

The University of Manchester Equal Pay Audit Data

Snapshot data, as at 20 May 2013, was produced for employees covered by the Pay and Grading Agreement (Grades 1-8) across gender, ethnicity and disability (see Tables 1.1 to 1.3).

Pay data was taken from ResourceLink and includes both basic pay and any additional payments (e.g. market supplements, acting up allowances etc.) excluding overtime and shift allowances.

The percentage pay gap has been determined by calculating the average pay for each group i.e. females, disabled and ethnic minority and dividing it by the average pay for males, non-disabled, white employees respectively. For example:

$$\frac{\text{Average Female Pay}}{\text{Average Male Pay}} \times 100 - 100 = \text{Pay Gap\%}$$

A negative figure indicates the respective group earns less than the other group and a positive figure indicates that they earn more. Where pay gap figures of 0.00-2.99 are identified they are indicated in **green**, figures of 3.00-4.99 are indicated in **orange** and figures of > 5.00 are indicated in **red**.

Section 1 – Summaries

Table 1.1a The gender pay gap by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

- Total number of employees/female employees/male employees per grade; split by full-time and part-time
- Average overall/female/male salary per grade, split by full-time and part-time
- Gender percentage pay gap per grade overall; split by full-time and part-time

Pay gap calculation is:

$\frac{\text{Average Female Pay}}{\text{Average Male Pay}} \times 100 - 100 = \text{Pay Gap\%}$

Average Male Pay

<i>Grade</i>	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap %	All Average Salary	All Pay Gap %
Grade 1	£15,612.83		£15,603.11		£15,606.82	
F	£15,623.24	0.1	£15,620.13	0.3	£15,620.73	0.2
M	£15,609.44		£15,572.78		£15,593.46	
Grade 2	£17,391.11		£17,521.92		£17,430.32	
F	£17,296.99	-1.1	£17,528.55	0.1	£17,382.68	-0.7
M	£17,496.27		£17,504.50		£17,497.91	
Grade 3	£20,281.96		£20,667.44		£20,370.22	
F	£20,210.26	-0.9	£20,732.02	2.3	£20,368.28	-0.0
M	£20,384.09		£20,272.50		£20,373.83	
Grade 4	£23,224.57		£23,476.41		£23,271.48	
F	£23,129.77	-1	£23,618.49	5.3	£23,256.21	-0.2
M	£23,354.39		£22,422.00		£23,297.97	
Grade 5	£27,374.99		£27,374.96		£27,374.98	
F	£27,150.08	-1.8	£27,395.69	0.4	£27,206.43	-1.5
M	£27,637.19		£27,297.81		£27,608.24	

<i>Grade</i>	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap %	All Average Salary	All Pay Gap %
Grade 6	£33,310.50		£34,561.71		£33,477.26	
F	£33,217.93	-0.5	£34,709.11	1.8	£33,520.23	0.3
M	£33,388.85		£34,100.10		£33,434.58	
Grade 7	£44,628.93		£44,252.22		£44,572.75	
F	£44,668.28	0.2	£44,432.25	1.7	£44,608.57	0.2
M	£44,603.48		£43,685.47		£44,543.75	
Grade 8	£54,686.90		£56,302.03		£54,838.87	
F	£54,004.38	-1.9	£56,005.22	-1.2	£54,282.81	-1.6
M	£55,061.24		£56,666.69		£55,169.30	
Grand Total	£33,678.23		£28,255.42		£32,645.00	
Women	£235,300.93	-0.9	£30,005.18	1.1	£29,530.74	-0.5
Men	£237,534.95		£29,690.23		£29,689.88	

Table 1.1b The gender profile by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

<i>Grade</i>	% gender profile of employees within each grade		
	% of full timers	% of part-timers	% of all employees
Grade 1	204	331	535
F	25%	64%	49%
M	75%	36%	51%
Grade 2	271	116	387
F	53%	72%	59%
M	47%	28%	41%

<i>Grade</i>	% gender profile of employees within each grade		
	% of full timers	% of part-timers	% of all employees
Grade 3	623	185	808
F	59%	86%	65%
M	41%	14%	35%
Grade 4	699	160	859
F	58%	88%	63%
M	42%	12%	37%
Grade 5	836	170	1006
F	54%	79%	58%
M	46%	21%	42%
Grade 6	2042	314	2356
F	46%	76%	50%
M	54%	24%	50%
Grade 7	1278	224	1502
F	39%	76%	45%
M	61%	24%	55%
Grade 8	751	78	829
F	35%	55%	37%
M	65%	45%	63%
Grand Total	6704	1578	8282
Women	46%	75%	52%
Men	54%	25%	48%

