



Equal Pay Audit Report

HR Services

April 2017

Equal Pay Audit – 01st April 2017



All Staff Equal Pay Audit 2017

1. Introduction

- 1.1 UEL is committed to the principle of equal pay for work of equal value and recognises the need to operate a pay system that is free from bias, is transparent, fair and based on objective justification in accordance with our Equality and Diversity Policies. Our People Strategy makes a commitment to developing our talent pool and recognising and rewarding the achievements and contributions of our staff. We recognise that Equal Pay is a fundamental part of achieving gender equality between men and women.
- 1.2 Along with many other UK Universities, UEL implemented the Joint Negotiating Committee for Higher Education Staff (JNCHES) National Framework Agreement for the Modernisation of Pay Structures following agreement with its recognised Trades Unions in May 2007 for Support Staff and February 2010 for Academic Staff. Our pay and grading policies are in line with the National Framework Agreement and provide the basis for achieving equal pay across the University. The Single Grade Structure is based on the principle of equal pay for work of equal value and is underpinned by a job evaluation scheme using the Higher Education Role Analysis (HERA) methodology.
- 1.3 The new pay and grading structure has been in place at UEL for over 9 years and is fully embedded. The Equal Pay Audit (EPA) will enable us to establish whether our pay and grading policies implemented under the framework agreement are working effectively.
- 1.4 Under the Equality Act 2010, we have a legal Public Sector Duty to publish information demonstrating compliance with the Duty such as the gender pay gap and an equal pay statement. UEL is committed to undertake an EPA annually from April 2017 to ensure that we take account of the changing environment of the University and, more generally, the Higher Education sector. This is the fourth EPA we have undertaken - previous EPAs were undertaken in 2008, 2011 and 2015 - and brings reporting in line with our equality duties and forms part of the publication of equality information requirement.

2. Equal Pay Audit

- 2.1 The EPA involves:
 - The comparison of pay arrangements for women and men undertaking the same kind of work;
 - The identification of any pay gaps. The aim is to establish whether and to what degree any inequality exists in the form of a significant pay gap. A pay gap of more than 5% would be significant enough to warrant further investigation;
 - Reviewing the pay gaps, using objective criteria;
 - Addressing any gaps that cannot be satisfactorily explained on the grounds of work content;
 - Ongoing monitoring.
- 2.2 In line with the University's previous EPAs this report covers the protected characteristics of gender, ethnicity, and disability.
- 2.3 This EPA follows the 2015 Audit and is a full review which includes all categories of staff and focuses on comparisons across support, academic, research and management grade staff, and also includes for the first time hourly paid lecturers. The JNCHES Equal Pay Review Guidance for Higher Education Institutions was used as the basis for the review.

3. Data Collection and Analysis

- 3.1 An Audit of all staff basic annual salary was undertaken to establish any significant pay gaps within staffing groups on the grounds of gender, ethnicity, disability, pattern of working and starting salaries. Employee data on gender, ethnicity, disability, grade and pay details is drawn from the University's HR database, iTrent, as at 1st April 2017.
- 3.2 The Audit makes pay comparisons between women and men by grade and by overall staff grouping as at 1st April 2017 across UEL and is illustrated in the various pay gap reports included in this document. Similar analyses were also carried out looking at pay differences based on ethnicity and disability. The key analysis of the data is by grade as staff in the same grade are in jobs that have been subject to systematic job evaluation under HERA and are rated as being equivalent. Detailed comparisons by particular grades and staffing groups are not shown, as this may enable individuals to be identified.
- 3.3 UEL staff on NHS grades and salaries are included in the overall analysis of the pay gaps by gender, ethnicity and disability as they are employees of UEL. However, their pay and grades are not determined by HERA and are not part of our grading structure. It is for these reasons that UEL staff on NHS grades and salaries are excluded from the analysis at grade level as inclusion may skew the results. Also, UEL staff on NHS grades and salaries are employed on a wide salary range which encompasses different levels of UEL management and professorial grades and covers a disparate set of roles.
- 3.4 The reports indicate the percentage value of any pay gaps. This is shown as a -% if women are paid less than men and a +% if women are paid more than men and represents the difference between the average pay of men and the average pay of women as a percentage of men's pay across the University as a whole and is as follows:

$$\text{Gender pay gap} = (\text{male pay} - \text{female pay}) / \text{male pay} \times 100$$

Pay gaps of 5% or more between the average pay of men and women undertaking work of equal value are considered potentially significant and require further investigation.

- 3.5 The headline statistics for the pay gaps are based on both mean and median. This is the first time median pay gap has been analysed. The median is the value below which 50% of employees fall. The median is often used as a better indication of pay gaps because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly representative of the average earnings of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issue and is consequently considered a better indicator of typical "average" earnings.
- 3.6 Pay data relating to the Vice Chancellor's Group have been excluded from detailed analysis because of the small number of staff involved and there being limited appropriate internal comparators. However the overall pay gaps (mean and median) will include VCG statistics.

4. Findings

4.1 Gender Pay Gap - All Staff

- 4.1.1 Support staff account for 44.5% of UEL's workforce followed by Teaching (34.3%), Management grade (4.1%) and Research (2.1%). Hourly paid staff make up 14.7% of UEL staff. Overall in 2017, 56% of all staff across all job categories are women.

The table below illustrates the % gender pay gap across the UEL in 2011, 2015 and 2017:

Year	Mean Gender Pay Gap - All Staff (%)	Median Gender Pay Gap – All Staff (%)
2011	-11.2	-
2015	-10.7	-
2017	-9.2	-5.1

4.1.2 The gender pay gap indicates that there is a significant difference between the pay of men and women at UEL. Although the mean gender pay gap in 2017 shows a 1.5% reduction in the gender pay gap, women, on average, still earn less than men. In terms of median pay gap, the figure would suggest that the pay gap is much smaller and just over the 5% significance level.

4.1.3 UEL’s all-staff gender pay gaps for 2015 and 2017 are lower than existing patterns within the HE sector and the wider UK workforce. The Office of National Statistics (ONS) provisional results for the Annual Survey of Hours and Earnings shows that in the year to April 2017, the corresponding UK all-employees gender pay gap (which includes part-time employees) is 18.4% in favour of men based on median hourly earnings excluding overtime. The Equality in Higher Education statistical report of 2017 produced by the Equality Challenge Unit (ECU) reported that for April 2017, the mean gender pay gap within the HE sector in the UK was 17.8% in favour of men, and the median gender pay gap was 13.7% in favour of men.

4.1.4 In order to fully understand the overall gender pay gap, further analysis at each individual grade within UEL was undertaken to determine the contributing factors and to evaluate pay practices.

