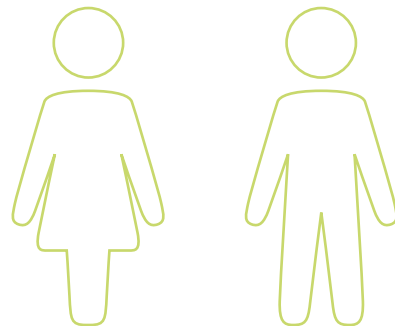


THE UNIVERSITY OF MANCHESTER

**GENDER
PAY GAP
REPORT**
2019



MIND
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GAP

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1. Executive Summary

The University of Manchester's 2019 Gender Pay Gap (GPG) analysis is the third report to be published since the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017¹ which came into force on 6 April 2017.

We are encouraged, but not complacent, that the 2019 analysis reports a modest reduction in the GPG compared to the two previous reporting periods, down to a mean GPG of 17% and a median GPG of 11.8%.

It is important to note that these averages across the whole workforce are largely because of women's under-representation in the higher paid job levels and functions (occupational segregation), and not as a result of men and women being paid differently for work of equal value. The University's 2017 Equal Pay Audit revealed there were no significant pay gaps (i.e. 5% or more) at any grade for staff in grades 1 to 8. Two significant gaps were identified in relation to Grade 9 Professional Services (PS) staff paid £112,322 and above and Grade 9 Professorial Staff in Zone E. Women were under-represented in both of these grades.

Only a small proportion of our workforce receives bonus payments: 2% of men and 1.5% of women. The mean bonus pay gap reported for 2019 has reduced to 64%, down from 74% in 2018. However, the median bonus pay gap increased to 83% in 2019 from 75% in 2018. The bonus GPG outcomes are significantly impacted by the payment of Clinical Excellence Awards (CEAs). The report provides additional analysis relating to the University's clinical staff and information has been sought from partner Trusts to help determine what actions the University could, and should, be undertaking to, for example, ensure female staff are actively supported and encouraged in applying for CEAs.

In order to further understand the causes of the pay gaps as a basis for developing appropriate, additional interventions, the report analyses the distribution of our staff across functional areas and seniority within occupational groups. It also analyses the data on staff starting salaries for those appointed in grades 1 to 8 over a two-year period.

This analysis confirms that the main contributing factor for our mean and median GPG is vertical segregation: the under-representation of women in senior roles and their over-representation in the lowest paid quartile. In this context, we are pleased to highlight that progress is being made, with women now occupying 40% of roles paid in the highest paid quartile (Quartile 1), up from 38% in 2018.

Nonetheless, while we are reassured to see a narrowing of both the mean and median GPGs, there is still much work to do to further close the gaps. The analysis undertaken in relation to specific occupational groups (i.e. clinical, PS, and academic and research staff) and the specific small group of casual staff demonstrates the impact that relatively small groups of staff can have on the overall average outcomes.

Achieving gender balance throughout its workforce, and at all levels, is an important goal for The University of Manchester and one that has strategic significance, alongside retaining our commitment to equal pay for work of equal value. We know that eradicating the GPG is an ambitious goal that will take some time to achieve

and the University is committed to developing actions that will accelerate the closing of the GPGs. To this end, a number of initiatives have been put in place. These include the review and development of family friendly policies and initiatives, the development of an Academic Returners' Scheme, staff networks, staff training, Living Wage Foundation accreditation and raising and maintaining awareness of Equality, Diversity and Inclusion initiatives and successes (all of which are discussed in more detail in Section 8). The University has a key performance indicator to increase equality and diversity at all levels in the staff that we employ until our staff profile is representative of national and local populations. This includes a target to increase the proportion of women who are Senior Lecturers, Readers and Professors across all faculties until they are representative of the pool of female staff at Lecturer level. Currently we have 32% of academic women in senior roles against a target of 47%. Further detail is provided in Section 9.

The University has a zero tolerance approach to bullying, harassment and discrimination. We aim to create an inclusive environment where everyone is treated with dignity and respect. We have accessible reporting mechanisms, Harassment Support Advisors and a mediation service to support our work. Additionally, we are currently piloting active bystander training that will be available to all staff.

The University continues to seek to build on these initiatives further to assist women to progress to the next level of their career.

