



UNIVERSITY
OF SUSSEX

Sussex University Equal Pay Review – December 2016

Agenda Consulting



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1. INTRODUCTION

This report presents the results of the third Sussex University equal pay review, based on staff data as at October 2016. The scope of the report was agreed with the University following internal consultation with the University's trade unions. It focuses on pay analyses by grade. It covers grades one to nine and grade 10 professorial staff. It includes separate analyses for employees on part-time and fixed term contracts and analyses for associate tutors and clinical academic staff.

Analyses are provided by gender, disability, ethnicity and age. The results for disability and ethnicity are based on self-reporting by individuals, so the accuracy of the reports will be limited by the amount and quality of information provided.

For the first time the review splits grade 10 professorial staff into three levels, A, B and C that reflect the professorial pay bands. This enables a more complete understanding of pay differentials within the professorial population.

In addition, this report contains two new analyses; pay gap comparisons for those receiving market supplements and those receiving discretionary pay awards

The final change to the report is that this is the first of the University's equal pay reports to show both the mean and median.

Scope of Report

Equal pay reviews focus on comparisons between work that is equal. This includes like work (work which is the same or broadly similar), work rated as equivalent (under an analytical job evaluation scheme), or work of equal value (work which is different but equal in demands). As the University has placed most roles into a grade structure using analytical job evaluation it is possible to conduct analyses that fit these definitions.

The main source of guidance for this review was the Joint Negotiating Committee for Higher Education Staff (JNCHES) 2013: *Equal Pay Review Guidance for Higher Education Institutions*. This guidance has been updated since the University's last equal pay review in 2011 and the new analyses reflect the emphasis of the guidance on reporting all aspects of pay.

Other sources of guidance have informed the three reviews that have so far been conducted for the University:

- Equality and Human Rights Commission (EHRC): *Equal Pay Resources and Audit Toolkit (online)*
- Equality Challenge Unit (ECU) 2010 : *Promoting Equality in Pay (online)*

It should be noted that the calculations in this review are based on analyses of work of equal value as defined by the Equality Act 2010 (which replaced the Equal Pay Act 1970) i.e. pay comparisons for jobs that are of equal worth, as defined by an analytical job evaluation scheme. The analyses are not intended to address broader equality issues or the University's forthcoming obligation to conduct gender pay gap reporting.

Summary of Results

This report is based on a snapshot of data as at October 2016. It covers 3551 positions in grades one to ten; 1895 women and 1656 men. It is noted that this does not exactly match the number of individuals employed as the data for members of staff occupying more than one role (i.e. two part time roles) has

been split into two separate lines of data (full-time equivalents), so that each post can be included in the analysis.

JNCHES guidance recommends that pay gaps should be investigated further where there are individual gaps of 5% or more or patterns of gaps of 3% or more. This is the protocol used in this report. Pay gaps have been identified in a number of the reports, but the reason for many of these are small sample sizes, where the 3% gap between increments means that it is relatively easy for the analysis to yield a gap.

The number of gaps reported varies for mean and median. In general, if the median shows a bigger pay gap than the mean it is because although the differences balance out when averaged, on an individual level the data is skewed one way or the other. So, if most men are paid more than women but a few are paid a lot less, the mean will be similar, but the median will be different.

2. DETAILED ANALYSIS

Calculation of pay gaps

The JNCHES guidance defines a pay gap as “the difference between the pay of men compared with women, people of different racial groups, or those with and without disabilities”. This has been calculated in two different ways for this report:

Method 1 : Mean pay gap = $\frac{\text{Average (mean) male salary} - \text{Average (mean) female salary}}{\text{Average (mean) male salary}}$

AND

Method 2: Median pay gap = $\frac{\text{Average (median) male salary} - \text{Average (median) female salary}}{\text{Average (median) male salary}}$

A positive gap means that there is a gap in favour of men. The same approach is used for the ethnicity and disability reports. So, a positive pay gap means a pay gap in favour of those who are not disabled or are white. It should be noted that in the reports covering these categories, the term ‘non-protected’ is used to describe the rest of the population that do not fall within the particular protected category.

The mean calculates the true average; whereas the median find the middle value – i.e. the value below which half of the distribution falls. It is useful to compare both figures. The mean is a more mathematically precise figure, but is also more susceptible to change when there are outliers. The graphs show mean pay gap only, as the mean is the most normal way of reporting pay gaps based on EHRC and JNCHES guidance.

The JNCHES guidance states that one-off pay gaps of 5% or more or any systematic pattern of gaps of 3% or more should be investigated further to consider whether there is objective justification for the pay difference. In this report, pay gaps of 3% or more in favour of the non-protected group are shown in red. Pay gaps of 3% or more in favour of the protected group are shown in yellow.

Salary data is withheld where there are less than three individuals in a group in order to protect confidential employee pay data. However, the pay gap is recorded.

All salaries have been converted to full-time annual salaries based on a 36.5 hour week up to grade 6 and 37.5 hours per week for grades 7 and above.

It should be noted that as ethnicity and disability analyses are based on self-reporting by employees these are subject to whether and how individuals have chosen to record the information. In most cases ‘Not knowns’ are excluded from the report. Disability analysis was not possible for clinical academics as there was only one disabled employee.

Age analysis by grade is not a pay gap analysis. Instead the report shows the distribution of staff by age within grade.

As Associate Tutors and Clinical Academics form distinct groups of staff their data has been analysed separately to provide a more detailed picture of the staff population.

Summary of Findings

The report highlights a number of pay gaps. It should be noted that a pay gap does not mean that there is a problem, but the University should be able to provide a reason (objective justification) for the gaps that occur.

Many of the pay gaps that occur are due to differences in length of service profile for small populations. This arises because the increments are 3% apart, so in a small sample, just one or a few new appointments paid at the bottom of the scale can create a gap. The inclusion of median as well as mean statistics in this 2016 report means that more gaps are marked up than in previous reports. If the mean analysis alone is taken into account there is very little change in the number of pay gaps reported.

The next section of the report makes some recommendations on a few gaps that should be investigated further. In particular, it is recommended that the gaps identified in the market supplements and discretionary points analysis should be investigated as well as any differences in starting salaries, as these are the areas in which discretion can be applied.

Detailed Analyses

The detailed analyses are shown in the appendices. Comments focus on gaps of 3% or patterns of gaps of 5% or more.

Appendix 1: gender pay gap by grade: all staff, exc. associate tutors & clinical academics

The only pay gap is at Grade 8, which shows a 5.72% median pay gap in favour of men. The average scale point for men in this grade is 5.5, and for women it is 4.6. Of the new starters 23 are men and 27 are women and there is a 4.66 pay gap in favour of men in respect of starting salaries (see Appendix 15). It is also noted that 27 men are paid in the discretionary zone, compared with only 16 women and the average value of discretionary points awarded to men is higher than for women (see appendix 19).

It is recommended that the University consider whether the gap at grade 8 can be explained further.

Appendix 2: gender pay gap by grade: full-time exc. associate tutors & clinical academics

A pay gap at grade 8 appears as for appendix one, and for the same reasons. There are 20 female and 20 male new starters in this group and, as noted for Appendix one there is a gap between the starting salaries for men and women. Overall, the average scale point for men is 5.4, and for women 4.2. In this group 23 men are in receipt of discretionary pay as against only nine women.

Appendix 3: Gender pay gap by grade: part-time exc. associate tutors & clinical academics

There are pay gaps in favour of women at grades three to six. There are small numbers of men in all of these grades. While there are more female new starters in Grades 3-5, the average female in Grades 3-6 has a scale point 1.0 higher than the average man. There are also more women in the discretionary pay zone for all of these grades.

There is a pay gap at grade 10C in favour of men at both the median (8.92%) and mean (5.75%). There is no obvious reason for this gap, as salaries are individually negotiated at this level.

Appendix 4: Gender pay gap by grade: fixed term exc. associate tutors & clinical academics

Grade 10: There is a 6.87% mean pay gap in favour of women at grade 10B, and a 20.79% mean pay gap in favour of men for 10C. The median analysis shows similar gaps i.e. 6.95% in favour of women at

grade 10B and 20.01% in favour of men at grade 10C. The small sample sizes are likely to influence these gaps. As for Appendix 3, it is recommended that the University looks further at whether there is an explanation for the pay gap.

Appendix 5: Gender pay gap by grade: associate tutors

There are no pay gaps requiring further investigation.

Appendix 6: Gender pay gap by grade: clinical academics

This is the first time that the equal pay report has split clinical academics into pre-consultants and consultants. However, it should be noted that these two groups both span a wide range of the University's pay scales and it is not possible to break these groups down more precisely by University grade equivalent.

The samples in each group are relatively small. For consultants, there are a small number of men on high salaries, and there is a small sample size for women. This explains why the median for men is low and yet the mean is higher than for women. One of the women is a new starter, which also has the effect of reducing the female mean.

For pre-consultants one woman is on a high salary, which has the effect of raising the mean but is not reflected in the median, where there is a pay gap in favour of men of just over 4%.

Appendix 7: Ethnicity by grade: all staff, exc. associate tutors and clinical academics

Ethnicity was reported for 88% of staff in this category.

At grade 4 the median pay gap of 4.49% in favour of non-white staff can be explained by the fact that there are 58 white new starters compared with 5 non-white new starters. i.e. 24% of the non-protected group compared with 33% of the protected group.

There is a median gap of 5.71% in favour of non-protected group at grade 6. The sample for non-white staff is small and 20% of that group are new starters.

There is no obvious reason for the pay gaps in favour of the non-protected group at grade 10 B. The sample size of ethnic minority employees is small.

Appendix 8: Ethnicity by grade: associate tutors

Ethnicity status was reported for 90% of Associate Tutors. There is a significant median pay gap at grade 5 in favour of the non-protected group (13.66%). However, there are 74 white new starters and no non-white new starters, which brings the white mean down below the white median. Otherwise, there is almost no difference in scale points between white and non-white associate tutors.

Appendix 9: Ethnicity by grade: clinical academics

Ethnicity status was available for 65% of clinical academics. Both pay gaps reported are in favour of the protected group. However, the pay gaps are influenced by the small sample size.

There is a median pay gap for consultants in favour of the protected group (9.19%). This figure is influenced by the small sample size and because salaries span a wide range of the University's grades, so there is wide span of salaries within this group.

There is a median pay gap for pre-consultants in favour of the protected group (20%). Again, samples sizes are small. There were five white new starters compared to one non-white, which influences the median. However, two non-white incumbents on relatively low salaries has the effect of deflating the mean in comparison with the median.

Appendix 10: Disability by grade: all staff, exc. associate tutors & clinical academics

Disability status was recorded for 93% of this group.

There were some pay gaps. However, there is no systematic pattern in favour of the protected or non-protected group and the gaps appear more pronounced due to the small sample sizes of people with disabilities.

Appendix 11: Disability by grade: associate tutors

Disability status was recorded for 89% of this group. There are no pay gaps that require further investigation.

Appendices 12-14: age distribution analyses

Age analysis is shown as distribution by grade rather than as a pay gap analysis. These reports show a reasonable distribution of grade by age whilst showing some correlation between age and grade at the higher grades (there are no staff aged up to age 30 in grades 9 and 10).

Appendix 15: Starting salaries by gender and grade: all staff exc. associate tutors & clinical academics

The starting salary analysis for this appendix and appendices 16 and 17 are based on all staff flagged up as having started within the last year.

Appendix 15 shows a 4.66% mean pay gap in favour of men at grade 8. It is worth noting that three of those in the discretionary pay zone are male new starters and one is a female new starter.

At Grade 10C there is a pay gap of 12.65% in favour of women. This is because one woman was paid a high salary within a small sample.

As there is scope for discretion in starting salaries it is recommended that the University look at the reason for differences in starting salaries. In particular the University should look at the relationship between starting salaries in the discretionary zone and the use of market supplements in order to be satisfied that there is clarity about when discretionary points are used and when a market supplement should be used when recruiting individuals with a high external market worth.

Appendix 16: Starting salaries by gender and grade: associate tutors

There is a slight pay gap at the mean (3.12%) in favour of men. This is a small sample. Everyone started at scale point one except for one man who was appointed on scale point 7.

