

**EqlA – Proposal for staff investment
University of Edinburgh Grade Scale Review (GSR)
Grades UE01-09**

The University of Edinburgh is committed to ensuring that our improvement activities do not disproportionately disadvantage any of our staff, particularly individuals or groups who have a Protected Characteristic as defined by the Equality Act 2010. This EqlA contributes to continued assessment of potential differential impact of the proposed changes to the GSR Proposal.

Proposed amendments

In November 2023, the Scottish Government announced an increase of the Real Living Wage to £12 per hour or the equivalent annual University of Edinburgh salary at Spine Point 7 (£21,978). As a pro-active Real Living Wage Employer, the University has implemented this increase as of 1 November 2023. This increase, however, causes further compression of our lower grades, particularly UE01 & UE02, with the Grade Scale now starting at Spine Point 7. Therefore, amendments will need to be made to the June 2023 proposal.

Change due to Real Living Wage increase:

- Start the Grade Scale at spine point 7 (now to be UE02 Step 1), which puts all staff at or above the Real Living Wage
- Merge Grades UE01 & UE02. This will not only address compression at the bottom of the pay spine but also reflect the similarities in roles, responsibilities, and pay benchmarks at these grades

The proposal provides an improved offer for lower grades, which is favourable against benchmarks and helps to address issues at grades UE08 to UE10. It also provides:

- More automatic progression for those currently on Grades UE01 & UE02
- Standardising the size of our grades particularly Grades UE07 to UE09
- Standardising the number of contribution points to avoid unfairness
- Better matched to benchmarks for Grades UE08 to UE10
- No overlap of grades on normal grade points, so on promotion staff always receive a pay rise of at least a step.

Additionally, the proposals for investment in staff as a result of the Grade Scale Review include proposals to:

- Improve the Grade UE10 offer in order to address gender pay gaps. As a result of the benchmarking exercises, UE10 is proposed to start at Spine Point 53, moving to 54 in year one, and 55 in year two.
- Change to grade UE10 progression for steps 1-6, which will reduce the grade UE10 pay gap and halve the time it takes for staff to reach the top of the automatic progression scale, reducing pay gaps over time.
- All staff (with the exception of those currently being paid off-scale salaries and those sitting in UE10 Step 9 and above) will increment in August 2024. This has the effect of reducing the percentage of those not directly benefitting from this review, with only

28 staff in UE01-09 not benefitting (0.2%), mostly in UE09. The remaining 429 people not benefitting (2.4%) all sit in UE10 step 9 and above.

The following analysis has been undertaken to consider the potential impact of implementing a revised Grade Scale as proposed. Internal benchmarked data is based on median market data. To meet median market values for our jobs, the aim is to have the median external benchmark match the middle of each grade scale, or earlier in the scale.

Summary

There will be immediate movement for more than 7000 staff (42%) receiving an uplift upon implementation, as they move up with the new grade boundaries. In August 2024, all staff (with the exception of those currently being paid off-scale salaries and those sitting in UE10 Step 9 and above) will increment in August 2024. This includes a significant number of staff who were previously at the top of their grade who will now see further spine points become available. Additionally, for those in UE02-09, the proposal includes a new opportunity to be awarded further contribution points for staff members currently sitting at the top of their contribution bands.

On this proposal, all staff who are on the normal grade points today will gain as a result of having more increment steps available to them in the future. Less than 3% will not move as a result of this proposal, the majority of those sitting at UE10 Step 9 and above.

Note that the following analysis was completed using anonymised employee data, as of October 2023, based on UCEA August 2023 pay scales. This calculation is based only on current staff levels at that time and does not include estimates for new starts or leavers.

Contribution zones/Rewarding exceptional Staff

Internal data shows that contribution points at Grades UE01-UE06 are infrequently used, with slightly increased use in Grade UE05. This shows a need for a revision of practice around acknowledging the excellence of employees at these grades, but also the need for more opportunity for automatic increment. Acknowledging this, the proposal reduces the number of contribution points in Grades UE02-UE04 from two to one point, standardizes the number of contribution points across these grades, and provides increased opportunities for automatic incrementing.