- The mean gender pay gaps across most grades were largely negligible and below 3%, which are well within acceptable equal pay parameters.
- No significant gender pay gaps were identified when analysing the mean basic pay of men and women at Lecturer/Senior Lecturer/Principal Lecturer/Support Grades, Grades A – I (with the exception of Grade B), Management Grades 1 & 2, and Research Assistant.
- There was a 9.6% mean pay gap in the senior Research Fellow category in favour of men. Having analysed this further, the men in the grade that occupied the highest scale point on the salary scale have also been in significantly longer service compared to others (mainly female) in the grade.
- Grade B had a mean pay gap of 8.5% in favour of men.
- The mean pay gap between male and female professors has reduced from 5.8% to 3.3%. (Appendices -Table 2).
- As for median pay gaps, there were pay gaps that were just over the significance level of 5% for Support grades A (-5.5%), E (-5.70%) and H (-5.71%). There is also a median pay gap for Senior Research Fellows, as with the mean pay gap.

4.1.6 The following table below provides a comparison of the gender pay gaps and gender distribution against staff categories across UEL in 2015 and 2017.

Staff Category			No. of Employees	Average Basic Pay (£)	% Pay Gap	Median Basic Pay (£)	% Pay Gap
Support Staff, by Gender	2015	Male	311	33,207	-8.1%		
		Female	494	30,501			
Support Staff, by Gender	2017	Male	303	33,433	-6.9%	38,455	0%
		Female	461	31,132		38,455	
Teaching Staff, by Gender	2015	Male	365	46,993	-2.1%		
		Female	321	46,022			
Teaching Staff, by Gender	2017	Male	288	48,204	-3.7%	46,924	0%
		Female	300	46,435		46,924	
Research Staff, by Gender	2015	Male	12	32,054	+0.6%		
		Female	31	28,936			
Research Staff, by Gender	2017	Male	13	37,417	+0.2%	32,004	22.9%
		Female	23	37,494		39,324	
Management Staff, by Gender	2015	Male	39	68,865	-2.6%		
		Female	31	67,050			
Management Staff, by Gender	2017	Male	40	69,233	0.9%	65,867	-2.9%
		Female	30	69,870		63,953	
Hourly Paid Lecturers, by Gender	2017	Male	118	39,378	-1.5%	38,455	0%
		Female	132	38,774		38,455	

**Median pay data was not presented in the 2015 Equal Pay Audit.

- 4.1.7 The table illustrates a reduction in the mean gender pay gaps across support staff, research staff and management staff categories when compared with the results from the 2015 Audit. With the exception of support staff, overall, the mean % gender pay gaps are less than 3% in magnitude across most staff categories which are within acceptable equal pay parameters.
- 4.1.8 The analysis shows that there is a significant gender pay gap of -6.9% compared with -8.1% in 2015, where men on support staff contracts earn on average more than women on support staff contracts which requires further investigation.
- 4.1.9 The gender pay gap within the research staff category remains consistent and continues to show a relatively equal mean pay with a 0.2% gap in favour of women. However, in terms of the median pay gap for research staff category, the pay gap is 22.9% in favour of women. These is a big difference between the median male salary and median female salary.
- 4.1.10 Further analysis of the gender distribution against staff categories also shows that women continue to be disproportionately over-represented in lower-paid roles in the University (Appendices -Table 2). There is a higher proportion of women than men in support grades B to F which is a contributing factor to the overall significant mean gender pay gap of -9.2%.
- 4.1.11 The highest populated grade for teaching staff is Senior Lecturer (Grade G), of which 53% are women followed by Lecturer (Grade F), of which 58% are women and Principal Lecturer (including Readers) (Grade H), of which 36% are women.
- 4.1.12 The highest populated grade for Research Staff is Research Assistant (Grade E), where 58% are women followed by Senior Research Fellow where 56% are women.
- 4.1.13 The highest populated grade for management grade staff is management grade 1 where 38% are women followed by management grade 2 where 58% are women.

4.1.14 The gender pay gap of -9.2% confirms that the earnings of women within UEL reflects the overall experience of women in the HE sector and in the UK as a whole and that women are found to be in lower paid roles compared to men.

4.1.15 The table below illustrates the distribution of staff gender against job family/staff category:

Job Family/Staff Category	Gender	%
Support Staff	Female	60%
	Male	40%
Teaching	Female	51%
	Male	49%
Research	Female	64%
	Male	36%
Management	Female	43%
	Male	57%
Hourly Paid Lecturers	Female	53%
	Male	47%

4.1.16 The overall gender pay gap has reduced since the first EPA in 2007 from -13.4% (2006 pre-HERA) to -9.2% in April 2017. The reduction in the gender pay gap is likely to be attributable to the implementation of the single grade structure underpinned by the HERA job evaluation scheme and the strengthening of our recruitment and selection practices resulting in greater consistency of application where, for example appointments are made at the grade minimum of the salary scale except where there are justifiable business reasons for not doing so.

4.1.17 In terms of public sector pay nationally, the ONS reported that the gender pay gap has increased for the second consecutive year from 11% to 11.4%. UEL's mean gender pay gap of -9.2% and median pay gap of 5.1% in April 2017 compares favourably with both the HE sector (mean, 17.8% and median 13.7%) and public sector figure and is a demonstration of our commitment to the principle of equal pay for work of equal value.

4.1.18 Although the average basic pay of women and men provides useful comparisons of women's and men's earnings, they do not reveal differences in the rates of pay for comparable jobs, and it is rates of pay for comparable jobs which are the focus of the equal pay legislation. The overall gender pay gap of -9.2% and the gender pay gaps across staff categories or job families should not be treated as an indicator of whether women are receiving equal pay for equal work as this is not a comparison of equivalent work.

4.1.19 UEL's strategy is to increase the number of women in higher-graded and senior management roles in order to reduce the current gender imbalance.

4.2 Grade by Gender Comparison – All Support Staff

4.2.1 The table below illustrates the % gender pay gap for all support staff across UEL in 2015 and 2017.

Year	Mean Gender Pay Gap (%) for All Support Staff	Median Gender Pay Gap (%) for All Support Staff
2015	-8.1	NA
2017	-6.9	0%

4.2.2 As at 1st April 2017, support staff accounted for 45% of our workforce of which 60% are women. This means that there are 461 or 60% of women distributed across all support grades compared with 303 or 40% of men.