Appendix 17: Starting salaries by gender and grade: clinical academics

Only seven appointments were made to this group in the period under review. The mean gap in favour of men for pre-consultants (7.84%) is because one of the women started on a lower salary.

Appendix 18: Market supplements by gender and grade: all staff, exc. associate tutors & clinical academics

For most grades, no staff receive market supplements. Only in grades 7 and 8 could a comparison be made between males and females. The pay gap appears large partly because of the small sample size, and partly because the figures themselves are fairly small. This means even relatively modest differences show as large percentage pay gaps.

Grade 7: there is a pay gap in favour of the two women who are on higher scale point and have been in the role for longer.

Grade 8: The mean pay gap is in favour of women is because one of the women receives a high market supplement. However, the median market supplement for women is much lower than the mean, which explains why the median pay gap is in favour of men.

No discretionary pay points or market supplements are paid to Associate Tutors or Clinical Academics.

Appendix 19: Discretionary pay points by gender and grade: all staff, exc. associate tutors & clinical academics

This report compares the value of discretionary pay points held by all employees in receipt of discretionary points, whether these have been award in the period under review or earlier.

Several pay gaps are identified, but there is no systematic pattern in favour of men or women and the samples are small. Functional differences, which might go some way to explain the gaps are noted below.

There is a mean pay gap in favour of men grade 3 (8.08%): the average scale point is seven for men and 6.8 for women. The two men are in finance and ITS respectively. One of the women is also in finance. The others are library, clerical or admissions.

There is a mean pay gap in favour of women grade 5 (34.31%): the average scale point is 7.3 for women and 7 for men

There is a median and mean pay gap in favour of women at grade 6 (26.12%): the average scale point is 7.5 for women and 7 for men

There is a mean pay gap in favour of women grade 7 (7.28%): the average scale points are 8.8 for men and 8.9 for women

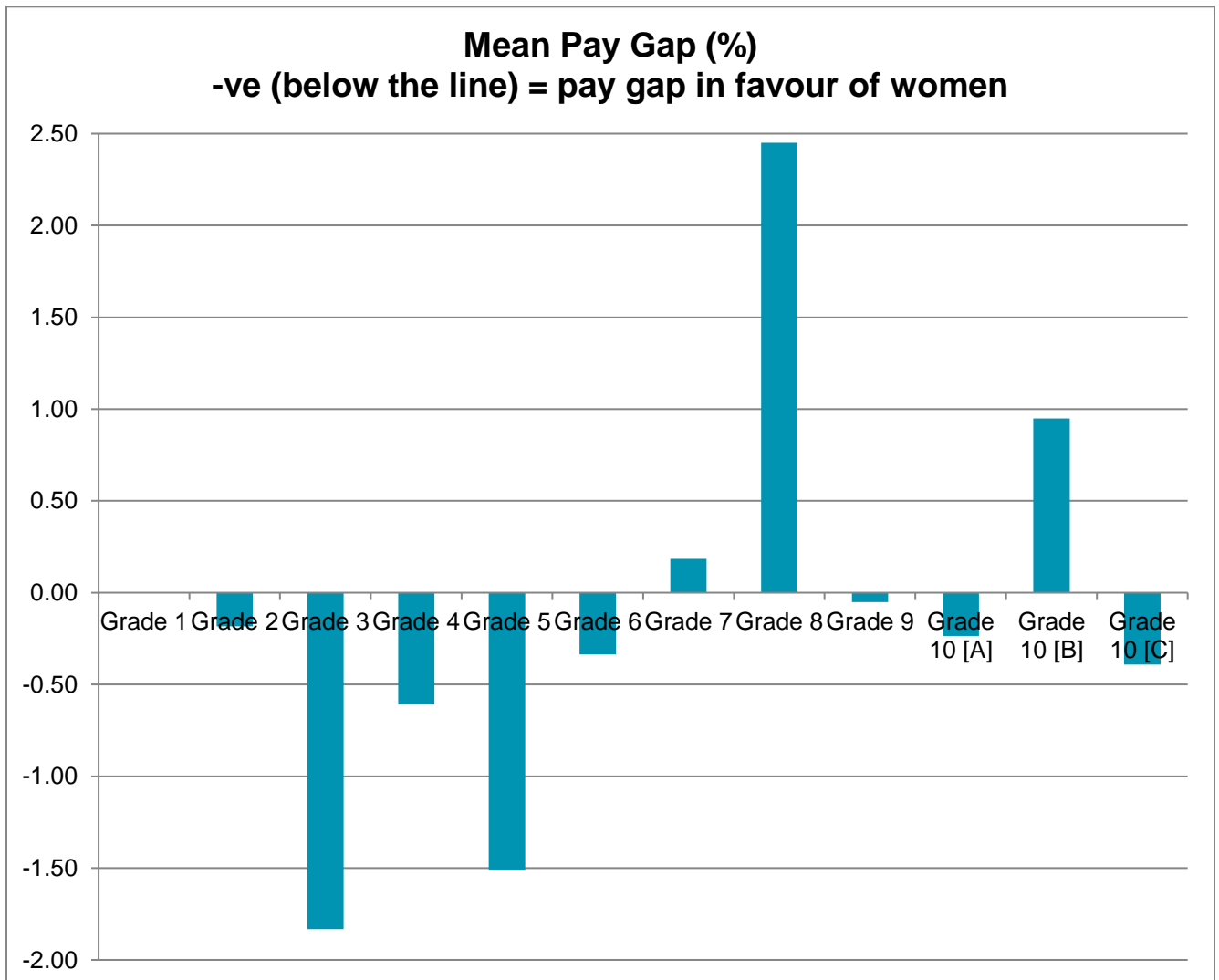
There is a median and mean pay gap in favour of men at grade 8 (17.16% and 4.38% respectively): Four of the male recipients are in finance and eight are in ITS compared with three women in ITS

There is a mean pay gap in favour of men grade 9 (25.12%): the average scale points are 6.9 for men and 6.4 for women.

Appendix 1

Gender pay gap by grade: all staff, exc. associate tutors & clinical academics

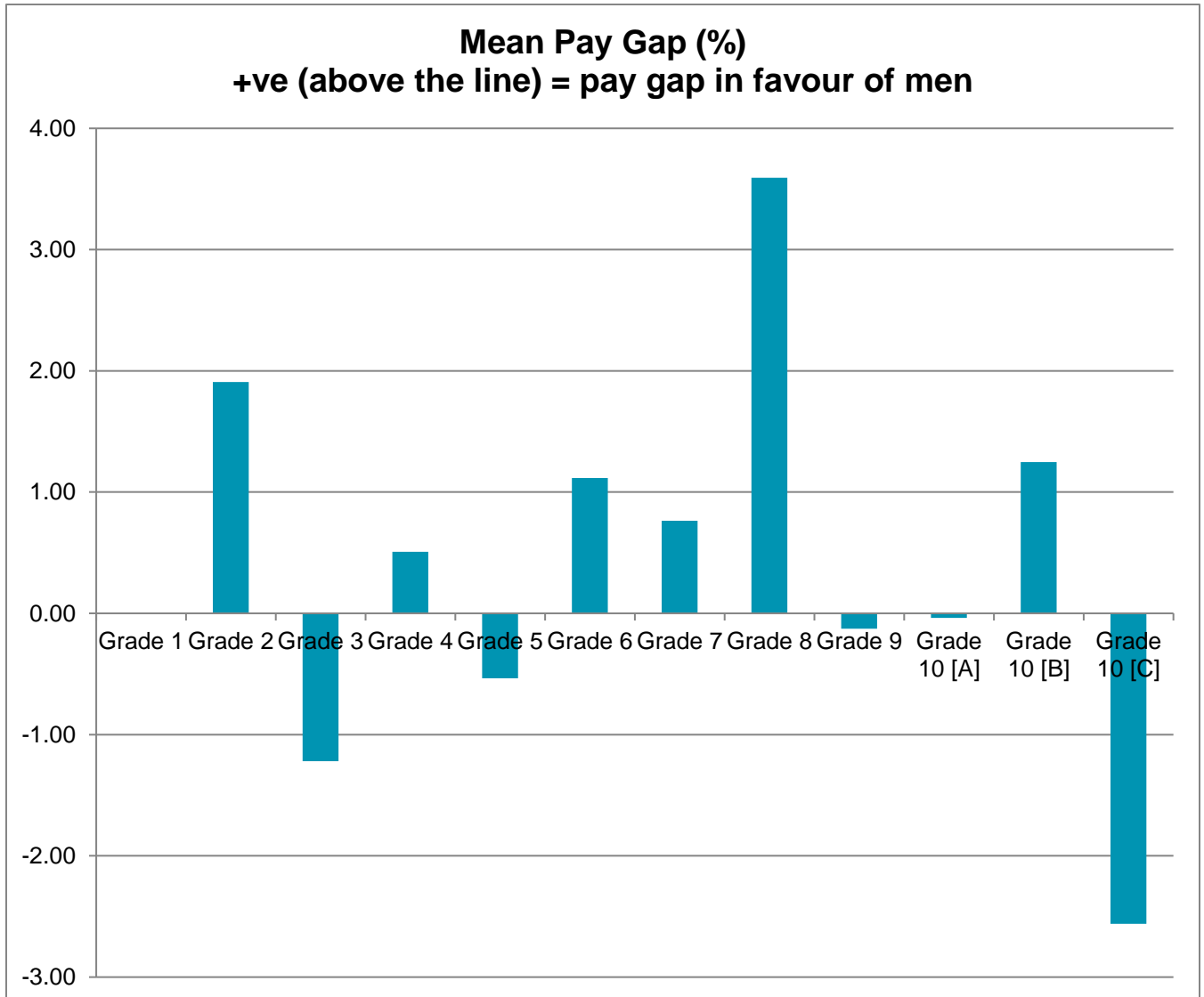
Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	3	Data withheld	Data withheld	3	Data withheld	Data withheld	0.00	0.00
Grade 2	31	£16,618	£16,672	28	£16,454	£16,702	0.99	-0.18
Grade 3	31	£18,412	£18,798	99	£18,940	£19,143	-2.87	-1.83
Grade 4	60	£22,494	£22,311	233	£22,494	£22,447	0.00	-0.61
Grade 5	44	£26,052	£26,533	135	£26,829	£26,933	-2.98	-1.51
Grade 6	46	£30,626	£30,600	87	£30,175	£30,703	1.47	-0.34
Grade 7	327	£36,001	£35,609	358	£36,001	£35,543	0.00	0.18
Grade 8	209	£45,562	£44,906	209	£42,955	£43,806	5.72	2.45
Grade 9	224	£55,998	£54,705	153	£55,998	£54,733	0.00	-0.05
Grade 10 [A]	28	£64,330	£64,026	6	£64,224	£64,177	0.16	-0.24
Grade 10 [B]	70	£71,960	£72,504	39	£71,478	£71,816	0.67	0.95
Grade 10 [C]	72	£91,592	£95,197	22	£88,888	£95,569	2.95	-0.39



