



## **Equal pay audit report 2008**

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## Executive Summary

This is the first in-depth Equal Pay Audit undertaken by the University. It uses existing Human Resource data to provide an overview of pay patterns across the institution.

At 31<sup>st</sup> August 2007 there were 1146 women and 1002 men working for the University of Kent. The equal pay audit looks at pay across grades, occupational categories, full time and part-time staff, the effect of increments and also allowances. The report identifies that there appears to be a gap between the average pay for women and the average pay of men of some 25% overall. The demographics suggest that there is an Institutional difficulty because the working population at the high end of the pay scale is dominated by men who have longer service.

The report concludes by giving the following recommendations:

- The University needs to consider the positive action it needs to take to address unjustified gender based pay gaps. In order to do this it is recommended that positive action is taken to reduce all gender pay gaps to 5% where the current gap is currently greater than 5%.
- The University will review promotion and advancement criteria in order to identify and eliminate and gender bias that may exist.
- The University will introduce mandatory training in fair recruitment and selection for people involved in appointment process.
- The University will ensure that HR will play a more influential role in seeking to enforce the application of a consistent pay practice when appointing new staff.
- The University will continue to celebrate and support family friendly policies to ensure that women receive support to continue their careers and that the working practices ensure there are no perceived barriers to progression for part-time employees.
- We will continue to improve our monitoring systems and to share the outcomes.
- The University will also monitor access to training and career development across the institution as a key part in ensuring equality of opportunity.

## 1. **Introduction**

- 1.1. The purpose of this paper is to provide members of the Staff Policy Committee and the wider University community with information produced from the recent equal pay audit.
- 1.2. The University of Kent supports the principle of equal pay for work of equal value and recognises that we should operate a pay system that is based on objective criteria. As part of this commitment to putting equal pay principles into practice, we will carry out regular monitoring of the impact of our pay practices.
- 1.3. This is the first in-depth Equal Pay Audit undertaken by the University. It uses existing Human Resource data to provide an overview of pay patterns across the institution. A working group has been formed to oversee the process. The working group is made up of members of the personnel department, our Trade Union partners and Professor Liz Mansfield from Staff Policy Committee.
- 1.4. Although good practices suggests conducting pay audits between different ethnic groups and disabled and non-disabled people, this report will only consider gender. The reason for this is the complexity of the Equal Pay Audit, and being the first one with this amount of detail, it was agreed by the working party to concentrate on gender in the first instance and model ethnicity and disability audits on this.

## 2. **Background**

- 2.1. The push for Equal Pay has been around for a while but recently it has become a firm part of the social and political agenda. The government have introduced a series of initiatives in order to address the gender gap in pay in the UK workforce. The Equal Pay Act 1970 as amended in 1983 provides for an employee to seek equal pay with a comparator of the opposite sex in the same employment, doing equal work.
- 2.2. The business arena in which we operate is an increasingly changing environment. The competitiveness of organisations depends on the utilisation of resources to their full potential as labour markets become more aggressive and mobile. With fair rewards for staff, an organisation can secure its diversity of talented individuals and in turn expect a better product and service. Subsequently, this positive approach to equality and diversity practice will display a respectful community image and act as a force for success.

- 2.3. The university had generated staff pay data following the application of the HERA job evaluation system in order to carry out an equal pay audit.
- 2.4. For an explanation of the methodology used please see [appendix 1](#)
- 2.5. Equal pay reviews are covered by the Data Protection Act (1998) in terms of the processing of the raw data, the disclosure of data to third parties involved in the review, and the publication of the results. We will ensure that the results of the audit are published in a form which will ensure compliance with this legislation.