¹ <http://www.legislation.gov.uk/uksi/2017/353/schedule/1/made>

2. Introduction

We are pleased to fulfil our statutory obligations under the Equality Act 2010 by reporting on our annual analysis of the GPG at The University of Manchester (see box 1)

Box 1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017² came into force on 6 April 2017

The regulations make it mandatory for all organisations with more than 250 employees to report their GPG on an annual basis. All organisations in the public sector, including HEIs, are required to take a snapshot of data on 31 March on which an analysis of the pay gap must be undertaken each year. All relevant organisations are required to publish details of their GPG in accordance with the specified criteria on their own website and on the Government's Equalities Office website by 30 March the following year and on an annual basis.

The GPG is wider than considerations of Equal Pay (Box 2). This report presents the results of The University of Manchester's mandatory GPG reporting requirements for 2019; analyses the factors that contribute to these gaps and summarises the actions we are taking in light of this analysis.

Box 2. What is the difference between Equal Pay and the Gender Pay Gap?

The GPG is distinct from equal pay though that distinction is often confused. ACAS provides the following definitions:

“Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.”

*“The **gender pay gap** shows the differences in the average pay between men and women.”³*

The GPG measures differences in pay between men and women across an entire range of pay, which includes jobs of different size and level. It should be emphasised that any gap is not a key measure of equal pay for work of equal value, but, more often, a reflection of the lower representation of women at higher grades/levels. In other words, any pay gap will be reduced by progress towards the University's headline equality and diversity objectives to achieve greater gender balance at higher grades and senior levels where women are currently underrepresented.

²<http://www.legislation.gov.uk/uksi/2017/353/schedule/1/made>

³Extract from *Managing gender pay reporting* ACAS February 2019
Source: https://www.acas.org.uk/media/4764/Managing-gender-pay-reporting/pdf/Managing_gender_pay_reporting_07.02.19.pdf

3. Calculations and scope of reporting

All data presented in this report has been gathered and analysed in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) 2017. In line with all public sector organisations, the data is based on hourly pay rates as at 31 March 2019 and for bonuses paid between 1 April 2018 and 31 March 2019.

All relevant organisations are required to report their:

- i. mean gender pay gap
- ii. median gender pay gap
- iii. mean bonus pay gap
- iv. median bonus pay gap
- v. proportion of males and females receiving a bonus payment
- vi. proportion of males and females on each pay quartile

The data includes information relating to all relevant employees, which is defined as anyone employed by the University on 31 March 2019. This includes casuals, apprentices, overseas workers, clinicians and those personally contracted to do work.

4. Institutional context and commitment to Equality, Diversity and Inclusion

The University's commitment to equality, diversity and inclusion is restated and reinforced in our new *Vision and Strategic Plan*, which identifies equality, diversity and inclusion as a key priority for the organisation over the next five years. The plan expresses the University's ambition to "be committed to equality and diversity, and to equal opportunities for all", and the benefits that this will bring:

"Equality, diversity and inclusion. Our students and staff will be representative of the diversity of talent in our communities. Equality, diversity and inclusion strengthen our University and will be at the heart of our core activities. We will create an inclusive and supportive environment led by effective leaders so that everyone can participate fully and reach their full potential"

This commitment is embedded in the University's published equality and diversity objectives in its commitment to "improve the representation of women in..... senior leadership, academic and professional support positions."

The University continues to promote and celebrate all achievements and milestones in seeking to promote a diverse and inclusive workforce. The University is a member of the Athena SWAN charter and had its bronze award renewed in 2018. It holds seven silver and seven bronze awards at School/Department level. Additionally the University continues to participate in the Stonewall Employer Index, was successful in gaining reaccreditation of the Race Equality Charter Mark and is intending to apply for the Disability Standard (further detail is included in Section 8).

5. Why are the outcomes for the University's Gender Pay Gap and Equal Pay Audit Different?

Equal pay for work of equal value is one factor that contributes to reducing the GPG. The two measures of pay serve different monitoring purposes and are calculated differently (see Box 2). The University undertakes an equal pay audit every two years. These are conducted in accordance with guidance recommended by both the Equality and Human Rights Commission and the Joint Negotiating Committee for Higher Education Staff. The University's 2017 equal pay audit included all staff in Grades 1 to 8 and Grade 9 Professional Services and non-clinical Professorial staff. It did not include employees on clinical grades (e.g. Allied Health Professionals, Academic Clinical Lecturers, GPs and Consultants), those employed by wholly owned subsidiary companies of the University, the small number of Professors in the highest pay zone (zone A) and those engaged

on a casual basis who were not deemed employees. The focus of equal pay audits is on examining whether there are pay differences within grades based on three categories: gender, ethnicity and disability. The data underpinning The University of Manchester's equal pay audit includes basic pay for each relevant employee and excludes any additional payments such as market supplements and acting-up allowances. The headline results of the 2017 equal pay audit showed no significant pay gaps (i.e. 5% or more) at any grade for all staff paid in Grades 1 to 8. This was consistent with findings from the 2015 audit. The two significant gaps identified were in relation to Grade 9 Professional Services staff paid £112,322 and above and Grade 9 Professorial Staff in Zone E. Women were under-represented in both these grades.