Appendix 2

Gender pay gap by grade: full-time exc. associate tutors & clinical academics

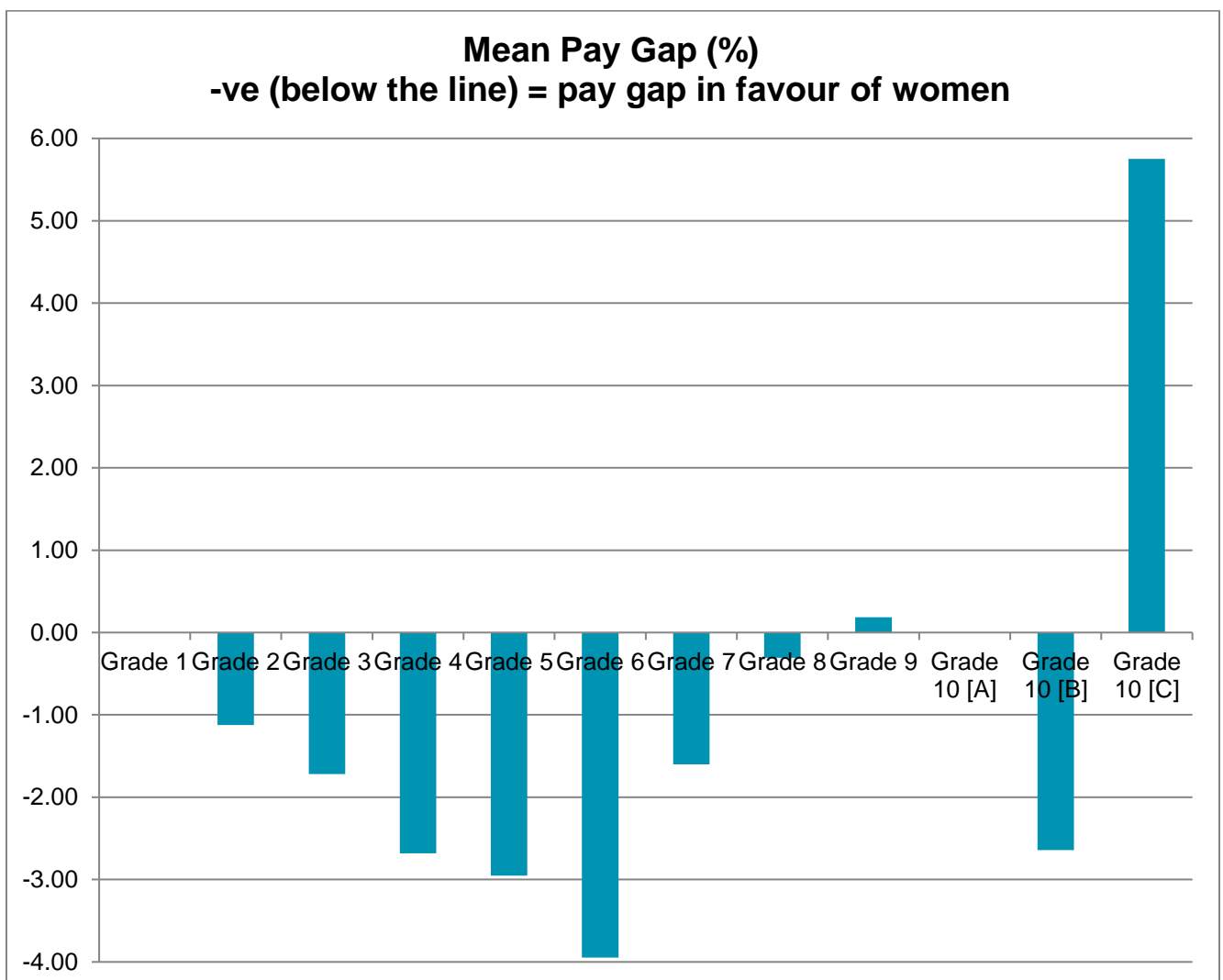
Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 2	7	£16,618	£16,930	6	£16,289	£16,607	1.98	1.91
Grade 3	22	£18,412	£18,722	46	£18,676	£18,951	-1.43	-1.22
Grade 4	48	£22,494	£22,326	147	£21,843	£22,213	2.89	0.51
Grade 5	39	£26,052	£26,507	91	£26,052	£26,649	0.00	-0.54
Grade 6	35	£31,076	£30,850	51	£30,175	£30,506	2.90	1.12
Grade 7	271	£36,001	£35,663	253	£34,956	£35,391	2.90	0.76
Grade 8	181	£45,562	£44,881	151	£42,955	£43,269	5.72	3.59
Grade 9	211	£55,998	£54,710	125	£55,998	£54,780	0.00	-0.13
Grade 10 [A]	24	£64,369	£64,153	6	£64,224	£64,177	0.22	-0.04
Grade 10 [B]	65	£71,740	£72,504	36	£71,286	£71,599	0.63	1.25
Grade 10 [C]	53	£90,990	£93,825	17	£90,000	£96,228	1.09	-2.56



Appendix 3

Gender pay gap by grade: part-time exc. associate tutors & clinical academics

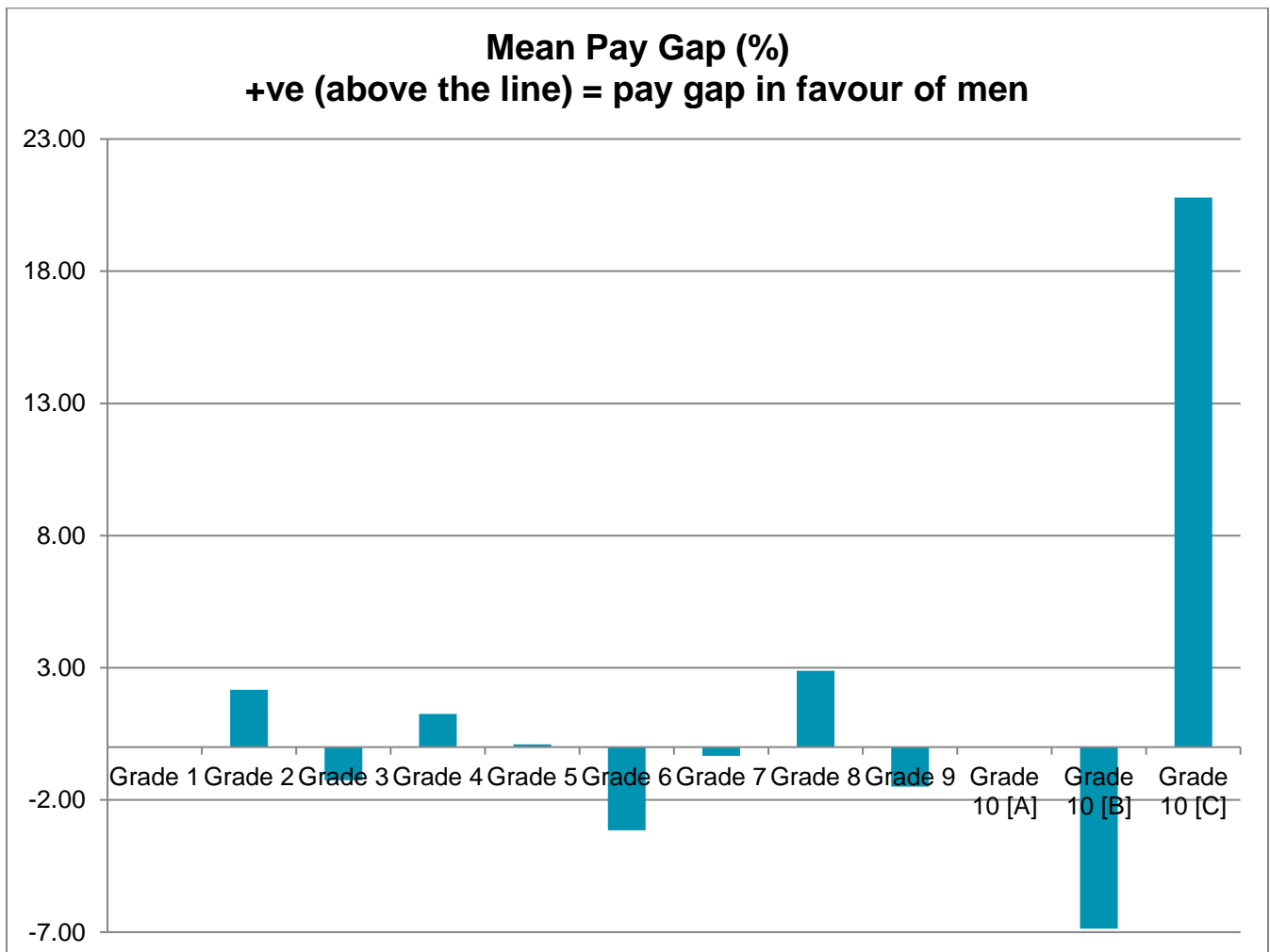
Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	3	Data withheld	Data withheld	3	Data withheld	Data withheld	0.00	0.00
Grade 2	14	£16,454	£16,543	22	£16,618	£16,728	-1.00	-1.12
Grade 3	9	£17,898	£18,983	53	£19,485	£19,309	-8.87	-1.72
Grade 4	12	£22,169	£22,250	86	£23,879	£22,846	-7.72	-2.68
Grade 5	5	£25,298	£26,729	44	£28,452	£27,518	-12.47	-2.95
Grade 6	11	£29,301	£29,807	36	£31,540	£30,983	-7.64	-3.95
Grade 7	56	£36,001	£35,345	105	£36,001	£35,911	0.00	-1.60
Grade 8	28	£45,582	£45,068	58	£45,562	£45,206	0.04	-0.31
Grade 9	13	£55,998	£54,626	28	£55,998	£54,525	0.00	0.19
Grade 10 [A]	4	£63,479	£63,268	0	N/A	N/A	N/A	N/A
Grade 10 [B]	5	Data withheld	Data withheld	3	Data withheld	Data withheld	-0.24	-2.64
Grade 10 [C]	19	£96,375	£99,025	5	£87,776	£93,330	8.92	5.75



Appendix 4

Gender pay gap by grade: fixed term exc. associate tutors & clinical academics

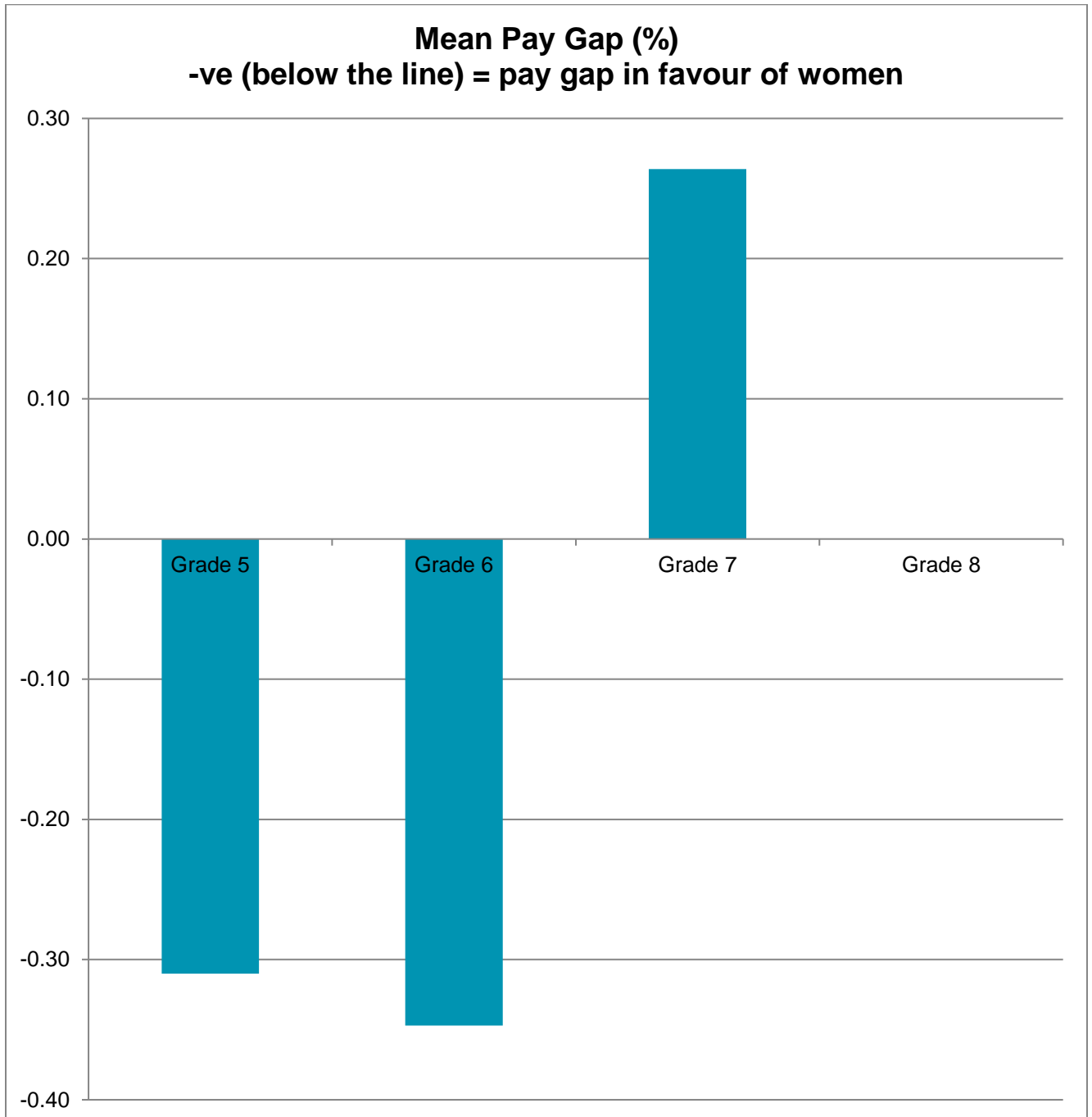
Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 2	3	Data withheld	Data withheld	3	Data withheld	Data withheld	1.98	2.16
Grade 3	5	£17,898	£18,315	14	£17,898	£18,545	0.00	-1.26
Grade 4	11	£21,843	£21,927	46	£21,220	£21,652	2.85	1.26
Grade 5	8	£26,052	£26,186	28	£25,298	£26,160	2.89	0.10
Grade 6	13	£29,301	£29,380	44	£30,175	£30,306	-2.98	-3.15
Grade 7	189	£33,943	£34,854	200	£34,956	£34,968	-2.98	-0.33
Grade 8	54	£42,955	£44,025	40	£41,709	£42,751	2.90	2.89
Grade 9	15	£55,998	£54,508	9	£55,998	£55,323	0.00	-1.49
Grade 10 [A]	1	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A
Grade 10 [B]	1	Data withheld	Data withheld	3	Data withheld	Data withheld	-6.95	-6.87
Grade 10 [C]	5	Data withheld	Data withheld	1	Data withheld	Data withheld	20.01	20.79