### 3. Staff profile

- 3.1. The following table gives the gender profile of the University as of August 2007:

	<b>Female</b>	<b>Male</b>
Total	1146	1002
% Total	53.35%	46.65%

Table 1: gender profile of the University

- 3.2. The percentage difference of pay between women and men at University level is slightly over 25%. This is a simply the difference between the average salary of women compared to men and *not a valid measure of equal pay.*

	<b>Average salary Female – Basic</b>	<b>Average salary basic – Male</b>	<b>% Diff – basic</b>	<b>Standard Deviation Female</b>	<b>Standard Deviation Male</b>
Total	£25,909	£34,548	25.01%	11657	17356

Table 2: Overall gender pay gap

- 3.3. The EOC advocates that where a pay differential related to sex is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored and for gender pay gaps of more than 5%, action is needed to address the issue and close the gap.
- 3.4. In order to establish a basis for measuring the inequalities in pay at the University it is necessary to compare the pay of staff carrying out work that is rated as equal. This study therefore compares the pay of men and women carrying out work of equal value.

4. **Gender pay analysis by Occupation**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	%		Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for	St. Dev. Female	St. Dev. Male
			Female	% Male					Grade Basic		
Clerical	477	65	88.01%	11.99%	542	£18,696	£17,823	-4.90%	£18,592	3840	3627
Technical	24	66	26.67%	73.33%	90	£21,359	£24,202	11.75%	£23,444	5530	6000
Manual	138	206	40.12%	59.88%	344	£13,101	£15,927	17.74%	£14,793	2703	4757
Admin	198	153	56.41%	43.59%	351	£34,326	£37,776	9.13%	£35,830	6282	11695
Academic	191	309	38.20%	61.80%	500	£37,839	£40,555	6.70%	£39,515	5473	6140
Ac Clinical	8	6	57.14%	42.86%	14	£49,018	£66,609	26.41%	£56,557	4671	24611
Research	83	84	49.70%	50.30%	167	£28,366	£30,099	5.76%	£29,238	3957	5847
Mgr_Prof	27	113	19.29%	80.71%	140	£62,358	£65,006	4.07%	£64,495	9127	16968
<b>Totals</b>	<b>1146</b>	<b>1002</b>	<b>53.35%</b>	<b>46.65%</b>	<b>2148</b>	<b>£25,909</b>	<b>£34,548</b>	<b>25.01%</b>	<b>£29,937</b>	<b>11657</b>	<b>17356</b>

Table 3: Summary of gender pay effect within occupational categories.

- 4.1. The gender effect on pay within occupational groups shown in the table on the previous page shows a correlation between the dominant gender population in any occupational group and the average pay of men and women in that group. Where men dominate the occupational group they generally receive higher average pay. Where women dominate the group population they receive higher average pay.
- 4.2. The clinical academic as it a small group and the clinical scales used are atypical of the scales used for the rest of the university.
- 4.3. In the research academic group there is virtual parity in the populations; however, there is a 5.75% difference between the pay of men and that of women. This suggests that male researchers are graded more highly than female researchers or that the sample contains male workers with longer service or relatively higher starting salaries than their female counterparts.
- 4.4. Similarly the administrative occupational group demonstrates a reasonably matched populations yet a significant difference in male pay averages.
- 4.5. The standard deviation calculation highlights the distribution of salaries. Pay is more widely distributed in the groups where there is a noticeable difference between the average pay and higher average pay correlates with distribution expressed by the standard deviation. We believe this is due to greater proportion of women or men respectively in the occupational groups where one gender has higher average pay.

5. **Gender pay analysis by Grade**

BASIC INFO	Population					DISC POINTS		OFF SCAL E		AVERAGE SALARY BASIC PAY					
	F	M	F %	M%	Tot	F%	M%	F	M	Female – Basic Average	Male – Basic Average	% Diff. - Basic	Total for Grade Basic Average	St. Dev. female	St. Dev. Male
Grade 1	84	58	59.15%	40.85%	142	2.38	3.45	0	0	£12,089	£12,121	0.26	£12,102	224	172
Grade 2	29	30	49.15%	50.85%	59	3.45	23.33	0	0	£12,797	£13,084	2.20	£12,943	244	282
Grade 3	106	66	61.63%	38.37%	172	5.66	0.00	0	0	£14,454	£14,401	-0.37	£14,433	705	530
Grade 4	175	54	76.42%	23.58%	229	10.29	14.81	1	0	£16,826	£16,795	-0.18	£16,819	840	1040
Grade 5	136	55	71.20%	28.80%	191	11.76	20.00	0	0	£19,228	£19,836	3.06	£19,403	1020	936
Grade 6	98	62	61.25%	38.75%	160	2.04	4.84	0	2	£23,564	£23,589	0.11	£23,574	1161	1360
Grade 7	227	166	57.76%	42.24%	393	9.69	10.24	1	0	£29,683	£29,709	0.09	£30,681	2127	1969
Grade 8	196	237	45.27%	54.73%	433	16.84	20.68	4	11	£37,475	£38,300	2.15	£39,392	3056	5385
Grade 9	60	155	27.91%	72.09%	215	16.67	43.23	2	2	£45,760	£47,547	3.76	£47,046	3591	7163
Mgr_ Prof	27	113	19.29%	80.71%	140	N/A	N/A	1	1	£62,358	£65,006	4.07	£64,495	9127	16968