Table 1.2 Ethnicity Summary

- Total number of employees/BME employees/White employees per grade; split by full-time and part-time
- Average overall/BME/White salary per grade; split by full-time and part-time
- Percentage pay gap per grade for BME/White employees ; split by full-time and part-time
 - Employees with a category of ‘Not known’ have not been included as part of the pay gap calculation

Pay gap calculation is:

$$\frac{\text{Average BME Pay}}{\text{Average White Pay}} \times 100 - 100 = \text{Pay Gap\%}$$

Table 1.2a The ethnicity pay gap by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

<i>Grade</i>	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap	All Average Salary	All Pay Gap
Grade 1	£15,612.83		£15,603.11		£15,606.82	
BME	£15,626.39	0.1	£15,594.09	-0.1	£15,604.20	-0.1
Not known	£15,317.00		£15,293.99		£15,303.85	
White	£15,615.25		£15,610.97		£15,612.68	
Grade 2	£17,391.11		£17,521.92		£17,430.32	
BME	£16,962.11	-3.2	£17,285.15	-1.6	£17,092.70	-2.6
Not known	£16,204.81				£16,204.81	
White	£17,527.65		£17,568.29		£17,539.82	
Grade 3	£20,281.96		£20,667.44		£20,370.22	
BME	£20,162.62	-0.8	£20,599.00	-0.4	£20,243.60	-0.8
Not known	£19,306.89		£19,056.00		£19,281.80	
White	£20,315.99		£20,684.57		£20,403.27	

Grade	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap	All Average Salary	All Pay Gap
Grade 4	£23,224.57		£23,476.41		£23,271.48	
BME	£22,931.68	-1.4	£22,875.25	-2.7	£22,925.58	-1.7
Not known	£22,841.70		£24,049.00		£22,951.45	
White	£23,261.74		£23,504.46		£23,309.10	
Grade 5	£27,374.99		£27,374.96		£27,374.98	
BME	£27,097.59	-1.2	£26,683.44	-3.3	£27,008.13	-1.7
Not known	£25,950.46		£26,131.75		£26,019.52	
White	£27,438.03		£27,586.93		£27,461.40	
Grade 6	£33,310.50		£34,561.71		£33,477.26	
BME	£32,740.56	-2.2	£34,027.79	-1.8	£32,822.72	-2.5
Not known	£31,590.32		£31,630.20		£31,594.95	
White	£33,471.51		£34,658.10		£33,646.10	
Grade 7	£44,628.93		£44,252.22		£44,572.75	
BME	£43,630.45	-2.6	£44,874.92	1.5	£43,742.03	-2.1
Not known	£42,000.09				£42,000.09	
White	£44,772.98		£44,213.86		£44,685.26	
Grade 8	£54,686.90		£56,302.03		£54,838.87	
BME	£54,975.82	0.5	£53,233.00	-5.6	£54,954.30	0.2
Not known	£51,792.50		£53,233.00		£51,998.29	
White	£54,678.26		£56,382.80		£54,853.08	
Grand Total	£33,678.23		£28,255.42		£32,645.00	
BME	£29,265.90	-1.3	£29,396.58	-2.1	£29,299.16	-1.3
Not known	£28,125.47		£21,174.24		£28,169.35	
White	£29,635.18		£30,026.25		£29,688.84	

Table 1.2b The ethnicity profile by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

<i>Ethnicity</i>	% gender profile of employees within each ethnicity		
	% of full timers	% of part-timers	% of all employees
Grade 1	204	331	535
BME	18%	24%	22%
Not known	1%	1%	1%
White	81%	75%	77%
Grade 2	271	116	387
BME	10%	16%	12%
Not known	6%	0%	4%
White	84%	84%	84%
Grade 3	623	185	808
BME	13%	10%	12%
Not known	1%	1%	1%
White	86%	89%	87%
Grade 4	699	160	859
BME	9%	5%	9%
Not known	1%	1%	1%
White	90%	94%	90%
Grade 5	837	170	1007
BME	12%	16%	13%
Not known	2%	5%	2%
White	86%	79%	86%

<i>Ethnicity</i>	% gender profile of employees within each ethnicity		
	% of full timers	% of part-timers	% of all employees
Grade 6	2041	314	2355
BME	17%	8%	16%
Not known	2%	2%	2%
White	81%	90%	82%
Grade 7	1278	224	1502
BME	10%	6%	10%
Not known	1%	0%	1%
White	89%	94%	90%
Grade 8	751	78	829
BME	11%	1%	10%
Not known	1%	1%	1%
White	88%	98%	89%
Grand Total	6704	1578	8282
BME	13%	12%	13%
Not known	2%	1%	2%
White	85%	87%	85%