Impact for those with Protected Characteristics

The application of this Proposal will not in itself relate to any specific protected characteristic. Under the Equality Act 2010 there are 9 protected characteristics: age, disability, gender, religion/belief, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, sex, and sexual orientation. Since we do not keep suitable records for meaningful analysis of religion, sexual orientation, marital status or pregnancy, this assessment will focus on age, disability, gender, and ethnicity and will also consider impact on part-time staff.

Calculations

This review includes in its analysis all University employees in all grades (1 to 10), where their salary is determined by the University. GH staff have been included in diversity metrics to better assess the effect of these changes on those with protected characteristics in other areas.

Grade UE01 and UE02

Table 1 – UE01 and UE02 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE01 - Step 1	734	58.0%	8.4%	3.4%	43.1%	87.7%
UE01 - Step 2	1	100.0%	100.0%	0.0%	100.0%	100.0%
UE02 - Step1	164	62.8%	13.4%	4.9%	6.7%	80.5%
UE02 - Step 2	556	55.2%	12.6%	5.8%	18.7%	64.2%
Total	1455	57.5%	10.7%	4.5%	29.7%	77.9%

Table 1 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grades UE01 and UE02. All staff currently in these grades will be moved up to Spine Point 7 (with a salary of £21,978). To address compression from RLW increases, UE01 and UE02 will be merged.

Impact on Protected Characteristics

Age: UE01-02, nearly 30% of staff are 55 years of age and older. All staff in these grades will see equal benefit by immediate movement up to Spine Point 7. As a result, all staff at these grades will also benefit from the opening up of further automatic increments not previously possible. This means that these grades, which contain a high proportion of staff aged 55 and over, will benefit immediately and through the new opportunity to further increment in future.

Disability: In these grades, 4.5% of staff have declared a disability, with the highest percentage in UE02. All staff in these grades will benefit immediately and through the new opportunity to further increment in future.¹

Gender: In these grades, 57.5% of staff are women. While everyone in this grade will receive immediate benefit from these changes, Table 1 shows that a greater proportion of women will benefit from this proposal immediately and through the new opportunity to further increment in future.

Note: if calculated by total FTE and salary in these grades (not visible in this table), this had the further result of reducing the pay gap significantly between those in UE01, containing a higher proportion of women, and UE02, containing a higher proportion of men -- all with similar roles, responsibilities and pay benchmarks at these grades.

¹ 6% of our staff have declared a disability. While there is a significant gap in available employee data in this area, the number is consistent with, if not slightly higher than, Advance HE Equality and Higher Education - Staff Statistical Report 2022, which shows that overall 5% of Scotland's population have declared that they are living with a disability.

Ethnicity: 10.7% of staff in these grades are of ethnic minority, with the highest percentage in Grade UE02. All those who are of ethnic minority will benefit from this proposal immediately and through the new opportunity to further increment in future.

Part-time: 77.9% of staff in these grades work part-time. While part-time work is not a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change; they will all benefit.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE03

Table 2 – UE03 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE03 - Step 1	263	71.9%	13.3%	8.7%	2.3%	85.6%
UE03 - Step 2	273	61.9%	16.5%	4.8%	23.8%	77.7%
UE03 - Step 3	41	61.0%	7.3%	4.9%	4.9%	68.3%
UE03 - Step 4	21	66.7%	4.8%	9.5%	9.5%	66.7%
UE03 - Step 5	141	43.3%	6.4%	4.3%	38.3%	44.0%
UE03 - Step 6	9	55.6%	0.0%	0.0%	44.4%	11.1%
UE03 - Step 7	1	100.0%	100.0%	0.0%	0.0%	100.0%
Total	749	61.9%	12.6%	6.1%	17.8%	72.5%

Table 2 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grades UE03.

Impact on Protected Characteristics

Age: In this grade, 17.8% of staff are aged 55 and over, with the highest percentage in steps 2, 5, and 6. All staff in this grade will benefit from these changes, but this table shows that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 6.1% of staff have declared a disability, which is equivalent to the average across the University. The highest proportion of those with a declared disability in this grade sit in steps 1 and 4. While all staff at this grade will benefit from these changes, Table 2 shows that as a result, a slightly higher than average proportion of those with a declared disability in this grade will benefit immediately (6.6%).

Gender: In this grade, 61.9% of staff are women, with the highest percentage in steps 1-4. While everyone in this grade will benefit from these changes, the steps with the highest percentage of women will benefit the most.