Appendix 5

Gender pay gap by grade: associate tutors

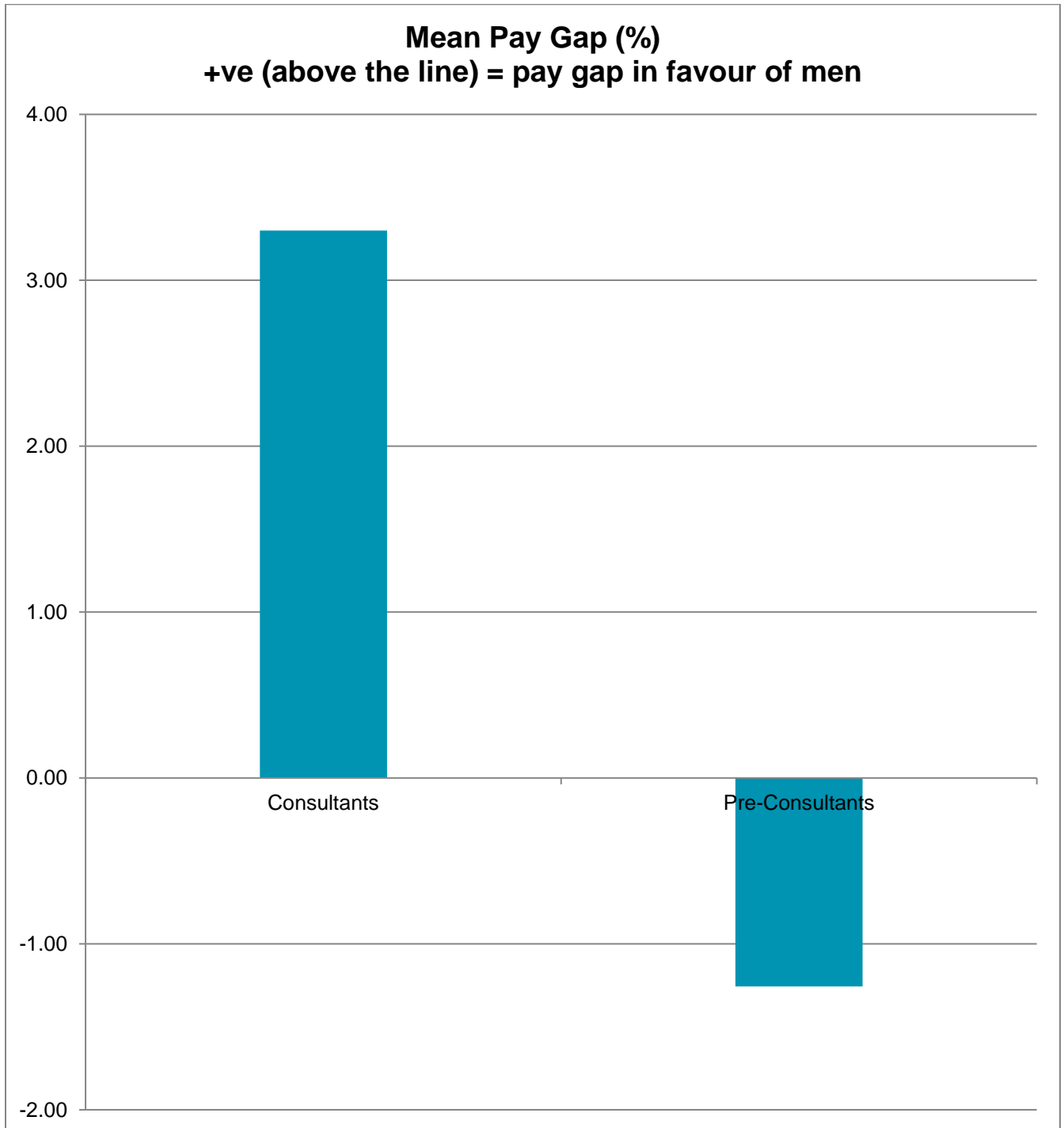
Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 5	235	£24,565	£24,598	194	£24,565	£24,674	0.00	-0.31
Grade 6	185	£28,452	£28,816	233	£28,452	£28,916	0.00	-0.35
Grade 7	69	£32,004	£32,642	78	£32,004	£32,556	0.00	0.26
Grade 8	3	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A



Appendix 6

Gender pay gap by grade: clinical academics

Grade	Males Count	Median Basic Pay	Mean Basic Pay	Females Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Consultants	19	£83,493	£92,338	7	£90,263	£89,291	-8.11	3.30
Pre-Consultants	10	£46,702	£47,635	10	£44,813	£48,233	4.05	-1.26

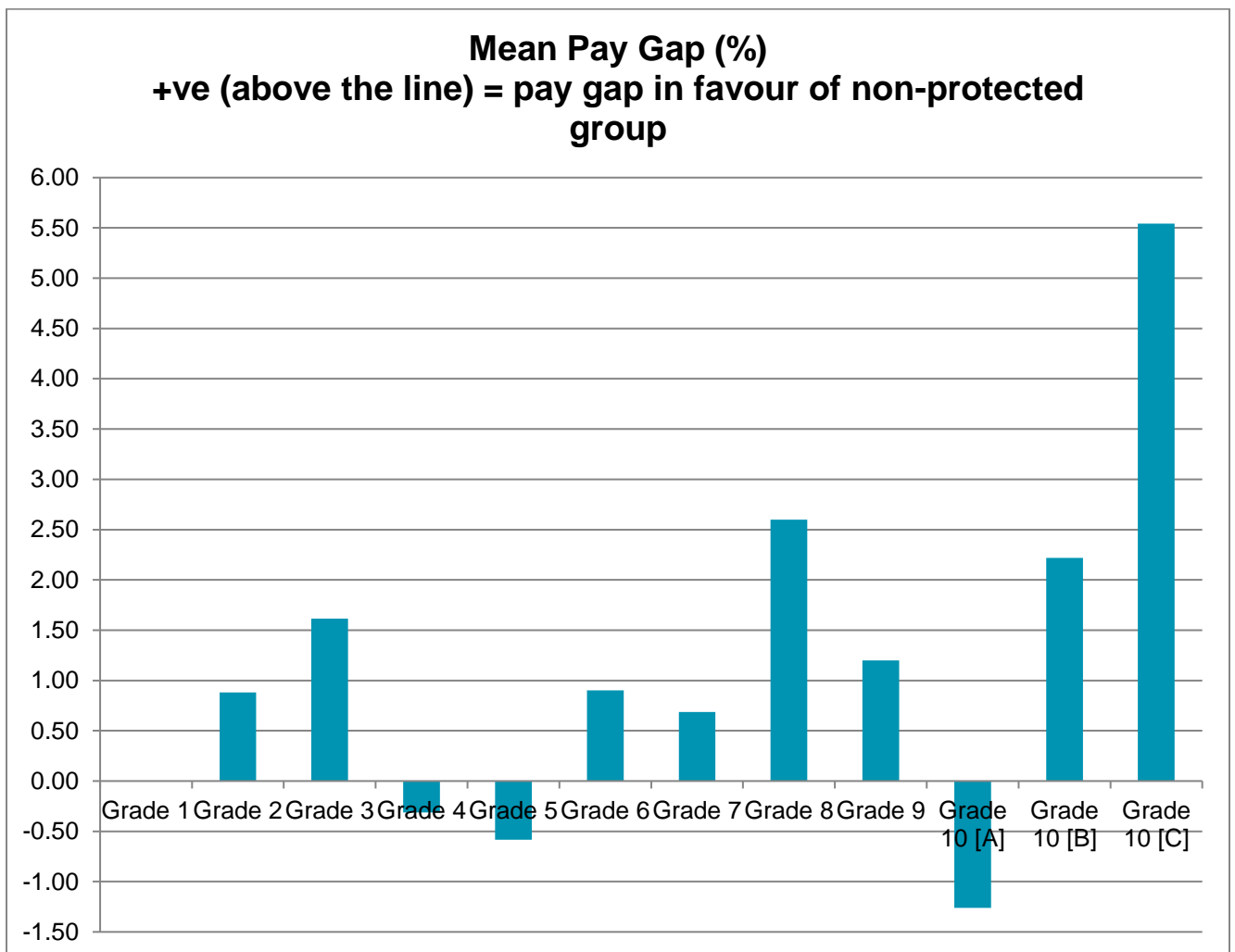


Appendix 7

Ethnicity pay gap by grade: all staff, exc. associate tutors & clinical academics

Grade	White Count	Median Basic Pay	Mean Basic Pay	Non-White Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	5	£16,289	£16,041	0	N/A	N/A	N/A	N/A
Grade 2	31	£16,289	£16,600	6	£16,454	£16,454	-1.01	0.88
Grade 3	109	£18,940	£19,094	6	£18,412	£18,785	2.79	1.61
Grade 4	246	£22,169	£22,387	15	£23,164	£22,457	-4.49	-0.31
Grade 5	144	£26,829	£26,771	14	£26,441	£26,927	1.45	-0.58
Grade 6	110	£31,076	£30,685	9	£29,301	£30,408	5.71	0.90
Grade 7	502	£36,001	£35,552	109	£34,956	£35,308	2.90	0.69
Grade 8	298	£44,240	£44,474	63	£42,955	£43,318	2.90	2.60
Grade 9	280	£55,998	£54,819	65	£55,998	£54,161	0.00	1.20
Grade 10 [A]	25	£64,330	£64,024	4	£65,245	£64,830	-1.42	-1.26
Grade 10 [B]	89	£72,421	£72,328	8	£69,838	£70,724	3.57	2.22
Grade 10 [C]	65	Data withheld	Data withheld	2	Data withheld	Data withheld	0.44	5.54

Note: 'Not Knowns' are excluded from this report.