Analysis is currently underway in relation to the University's 2019 equal pay audit.



6. Benchmarking with other Higher Education Institutions (HEIs)

We benchmark our GPG with other universities in the UK higher education sector. The latest available data is for 2018 and shows that The University of Manchester has one of the narrowest GPGs among the research-intensive

Russell Group universities: sixth on mean GPG and fifth on median GPG. Table 1 below shows the published outcomes⁴ of all Russell Group Universities for 2018.

Table 1: Below shows the published outcomes of all Russell Group Universities for 2018

Russell Group University	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)	Mean bonus pay gap (%)	Median bonus pay gap (%)	Who received bonus pay (%)	
					Men	Women
Queen Mary University of London	13.7	10.0	76.0	47.2	5.0	4.8
University College London	15.9	5.4	25.8	21.4	2.9	1.4
Imperial College London	17.0	7.6	56.8	25.0	5.4	5.0
University of York	17.6	16.3	69.5	-25.0	3.3	3.9
University of Sheffield	17.9	10.7	64.5	6.3	19.3	22.8
The University of Manchester	18.4	12.0	74.2	74.7	2.2	1.7
University of Southampton	18.9	16.2	60.2	33.3	6.1	4.7
King's College London	19.0	14.1	58.1	70.6	5.0	3.6
University of Birmingham	19.4	19.6	62.9	25.0	11.9	11.5
University of Bristol	19.6	13.6	79.9	60.7	4.0	4.9
University of Exeter	19.6	16.0	56.7	0.0	33.8	32.5
University of Cambridge	19.7	13.7	66.5	12.2	19.0	20.8
Newcastle University	20.0	18.1	53.2	80.0	4.1	2.8
University of Leeds	20.1	14.3	79.2	25.0	5.1	4.1
Cardiff University	21.6	17.1	77.3	33.9	4.4	3.8
University of Nottingham	22.0	16.6	75.5	28.6	8.4	7.0
University of Oxford	22.6	13.7	64.1	6.7	12.8	18.4
University of Liverpool	23.1	19.0	76.4	87.6	2.0	1.3
Durham University	23.8	27.9	53.3	50.0	1.1	2.2
London School of Economics and Political Science	23.9	14.9	63.6	50.0	13.8	13.4
University of Warwick	26.0	25.3	52.8	42.7	27.2	35.7

⁴ All published GPG analysis can be accessed here: <https://gender-pay-gap.service.gov.uk/viewing/download>

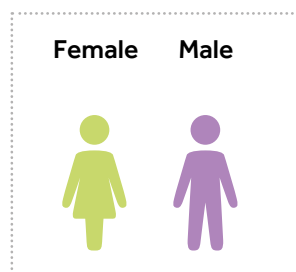
The Universities and Colleges Employers Association (UCEA) has also undertaken analysis of the reported GPG outcomes of 127 HEIs in England and Wales.⁵ Their research shows that the typical median GPG had fallen from 15.6% in 2017 to 13.7% in 2018. The typical mean GPG had increased marginally from 14.8% in 2017 to 14.9% in 2018. By way of comparison, the latest figures published by the Office for National Statistics (ONS), which includes data from across the UK, show a median GPG of 17.3% for 2019, this compares with 17.8% in 2018.

Table 2 provides a summary of the UCEA findings and shows how the

University compares in relation to the 2018 outcomes. It shows that The University of Manchester has a smaller median GPG than the sector average (12% compared to 13.7%), but that our mean GPG is above the sector average (18.4% compared to 14.9%). A smaller proportion of our male and female employees receive a bonus payment than the sector average, however the mean and median GPG is much higher than the sector average. This is a direct result of the payment of CEAs which are categorised as bonus pay, and only exist in universities that, like ours, have a medical school.

Table 2: UCEA analysis of 2018 Gender Pay Gap outcomes in 127 HEIs

	HE Sector (%)	University of Manchester (%)
Mean GPG	14.9	18.4
Median GPG	13.7	12.0
Mean Bonus GPG	12.4	74.2
Median Bonus GPG	0.2	74.7
Proportion of males receiving a bonus payment	2.8	2.2
Proportion of females receiving a bonus payment	1.9	1.7



⁵ Five of these are Welsh Institutions who have voluntarily published outcomes of their GPG analysis. The current GPG legislation applies only to institutions in England.

