.01	-1.1%	-3.0%
UE07	5.81	6.23	6.03	0.2%	0.00%	5.78	5.74	5.76	1.0%	0.0%
UE08	8.21	7.88	8.07	0.7%	2.90%	8.16	7.82	8.01	1.0%	2.9%
UE09	14.03	12.19	13.34	0.1%	0.00%	13.90	11.88	13.13	0.1%	0.0%
UE10	15.13	13.38	14.75	7.6%	6.09%	15.03	13.38	14.68	7.5%	6.1%
UE01-10	8.81	7.62	8.18	20.9%	18.6%	6.78	6.12	6.44	15.4%	8.4%

The length of service of males is higher in UE10 by 1.75 years. The incremental salary difference in UE10 is not uniform but averages 3.3%. The length of service difference could account for pay gaps of around 6.6% but could not explain the level of the mean pay gaps which are 20.9% and 15.4% respectively.

8.3 Full-Time to Part-Time Pay Gaps

The pay gaps according to whether employees were full-time or part-time were also calculated by grades UE01-UE10. A *negative pay gap denotes that part-time employees mean or median pay is higher than full-time employees.*

Table 8.3: UE01-UE10 Pay Gap Full-time to Part-time and Length of Service

Grade	Pay Gap Full-Time to Part-Time All Employees		Average Length of Service in years	
	Mean Pay Gap	Median Pay Gap	Full Time	Part Time
UE01	-2.42%	0.00%	8.67	4.95
UE02	1.46%	2.58%	7.37	3.46
UE03	0.54%	0.00%	6.48	6.31
UE04	-2.61%	-2.89%	5.77	6.30
UE05	2.84%	5.70%	8.28	3.94
UE06	4.73%	8.44%	8.69	2.54
UE07	-1.53%	0.00%	5.83	5.64
UE08	2.60%	5.72%	8.24	7.15
UE09	-0.47%	0.00%	13.24	12.46
UE10	0.01%	-10.35%	15.31	9.54
UE01 - UE10	28.58%	23.26%	8.49	4.37

The median pay gaps for grades UE05 and UE06 are significant, however, there is also a difference in length of service in these grades between full and part-time employees with full-time employee length of service at least double their part-time counterparts. The UE08 and UE10 median pay gap are also significant for opposite reasons – for UE10 part-time employees’ median pay is higher.

8.4 Starting Salaries

In the 2010 Equal Pay Audit the percentage mean pay gap in starting salaries by gender was 11.5%. This pay gap only considered those in UE01-UE09 excluding HTBN employees. A more detailed analysis of starting salaries by all University grades including/excluding HTBN employees is shown in Tables 8.4 and 8.5 below.

Table 8.4: All UE01-UE10 employees hired in previous 2 years by grade & gender and pay gaps

Grade	Gender	Head Count	% of Total	Mean Salary	Mean Pay Gap
UE01	Male	114	44.5%	£13,641	0.3%
	Female	142	55.5%	£13,605	
	Total	256		£13,621	
UE02	Male	95	47.5%	£14,367	-0.1%
	Female	105	52.5%	£14,384	
	Total	200		£14,376	
UE03	Male	90	42.5%	£15,939	-0.3%
	Female	122	57.5%	£15,994	
	Total	212		£15,971	
UE04	Male	70	25.5%	£18,477	-0.8%
	Female	204	74.5%	£18,619	
	Total	274		£18,583	
UE05	Male	207	44.3%	£21,345	-0.7%
	Female	260	55.7%	£21,486	
	Total	467		£21,424	
UE06	Male	726	49.8%	£26,066	-1.1%
	Female	731	50.2%	£26,348	
	Total	1457		£26,207	
UE07	Male	395	47.8%	£32,986	1.5%
	Female	432	52.2%	£32,492	
	Total	827		£32,728	
UE08	Male	185	60.3%	£40,608	1.1%
	Female	122	39.7%	£40,151	
	Total	307		£40,426	
UE09	Male	27	51.9%	£51,469	-0.9%
	Female	25	48.1%	£51,956	
	Total	52		£51,703	
UE10	Male	50	78.1%	£90,011	11.3%
	Female	14	21.9%	£79,866	
	Total	64		£87,792	
UE01 - UE10	Total	1959	47.6%	£28,291	9.2%
	Total	2157	52.4%	£25,679	
	Total	4116		£26,922	