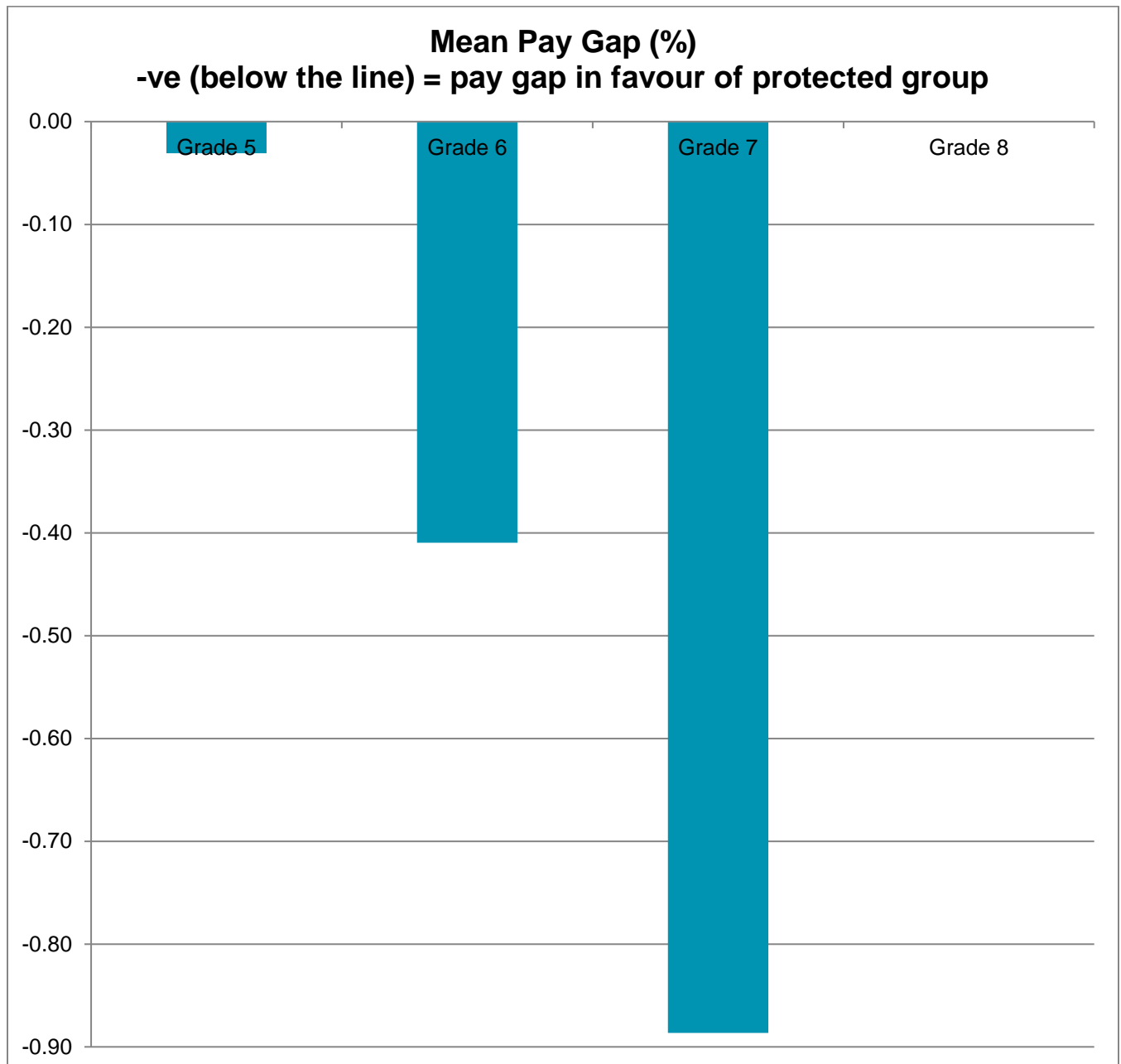


Appendix 8

Ethnicity pay gap by grade: associate tutors

Grade	White Count	Median Basic Pay	Mean Basic Pay	Non-White Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 5	315	£28,452	£24,629	85	£24,565	£24,637	13.66	-0.03
Grade 6	298	£28,452	£28,828	78	£28,452	£28,946	0.00	-0.41
Grade 7	108	£32,004	£32,587	12	£32,004	£32,876	0.00	-0.89
Grade 8	3	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A

Note: 'Not Knowns' are excluded from this report.

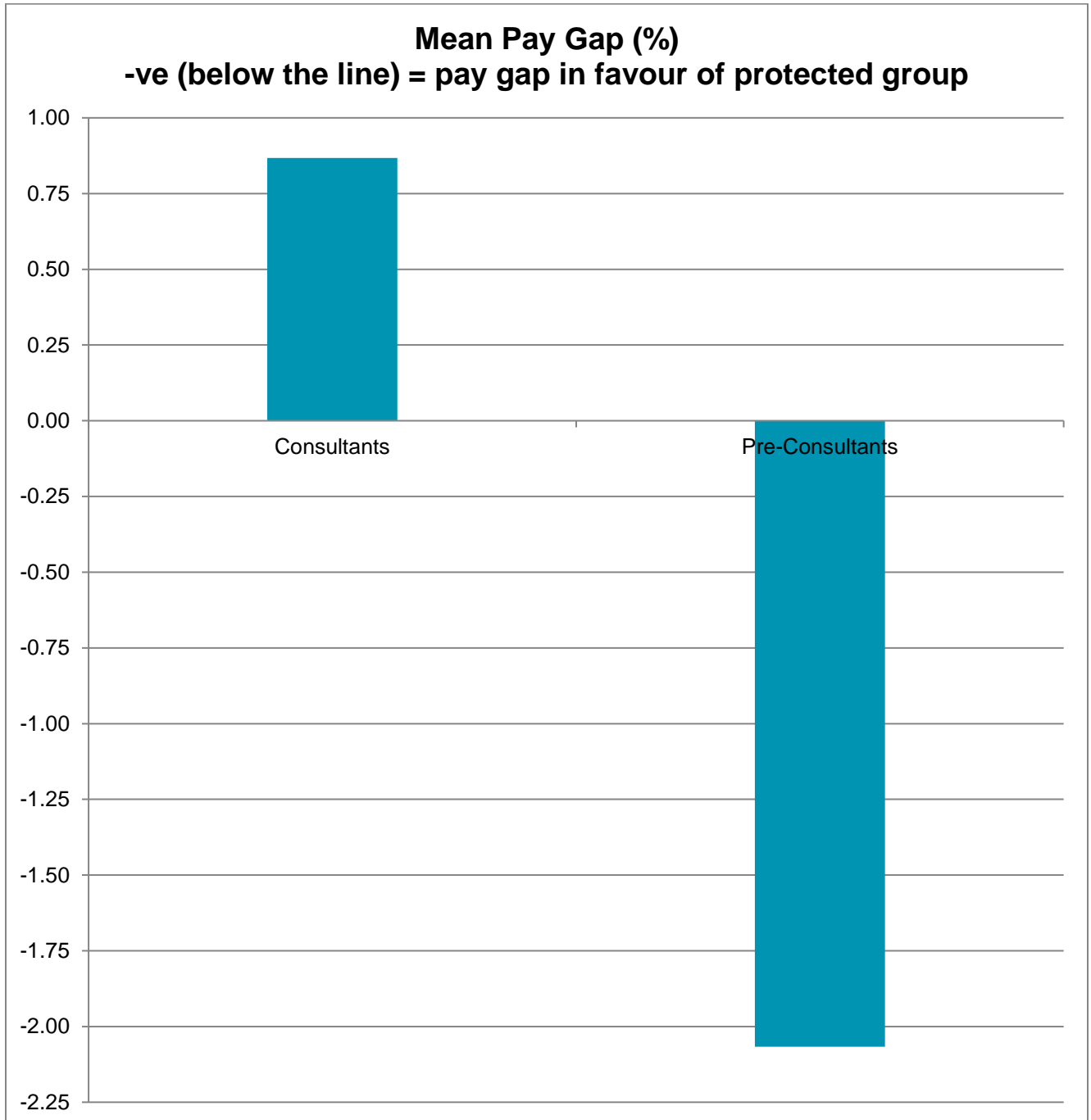


Appendix 9

Ethnicity pay gap by grade: clinical academics

Grade	White Count	Median Basic Pay	Mean Basic Pay	Non-White Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Consultants	16	£83,493	£91,855	9	£91,166	£91,058	-9.19	0.87
Pre-Consultants	13	£43,868	£47,590	7	£52,643	£48,573	-20.00	-2.07

Note: 'Not Knowns' are excluded from this report.

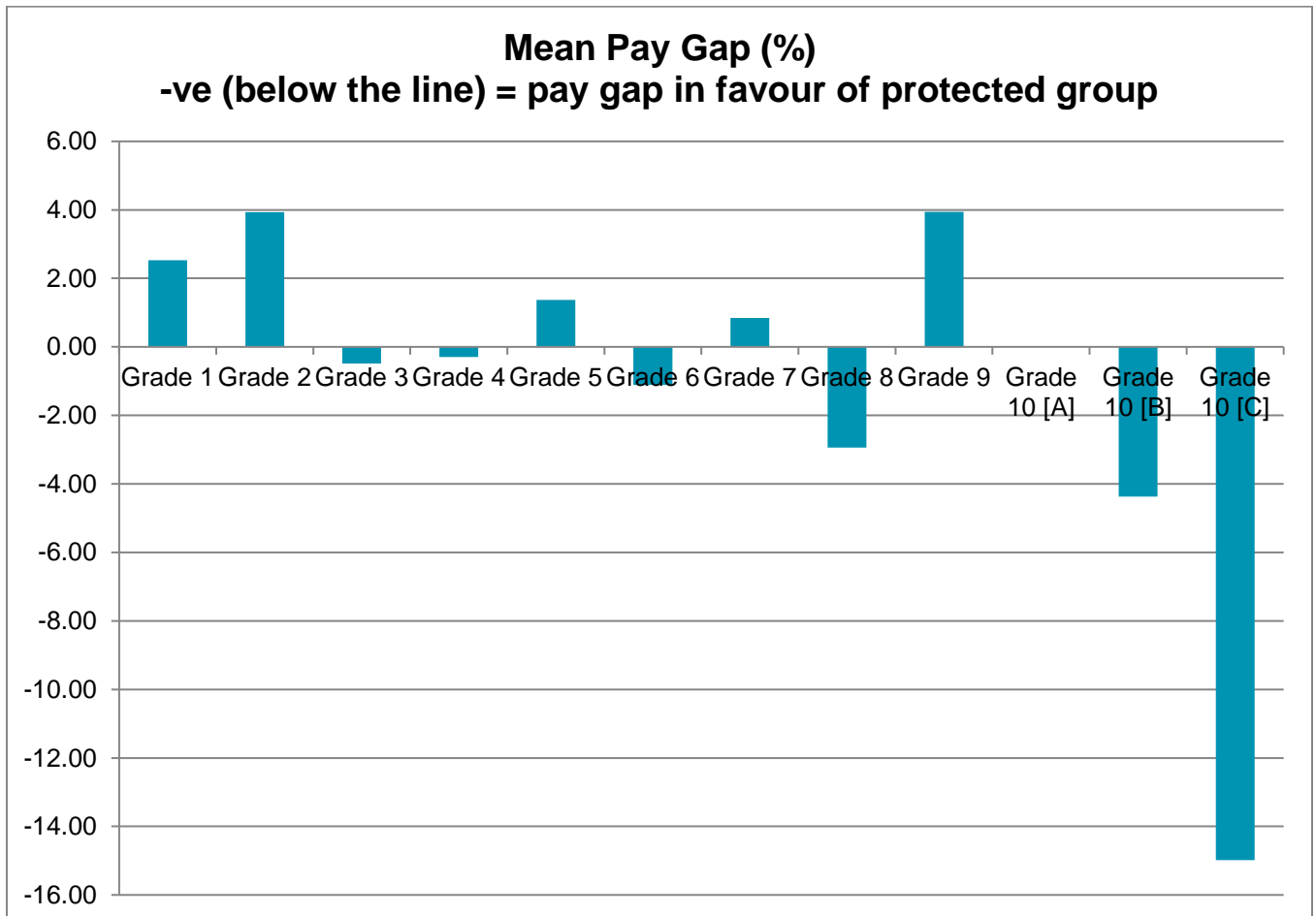


Appendix 10

Disability pay gap by grade: all staff, exc. associate tutors & clinical academics

Grade	Non-disabled Count	Median Basic Pay	Mean Basic Pay	Disabled Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	3	Data withheld	Data withheld	3	Data withheld	Data withheld	3.80	2.53
Grade 2	34	Data withheld	Data withheld	2	Data withheld	Data withheld	2.92	3.94
Grade 3	108	£18,940	£19,075	6	£18,972	£19,168	-0.17	-0.48
Grade 4	252	£22,494	£22,486	18	£23,164	£22,553	-2.98	-0.30
Grade 5	153	£26,829	£26,939	10	£25,298	£26,571	5.71	1.37
Grade 6	118	£30,175	£30,659	9	£32,004	£31,000	-6.06	-1.11
Grade 7	612	£36,001	£35,615	31	£36,001	£35,314	0.00	0.85
Grade 8	366	£44,240	£44,287	22	£46,924	£45,589	-6.07	-2.94
Grade 9	355	£55,998	£54,726	10	£52,027	£52,569	7.09	3.94
Grade 10 [A]	32	£64,108	£64,015	0	N/A	N/A	N/A	N/A
Grade 10 [B]	98	Data withheld	Data withheld	3	Data withheld	Data withheld	-2.36	-4.37
Grade 10 [C]	85	Data withheld	Data withheld	2	Data withheld	Data withheld	-20.80	-14.98

Note: 'Not Knowns' are excluded from this report.