Table 4: Summary of gender pay gap and grade



- 5.1. The above table provides data for pay levels by grade for all staff groups. This table illustrates the pay gap between men and women for jobs that have been rated as equivalent under the job evaluation scheme
- 5.2. The average pay differences between men and women in the same grades are narrower than they are when compared to the occupational analysis. This suggests that where the HERA system most effectively operates, the variation in pay due to gender is small.
- 5.3. However grade 5 and 9 appear to be slightly above the 3% significance level. Grade 5 has a higher female population but the pay gap is still 3.06% in favour of men. Occupational groups that occupy grade 5 include clerical, technical, and manual. Technical and Manual groups have a grade 5 pay gap of 6.71% and 4.04% respectively. (detailed tables in appendices illustrate this further) These are both male dominated groups and so contribute to the overall pay gap in grade 5.
- 5.4. In order to explain the higher pay differential in grade 9 a look at discretionary awards provides a useful comparison. The attention of members is drawn to the fact that more men are paid using discretionary spine points thus they receive higher average comparative pay because although their job size is rated equally their past performance rewards have rated their worth to the university more highly.
- 5.5. The pay gap for the managerial and professorial grade is 4.07% which is just below the 5% significant level. Although this is below the level regarded as significant by the EOC it is a matter of concern that suggests that male dominance of the senior staff pay scale should be closely examined.
- 5.6. The Hay Consulting Group have conducted a survey for the university which included comparison of job size and pay by gender. The initial results of the analysis are not yet public but there are indications that market rates and length of service play a greater role in salary setting than job size.
- 5.7. Overall, pay between males and females across the grade structure do not seem to display any pay discrepancies, but further highlights the issue of uneven distribution of males and females across grades. This is an issue of equal opportunities rather than that of equal pay. It reinforces previous work done on gender balance at the University and identifies the need for fair recruitment practices;

increased confidence of female employees; and the addressing of any perceived barriers. Only through these initiatives will the overall pay gap of 25% be reduced.

## 6. Summary of average salary with allowances

- 6.1. The % pay gaps with allowances increase slightly in favour of men in grades 1, 2, 3, 4, 5 and 6. The % pay gap for grade 3 increases from -0.37% to 6.49% taking the gap above the 5% significance level. This however can be attributed to allowances such as unsociable hours and shift work for security staff. (See Appendix 3 for detailed table of salaries with allowances)
- 6.2. Grades 7, 8 and 9 decrease the % pay gap in favour of women. The following table provides a short summary of the types of allowances and how they are distributed among the female and male staff.

	Female	Male	% of allowance population in receipt of allowance - Female	% allowance population in receipt of allowance - Male	% Female staff population receiving allowance	% Male staff population receiving allowance
<b>Unsocial hours related</b>	61	137	30.81%	69.19%	5.32%	13.67%
<b>Senior Mgmt duties related</b>	5	27	15.63%	84.38%	0.44%	2.69%
<b>Acting Up/Extra responsibility</b>	16	7	69.57%	30.43%	1.40%	0.70%
<b>Individual specific</b>	6	5	54.55%	45.45%	0.52%	0.50%
<b>Role Category Specific</b>	8	14	36.36%	63.64%	0.70%	1.40%
<b>TUPE/external terms related</b>	3	6	33.33%	66.67%	0.26%	0.60%
<b>Total</b>	<b>99</b>	<b>196</b>	<b>33.56%</b>	<b>66.44%</b>	<b>8.64%</b>	<b>19.56%</b>