Ethnicity: In this grade, 12.6% of staff are of ethnic minority, with the highest percentage in steps 1 and 2. In this grade, everyone will benefit from these changes, with the steps containing the highest percentage of those who are of ethnic minority benefitting most.

Part-time: In this grade, over 70% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change; they will all benefit.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE04

Table 3 – UE04 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE04 - Step 1	138	65.9%	9.4%	12.3%	4.3%	53.6%
UE04 - Step 2	233	67.4%	7.7%	10.7%	5.6%	28.3%
UE04 - Step 3	152	66.4%	7.2%	5.9%	30.3%	48.0%
UE04 - Step 4	33	69.7%	9.1%	0.0%	21.2%	36.4%
UE04 - Step 5	287	59.6%	5.2%	5.6%	37.6%	42.2%
UE04 - Step 6	24	70.8%	0.0%	4.2%	37.5%	33.3%
UE04 - Step 7	5	40.0%	0.0%	0.0%	20.0%	0.0%
UE04 - Off-scale	1	100.0%	0.0%	0.0%	0.0%	0.0%
Total Grade	873	64.5%	6.9%	7.8%	21.8%	40.5%

Table 3 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE04.

Impact on Protected Characteristics

Age: In this grade, over 20% of staff are aged 55 and over, with the highest percentage in steps 5 and 6. With the exception of any off-scale salaries, all staff in this grade will benefit from these changes, but Table 3 shows that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 7.8% of staff have declared a disability, which is slightly above average across the University. The highest proportion of those with a declared disability in this grade sit in steps 1 and 2. Table 3 shows that as a result, a slightly higher than average proportion of those with a declared disability in this grade will benefit immediately (9.8%). (Note that Grades 4 and 5 contain the highest percentages of staff with a declared disability, and will all benefit.)

Gender: In this grade, 64.5% of staff are women, with the highest percentage in steps 1-6. With the exception of one woman receiving an off-scale salary, everyone in this grade will benefit from these changes, and a higher percentage of women will benefit.

Ethnicity: In this grade, 6.9% of staff are of ethnic minority, with the highest percentage in steps 1-4. In this grade, everyone will benefit from these changes, with the steps containing the highest percentage of those who are of ethnic minority benefitting most.

Part-time: In this grade, over 40% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change; they will all benefit.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE05

Table 4 – UE05 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE05 - Step 1	217	72.4%	15.2%	9.2%	2.8%	47.0%
UE05 - Step 2	458	68.1%	13.8%	7.4%	4.1%	45.9%
UE05 - Step 3	307	69.1%	11.1%	11.4%	2.6%	43.6%
UE05 - Step 4	144	70.8%	13.2%	6.9%	4.9%	43.8%
UE05 - Step 5	117	72.6%	17.1%	6.8%	9.4%	33.3%
UE05 - Step 6	417	72.2%	6.2%	5.3%	25.7%	29.7%
UE05 - Step 7	50	88.0%	4.0%	8.0%	46.0%	28.0%
UE05 - Step 8	8	100.0%	12.5%	0.0%	12.5%	12.5%
UE05 - Step 9	9	88.9%	0.0%	22.2%	44.4%	44.4%
UE05 - Off-scale	1	100.0%	0.0%	0.0%	0.0%	100.0%
Total	1728	71.2%	11.5%	7.8%	10.8%	40.0%

Table 4 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE05.

Impact on Protected Characteristics

Age: In this grade, 10.8% of staff are aged 55 and over, with the highest percentage in steps 7 and 9. All staff in this grade will benefit from these changes, but this table shows that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 7.8% of staff have declared a disability, which is slightly above average across the University. The highest proportion of those with a declared disability in this grade sit in step 9. Those in step 9 will benefit most from August 2024 rather than immediately. However, Table 4 shows that as a result, a slightly higher than average proportion of those with a declared disability will benefit from this change (9.1%).

Gender: In this grade, 71.2% of staff are women, the highest concentration across the University. While everyone in this grade will benefit from these changes, Table 4 shows that a higher percentage of women will benefit.

Ethnicity: In this grade, 11.5% of staff are of ethnic minority, with the highest percentage in step 9. In this grade, everyone will benefit from these changes. Although those in step 9 will benefit from August 2024, those in steps 1-3 contain a higher percentage over all (13.2%) of those of ethnic minority and will see immediate benefit.