4.2.3 The table below illustrates the distribution of women and men across all support grades:

Support Grade	Gender	%
Support Grade A	Female	30%
	Male	70%
Support Grade B	Female	87%
	Male	13%
Support Grade C	Female	57%
	Male	43%
Support Grade D	Female	70%
	Male	30%
Support Grade E	Female	62%
	Male	38%
Support Grade F	Female	53%
	Male	47%
Support Grade G	Female	43%
	Male	57%
Support Grade H	Female	37%
	Male	63%
Support Grade I	Female	43%
	Male	57%

4.2.4 In 2015, the mean pay variance between the genders for support staff was -8.1% compared with -6.9% in 2017 in favour of men. The median pay gap in 2017 for all support staff is 0%. Although the mean gender pay gap is considered to be significant (5%), further analysis shows that the pay gap between men and women is reducing. In the last year the number of women in support grades fell from 496 to 461, whilst the number of men fell from 311 to 303. A possible explanation in this reduction could be that in the last year grades A-E have seen a bigger fall in the number of women than compared to the higher grades. Men have stayed relatively constant.

4.2.5 A detailed analysis was conducted of the gender pay gaps across all support grades (A to I) to ascertain why the overall gender pay gap was significant and above 5% for this category of staff where jobs were rated as being equivalent under the HERA job evaluation scheme. The mean pay gaps between the genders across all the grades except grade B (-8.5%) are below 3% which are within acceptable equal pay parameters.

4.2.6 The median pay gap for support staff is 0% but across the grades, the median pay gap is not significant apart from A, E and H which are just above 5% in favour of women.

4.2.6 There are 237 or 66% of women and 122 or 34% of men distributed across support grades A to D. The highest populated grade within this category of staff is grade D of which 70% are women followed by grade E, second highest populated grade of which 62% are women. The pay gap at grade D is +1.3% in favour of women. Women have historically been clustered in the more junior support grades (A-D) within UEL which has been an occupational segregation issue. Women on support grades are over-represented in lower-graded roles (grades A to D) which is often a significant factor in the large pay gap between men and women on support grades.

4.2.7 Overall, there is more of an even balance between men and women in support grades F to I which represent our middle managers, professional staff and Heads of Sections/Units. There are 104 or 53% of men and 97 or 47% of women distributed across grades F to I.

4.3 Gender Pay Gap for Full Time Staff

4.3.1 The table below illustrates the gender pay gap in percentage terms for all full-time staff across the University in 2015 and 2017:

Year	Mean Gender Pay Gap (%) for All Full-time Staff	Median Gender Pay Gap (%) for All Full-time Staff
2015	-9.9	NA
2017	-10.9	-13.69%

4.3.2 As at 1st April 2017, women made up 51% of all full-time staff. On average, women who work on a full-time basis earn 10.9% less than men in 2017 in comparison to 9.9% in 2015, an increase of 1% in the gender pay gap.

4.3.3 The Government's official figures produced by the Annual Survey of Hours and Earnings (ASHE) for the ONS reported that in April 2017, the gender pay gap based on median earnings for full-time employees decreased to 9.1% from 9.4% in 2015 in favour of men. This is the lowest since the survey began in 1997. The data, for full-time staff working in the HE sector, show a fall to 11.1% in April 2015 from 13.5 % in April 2014. The median gender pay gap for full-time staff shows a pay gap of 13.69% which is above the 2014 HE sector figure. No benchmark exists for 2015 in order for comparison.

4.3.4 The full-time figures are significant as a benchmark, as they are mainly quoted as the Government's official figures, produced by the ASHE for the ONS. Various methods can be used to measure the earnings of women relative to men. The ONS prefers to use the earnings for full-time employees excluding overtime; including overtime can skew the results because men generally work more overtime than women. Including part-time staff could have a similar effect, because women make up a bigger proportion of part-time staff than men.

4.3.5 A -10.9% mean gender pay gap is influenced by the fact that 42% of women working on a full-time basis are in the lower grades A to E, compared with 28% of men. This mean pay gap for full-time staff at -10.9% is slightly more than the all staff figure and may contribute to the overall pay gaps.

4.3.6 A further gender pay gap analysis by full-time status across all the grades within the University was undertaken to explore the gender pay gap in each grade. The mean gender pay gap across most grades is below 4%, which is within acceptable equal pay parameters. However, for the median pay gap there were a number grades with over 5% pay gap in favour of men. For example, in Grades A, B, E and H indicating that in these grades indicating that a higher proportion of women are distributed in the lower grades.

4.3.7 No significant mean gender pay gaps were identified when analysing the average basic pay of women and men working on a full time basis at grades Lecturer/Senior Lecturer/Principal Lecturer, Professor grades, Management grades 1 & 2, Research Assistant and Research Fellow.

4.3.8 More significant gender pay gaps (greater than 5%) were identified in the pay band for Senior Research Fellow. Full time men on Senior Research Fellow grade earned significantly more than full time women (11.1%). Further investigation into the pay gaps at Senior Research Fellow shows that a higher proportion of men are at the maximum of the respective grades which contributed to the pay gaps.

4.4 Gender Pay Gap for Part Time Staff

- 4.4.1 Part-time working is defined as those UEL staff who work fewer hours in a full working year of 35 hours x 52 weeks (support & research)/36 hours x 52 weeks (academic and teaching).
- 4.4.2 As at 1st April 2017, UEL's workforce comprised 34% part-time employees, of whom 63% were women. A much higher proportion of women work part-time compared with men. Of the 34% part-time employees, 22% were support staff, 30% were teaching staff, 43% Hourly Paid lecturers and the remaining 5% were made up of research (4%) and management grade staff (1%).
- 4.4.3 The table below illustrates the % gender pay gap for all part-time staff across the University in 2015 and 2017:

Year	Mean Gender Pay Gap (%) for part-time staff	Median Gender Pay Gap (%) for part-time Staff
2015	-13.5%	NA
2017	-4.7%	0.0%

- 4.4.4 UEL's part-time gender pay gap for 2017 (-4.5%) in favour men is within the 5% significance level. This main reason or the difference between 2015 and 2017 pay gap for part-time staff is that the sample also included hourly paid lecturers who are classed as part-time staff. Without Hourly paid lecturers included, the mean pay gap for part-time staff is -6.4% which is above the 5% significance level but still much lower than 2015. The mean and median pay gaps for hourly paid lecturers was -1.2% and 0% respectively. Given that they comprise over 250 people, they will have an influence on the part-time pay gap.
- 4.4.5 A detailed analysis was conducted of the gender pay gap for part-time working across all the grades to explore the pay gap in each grade. Overall, the gender pay gaps across most grades are below 5% which are within acceptable equal pay parameters with the exception of staff on Professor level grade (6.4%), which is in favour of women.
- 4.4.6 The higher incidence of women in part- time and generally lower paid roles in UEL continues to contribute to an even wider disparity in the part time gender pay gap. UEL needs to encourage the growth of more higher-graded roles being available on a part-time basis.