Table 5: Summary of allowances by gender

**7. New appointments – 08 August 2006 – 07 Aug 2007**

- 7.1. Table 6 shows that 523 new employees were appointed in the 12 months to August 2007. 323 of the newly appointed staff were women.
- 7.2. More women were appointed than men in grades 1 to 8 and overall there does not seem to be any evidence of male salaries exceeding female salaries.
- 7.3. However in grade 9 the male pay gap was 14.68% amongst new appointees. There is a need for more analysis but a contributing factor to a widening pay gap could be explained by the fact that 78.95% of the new appointees were male. The table includes for grade 9 the entry level on the pay spine. This was included to further assist in explaining the 14.98% pay gap. As this section in the table illustrates, more male appointees were starting on discretionary points than women.
- 7.4. The managerial and professorial grade does not show a significant pay gap even though fewer females were appointed than males. However the concern here is that more males are being appointed in the higher grades than females.

							Average salary - 35 hrs				
Grades	Spine point	Female	Male	Totals	% of gender population Female	% of gender population Male	Female	Male	% Diff. between genders	St. Dev. Female	St. Dev. Male
<b>UCEA 1</b>		<b>17</b>	<b>10</b>	<b>27</b>	<b>62.96%</b>	<b>37.04%</b>	£11,595	£11,648	<b>0.45%</b>	297	269
<b>UCEA 2</b>		<b>8</b>	<b>1</b>	<b>9</b>	<b>88.89%</b>	<b>11.11%</b>	£12,566	£12,451	<b>-0.92%</b>	248	-
<b>UCEA 3</b>		<b>40</b>	<b>14</b>	<b>54</b>	<b>74.07%</b>	<b>25.93%</b>	£13,710	£14,037	<b>2.33%</b>	550	538
<b>UCEA 4</b>		<b>44</b>	<b>17</b>	<b>61</b>	<b>72.13%</b>	<b>27.87%</b>	£16,103	£16,186	<b>0.51%</b>	739	1031
<b>UCEA 5</b>		<b>37</b>	<b>13</b>	<b>50</b>	<b>74.00%</b>	<b>26.00%</b>	£18,306	£18,861	<b>2.94%</b>	710	827
<b>UCEA 6</b>		<b>35</b>	<b>16</b>	<b>51</b>	<b>68.63%</b>	<b>31.37%</b>	£22,793	£22,699	<b>-0.42%</b>	965	1237
<b>UCEA 7</b>		<b>79</b>	<b>51</b>	<b>130</b>	<b>60.77%</b>	<b>39.23%</b>	£28,456	£28,081	<b>-1.33%</b>	1952	1540
<b>UCEA 8</b>		<b>44</b>	<b>35</b>	<b>79</b>	<b>55.70%</b>	<b>44.30%</b>	£35,082	£34,646	<b>-1.26%</b>	2640	2243
<b>UCEA 9</b>		<b>4</b>	<b>15</b>	<b>19</b>	<b>21.05%</b>	<b>78.95%</b>	£43,208	£50,640	<b>14.68%</b>	3496	21682
Low pt	44/45	1	2		25.00%	13.33%					
Mid pt	46	2	4		50.00%	26.67%					
High pt	47/49		4			26.67%					
Disc. 1	50	1			25.00%						
Disc. 2	51		2			13.33%					
Disc. 3	52		2			13.33%					
Off Scale			1			6.67%					
<b>MGR_PROF</b>		<b>9</b>	<b>22</b>	<b>31</b>	<b>29.03%</b>	<b>70.97%</b>	£64,331	£65,610	<b>1.95%</b>	10300	10129
<b>CLINICAL LECTURERS - NHS SC</b>		<b>3</b>	<b>3</b>	<b>6</b>	<b>50.00%</b>	<b>50.00%</b>	£47,678	£38,608	<b>-23.49%</b>	2200	7771
<b>NMW 22 years +</b>		<b>3</b>	<b>3</b>	<b>6</b>	<b>50.00%</b>	<b>50.00%</b>	£9,216	£9,216	<b>0.00%</b>	-	-
<b>TOTALS</b>		<b>323</b>	<b>200</b>	<b>523</b>	<b>61.76%</b>	<b>38.24%</b>	<b>£23,975</b>	<b>£31,001</b>	<b>22.66%</b>	<b>10991</b>	<b>17175</b>