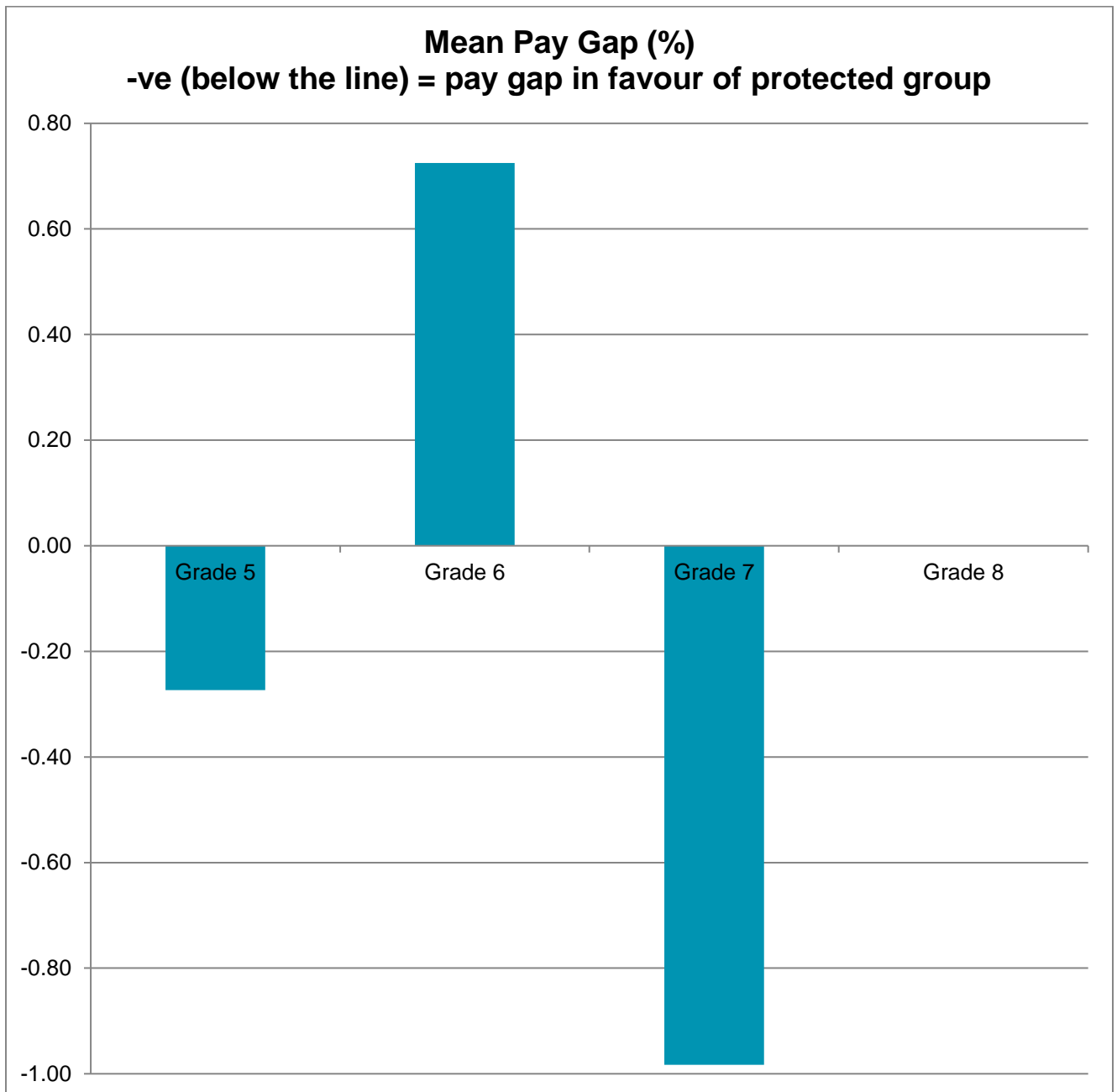


Appendix 11

Disability pay gap by grade: associate tutors

Grade	Not disabled Count	Median Basic Pay	Mean Basic Pay	Disabled Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 5	338	£24,565	£24,623	32	£24,565	£24,690	0.00	-0.27
Grade 6	323	£28,452	£28,939	54	£28,452	£28,729	0.00	0.72
Grade 7	118	£32,004	£32,567	15	£32,004	£32,887	0.00	-0.98
Grade 8	3	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A

Note: for this analysis 'Not known' records are excluded.

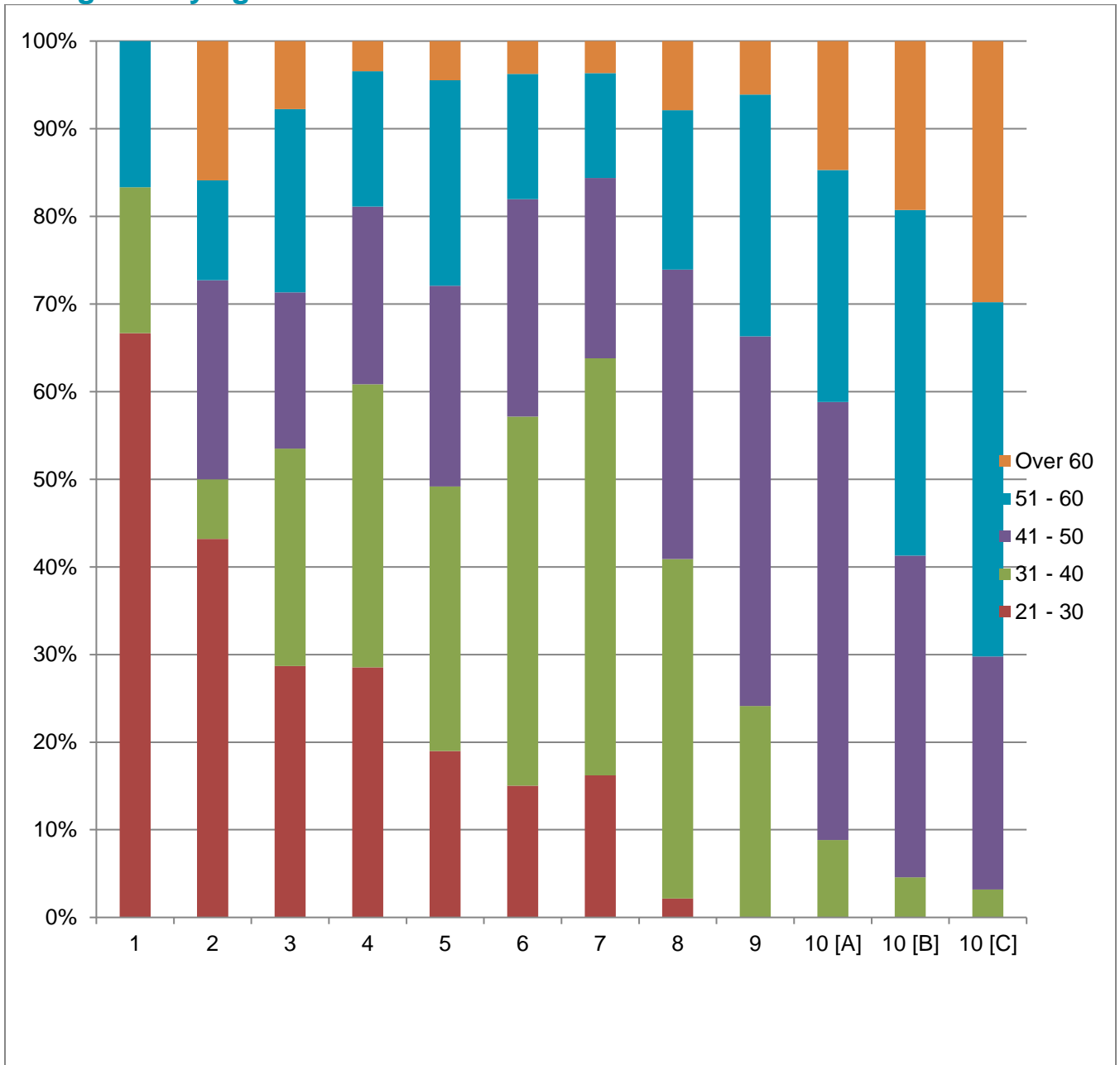


Appendix 12

Age distribution by grade: all staff, exc. associate tutors & clinical academics

Grade	1	2	3	4	5	6	7	8	9	10 [A]	10 [B]	10 [C]
Age Band												
21 - 30	4	19	37	83	34	20	111	9	0	0	0	0
31 - 40	1	3	32	94	54	56	326	162	91	3	5	3
41 - 50	0	10	23	59	41	33	141	138	159	17	40	25
51 - 60	1	5	27	45	42	19	82	76	104	9	43	38
Over 60	0	7	10	10	8	5	25	33	23	5	21	28

% in grade by age band

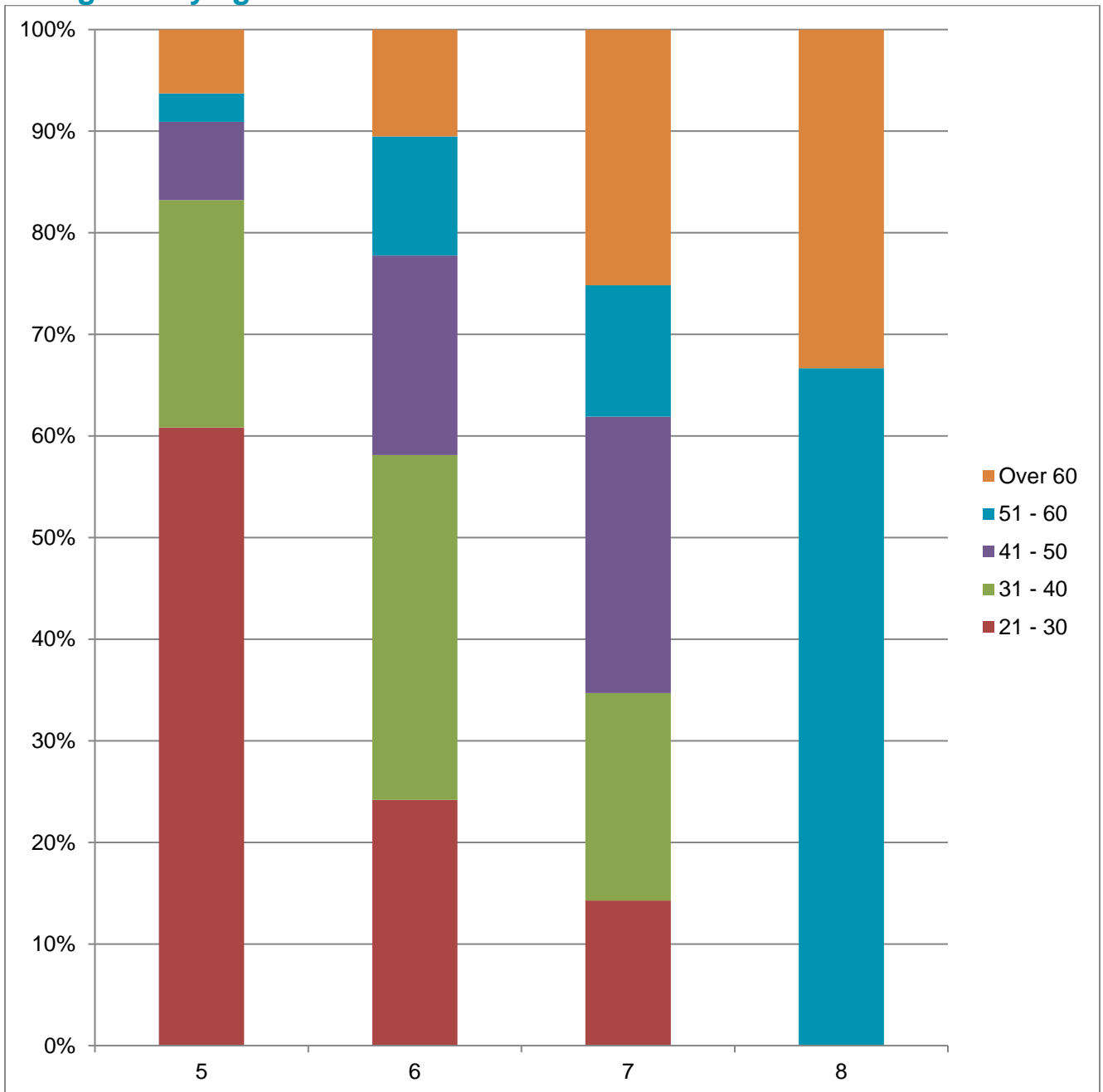


Appendix 13

Age distribution by grade: associate tutors

Age Band	5	6	7	8
21 - 30	261	101	21	0
31 - 40	96	142	30	0
41 - 50	33	82	40	0
51 - 60	12	49	19	2
Over 60	27	44	37	1