Part-time: In this grade, over 40% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change; they will all benefit.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE06

Table 5 – UE06 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE06 - Step 1	804	54.4%	26.6%	8.0%	2.0%	81.0%
UE06 - Step 2	1372	60.4%	20.1%	5.2%	2.6%	69.2%
UE06 - Step 3	829	57.3%	17.0%	9.5%	3.0%	80.3%
UE06 - Step 4	485	48.2%	13.2%	7.0%	2.9%	78.8%
UE06 - Step 5	315	58.1%	18.4%	5.4%	6.7%	67.9%
UE06 - Step 6	756	57.0%	8.2%	5.6%	25.9%	54.0%
UE06 - Step 7	85	67.1%	4.7%	2.4%	23.5%	32.9%
UE06 - Step 8	15	40.0%	13.3%	0.0%	13.3%	20.0%
UE06 - Step 9	11	63.6%	0.0%	0.0%	9.1%	18.2%
UE06 - Off-scale	3	66.7%	0.0%	0.0%	33.3%	66.7%
Total	4675	56.9%	17.6%	6.6%	7.1%	70.7%

Table 5 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE06.

Impact on Protected Characteristics

Age: In this grade, 7.1% of staff are aged 55 and over, with the highest percentage in step 7 and above. With the exception of one off-scale salary, all staff in this grade will benefit from these changes, but Table 5 does show that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 6.6% of staff have declared a disability. The highest proportion of those with a declared disability in this grade sit in steps 1 and 3. Everyone in this grade will benefit from these changes, with the steps containing the highest percentage of those who have declared a disability benefitting most.

Gender: In this grade, 56.9% of staff are women, the highest concentration sitting in step 7 and off-scale. With the exception of two off-scale salaries, all women in this grade will benefit from these changes, but the steps with the highest proportion of women will benefit in August 2024.

Ethnicity: In this grade, 17.6% of staff are of ethnic minority, the highest concentration across the University, and all will benefit from these changes. However those in steps 1 and 2, containing the highest percentage of those of ethnic minority, will see the most benefit.

Part-time: In this grade, over 70% of staff work part-time. This is the highest concentration across the university. One contributing factor is the high number of Guaranteed Hours (GH) staff. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal. In fact, those in Grade UE06 additionally benefit from upper quartile market salary pay. This means that those in this grade, with a high concentration of female staff, part-time staff, staff of ethnic minority and an above average number of those with a declared disability, will experience the most benefit.

Grade UE07

Table 6 – UE07 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE07 - Step 1	231	58.9%	17.3%	7.4%	3.5%	35.9%
UE07 - Step 2	509	58.3%	19.3%	5.7%	5.7%	28.3%
UE07 - Step 3	462	63.9%	17.5%	7.6%	6.5%	26.4%
UE07 - Step 4	342	54.1%	17.3%	7.6%	4.4%	20.2%
UE07 - Step 5	353	54.7%	15.9%	4.8%	6.2%	22.7%
UE07 - Step 6	283	57.2%	16.3%	3.5%	8.5%	24.4%
UE07 - Step 7	1145	55.5%	10.9%	5.8%	21.0%	34.5%
UE07 - Step 8	128	60.9%	7.8%	4.7%	21.9%	20.3%
UE07 - Step 9	39	56.4%	5.1%	5.1%	25.6%	23.1%
UE07 - Step 10	85	54.1%	1.2%	0.0%	23.5%	80.0%
UE07 - Off-scale	3	100.0%	33.3%	0.0%	0.0%	33.3%
Total	3580	57.3%	14.5%	5.8%	11.9%	29.8%

Table 6 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE07.

Impact on Protected Characteristics

Age: In this grade, 11.9% of staff are aged 55 and over, with the highest percentage in steps 7 and above. All staff in this grade will benefit from these changes, but Table 6 does show

that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 5.8% of staff have declared a disability. The highest proportion of those with a declared disability in this grade sit in steps 1, 3 and 4. Everyone in this category will benefit from these changes, with the steps containing the highest percentage of those who have declared a disability benefitting most with either immediate benefit and/or a number of further auto-increments opened up.