Table 6: Summary of appointments between August 2006 and August 2007

## 8. Part-time workers

- 8.1. There are 475 women and 117 men currently working part-time. The part-time group as a whole show 31.59% pay gap. This gap is largely created at University level by the fact that the lower graded staff are overwhelmingly female. However this in itself doesn't mean that there is a failure to achieve equal pay.
- 8.2. The table below shows that among the lower grades the gender pay gap is not significant. The difficulties identified in the higher grades for full time staff are mirrored in the part time figures. The pay gaps are above the 5% level in the higher reaches of the grading structure.

BASIC INFO	PART TIME FIGURES				PART TIME STAFF AVERAGE SALARY BASIC PAY					
	Female	% of total staff	Male	% of total staff	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
Grade 1	69	48.59%	18	12.68%	£12,078	£12,164	0.71%	£12,095	231	105
Grade 2	15	25.42%	9	15.25%	£12,796	£12,916	0.93%	£12,841	258	249
Grade 3	69	40.12%	12	6.98%	£14,503	£14,237	-1.87%	£14,464	750	640
Grade 4	83	36.24%	6	2.62%	£16,957	£16,850	-0.64%	£16,950	828	650
Grade 5	66	34.55%	4	2.09%	£19,282	£19,694	2.09%	£19,295	1020	148
Grade 6	31	19.38%	5	3.13%	£23,493	£24,517	4.18%	£23,636	1094	1435
Grade 7	75	19.08%	11	2.80%	£30,187	£30,036	-0.50%	£30,168	2250	2012
Grade 8	57	13.16%	20	4.62%	£38,187	£41,412	7.79%	£39,025	2572	15854
Grade 9	7	3.26%	21	9.77%	£47,195	£50,629	6.78%	£49,771	2108	17911
Mgr_Prof	1	0.71%	10	7.14%	£67,548	£62,861	-7.46%	£63,287		9117
Joint Partnership	2	14.29%	1	7.14%	£50,972	£77,300	34.06%	£59,748		
<b>TOTALS</b>	<b>475</b>	<b>22.11%</b>	<b>117</b>	<b>5.45%</b>	<b>£21,842</b>	<b>£31,928</b>	<b>31.59%</b>	<b>£23,835</b>	<b>9605</b>	<b>20574</b>

Table 7: Summary of Part-time staff gender pay by grade

## **9. Recommendations**

- 9.1 The University needs to consider the positive action it needs to take to address unjustified gender based pay gaps. In order to do this it is recommended that positive action is taken to reduce all gender pay gaps to 5% where the current gap is currently greater than 5%.
- 9.2 The University will review promotion and advancement criteria in order to identify and eliminate and gender bias that may exist.
- 9.3 The University will introduce mandatory training in fair recruitment and selection for people involved in appointment process.
- 9.4 The University will ensure that HR will play a more influential role in seeking to enforce the application of a consistent pay practice when appointing new staff.
- 9.5 The University will continue to celebrate and support family friendly policies to ensure that women receive support to continue their careers and that the working practices ensure there are no perceived barriers to progression for part-time employees.
- 9.6 We will continue to improve our monitoring systems and to share the outcomes.

## **10. Conclusions**

- 10.1. The Equal Pay Audit has demonstrated that there is a gender pay issue within the University although perhaps not a widespread equal pay problem. The demographics suggest that there is an institutional difficulty because the working population at the high end of the pay scale is dominated by men who have longer service.
- 10.2. In order to address this imbalance there is a real need to explore the possibilities of fast track development of talented women already working for the University and the importation of fresh talent wherever that is possible. As more appointments are made using standard rules for setting salaries, we would anticipate that the picture will gradually change for the better. However the reform of the promotion regulations perhaps holds the key to achieving a better outcome more quickly in terms of equal opportunity.
- 10.3. Those women that are not encouraged to apply for promotion and advancement because of the difficulty they perceive in presenting the work they do as worthy of advancement or recognition need to be encouraged.