Table 8.5: All UE01-UE10 exl. HTBN no. of employees hired in previous 2 years by grade, by gender and pay gaps

		Head Count	% of Total	Mean Salary	Mean Pay Gap
UE01	Male	84	42.9%	£13,617	0.3%
	Female	112	57.1%	£13,577	
	Total	196		£13,594	
UE02	Male	40	69.0%	£14,385	-0.2%
	Female	18	31.0%	£14,411	
	Total	58		£14,393	
UE03	Male	49	47.1%	£15,954	-0.6%
	Female	55	52.9%	£16,046	
	Total	104		£16,002	
UE04	Male	55	23.8%	£18,430	-0.8%
	Female	176	76.2%	£18,586	
	Total	231		£18,549	
UE05	Male	48	28.2%	£21,920	0.6%
	Female	122	71.8%	£21,785	
	Total	170		£21,823	
UE06	Male	89	35.2%	£27,013	-0.9%
	Female	164	64.8%	£27,257	
	Total	253		£27,171	
UE07	Male	347	50.5%	£32,828	1.1%
	Female	340	49.5%	£32,476	
	Total	687		£32,654	
UE08	Male	182	60.5%	£40,621	1.1%
	Female	119	39.5%	£40,160	
	Total	301		£40,439	
UE09	Male	24	50.0%	£51,563	-1.1%
	Female	24	50.0%	£52,149	
	Total	48		£51,856	
UE10	Male	48	77.4%	£90,810	12.1%
	Female	14	22.6%	£79,866	
	Total	62		£88,339	
UE01 - UE10	Total	966	45.8%	£32,455	15.8%
	Total	1144	54.2%	£27,318	
	Total	2110		£29,670	

Tables 8.4 and 8.5 both show overall mean pay gaps that are significant of 9.2% and 15.8% respectively. That the overall pay gap figure in Table 8.5 which excludes HTBN employees is 6.6% higher indicates that those engaged on HTBN contracts of employment are engaged on salary points that are more equal relative to gender. For both tables, by grades UE01-UE09 there are no significant pay gaps. The impact of the grade UE10 on the overall pay gaps is very significant.

9. Pay Gaps by Protected Characteristic

9.1 Ethnicity

In order for some comparison to be made previous equal pay audit data is provided. It should be noted though that whilst the 2007 and 2010 figures were based on UE01-UE09 and also excluded HTBN employees, the 2013 figures include UE10 (but also exclude HTBN employees).

Table 9.1: Ethnicity Headcount and Percentage by White and BME

Staff Declaring Information	White	%	BME	%	Mean Pay Gap
2007	5291	95	285	5	Not Previously Reported
2010	5548	94	380	6	-2.6
2013	6523	93	482	7	3.0

As per previous years the data is not considered to be particularly robust due to the significant numbers of employees who have not provided information regarding their ethnicity. The numbers reporting ethnicity have improved slightly in comparison to previous years and this is expected to continue through two different mechanisms (employee survey and improved data collection at recruitment). Inclusion of the 'Not Known' category would give the following results.

For 2007 - 73% White, 4% BME, 23% Not Known

For 2010 – 80% White, 5% BME, 15% Not Known

For 2013 – 79% White, 6% BME, 15% Not Known

The mean pay gap for 2013 shown in Table 9.1 shows that the average salary of those categorising themselves as BME is 3% lower than those categorised as White. The pay gap is not considered to be significant. The pay gap movement from 2010 is noted; however, due to the small numbers of BME employees (and the greater numbers Not Known) and the inclusion of UE10 in the 2013 pay gap calculation the change would not be considered to represent a trend. The University's population should be assessed in relation to Scottish 2011 census data on ethnicity once this becomes available. Future audits will be required before it is possible to assess whether any trends are emerging.

9.2 Disability

Table 9.2: Disability and Pay gaps

Staff Declaring Information	Declared Disabled	%	Not Known to be Disabled	%	% Pay Gap (Mean)	Not Known
2007	62	1	7165	99	-3.0%	29
2010	143	2	6681	98	-1.0%	14
2013	156	2	7856	98	4.4%	207

The figure and mean pay gap for 2013 is calculated on All Employees excluding HTBN in UE01-UE10. This differs to the 2007 and 2010 figures which were calculated on All Employees excluding HTBN in UE01-UE09. As a result it is difficult to identify trends but nevertheless the pay gap is not statistically significant. The increase to the number of Not Known records requires further investigation. A survey of existing employees to collect protected characteristics data was carried out in January 2013 and whilst the overall return rate of 26% was low, the return rate for UE10 employees was the second lowest of all grades UE01-UE10. The lowest return rate of the online questionnaire was for employees in UE01, which was likely caused by limited access to a PC. An analysis by grade was undertaken with no significant findings. The percentage of employees declaring a disability by grade ranged from 1.3% to 3.2%.