Gender: In this grade, 57.3% of staff are women, the highest concentration of those on-scale sitting in step 3, though no step is significantly above or below the average. With the exception of three off-scale salaries, everyone in this grade will benefit from these changes.

Ethnicity: In this grade, 14.5% of staff are of ethnic minority, with the highest percentage sitting in step 2. With the exception of one off-scale salary, everyone will benefit from these changes, and the steps with the highest concentration of those of ethnic minority will see the most benefit.

Part-time: In this grade, nearly 30% of staff work part-time, with the highest concentration in step 10. All staff in this grade will benefit from these changes, but Table 6 does show that a greater proportion of those that work part-time will benefit from August 2024 rather than immediately upon implementation. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change.

There is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal. Note that, given the overall numbers, exceptions are small. For example, of those that will not benefit in this grade (3 total), all are female, one is of ethnic minority and one works part-time. While this is worth noting, this is a very small percentage of staff on this grade.

Grade UE08

Table 7 – UE08 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE08 - Step 1	117	59.8%	12.0%	6.0%	12.0%	22.2%
UE08 - Step 2	255	60.0%	9.4%	5.5%	7.5%	20.0%
UE08 - Step 3	212	50.9%	15.1%	9.0%	4.7%	18.4%
UE08 - Step 4	173	61.8%	17.9%	6.9%	4.6%	12.1%
UE08 - Step 5	208	51.0%	17.8%	6.7%	7.2%	19.7%
UE08 - Step 6	184	59.8%	13.0%	3.8%	5.4%	14.7%
UE08 - Step 7	711	49.6%	11.5%	5.1%	21.0%	20.0%
UE08 - Step 8	150	48.0%	7.3%	4.0%	29.3%	16.7%
UE08 - Step 9	38	44.7%	10.5%	5.3%	13.2%	7.9%
UE08 - Step 10	26	30.8%	11.5%	0.0%	46.2%	11.5%

UE08 - Step 11	34	44.1%	5.9%	0.0%	29.4%	8.8%
UE08 - Off-scale	3	33.3%	0.0%	0.0%	66.7%	33.3%
Total	2111	53.1%	12.5%	5.5%	14.1%	18.1%

Table 7 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE08.

Impact on Protected Characteristics

Age: In this grade, 14.1% of staff are aged 55 and over, with the highest percentage in steps 7 and above. With the exception of two off-scale salaries, all staff in this category will benefit from these changes, but Table 7 does show that a greater proportion of those aged 55 and over benefit from August 2024 rather than immediately upon implementation.

Disability: In this grade, 5.5% of staff have declared a disability. The highest proportion of those with a declared disability in this grade sit in step 3. Everyone in this grade will benefit from these changes, with the steps containing the highest percentage of those who have declared a disability benefitting most with either immediate benefit and/or a number of further auto-increments opened up not previously available.

Gender: In this grade, 53.1% of staff are women, the highest concentration in steps 1-6. With the exception of one off-scale salary, everyone in this grade will benefit from these changes, with female staff on lower steps receiving the most benefit.

Ethnicity: In this grade, 12.5% of staff are of ethnic minority, with the highest percentage sitting in steps 4 and 5. Everyone in this grade will benefit from these changes. Table 7 does show that a greater proportion of those of ethnic minority in this grade will benefit from August 2024 rather than immediately upon implementation.

Part-time: In this grade, 18.1% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE09

Table 8 – UE09 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE09 - Step 1	131	50.4%	17.6%	1.5%	6.9%	3.8%
UE09 - Step 2	203	49.3%	15.3%	1.5%	4.4%	11.3%
UE09 - Step 3	59	57.6%	8.5%	5.1%	6.8%	3.4%
UE09 - Step 4	146	44.5%	13.7%	4.1%	7.5%	10.3%
UE09 - Step 5	547	41.7%	9.1%	4.6%	25.0%	14.3%
UE09 - Step 6	160	43.1%	13.1%	4.4%	31.9%	13.8%
UE09 - Step 7	80	40.0%	6.3%	3.8%	35.0%	10.0%

UE09 - Off-scale	18	50.0%	5.6%	5.6%	16.7%	27.8%
Total	1344	44.9%	11.6%	3.7%	18.8%	11.8%

Table 8 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE09.