- 10.4. In the recent non academic promotions and grading process 54% of re-grading applications made by women were rejected compared to 35% of applications made by men. Women applicants made up 75% of the applications. Although it is impossible to say that those applications rejected were any more or less worth than the ones put forward by men the fact remains that men appear, statistically at least to have a better chance of being regraded even with a system of job evaluation.

## 11. Action Plan

No	Action	Lead persons	Timescales
1	Conduct a full in depth equal pay review every 2 years with an interim report every year as part of the annual Equality and Diversity report.	Director of Personnel	Every 2 years – next one September 2009  Interim report on progress in annual E & D report in October 2008
2.	Distribute report across staff networks, JSNCC, and post on website.	Equality and Diversity Manager	August 2008
3.	Salary review, promotions, increments and regarding committees to review process and making sure equal opportunities and equal pay principles are factored in.	Chair of Committees	On-going

## **Appendix 1**

### **Methodology**

The Joint Negotiating Committee for Higher Education Staff has published useful guidance on how Higher Education Institutions should conduct an equal pay review (audit) which we will broadly stick to.

This will involve a 3-step approach namely:

- 1. Analysis**
- 2. Diagnosis**
- 3. Action**

### **Analysis**

The first step is to conduct an analysis of the workforce composition in terms of staff groupings and contractual arrangements. In particular the audit will review and analyse data in the following areas:

- Staff in grades by gender (full and part-time) – median figures – deviation from mean by gender
- Starting salaries by gender
- Analysis of work rated as equivalent (*see terminology below*)
- Rate of progression to top of pay scale by gender
- Staff on discretionary points by gender
- Applications for promotion as a proportion of occupational group
- The payment of market supplements and allowances

### **Diagnosis**

After the initial analysis has been compiled the second stage will be to establish the nature of any inequities and their causes and this may involve the gathering of further data to support (or not) the initial findings. The diagnosis stage will be carried out by the equal pay working group who will make recommendations to Staff Policy Committee.

The following terms contained in the equal pay legislation are used in respect of equivalent work:

- ‘*Like work*’ is defined as work which is the same or broadly similar
- ‘*Work rated as equivalent*’ is defined as work which has achieved the same or a similar number of points under a job evaluation scheme
- ‘*Work of equal value*’ is defined as work which is of broadly equal value when compared under headings such as effort, skill and decisions.



**Appendix 2**

**Summary of occupational group by grade**

**Clerical**

BASIC INFO	OVERALL GENDER SPLIT					ALL STAFF AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 3</b>	89	17	83.96%	16.04%	106	£14,475	£14,331	<b>-1.00%</b>	£14,453	732	670
<b>Grade 4</b>	164	24	87.23%	12.77%	188	£16,811	£16,568	<b>-1.47%</b>	£16,780	835	1083
<b>Grade 5</b>	127	13	90.71%	9.29%	140	£19,257	£19,110	<b>-0.77%</b>	£19,243	1026	911
<b>Grade 6</b>	67	9	88.16%	11.84%	76	£23,497	£22,780	<b>-3.15%</b>	£23,412	1097	533
<b>Grade 7</b>	30	2	93.75%	6.25%	32	£28,422	£30,114	<b>5.62%</b>	£28,530	1398	1889
<b>Totals</b>	<b>477</b>	<b>65</b>	<b>88.01%</b>	<b>11.99%</b>	<b>542</b>	<b>£18,696</b>	<b>£17,823</b>	<b>-4.90%</b>	<b>£18,592</b>	<b>3840</b>	<b>3627</b>

The clerical category represents the group which has the largest percentage of women. Apart from grade 7 where there is a pay gap of 5.67% the rest of the grades are either fairly equal or in favour of women.

The standard deviation in this group highlights how the women's average wage shows a greater distribution than that of men. Again this is due to the vastly greater proportion of women to men.