4.5 Pay Gap by Ethnicity – All Staff

- 4.5.1 The table below provides a comparison of the ethnicity pay gap across the University in 2015 and 2017. This is shown as a -% if BME staff are paid less than white staff and a +% if BME staff are paid more than white staff.

Year	Mean Ethnicity Pay Gap (%) All staff	Median Ethnicity Pay Gap (%) for All Staff
2015	-12.8%	NA
2017	-11.7%	-6.1%

- 4.5.2 Over 33% of UEL staff (where ethnicity is known) have classified themselves as being of BAME origin compared with 32% in 2015. According to the 2011 census, the demographics of the London Borough of Newham confirms that the population of Newham constitutes 29% of white origin and 71% of BME origin. Newham is considered the second most ethnically diverse borough in London.
- 4.5.3 The mean ethnicity pay gap of -11.7% compares unfavourably with a mean ethnicity pay gap of 2.3%, as reported by the Equality Challenge Unit in the HE sector for 2017. However, when compared to the London Higher Education ethnicity pay gap, UEL is slightly better with the Mean pay gap at 14.5% in favour of white staff.
- 4.5.4 Overall, white staff are earning, on average, more than black and minority ethnic staff (BAME). The Median pay gap is lower and just over the 5% significant level meaning that typical pay for BAME staff is lower than white staff. Again UEL compares favourably to the median pay gap across London universities which is 13.5% in favour of white staff.
- 4.5.4 UEL has a higher proportion of BAME staff in support roles (55%), followed by academic (39%), research roles (2%) and management grade (2%). They are most highly represented in support grades D, E, Hourly Paid Lecturer and Senior Lecturer, and are under-represented in management grades 1, 2 and 3. This is reflected in the -11.8% Mean and 6.1% Median pay variance. Since 2013, we have seen an increase in BME staff in higher graded support roles (grades F to I) which is encouraging but action needs to be taken to address the pay gap.
- 4.5.5 A detailed analysis was conducted of the ethnicity pay gap between BAME and white staff at each grade. Overall, the mean ethnicity pay gap at each grade is below 5%, which is within acceptable equal pay parameters, with the exception of staff on support grade H (-5.35%). This is an improvement since 2015, where support grade A had a pay gap of -5.80% (now -4.50%), and management grade had a pay gap of -6.50% (now 2.27% in favour on BAME staff).
- 4.5.6 In terms of Median ethnicity pay gaps, support grades A and H are the only ones with a pay gap in favour of white staff (-5.50% & -9.81% respectively) and management grade 1 with a pay gap in favour of BAME staff (7.69%).
- 4.5.8 UEL's strategy is to increase the number of BME staff in higher-graded and senior management roles to address the significant overall pay gap between BME and White staff.

Pay Gap by Disability – All Staff

- 4.6.1 The table below provides a comparison of the disability pay gap across the University in 2015 and 2017. This is shown as a -% if disabled staff are paid less than non-disabled staff and a +% if disabled staff are paid more than non-disabled staff.

Year	Mean Disability Pay Gap (%) All staff	Median Disability Pay Gap (%) for All Staff
2015	-8.2%	NA
2017	-7.3%	-4.3%

- 4.6.2 As at 1st April 2017, 62 staff or 3.6% of the University population have formally classified themselves as having a disability in comparison to 59 staff or 3.9% in 2015. Overall non-disabled staff are earning, on average, more than disabled staff.
- 4.6.3 In 2015 the pay variance between non-disabled and disabled staff was -8.2% compared with -7.3% in 2017 in favour of non-disabled staff. The pay gap between non-disabled and disabled staff has reduced slightly in favour of non-disabled staff. A detailed analysis was undertaken of the pay gap between disabled and non-disabled staff across all the grades to explore the pay gap at each grade. Overall, the disability pay gaps across most grades are below 5% (with quite a few below 3%) which are within acceptable equal pay parameters.
- 4.6.4 The Median pay gap follows a similar pattern to the mean pay gap across grades but represents a lower pay gap overall between non-disabled and disabled staff (-4.3%).
- 4.6.5 No significant disability pay gaps were identified when analysing the average basic pay of disabled and non-disabled staff that were hourly paid lecturers, or on grades Lecturer/Senior Lecturer/Principal Lecturer/Support Grades C-F, H-I, Research Assistant and Management grade 1.
- 4.6.6 Significant disability pay gaps (greater than 5%) between disabled and non-disabled staff were identified for staff on support grades A (-12%), B (-6.2%), G (-5.1%) and management grade 1 (+7.3%). In 2015, the analysis showed that most of those staff in the above grades where there is a higher pay discrepancy, were staff below the maximum spinal column point of their grades. There was an expectancy for the pay gap to reduce through incremental progression. However, while grades B and G have shown a reduction (2015 gaps, -6.8% and -6.6% respectively), grade A has increased from -7.5% to -12%. This might be explained by the fact that there were 3 staff that had a declared disability in 2015 compared to only 1 in 2017 which has affected the average pay gap.
- 4.6.7 Disabled staff on management grade 1 are earning significantly more than non-disabled staff on the same grade which is represented by a disability pay gap of +7.3%.
- 4.6.8 The small numbers of disabled staff and the distribution across all the grades affects the reliability of the data analysis and so the result with regard to the overall disability pay gap should be treated with caution.

5. Conclusions

- 5.1 The EPA shows that overall, the gender pay gaps across staffing categories and grades are reducing when compared with results from 2015 and 2017 Audits which is positive and shift a the pay gaps in the right direction. However, the overall gender pay gap is still high and more work is needed to reduce the pay gap across all groupings of staff where there are no objective reasons for such a gap to exist.
- 5.2 Further examination of the gender pay gaps across all grades shows that the overall pay between men and women across most grades do not seem to display any pay discrepancies but further highlights the issue of uneven distribution of men and women across grades. This is an issue of equality of opportunities rather than that of equal pay.
- 5.3 The findings from the Audit have confirmed that the average earnings of women in UEL reflect the experience of women within the HE sector as a whole, in that women are generally found to be in proportionally more junior grades than men.
- 5.4 We have observed, overall, a slight decrease in the ethnicity and disability pay gaps when compared with results from the 2015 Audit. These pay gaps were further explored whereupon it was determined that no unfair pay practices were in operation and that the overall pay disparity could be justified through factors such as the distribution of these staff in particular job categories, small numbers of staff involved, their length of service and starting salaries.