Impact on Protected Characteristics

Age: In this grade, 18.8% of staff are aged 55 and over, with the highest percentage in step 7. With the exception of off-scale salaries, all staff in this grade will benefit from these changes, but Table 8 does show that a greater proportion of those aged 55 and over benefit from August 2024, rather than immediately upon implementation. Part of this review included standardising grade sizes. This grade, previously with only 5 regular steps, will now have 8. It additionally moves this grade to meet median market benchmarks, previously at 90% of median benchmarking. This therefore significantly improves our offer to those in this affected group, either allowing for immediate uplift and/or the opportunity to further auto-increment, not previously available.

Disability: In this grade, 3.7% of staff have declared a disability, a low percentage compared to most other grades. Most staff with a declared disability sit above step 2 in this grade. The result is that the majority will benefit in August 2024 rather than immediately upon implementation.

Gender: In this grade, 44.9% of staff are women, the highest concentration in step 3. With the exception of off-scale salaries, everyone in this grade will benefit from these changes. While there is a higher proportion of women in this grade that will not benefit from these changes, the ratio of men and women receiving off-scale salaries is 50:50. This means that women will not be disproportionately disadvantaged by these changes.

Ethnicity: In this grade, 11.6% of staff are of ethnic minority, with the highest percentage sitting in steps 1 and 2. With the exception of any off-scale salaries, everyone in this grade will benefit from these changes. Table 8 shows that the steps with a greater proportion of those of ethnic minority will benefit most.

Part-time: In this grade, 11.8% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Grade UE10

Table 9 – UE10 by Grade Step and Percentage Protected Characteristic

Grade and Step	Total # of Staff in step	% Female	% BAME	% Declared Disability	% 55+	%PT
UE10 - Step 1	109	39.4%	8.3%	1.8%	19.3%	12.8%

UE10 - Step 2	60	33.3%	8.3%	5.0%	16.7%	13.3%
UE10 - Step 3	45	42.2%	8.9%	2.2%	24.4%	15.6%
UE10 - Step 4	38	21.1%	13.2%	2.6%	28.9%	7.9%
UE10 - Step 5	74	28.4%	12.2%	2.7%	41.9%	21.6%
UE10 - Step 6	89	30.3%	9.0%	4.5%	51.7%	13.5%
UE10 - Step 7	69	33.3%	2.9%	5.8%	56.5%	14.5%
UE10 - Step 8	46	37.0%	4.3%	6.5%	58.7%	17.4%
UE10 - Step 9	35	37.1%	2.9%	5.7%	60.0%	11.4%
UE10 - Step 10	38	42.1%	5.3%	7.9%	60.5%	13.2%
UE10 - Step 11	31	38.7%	9.7%	0.0%	45.2%	16.1%
UE10 - Step 12	24	25.0%	4.2%	0.0%	58.3%	33.3%
UE10 - Step 13	36	27.8%	11.1%	0.0%	66.7%	16.7%
UE10 - Step 14	28	21.4%	10.7%	7.1%	53.6%	21.4%
UE10 - Step 15	35	25.7%	8.6%	0.0%	71.4%	11.4%
UE10 - Step 16	19	26.3%	0.0%	5.3%	78.9%	36.8%
UE10 - Step 17	22	18.2%	4.5%	0.0%	77.3%	36.4%
UE10 - Off-scale	196	31.1%	5.1%	4.1%	61.2%	18.9%
Total	994	32.2%	7.2%	3.6%	48.7%	16.9%

Table 9 displays the total number of staff and the percentage of those staff with a protected characteristic, for each grade step within Grade UE10.

Impact on Protected Characteristics

Age: In this grade, 48.7% of staff are aged 55 and over, the greatest grade percentage across the University Grade Scale. This is largely due to the level of experience needed to attain this level of seniority.

All staff in steps UE10 steps 1-9 will benefit from these changes. Table 9 shows that 62% of those who will not directly benefit from these changes are aged 55 and over. While this does show that these changes offer disproportionately less uplift for those aged 55 and over in this grade, these are our most highly paid staff with salaries outside the scope of this review.

Disability: In this grade, 3.6% of staff have declared a disability, a low percentage compared to most other grades. Table 9 does show slightly higher percentages of staff within this affected characteristic sitting in steps 10 and 14, but the numbers are small, relative to the overall size of the group. The percentage of those of this protected characteristic that will benefit (steps 1-9) is 3.9% whereas 3.3% (steps 10+) will not. If these numbers are representative, this means that there is little to suggest that this protected characteristic will be disproportionately disadvantaged by these changes.