% in grade by age band

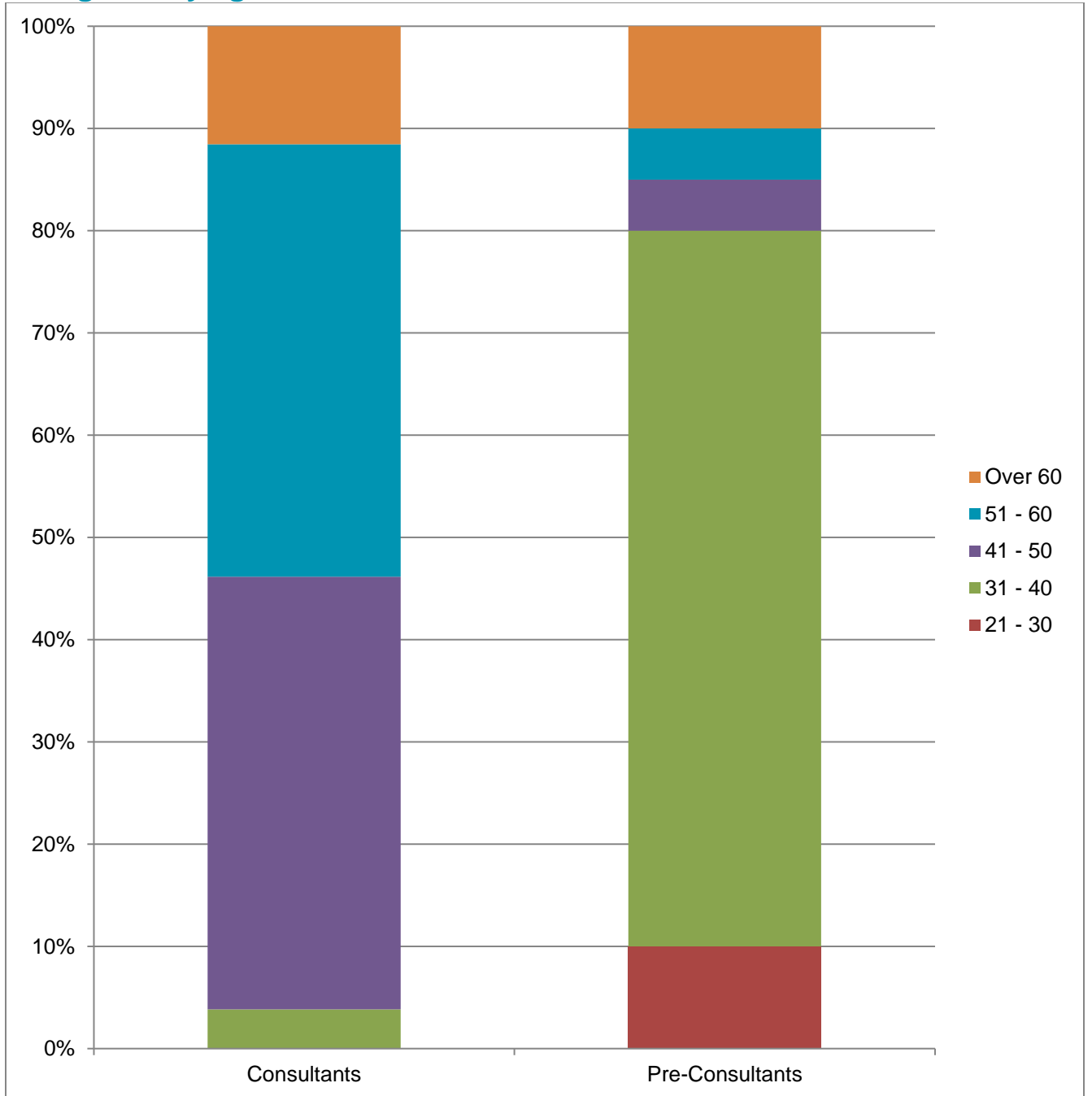


Appendix 14

Age distribution by grade: clinical academics

Age Band	Consultants	Pre-Consultants
21 - 30	0	2
31 - 40	1	14
41 - 50	11	1
51 - 60	11	1
Over 60	3	2

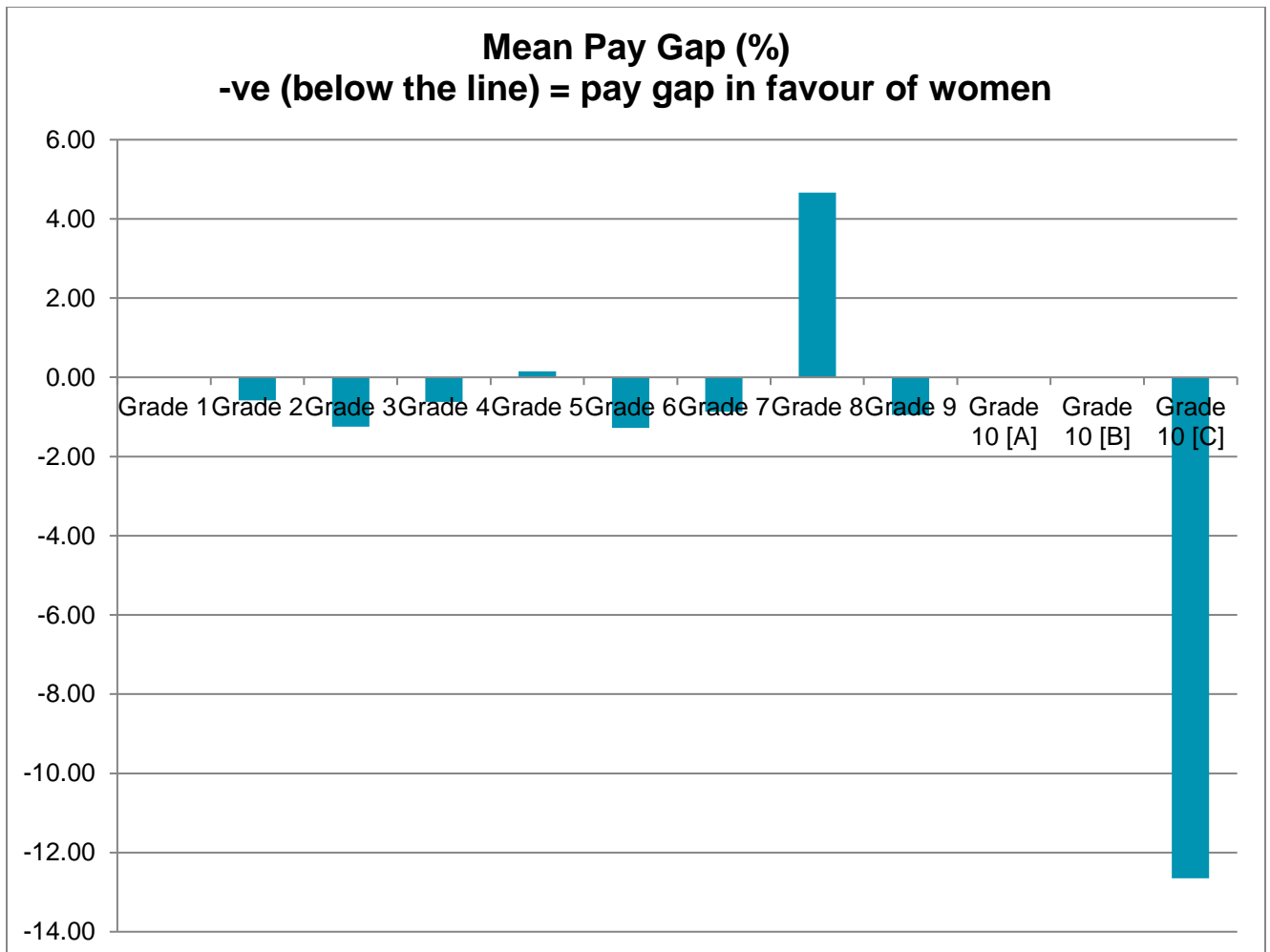
% in grade by age band



Appendix 15

Starting salaries by gender and grade: all staff, exc. associate tutors & clinical academics

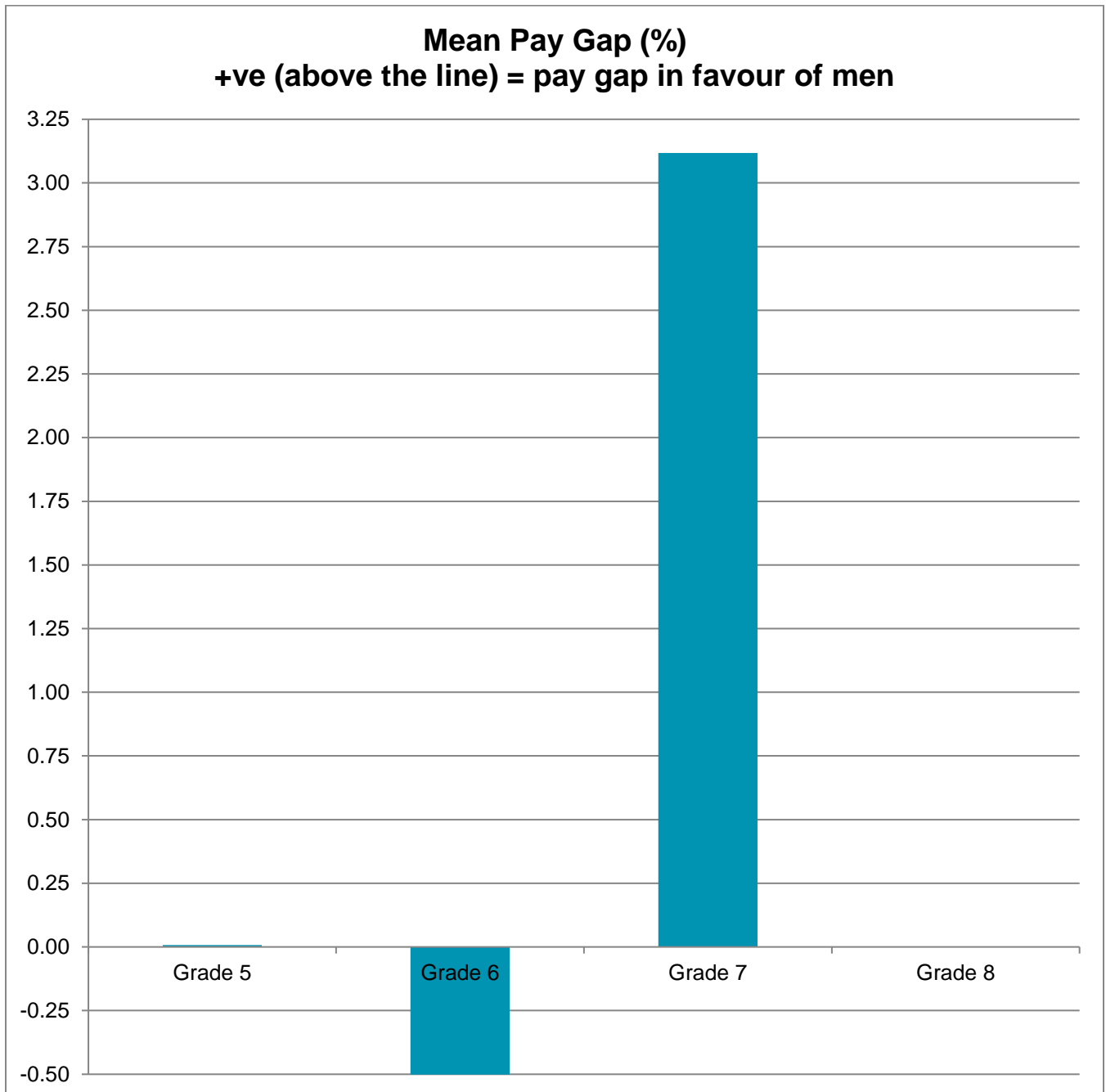
Grade	Male Count	Median Basic Pay	Mean Basic Pay	Female Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	1	Data withheld	Data withheld	1	Data withheld	Data withheld	0.00	0.00
Grade 2	5	£16,289	£16,226	11	£16,289	£16,320	0.00	-0.58
Grade 3	8	£17,898	£17,962	29	£17,898	£18,186	0.00	-1.24
Grade 4	13	£20,624	£20,951	51	£21,220	£21,081	-2.89	-0.62
Grade 5	9	£24,565	£25,325	22	£24,932	£25,287	-1.49	0.15
Grade 6	13	£29,301	£29,113	16	£29,301	£29,484	0.00	-1.28
Grade 7	69	£33,943	£34,141	90	£33,943	£34,436	0.00	-0.87
Grade 8	23	£42,955	£43,779	27	£41,709	£41,737	2.90	4.66
Grade 9	6	£54,396	£54,291	6	£54,396	£54,805	0.00	-0.95
Grade 10 [A]	1	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A
Grade 10 [B]	4	£73,138	£73,025	0	N/A	N/A	N/A	N/A
Grade 10 [C]	3	Data withheld	Data withheld	2	Data withheld	Data withheld	-12.65	-12.65