- 5.5 The EPA shows that the gender pay gap is caused by a number of factors including starting salaries and occupational segregation whereby women tend to be clustered at more junior grades within UEL.
- 5.6 UEL recognises from this Audit that tackling the problem of occupational segregation is a priority and that addressing the differences in distribution of men and women across different job types and job categories will help to progress gender equality.
- 5.7 We will continue to monitor our pay data and pay practices regularly to ensure that any bias is eliminated and practices are non-discriminatory.
- 5.8 Overall, this third EPA shows UEL's commitment to address the gender pay gap and monitoring pay practices in order to reward fairly the skills, experience and potential of all staff.

6. Actions to help address the overall pay gaps

- 8.1 In order to address the issues relating to the significant pay gaps that cannot be explained or justified using objective criteria, we should seek to continue to ensure that there are HR practices in place that will help to close the gaps.
- 8.2 Work is already underway which will contribute (if it hasn't already) to reducing the pay gaps across both gender and ethnicity. The EDI Strategy contains actions across all areas relating to gender, disability and ethnicity (as well as other protected characteristics).
- 8.3 Some of these actions include, the development of key working practices that include flexible working and building capacity of managers to understand the benefits of an organisation that not only considers flexible working but sees how this can contribute to a successful UEL where all staff feel included and valued.
- 8.4 An Athena Swan mentoring scheme has been running now for over a year and has good take up of mentors and mentees contributing to the development of women across a range of roles and occupations.
- 8.5 Actions in the EDI strategy include the development of the recruitment web pages to become more appealing to potential applicants from all backgrounds and job levels.
- 8.6 The Race Equality Charter Mark (REC) provides UEL with an in-depth self-assessment process around race but also a tool to shift thinking around race and to influence policy and practice.
- 8.7 Areas that should be monitored and work to strengthen include:
 - i) To include EPAs as a Key Performance Indicator in the People Strategy 2020.
 - ii) Continue to ensure the consistent application of job evaluation and pay practices, regularly reviewing the application and adequacy of the job evaluation scheme, to ensure there is not a systemic under-evaluation of one staff group against another and that it remains fair and non-discriminatory.
 - iii) Revise the recruitment and selection training for all staff involved in recruitment with a key focus on unconscious bias
 - iv) Continue to train and advise staff involved in the evaluation of job roles under HERA and to include as part of that training UEL's commitment to the principle of equal pay for work of equal value.

- v) To introduce monitoring of starting salaries on a bi-annual basis
- vi) Continue to ensure that there are no barriers to progression for part-time female and BME employees. Through our Equality and Diversity Policy and related schemes, ensure that policies and procedures are implemented which will prevent such discrimination, and emphasise a non-discriminatory approach to promotion and career progression.
- vii) Continue to strengthen our staff development programme and to produce a framework for personal development and career progression, with a particular focus on female staff and BME groups – Aurora and Diversification of leadership development programmes have been offered to staff in 2017/18 and will be promoted widely and monitored in terms of uptake
- viii) The effective use of our work-life balance policies that can actively support our equality and diversity progress, which include:
 - The Right to Request Flexible Working Procedure/ Career Break Policy/ Job Share Scheme/ Parental Leave and Time off for Dependants Policy, and Maternity, Adoption and Paternity, Shared parental leave policies. To review the policy to include an annual review of flexible arrangements.
 - To encourage making more senior graded/senior managerial roles available as part-time or job share
- ix) Careful monitoring, along with ensuring disabled staff have as full access to staff development opportunities and progression as non-disabled staff, should reduce or diminish the disability pay gap
- x) Continuing to provide training, career development and undergraduate and postgraduate qualification opportunities across UEL, initiatives such as UEL's commitment to obtaining ATHENA Swan Silver accreditation and the Race Equality Charter Mark, and our Leadership and Management Development programmes.

Appendices - Results of All Staff Equal Pay Audit

Excluding Senior Staff Outside of the Management Pay Structure

Effective Date - 1st April 2017



- **Table 1 – All Staff Data showing a comparison of 2015 and 2017 Pay Data**
 - Mean and median salaries for all staff by gender, ethnicity, disability, full time and part time
- **Table 2 – All Staff Data showing a comparison of 2015 and 2017 Pay Data – All Staff by Gender and Grade**
 - Mean and median salaries for all grades by gender
- **Table 3 – All Staff Data showing a comparison of 2015 and 2017 Pay Data by Ethnicity and Grade**
 - Mean and median salaries for all grades by ethnicity
- **Table 4 – All Staff Data showing a comparison of 2015 and 2017 Pay Data - Part Time Staff by Gender and Grade**
 - Mean and median salaries for all part time staff by gender and grade
- **Table 5 – All Staff Data showing a comparison of 2015 and 2017 Pay Data - Full Time Staff by Gender and Grade**
 - Mean and median salaries for all full time staff by gender and grade
- **Table 6 – All Staff Data showing a comparison of 2015 and 2017 Pay Data by Disability and Grade**
 - Mean and median salaries for all grades by disability

Table 1 – All Staff Data showing a comparison of 2015 and 2017 Pay Data

Excluding Senior Staff Outside of the Management Pay Structure – 2017 data also includes Hourly Paid Lecturers. Effective Date – 1st April 2017

All Staff by Gender	Number of Employees				Mean Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Men		Women		Men	Men	Women	Women				
	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017
					41,759	42,633	37,291	38,728	4,468	3,904	-10.7%	-9.2%
	679	766	834	949	Median Annual Salary (£)							
					--	40,523	--	38,455	--	2,068	--	-5.1%

All Staff by Ethnic Origin	Number of Employees				Mean Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	White	White	BME	BME	White	White	BME	BME				
	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017
					41,036	42,208	35,778	37,250	5,258	4,958	-12.80%	-11.80%
	965	1093	457	562	Median Annual Salary (£)					2,926		-7.00%
					-	39,500	-	36,538				

*Ethnic Origin – The sample size for these figures is reduced as there are 91 (2016) / 60 (2017) ethnicities which are 'Unknown' or 'Information Refused'.