Gender: In this grade, 32.2% of staff are women, the lowest grade percentage across the University. Table 9 shows that 38% of those that will receive immediate benefit are women. But the introduction of annual (rather than biennial) auto-increments will contribute to women, who tend to be concentrated in the lower steps of this grade, moving more swiftly through those lower steps.

Ethnicity: In this grade, 7.2% of staff are of ethnic minority, with the highest percentage sitting in steps 1 and 2. With the exception of any off-scale salaries, everyone in this grade will benefit from these changes. Table 8 shows that the steps with a greater proportion of those of ethnic minority will benefit most.

Part-time: In this grade, 16.9% of staff work part-time. While part-time staff are not in a protected category and the aim of this project is to ensure University pay is competitive with the UK market, it is still worth highlighting that those in this category will not be disproportionately disadvantaged by this change.

In sum, there is no evidence to suggest that those in these protected characteristics will be disproportionately disadvantaged by this proposal.

Summary

Although this project aims to ensure a competitive grade structure, it does not directly address pay inequality. Such inequality often is exacerbated by several categories intersecting and emerges not from the grade structure itself, but from the systemic manner in which individuals are hired and promoted within the pay structure—this change does not extend to those processes. Other projects address those. The proposal does, however, provide a fair grade structure and springboard to better assess and advance equality and diversity in recruitment practices moving forward.

Age: Overall, 16% University of Edinburgh staff are aged 55 and over. The grades with the highest proportion of these sit in UE01-02 and UE10. On average, older staff are higher within their respective grade bands, and therefore less likely to benefit immediately. In particular, at UE10 the highest proportion of those aged 55+ sit above Step 9, i.e., are the highest paid employees at the University and do not receive auto-increments. They are therefore outside of this review and will receive no direct benefit. While this means that 10% of those aged 55+ currently employed at the University will not receive direct benefit, those currently sitting on Steps 1-8 on the grade will benefit.

Gender: The total overall gender breakdown for the University shows a 44:56 male-to-female ratio. While this displays only a slight imbalance overall, the above analysis shows an uneven gender split with higher proportion of women in post at grades UE01-UE08, while grades UE09-UE10 show a higher proportion of men. It is in these higher paid grades that we see the greatest disparity in pay, where the pay gap is most pronounced. This pay gap largely is due to greater seniority of men in these grades. As noted above, these changes help to address these issues, though other projects such as academic promotion may support addressing them more directly.

Disability

On average 6% of staff at the University have declared a disability. Grades UE04-06 contain the highest percentage of these, with slightly higher than average numbers. In grades UE01-09, with the exception of one staff member (all others in this off-scale category who do not benefit sit in UE10), everyone in this protected category will benefit immediately and/or

benefit from further auto-increments opened up. Additionally, these grades, with the highest concentration of those with a declared disability benefit most from this review as their grades now meet upper quartile market salary thresholds. In effect, those in this protected characteristic will receive the most benefit from this proposal, without detriment to other grades.

Ethnicity

On average 12% of staff are of ethnic minority, with the highest concentration of staff in this category being in UE06. Those in this category tend to sit lower on their grade scales, which means that a higher percentage of these staff will benefit immediately. In grades UE01-09, with the exception of two staff members (all others not benefitting are in UE10), everyone in this protected category will benefit. Additionally, this review leaves Grade UE06, with the highest concentration of those of ethnic minority, in a strong position, as this grade will now meet upper quartile market salary thresholds.

Part-Time

The highest percentages of staff that work part-time sit in Grades UE01-02 and UE06. With the exception of two members of staff in this category across UE01-09, all staff in these grades benefit. In UE06, there is the highest percentage of part-time staff (over 70%), partly due to GH contracts. These GH staff tend to be University of Edinburgh Students and sit in the lower steps of the grade. In effect, this change will also benefit the students we employ.

I. Sign-off

EqIA undertaken by: Elora Oosterhoff, Assistant HR Partner, Talent and Development

Accepted by: James Saville, Director of HR

Date: 11 December 2023

Amended to correct identified typing errors: 22 January 2024
(Corrections made no change to analysis outcome.)