Appendix 16

Starting salaries by gender and grade:
associate tutors

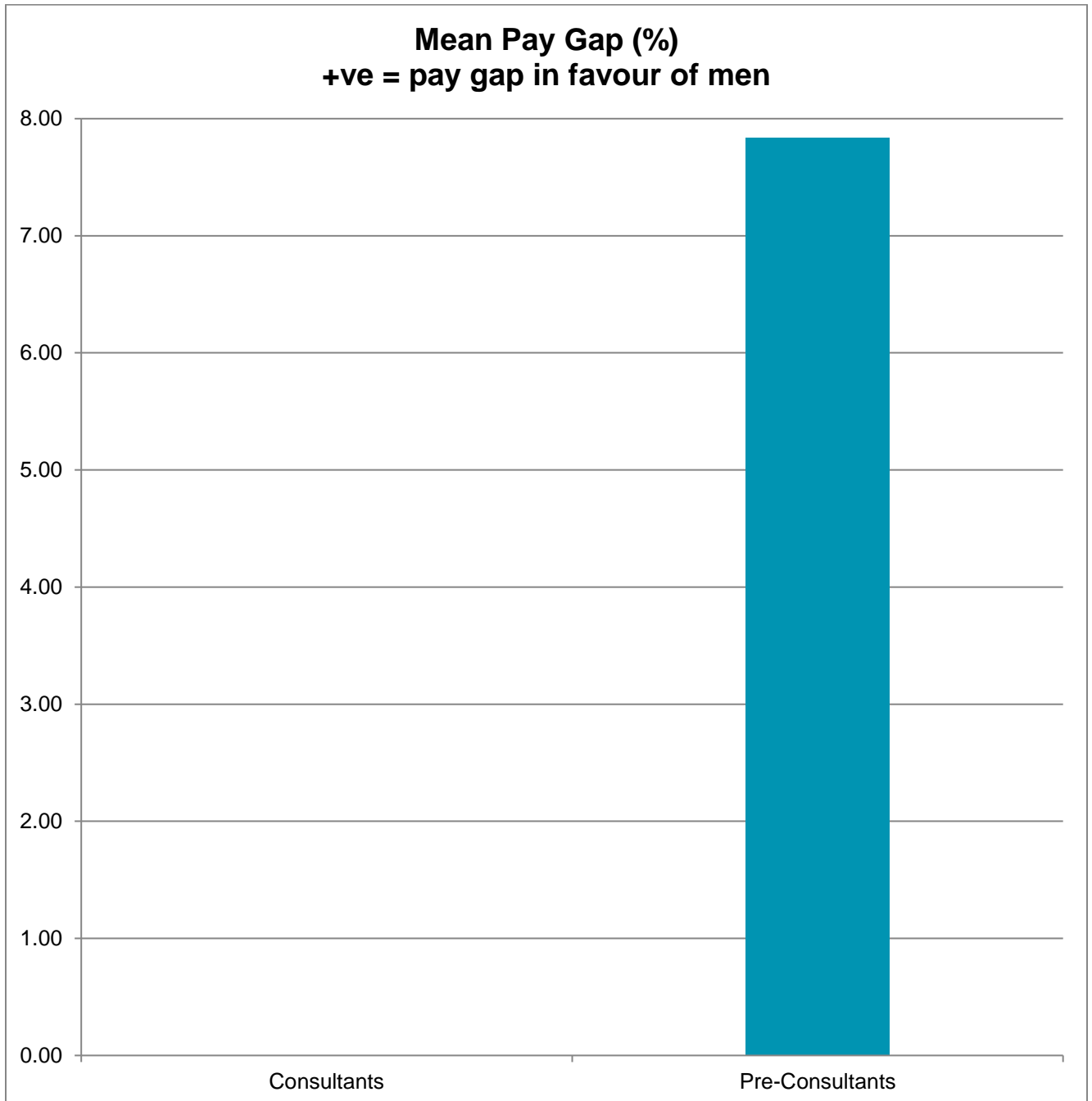
Grade	Male Count	Median Basic Pay	Mean Basic Pay	Female Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 5	62	£24,565	£24,561	43	£24,565	£24,559	0.00	0.01
Grade 6	28	£28,452	£28,482	38	£28,452	£28,625	0.00	-0.50
Grade 7	6	£32,004	£33,034	6	£32,004	£32,004	0.00	3.12
Grade 8	2	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A



Appendix 17

Starting salaries by gender and grade: clinical academics

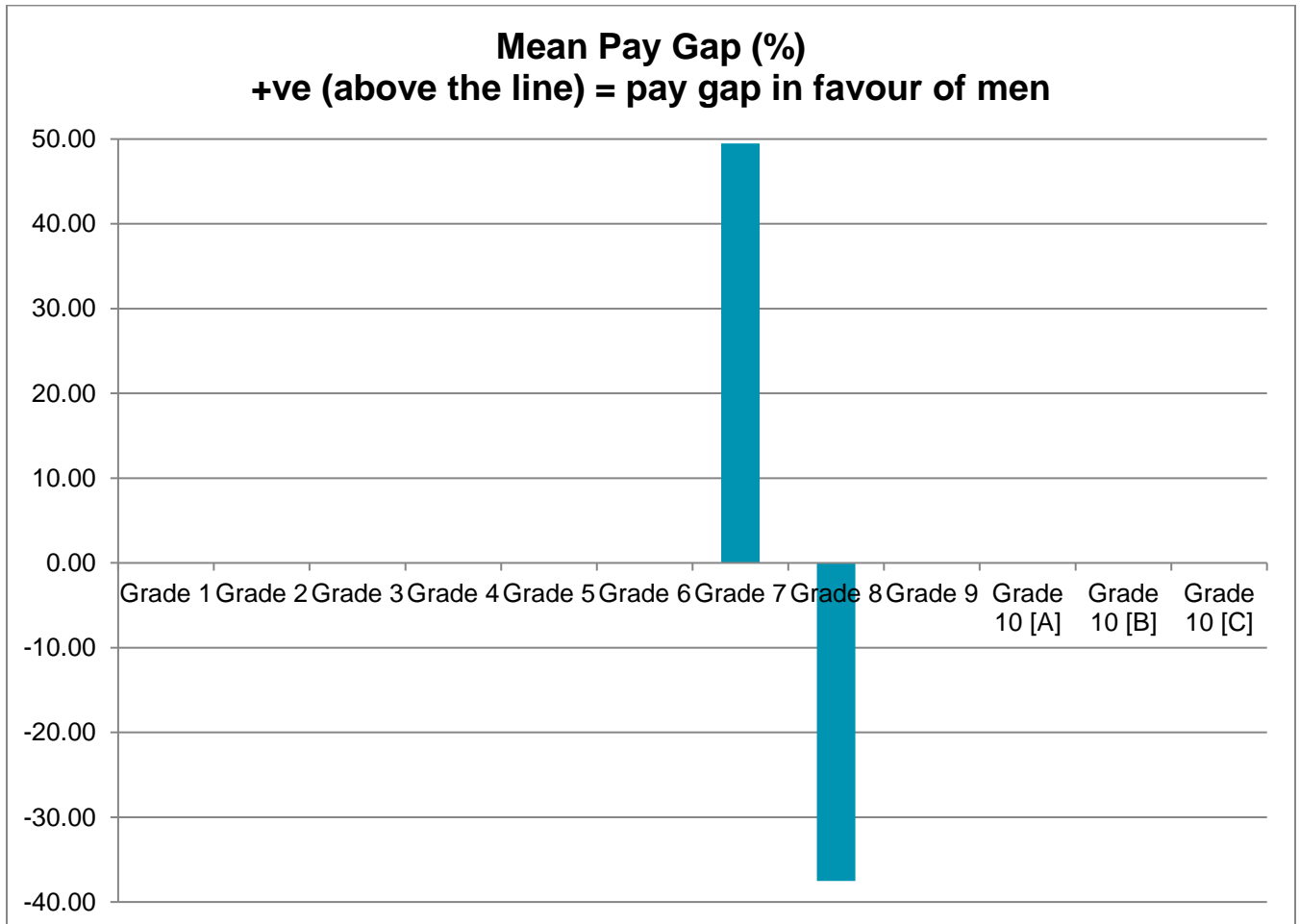
Grade	Male Count	Median Basic Pay	Mean Basic Pay	Female Count	Median Basic Pay	Mean Basic Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Consultants	0	N/A	N/A	1	Data withheld	Data withheld	N/A	N/A
Pre-Consultants	3	Data withheld	Data withheld	3	Data withheld	Data withheld	0.00	7.84



Appendix 18

Market supplements by gender and grade: all staff, exc. associate tutors & clinical academics

Grade	Male Count	Median market supplement paid	Mean market supplement paid	Female Count	Median market supplement paid	Mean market supplement paid	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 2	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 3	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 4	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 5	0	N/A	N/A	1	Data withheld	Data withheld	N/A	N/A
Grade 6	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 7	1	Data withheld	Data withheld	2	Data withheld	Data withheld	49.50	49.50
Grade 8	2	Data withheld	Data withheld	3	Data withheld	Data withheld	20.23	-37.51
Grade 9	0	N/A	N/A	1	Data withheld	Data withheld	N/A	N/A
Grade 10 [A]	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 10 [B]	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 10 [C]	0	N/A	N/A	0	N/A	N/A	N/A	N/A



Appendix 19

Discretionary pay points by gender and grade: all staff, exc. associate tutors & clinical academics

Grade	Male Count	Median Disc. Pay	Mean Disc. Pay	Female Count	Median Disc. Pay	Mean Disc. Pay	Median Pay Gap (%)	Mean Pay Gap (%)
Grade 1	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Grade 2	1	Data withheld	Data withheld	0	N/A	N/A	N/A	N/A
Grade 3	2	Data withheld	Data withheld	6	Data withheld	Data withheld	0.00	8.08
Grade 4	0	N/A	N/A	12	£686	£869	N/A	N/A
Grade 5	2	Data withheld	Data withheld	6	Data withheld	Data withheld	0.00	-34.31
Grade 6	1	Data withheld	Data withheld	4	Data withheld	Data withheld	-26.12	-26.12
Grade 7	8	£1,741	£2,037	8	£1,741	£2,185	0.00	-7.28
Grade 8	27	£4,336	£3,806	16	£3,592	£3,247	17.16	14.68
Grade 9	41	£1,676	£3,264	39	£1,676	£2,444	0.00	25.12

Note: Grade 10 is not eligible for discretionary pay points.