All Staff - Part Time by Gender	Number of Employees				Mean Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Men		Women		Men	Men	Women	Women				
	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017
					42,607	40,764	36,849	38,855	5,758	1,909	-13.50%	-4.70%
	108	217	249	371	Median Annual Salary (£)							
						38,455		38,455	-	0	-	0%

All Staff - Full Time by Gender	Number of Employees				Mean Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Men		Women		Men	Men	Women	Women				
	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017
					41,598	43,733	37,480	38,648	4,118	1,127	-9.60%	10.90%
	571	578	585	549	Median Annual Salary (£)							
					-	42,955		37,075	-	5,880	-	-13.69%

All Staff by Disability	Number of Employees				Mean Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Not Disabled		Disabled		Not Disabled		Disabled		2015	2017	2015	2017
	2015	2017	2015	2017	2015	2017	2015	2017				
					39,424	40,831	36,173	37,870	3,251	2,960	-8.20%	-7.3%
1454	1384	47	62	Median Annual Salary (£)				-	1,695	-	-4.3%	
				-	39,324	-	37,629					

Table 2 – All Staff Data showing a comparison of 2015 and 2016 Pay Data – All Staff by Gender and Grade

Excluding Senior Staff Outside of the Management Pay Structure Effective Date – 1st April 2017

Grade	Number of Employees				Average Annual Salary (£)				Mean Pay Difference (£)		Mean % Pay Gap	
	Men	Men	Women	Women	Men	Men	Women	Women	2015	2017	2015	2017
	2015	2017	2015	2017	2015	2017	2015	2017				
Hourly Paid Lecturer	-	116	-	127	-	39,552	-	39,147	-	405	-	-1.00%
Lecturer	35	38	42	52	37,171	37,940	36,205	37,456	966	483	-2.60%	-1.30%
Senior Lecturer	195	171	172	193	44,482	45,344	44,716	45,112	234	232	0.50%	-0.50%
Principal Lecturer	44	43	29	24	53,338	54,315	52,611	54,345	727	-30	-1.40%	+0.10%
Professor Grades	23	27	17	20	65,414	67,930	69,227	70,172	3,813	-2242	5.80%	+3.30%
Support Grade A	6	9	7	4	17,147	17,596	16,723	17,457	424	139	-2.50%	-0.8%
Support Grade B	9	3	21	20	19,640	22,365	19,943	20,470	303	1895	1.50%	-8.50%
Support Grade C	29	37	52	49	22,637	23,132	22,255	22,872	382	260	-1.70%	-1.10%
Support Grade D	69	67	172	157	26,355	27,007	26,783	27,362	428	-354	1.60%	+1.30%
Support Grade E	89	79	132	129	32,011	32,553	31,547	32,150	464	403	-1.40%	-1.20%
Support Grade F	47	50	53	57	36,873	37,661	37,054	37,921	181	-260	0.50%	+0.70%
Support Grade G	30	28	22	21	43,817	45,038	43,443	45,283	374	-246	-0.90%	+0.50%
Support Grade H	19	19	11	12	53,080	53,706	52,181	52,346	899	1360	-1.70%	-2.50%
Support Grade I	10	9	11	6	61,576	63,663	63,006	64,583	1430	-919	2.30%	+1.40%
Research Assistant	7	8	8	11	30,999	30,994	31,159	31,098	160	-104	0.50%	+0.30%
Senior Research Fellow	3	4	4	5	44,620	45,620	42,486	38,426	2,134	4386	-4.80%	-9.60%
Management Grade 1**	28	29	22	18	60,533	63,262	60,087	60,765	446	2497	-0.70%	-3.90%
Management Grade 2**	11	8	11	11	85,340	86,486	81,983	86,728	3,357	-243	-3.90%	0.30%

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 3, Research Fellows and Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff.
- For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

Grade	Number of Employees		Median Annual Salary (£)		Median % Pay Gap	Median Pay Difference (£)
	Men	Women	Men	Women		
	2017		2017			
Hourly Paid Lecturer	116	127	38,455	38,455	0.00%	£0
Lecturer	38	52	38,183	37,075	-2.90%	-£1,108
Senior Lecturer	171	193	46,924	46,924	0.00%	£0
Principal Lecturer	43	24	55,998	55,998	0.00%	£0
Professor Grades	27	20	66,837	66,837	0.00%	£0
Support Grade A	9	4	18,412	17,399	-5.50%	-£1,013
Support Grade B	3	20	21,220	20,922	-1.40%	-£298
Support Grade C	37	49	23,164	23,164	0.00%	£0
Support Grade D	67	157	26,829	27,629	2.98%	£800
Support Grade E	79	129	33,943	32,004	-5.71%	-£1,939
Support Grade F	50	57	37,629	38,183	1.47%	£554
Support Grade G	28	21	45,562	45,562	0.00%	£0
Support Grade H	19	12	55,998	52,793	-5.70%	-£3,205
Support Grade I	9	6	64,897	64,897	0.00%	£0
Research Assistant	8	11	31,076	31,076	0.00%	£0
Senior Research Fellow	4	5	46,924	41,709	-11.11%	-£5,215
Management Grade 1**	29	18	59,400	59,400	0.00%	£0
Management Grade 2**	8	11	83,397	87,159	4.51%	£3,763

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 3, Research Fellows and Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff.
- For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

Table 3 – All Staff Data showing a comparison of 2011 and 2015 Pay Data by Ethnicity and Grade

Excluding Senior Staff Outside of the Management Pay Structure. Effective Date – 1st April 2017

Grade	Number of Employees				Average Annual Salary (£)				Mean Pay Difference (£)		% Mean Pay Gap		Median Annual Salary (£)		Median % Pay Gap	Median Pay Difference (£)
	BAME		White		BAME		White		2015	2017	2015	2017	BAME	White		
	2015	2017	2015	2017	2015	2017	2015	2017					2015	2017	2017	
Hourly Paid lecturer		72		157		39,295		39,310		15		-0.04%	38,455	38,455	0.00%	0
Lecturer	20	27	49	60	36,555	37,221	36,689	37,868	134	647	-0.40%	-1.71%	37,075	38,183	-2.90%	1,108
Senior Lecturer	89	94	256	262	44,451	44,981	44,586	45,295	135	314	-0.30%	-0.69%	46,924	46,924	0.00%	0
Principal Lecturer	14	14	58	53	52,653	54,415	53,114	54,302	461	113	-0.90%	0.21%	55,998	55,998	0.00%	0
Professor Grades	9	11	29	34	68,638	69,684	65,991	67,915	2,647	1769	0.40%	2.61%	66,837	65,867	1.47%	-970
Support Grade A	8	8	5	5	16,530	17,241	17,542	18,053	1,012	812	-5.80%	-4.50%	17,399	18,412	-5.50%	1,013
Support Grade B	13	13	16	10	19,278	20,684	19,931	20,759	653	74	-3.30%	-0.36%	20,624	21,220	-2.81%	596
Support Grade C	37	43	43	37	22,399	22,895	22,378	23,218	21	323	0.10%	-1.39%	23,164	23,164	0.00%	0
Support Grade D	107	102	115	113	26,730	27,190	26,757	27,374	27	185	-0.10%	-0.67%	26,829	27,629	-2.90%	800
Support Grade E	68	86	143	116	31,869	32,077	31,694	32,460	175	383	0.60%	-1.18%	32,004	32,958	-2.89%	954
Support Grade F	30	30	67	76	37,030	37,627	36,922	37,891	108	264	0.30%	-0.70%	37,629	38,183	-1.45%	554
Support Grade G	16	15	31	32	42,830	44,797	44,172	45,394	1,342	597	-3.00%	-1.31%	44,240	46,243	-4.33%	2,003
Support Grade H	8	7	21	22	53,140	50,912	52,503	53,791	637	2879	1.20%	-5.35%	49,772	55,185	-9.81%	5,413
Support Grade I	7	4	13	11	62,545	62,593	62,154	64,554	391	1961	0.60%	-3.04%	63,038	64,897	-2.87%	1,860
Research Assistant	4	6	9	6	30,708	31,249	31,589	30,958	881	291	-2.80%	0.94%	31,076	30,626	1.47%	451
Senior Research Fellow	2	4	5	5	42,153	42,716	43,900	43,558	1,747	842	-4.00%	-1.93%	41,709	41,709	0.00%	0
Management Grade 1**	4	7	43	38	56,905	63,860	60,846	62,172	3,941	1688	-6.50%	2.71%	59,400	59,400	0.00%	0
Management Grade 2**	3	4	17	14	84,037	88,225	83,455	86,312	582	1913	0.70%	2.22%	89,808	83,397	7.69%	6,411