7. The University of Manchester Gender Pay Gap: Outcomes and analysis 2019

The tables below contain the outcomes of The University of Manchester's GPG reporting for 2019 with outcomes for the previous two years also included for reference. Tables 3, 5 and 6 also show the outcomes when clinical staff are excluded from the calculations. On the census date, the University employed 554 staff paid on NHS grades (4% of the overall population).

7.1 Summary of the Gender Pay Gap in 2019 and trend analysis

As Table 3 shows, the University's mean GPG has narrowed to 17% in 2019, and the median GPG has also reduced marginally from 12.0% to 11.8%. Both

the mean and median GPGs are the smallest since reporting commenced.

The University of Manchester employed 554 members of staff paid on NHS grades on the census date (245 men and 309 women); most with clinical academic terms and conditions of employment and with pay determined by the NHS nationally agreed pay scale. Excluding clinical staff from the analysis makes no material difference to the mean or median GPG or direction of travel since 2017.

Among the minority of staff who receive bonus payments (2% of male and 1.5% of female employees, see

Table 2) the mean bonus GPG for 2019 is 64%, down from 74.2% in 2018 but higher than in 2017 when it was 61.1%. The median bonus pay gap has however, risen to 83.2% in 2019, although this is lower than in 2017 when it was 87.2%. When clinical staff are excluded from the analysis the mean and median GPGs for bonus payments are much smaller and have fallen consistently across the 3 year period since 2018.

Table 3: The University of Manchester Gender Pay Gap, 2019. Overall outcomes and outcomes with Clinical Staff excluded

Gender Pay Gap	Mean (Average) All UoM Employees (%)	Median (Middle) All UoM Employees (%)	Mean (Average) with Clinical Staff Excluded (%)	Median (Middle) with Clinical Staff Excluded (%)
Gender Pay Gap 2019	17.0	11.8	16.7	11.2
Gender Pay Gap 2018	18.4	12.0	18.0	13.7
Gender Pay Gap 2017	17.1	13.1	15.9	11.1
Gender Bonus Gap 2019	64.0	83.2	41.6	5.7
Gender Bonus Gap 2018	74.2	74.7	51.5	15.6
Gender Bonus Gap 2017	61.1	87.2	10.4	0.0

Further analysis has been undertaken to understand these outcomes, reported on the following page.

7.2 Distribution of staff across pay bands within the organisation

The workforce has grown since 2017 to a total population of 13,492 (Table 4). More women than men have been recruited during this period, and women now comprise 51.2% of the University's overall workforce, up from 50.1% in 2017.

Over this period the distribution of women across pay quartiles has changed. The most significant and positive development is that in the highest paid quartile (Quartile 1) of employees pay has increased to 40.3% from 38.0% in 2018. This amounts to 130 more women in the highest

pay quartile and 9 more men when compared to 2018. The proportion of women in the second-highest pay quartile (Quartile 2) has also increased slightly, rising to 49.2% from 48.9% in 2018 (an additional 78 women compared to 61 additional men).

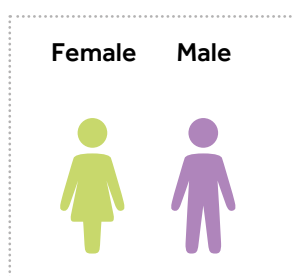
However, given that women constitute just over half of The University of Manchester's workforce (51.2%) they are still under-represented as a proportion of the two highest pay quartiles. Conversely they are significantly over-represented in the lowest quartile (Quartile 4), in which 62% of the lowest paid employees are women. Women are also slightly over-represented among those in the third

pay quartile (Quartile 3), but the profile of this quartile is the most similar to the overall gender composition of the workforce. The picture is similar when the analysis is re-run excluding clinical staff (see Appendix Table A.1)

This under-representation of women among the senior occupational levels within the highest pay bands, and over-representation in the lowest quartile, illustrates the underlying reason for the average GPG (mean and median). However, the gradual narrowing of the GPG, and the increased representation of women among the higher occupational levels is a positive direction of travel.