**Technical**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 2</b>	0	1	0.00%	100.00%	1	N/A	£13,188	<b>N/A</b>	£13,188	N/A	0
<b>Grade 3</b>	1	3	25.00%	75.00%	4	£13,843	£14,382	<b>3.74%</b>	£14,247	0	626
<b>Grade 4</b>	7	6	53.85%	46.15%	13	£17,141	£18,102	<b>5.31%</b>	£17,585	983	746
<b>Grade 5</b>	7	21	25.00%	75.00%	28	£18,693	£20,038	<b>6.71%</b>	£19,702	852	978
<b>Grade 6</b>	5	14	26.32%	73.68%	19	£24,475	£24,702	<b>0.92%</b>	£24,645	1681	1230
<b>Grade 7</b>	4	18	18.18%	81.82%	22	£31,392	£31,182	<b>-0.67%</b>	£31,220	0	1618
<b>Grade 8</b>	0	3	0.00%	100.00%	3	£0	£34,811	<b>N/A</b>	£24,811	NA	4292
<b>Totals</b>	<b>24</b>	<b>66</b>	<b>26.67%</b>	<b>73.33%</b>	<b>90</b>	<b>£21,359</b>	<b>£24,202</b>	<b>11.75%</b>	<b>£23,444</b>	<b>5530</b>	<b>6000</b>

Overall the technical group has a higher number of males than females, but also has a greater proportion of males in the higher grades. However, even though this is the case the average salary for men in grades 6 and 7 does not exceed that of women.

Technical Grades 4 and 5 show a significant difference in pay in favour of men. The reason for this is the number of men on discretionary points compared to men. The % of women and men on discretionary points in grades 4 and 5 are as follows:

	% of Females on Discretionary Points	% of Males on Points
<b>Grade 4</b>	14.29%	66.67%
<b>Grade 5</b>	0	28.57%

The table shows that a higher proportion of men are on discretionary points than females and so this increases the average wage of men. In order to identify reasons for this further analysis would be required by possibly looking at length of service and promotions.

**Manual**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 1</b>	84	58	59.15%	40.85%	142	£12,089	£12,121	<b>0.26%</b>	£12,102	224	172
<b>Grade 2</b>	29	29	50.00%	50.00%	58	£12,797	£13,081	<b>2.17%</b>	£12,939	244	287
<b>Grade 3</b>	16	47	25.40%	74.60%	63	£14,374	£14,426	<b>0.36%</b>	£14,413	548	481
<b>Grade 4</b>	4	24	14.29%	85.71%	28	£16,917	£16,696	<b>-1.32%</b>	£16,728	941	830
<b>Grade 5</b>	2	20	9.09%	90.91%	22	£19,294	£20,107	<b>4.04%</b>	£20,033	1209	685
<b>Grade 6</b>	2	20	9.09%	90.91%	22	£25,907	£23,320	<b>-11.09%</b>	£23,556	542	1255
<b>Grade 7</b>	1	8	11.11%	88.89%	9	£33,323	£31,418	<b>-6.06%</b>	£31,629	0	1293
<b>Totals</b>	<b>138</b>	<b>206</b>	<b>40.12%</b>	<b>59.88%</b>	<b>344</b>	<b>£13,101</b>	<b>£15,927</b>	<b>17.74%</b>	<b>£14,793</b>	<b>2703</b>	<b>4757</b>

Nearly 2/3rds of this population is male and this is reflected in the total pay gap of the group of 17.74% in favour of men. A similar pattern is apparent in this Manual group to that witnessed in the technical groups that is also a predominantly male population.

Individual grades do not show male pay exceeding that of women but actually show the opposite. However in grades 6 and 7 there is a pay gap of greater than 5%. This is probably because of the small number of women in the higher grades.