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 3, Research Fellows** and **Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff. For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

Table 4 – All Staff Data showing a comparison of 2015 and 2017 Pay Data - Part Time Staff by Gender and Grade

Excluding Senior Staff Outside of the Management Pay Structure. Effective Date – 1st April 2017

Grade	Number of Employees				Average Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Men	Men	Women	Women	Men	Men	Women	Women	2015	2017	2015	2017
	2015	2017	2015	2017	2015	2017	2015	2017				
Lecturer	10	14	14	17	36,874	38,192	36,407	37,878	467	314	-1.30%	-0.82%
Senior Lecturer	52	44	63	68	44,816	45,736	45,183	45,960	367	-224	0.80%	0.49%
Principal Lecturer	3	1	10	10	54,841	55,998	52,056	53,782	2,785	2,216	-5.10%	-3.96%
Professor Grades	6	5	6	6	66,225	67,380	68,935	71,668	2,710	-4,288	4.10%	6.36%
Support Grade A	1	1	0		-	15670	-		-	15,670	N/A	NA
Support Grade B	2	1	15	14	19,632	20,624	20,063	20,685	431	-61	2.20%	0.30%
Support Grade C	4	6	14	12	23,043	23,527	22,320	23,115	723	412	-3.10%	-1.75%
Support Grade D	3	3	36	35	26,834	27,126	27,065	27,856	231	-730	0.90%	2.69%
Support Grade E	10	10	39	38	31,854	32,247	32,124	32,502	270	-254	0.80%	0.79%
Support Grade F	1	3	9	10	35,609	37,118	38,158	38,653	2,549	-1,534	7.20%	4.13%
Support Grade G	-		-	4	-	-	-	45,591	-	-45,591		-
Support Grade H	-		-	1	-	-	-	52,793	-	-52,793		-
Hourly Paid Lecturer	-	116	-	127	-	39,552	-	39,147	-	405		-1.02%
Research Assistant	3	6	6	6	31,690	30,812	31,690	31,098	0	-286	0.00%	-0.93%
Research Fellow	0		10	6	-		37,742	37,868	-	-37,868	N/A	-
Snr Research Fellow	-	1	-	3	-	41709	-	40918.33	-	791	-	-1.90%
Management Grade 1	-	1	-	2	-	68837	-	58537	-	10,300	-	-14.96%
Management Grade 2	-		-	1	-		-	98078	-	-98,078	-	-

Grade	Number of Employees		Median Annual Salary (£)		Pay Difference (£)	% Pay Gap
	Men	Women	Men	Women		
	2017		2017			
Lecturer	14	17	38,183	38,183	0	0.00%
Senior Lecturer	44	68	46,924	46,924	0	0.00%
Principal Lecturer	1	10	55,998	54,372	1,626	-2.90%
Professor Grades	5	6	66,837	71,022	-4,185	6.26%
Support Grade A	-	-	-	-	-	-
Support Grade B	1	14	20,624	21,220	-596	2.89%
Support Grade C	6	12	23,522	23,164	358	-1.52%
Support Grade D	3	35	27,629	28,452	-823	2.98%
Support Grade E	10	38	32,974	33,943	-970	2.94%
Support Grade F	3	10	37,075	39,324	-2,249	6.07%
Support Grade G	-	4	-	46,243	-	-
Support Grade H	-	-	-	-	-	-
Hourly Paid Lecturer	116	127	38,455	38,455	0	0.00%
Research Assistant	6	6	30,626	31,076	-451	1.47%
Research Fellow	-	6	-	39,324	-	-
Senior Research Fellow	1	3	41,709	40,523	1,186	-2.84%
Management Grade 1**	1	2	68,837	58,537	10,300	-14.96%
Management Grade 2**	-	-	-	-	-	-

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 1, 2 and 3, Support G, H and I, Senior Research Fellows** and **Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff.
- For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

Table 5 – All Staff Data showing a comparison of 2015 and 2017 Pay Data - Full Time Staff by Gender and Grade

Excluding Senior Staff Outside of the Management Pay Structure. Effective Date – 1st April 2017