Table 1.3 Disability Summary

- Total number of employees/employees with a disability/employees without a disability per grade; split by full-time and part-time
- Average salaries by grade; split by full-time and part-time
- Percentage pay gap per grade for employees with a disability/without a disability; split by full-time and part-time
 - Employees with a category of 'Not known' have not been included as part of the pay gap calculation

Pay gap calculation is:

$$\frac{\text{Average Disability Pay}}{\text{Average No Disability Pay}} \times 100 - 100 = \text{Pay Gap\%}$$

Table 1.3a The disability pay gap by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

<i>Grade</i>	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap	All Average Salary	All Pay Gap %
Grade 1	£15,612.83		£15,603.11		£15,606.82	
Y	£15,559.28	-0.4	£15,622.50	0.1	£15,594.40	-0.1
N	£15,622.26		£15,602.51		£15,609.97	
Not known	£14,202.00				£14,202.00	
Grade 2	£17,391.11		£17,521.92		£17,430.32	
Y	£17,571.06	0.7	£17,491.99	-0.2	£17,543.69	0.4
N	£17,450.36		£17,524.43		£17,473.20	
Not known	£16,156.93				£16,156.93	
Grade 3	£20,281.96		£20,667.44		£20,370.22	
Y	£20,381.33	0.4	£20,326.50	-1.8	£20,368.80	-0.1
N	£20,291.98		£20,692.10		£20,384.03	
Not known	£19,056.00		£19,056.00		£19,056.00	

<i>Grade</i>	FT Average Salary	FT Pay Gap %	PT Average Salary	PT Pay Gap	All Average Salary	All Pay Gap %
Grade 4	£23,224.57		£23,476.41		£23,271.48	
Y	£23,437.09	0.9	£23,110.00	-1.6	£23,378.68	0.5
N	£23,222.33		£23,488.23		£23,272.17	
Not known	£22,378.75				£22,378.75	
Grade 5	£27,374.99		£27,374.96		£27,374.98	
Y	£27,188.50	-0.8	£28,200.80	3.0	£27,329.10	-0.2
N	£27,395.24		£27,381.64		£27,392.94	
Not known	£24,766.00		£24,766.00		£24,766.00	
Grade 6	£33,310.50		£34,561.71		£33,477.26	
Y	£33,437.30	0.3	£32,723.18	-5.6	£33,332.56	-0.5
N	£33,328.27		£34,662.25		£33,505.94	
Not known	£31,051.63		£29,541.00		£30,907.76	
Grade 7	£44,628.93		£44,252.22		£44,572.75	
Y	£44,172.15	-1.1	£44,922.83	1.6	£44,372.33	-0.5
N	£44,656.80		£44,214.26		£44,592.19	
Not known	£40,733.20				£40,733.20	
Grade 8	£54,686.90		£56,302.03		£54,838.87	
Y	£52,953.00	-3.3	£58,001.44	3.1	£53,193.40	-3.1
N	£54,744.53		£56,279.96		£54,891.39	
Not known	£52,262.67				£52,262.67	
Grand Total	£33,678.23		£28,255.42		£32,645.00	
Y	£29,337.46	-0.9	£30,049.91	0.2	£29,389.12	-0.9
N	£29,588.97		£29,980.67		£29,640.23	
Not known	£27,575.90		£9,170.38		£27,557.91	

Table 1.3b The disability profile by full-time/part-time status, for University of Manchester employees in Grades 1-8, May 2013

<i>Disability</i>	% gender profile of employees within each disability type		
	% of full timers	% of part-timers	% of all employees
Grade 1	204	331	535
Y	4%	3%	3%
N	96%	97%	96%
Not known	0%	0%	0%
Grade 2	271	116	387
Y	6%	8%	7%
N	89%	92%	90%
Not known	5%	0%	4%
Grade 3	623	185	808
Y	4%	4%	4%
N	95%	95%	95%
Not known	1%	1%	1%
Grade 4	699	160	859
Y	3%	3%	3%
N	96%	97%	96%
Not known	1%	0%	0%
Grade 5	836	170	1006
Y	4%	3%	4%
N	96%	96%	96%
Not known	0%	1%	1%

<i>Disability</i>	% gender profile of employees within each disability type		
	% of full timers	% of part-timers	% of all employees
Grade 6	2042	314	2356
Y	3%	4%	3%
N	96%	96%	96%
Not known	1%	1%	1%
Grade 7	1278	224	1502
Y	3%	5%	3%
N	97%	95%	97%
Not known	0%	0%	0%
Grade 8	751	78	829
Y	3%	1%	3%
N	97%	99%	97%
Not known	0%	0%	0%
Grand Total	6704	1578	8282
Y	3%	4%	3%
N	96%	96%	96%
Not known	1%	0%	1%