**Administrative staff**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 6</b>	8	8	50.00%	50.00%	16	£23,786	£23,808	<b>0.09%</b>	£23,797	585	1257
<b>Grade 7</b>	105	54	66.04%	33.96%	159	£30,468	£29,951	<b>-1.73%</b>	£30,293	2265	2068
<b>Grade 8</b>	68	63	51.91%	48.09%	131	£38,401	£40,379	<b>4.90%</b>	£39,352	3173	8999
<b>Grade 9</b>	17	28	37.78%	62.22%	45	£46,810	£50,999	<b>8.21%</b>	£49,416	4576	15288
<b>Totals</b>	<b>198</b>	<b>153</b>	<b>56.41%</b>	<b>43.59%</b>	<b>351</b>	<b>£34,326</b>	<b>£37,776</b>	<b>9.13%</b>	<b>£35,830</b>	<b>6282</b>	<b>11965</b>

Surprisingly the overall pay gap of 9.13% in favour of men within the administrative group. This significant gap is once again due to the higher proportion of males in the higher grade 9 than women. Even when women are in grade 9 their pay is 8.21% less than their male counterparts.

Grade 9 has a standard deviation of 11, 965 suggesting that the average salaries for men are distributed more widely across the pay scales compared to the distribution of the salaries of women.

**Academic**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 7</b>	29	27	51.79%	48.21%	56	£30,185	£29,999	-0.62%	£30,095	1757	1808
<b>Grade 8</b>	119	161	42.50%	57.50%	280	£36,991	£37,624	1.68%	£37,355	2908	2856
<b>Grade 9</b>	43	121	26.22%	73.78%	164	£45,346	£46,863	3.24%	£46,463	3084	2926
<b>Totals</b>	191	309	38.20%	61.80%	500	£37,839	£40,555	6.70%	£39,516	5473	6140

The overall academic staff wage gap of 6.70% is slightly over the 5% identified by the EOC as significant. This looks odd at first because all grade equivalent gender gaps are below 5% within their individual range. However because more men occupy the higher grades and discretionary bands there is a swing effect on the overall average.

**Academic Clinical Staff**

We have decided not to look at clinical academic staff salaries as they represent a small group are almost entirely male and the results would be distorted as many are not our employees but merely seconded to UOK . The market force impact on these salaries is also significant.

**Research**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Grade 6</b>	16	11	59.26%	40.74%	27	£23,154	£23,160	<b>0.03%</b>	£23,157	1121	1509
<b>Grade 7</b>	58	57	50.43%	49.57%	115	£28,482	£28,623	<b>0.49%</b>	£28,552	1434	1541
<b>Grade 8</b>	9	10	47.37%	52.63%	19	£36,884	£36,646	<b>-0.65%</b>	£36,780	2735	2166
<b>Grade 9</b>	0	6	0.00%	100.00%	6	£0	£42,834	<b>N/A</b>	£42,834	N/A	5481
<b>Totals</b>	<b>83</b>	<b>84</b>	<b>49.70%</b>	<b>50.30%</b>	<b>167</b>	<b>£28,366</b>	<b>£30,099</b>	<b>5.76%</b>	<b>£29,238</b>	<b>3957</b>	<b>5847</b>

Members will note that there are no women in grade 9 However members will note that the remaining grades show virtual parity between the pay of men and women. The male only population of grade 9 offers a distortion

**Managerial and professorial**

BASIC INFO	OVERALL GENDER SPLIT					AVERAGE SALARY BASIC PAY					
	Female	Male	% Female	% Male	Total	Female - Basic	Male - Basic	% Diff. - Basic	Total for Grade Basic	St. Dev. Female	St. Dev. Male
<b>Mgr_Prof Whole Grade</b>	27	113	19.29%	80.71%	140	£62,358	£65,006	<b>4.07%</b>	£64,495	9127	16968
<b>Lower Quartile</b>						£56,187	£56,813	<b>1.10%</b>			
<b>Median</b>						£60,731	£60,731	<b>0.00%</b>			
<b>Upper Quartile</b>						£65,575	£67,548	<b>2.92%</b>			

The managerial and professorial pay rates are largely personally determined pay levels. The group pay gap is 4.07%. Although this is below the level regarded as significant by the EOC it is a matter of concern that suggests that male dominance of the senior staff pay scale should be closely examined. The Hay Consulting Group have conducted a survey for the university which included comparison of job size and pay by gender. The initial results of the analysis are not yet public but there are indications that market rates, length of service play a greater role in salary setting than job size.