Grade	Number of Employees				Average Annual Salary (£)				Pay Difference (£)		% Pay Gap	
	Men	Men	Women	Women	Men	Men	Women	Women	2015	2017	2015	2017
	2015	2017	2015	2017	2015	2017	2015	2017				
Lecturer	25	24	28	35	37,291	36,104	35,479	37,251	1,187	541	-3.20%	1.43%
Senior Lecturer	143	127	109	125	44,360	44,446	42,772	44,651	86	557	0.20%	1.23%
Principal Lecturer	41	42	19	14	53,228	52,903	50,061	54,747	325	-472	-0.60%	-0.87%
Professor Grades	17	22	13	14	65,127	69,317	61,455	69,531	4,190	-1476	6.40%	-2.17%
Support Grade A	5	8	7	4	17,651	16,723	17,179	17,457	928	380	-5.30%	2.13%
Support Grade B	7	2	6	6	19,642	19,643	19,020	19,967	1	3268	~0.0%	14%
Support Grade C	25	31	38	37	22,572	22,231	22,339	22,793	341	262	-1.50%	1.14%
Support Grade D	66	64	136	122	26,334	26,704	25,873	27,220	370	-218	1.40%	-0.81%
Support Grade E	79	69	93	91	32,031	31,305	30,250	32,003	726	595	-2.30%	1.82%
Support Grade F	46	47	43	47	36,908	36,868	35,749	37,765	40	-69	-0.10%	-0.18%
Support Grade G	30	28	21	17	43,817	43,567	42,135	45,211	250	-173	-0.60%	-0.38%
Support Grade H	19	19	10	11	53,080	52,379	50,491	52,305	701	1401	-1.30%	2.61%
Support Grade I	10	9	11	6	61,576	63,006	60,069	64,583	1,430	-919	2.30%	-1.44%
Research Assistant	4	2	2	0	30,481	29,565	28,115		916	31540	-3.00%	100.00%
Research Fellow	1		8	5	38,511	37,821	34,572	39,096	690	-39096	-1.80%	
Senior Research Fellow	3	3	3	2	44,620	39,685	40,884	41,709	4,935	5215	-11.10%	11.11%
Management Grade 1**	27	28	21	16	60,621	60,258	-	61,043	363	2020	-0.60%	3.20%
Management Grade 2**	11	8	11	10	85,340	81,983	-	85,593	3,357	892	-3.90%	1.03%

Grade	Number of Employees		Median Annual Salary (£)		Pay Difference (£)	% Pay Gap
	Men	Women	Men	Women		
	2017		2017		2017	
Lecturer	24	35	38,183	37,075	1,108	-2.90%
Senior Lecturer	127	125	46,924	45,562	1,362	-2.90%
Principal Lecturer	42	14	55,998	55,998	0	0.00%
Professor Grades	22	14	65,867	64,924	944	-1.43%
Support Grade A	8	4	18,412	17,399	1,013	-5.50%
Support Grade B	2	6	23,235	19,766	3,470	-14.93%
Support Grade C	31	37	23,164	23,164	0	0.00%
Support Grade D	64	122	26,829	26,829	0	0.00%
Support Grade E	69	91	33,943	31,076	2,867	-8.45%
Support Grade F	47	47	38,183	38,183	0	0.00%
Support Grade G	28	17	45,562	45,562	0	0.00%
Support Grade H	19	11	55,998	52,793	3,205	-5.72%
Support Grade I	9	6	64,897	64,897	0	0.00%
Research Assistant	2	0	31,540		0	0.00%
Research Fellow	0	5	0	39,324	0	0.00%
Senior Research Fellow	3	2	46,924	41,709	5,215	+11.11%
Management Grade 1**	28	16	59,400	59,400	0	0.00%
Management Grade 2**	8	10	83,397	85,893	-2,497	+2.99%

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 3** and **Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff.
- For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

Table 6 – All Staff Data showing a comparison of 2011 and 2015 Pay Data by Disability and Grade

Excluding Senior Staff Outside of the Management Pay Structure

Effective Date – 1st April 2017

Grade	Number of Employees				Average Annual Salary (£)				Pay Difference (£)		% Pay Gap		Median Annual Salary (£)		Median % Pay Gap	Median Pay Difference (£)
	Not Disabled		Disabled		Not Disabled		Disabled						Not Disabled	Disabled		
	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2017		2017	
Hourly Paid Lecturer		47		6		40,505		41,367		862		2.1%	40,574	42,823	5.5%	862
Lecturer	74	76	3	4	36,656	37,766	36,341	37,352	315	-414	-0.9%	-1.1%	38,183	37,075	-2.9%	-414
Senior Lecturer	353	331	14	15	44,591	45,244	44,598	45,699	7	455	0.0%	1.0%	46,924	46,924	0.0%	455
Principal Lecturer	71	64	2	1	52,999	54,273	54,841	55,998	1,842	1,725	3.5%	3.2%	55,998	55,998	0.0%	1,725
Professor Grades	35	47	0		67,034	68,884	0	0	N/A	N/A	N/A	-	66,837	-	-	N/A
Support Grade A	10	11	3	1	17,216	17,810	15,928	15,670	1,288	-2,140	-7.5%	-12.0%	18,412	15,670	-14.9%	-2,140
Support Grade B	29	22	1	1	19,897	20,773	18,549	19,485	1,348	-1,288	-6.8%	-6.2%	21,220	19,485	-8.2%	-1,288
Support Grade C	77	79	4	3	22,427	23,035	21,710	22,724	717	-311	-3.2%	-1.3%	23,164	23,164	0.0%	-311
Support Grade D	233	205	8	12	26,647	27,269	27,078	27,582	431	312	1.6%	1.1%	27,629	28,041	1.5%	312
Support Grade E	208	179	13	10	31,719	32,384	31,968	32,799	249	415	0.8%	1.3%	32,958	33,943	3.0%	415
Support Grade F	97	99	3	3	36,921	37,832	38,511	39,324	1,590	1,492	4.3%	3.9%	38,183	39,324	3.0%	1,492
Support Grade G	10	46	3	1	43,714	45,252	40,847	42,955	2,867	-2,297	-6.6%	-5.1%	45,562	42,955	-5.7%	-2,297
Support Grade H	29	29	1	1	52,678	53,096	54,841	55,998	2,163	2,902	4.1%	5.5%	54,372	55,998	3.0%	2,902
Support Grade I	20	14	1	1	62,224	63,969	63,555	64,897	1,331	928	2.1%	1.5%	64,897	64,897	0.0%	928
Research Assistant	15	12	0	1	31,084	31,180	-	31,076	-	-104	N/A	-0.3%	31,076	31,076	0.0%	-104
Research Fellow	19	10	0		37,816	38,336	-	-	-	-	N/A	-	39,324	-	-	N/A
Senior Research Fellow	7	9	0		43,401	43,184	-	-	-	-	N/A	-	41,709	-	-	N/A
Management Grade 1	47	43	1	2	61,036	62,270	66,110	66,837	5,074	4,567	8.1%	7.3%	59,400	66,837	12.5%	4,567
Management Grade 2	22	17	0		85,618	86,215	0		-	-	N/A	-	84,627	-	-	N/A

- **Ad Hoc Grades** are excluded as the pay range is too broad to provide meaningful data.
- **Management Grade 3** and **Principal Research Fellows** are not detailed individually, as the sample sizes are sufficiently small such that it would be possible to identify the salary details of individual members of staff.
- For the same reason, **Professorial Grades 1-4** are detailed, but grouped together as one Professorial grade.