9.3 Sexual Orientation

In the questionnaire referred to above, for the first time the University surveyed existing employees on their sexual orientation. This data is also now requested at the recruitment stage. Currently this information is Unknown for 79% of employees, 18% have reported that they are Heterosexual, 1% Preferred Not to Say and 1.5% of employees have reported that they are either Bisexual, Gay Man, Gay Woman/Lesbian or Other. As a result the data is not sufficiently robust to report on the pay gaps that were calculated.

9.4 Religion or Belief

Data regarding Religion or Belief has also been collected for the first time. Currently this information is Unknown for 79%, 12% have reported that they have No Religion, 7% have declared that they are Christian (Church of Scotland, Roman Catholic or Other Christian Denomination), 0.8% declared another Religion or Belief (Buddhist, Hindu, Jewish, Muslim, Another Religion or Spiritual)³ and 1.1% Preferred Not To Say. Again this level of data is not sufficiently robust to report the pay gaps that were calculated. It is anticipated that the level of data held will improve in the future.

³ Data was collected in individual categories for all named Religion or Belief categories. The data has been grouped for reporting purposes at present due to the low return numbers. Data was analysed by individual categories and actual percentages per named Religion or Belief are known.

9.5 Marital Status

Data regarding marital status was also analysed. The average and median salaries according to marital status were calculated and compared against the average and median salaries for employees on all University both excluding and including HTBN employees. Pay gaps were calculated with the mean and median salaries of each description of marital status as a percentage of the mean and median salaries for the respective populations.

The data on marital status has been collected at the point when employees are first employed at the University. To date this has not been updated unless an employee advises of a specific change, e.g. change of name due to marriage. Therefore, the accuracy of the data is not sufficiently reliable to draw any firm conclusions as clearly there may have been some changes in status that are unreported. Whilst not to be relied upon, using the analysis as an indicator of trends, it would suggest that those who are 'married or in a civil partnership' salary levels are significantly higher than all other categories of marital status.

10. Recommendations

10.1 The inclusion of grade UE10 data should continue in future bi-annual equal pay audits to ensure that the pay gaps reported are as representative of the University's equal pay position as possible.

10.2 The Grade 10 and Equivalent Equal Pay Audit and current levels of analysis should continue to be carried out on an annual basis given that the UE10 grade has such an impact on the overall pay gaps of the University.

10.3 The University's Equality and Diversity Committee should consider this audit and make recommendations for an action plan where they consider that such actions are not already underway or sufficiently covered within the existing Equality and Diversity strategy.

10.4 The Protected Characteristics survey referred to in the body of this report should be re-run on an annual basis and consideration given to including previously excluded characteristics (specifically marital status). The survey should also be provided in hard copy to those employees on grades where access to a PC is not necessarily typical.

10.5 It may be useful to consider further analysis of data for employees in grades UE08-UE09 according to academic or professional job category as this would link directly to one of the University's current E&D strategic plan KPI to improve the gender balance of promotions to these grades.

11 Conclusions

The 2010 Equal Pay Audit's headline mean pay gap for employees in grades UE01-10 was 22.7% and this has now reduced to 21.0% (calculated for the same population). Whilst the reduction is encouraging the pay gap remains high and gives cause for concern.

The University is committed to delivering equal treatment to its employees regardless of their gender or other protected characteristic. As there is robust data on gender, the University has invested significant resource in trying to promote equality and most specifically gender equality. The [Equality and Diversity](#) web pages provide further information about the equality initiatives that the University is engaged in.

The University commitment to equality and diversity can also be evidenced by the specific targets that have been identified in the [Strategic Plan 2012-2016](#).

Overall this comprehensive third audit emphasises the University's commitment to monitoring pay practice in order to equally reward work of equal value and to continue to develop equality and diversity strategies to promote good practice.

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[Report completion date: 30 May 2013. Please note that the date of any subsequent revision will be noted here]