Table 4: The distribution of staff by gender in each quartile pay band, count and proportions, The University of Manchester, 2019

Quartile pay bands	Population	Year	Male	Female	Total	Male (%)	Female (%)
Highest Paid	Quartile 1	2019	2013	1,360	3,373	59.7	40.3
		2018	2004	1,230	3,234	62.0	38.0
		2017	1,893	1,231	3,124	60.6	39.4
	Quartile 2	2019	1,714	1,659	3,373	50.8	49.2
		2018	1,653	1,581	3,234	51.1	48.9
		2017	1,615	1,510	3,125	51.7	48.3
	Quartile 3	2019	1,575	1,798	3,373	46.7	53.3
		2018	1,494	1,741	3,235	46.2	53.8
		2017	1,484	1,641	3,125	47.5	52.5
Lowest Paid	Quartile 4	2019	1,281	2,092	3,373	38.0	62.0
		2018	1,264	1,971	3,235	39.1	60.9
		2017	1,249	1,877	3,126	40.0	60.0
Total		2019	6,583	6,909	13,492	48.8	51.2
		2018	6,415	6,523	12,938	49.6	50.4
		2017	6,241	6,259	12,500	49.9	50.1



7.3 Occupational Groups Analysis

An analysis of GPG by occupational groups helps to identify where it is most pronounced in the organisation to inform the University's action plan (full data is contained within Appendix 1).

7.3.1 Clinical Staff

Analysis of the Gender Bonus Gaps in 2018 and 2017 revealed that the payment of CEAs had a significant impact on the GPG for this group of employees. Further analysis is provided



in Appendix A.1.1, and the definition and background of the CEA scheme can be accessed via the British Medical Association website⁶.

As discussed above (Table 3), the impact of CEAs on the overall GPG for employees at The University of Manchester is modest, for when the clinical staff are excluded to focus on non-clinical staff the pay gaps narrow modestly from 17.0% to 16.7% (mean) and 11.8% to 11.2% (median).

7.3.2 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment, and that proportion has fallen since 2017 (Table 5). In 2019 2% of male and 1.5% of female employees received a bonus payment. The proportion is lower still when clinical employees are excluded. Amongst non-clinical employees women are slightly more likely to receive bonus payments (1.2% of female and 0.9% of male non-clinical employees).

Table 5: The proportion of staff who received a bonus payment, split by gender, and clinical/non-clinical employees, The University of Manchester, 2019



Gender	Year	% of all employees	% of non-clinical staff (i.e. clinical staff excluded)
Male 	2019	2.0	0.9
	2018	2.2	1.1
	2017	3.6	1.6
Female 	2019	1.5	1.2
	2018	1.7	1.4
	2017	2.2	1.5

As shown in Table 3 above, among staff in receipt of a bonus payment the average (mean) gender bonus payment gap is 64% and the median is 83.2% and both have reduced since 2017. The mean and median gaps narrow to 41.6% and 5.7% in 2019 when clinical staff are excluded. This highlights the

significant impact that bonus payments for clinical staff have on the overall gender bonus payments gap. It also underlines the impact that a very small number of high value bonus payments can have on the overall outcomes. Table 5 shows that when clinical staff are excluded the mean bonus payment

in 2019 is £1,719 for men and £1,003 for women, and the median is £990 for men and £934 for women. Detailed findings and commentary can be found in Appendix A.1.2.

Table 6: Bonus rates of relevant employees, The University of Manchester, 2019. Overall outcomes and outcomes with Clinical Staff excluded

Gender	Year	Mean (Average) All UoM Employees	Median (Middle) All UoM Employees	Mean (Average) with Clinical Staff Excluded	Median (Middle) with Clinical Staff Excluded
Male 	2019	£16,329.76	£6,032.04	£1,719.30	£990.00
	2018	£16,651.36	£3,767.48	£1,958.12	£984.00
	2017	£28,625.93	£9,738.00	£1,968.19	£1,000
Female 	2019	£5,882.78	£1,015.00	£1,003.63	£934.00
	2018	£4,288.51	£955.00	£950.14	£830.50
	2017	£9,863.20	£1,250.00	£1,763.40	£1,000

⁶ <https://www.bma.org.uk/advice/employment/pay/clinical-excellence-awards-for-nhs-consultants>

7.3.3 Casual Staff

On the census date, casual staff accounted for 9.7% of the University's employees (1306 casual staff). The term "casual staff" refers to individuals that have no obligation to be available for work and for whom the University has no obligation to provide work. The most common casual roles at the University are Student Ambassadors, Telephone Campaign Assistants, Student Helpers, Undergraduate Ambassadors and Student Callers. As noted in the 2018 GPG report, the impact of casual staff on the overall GPG is significant therefore further analysis has been undertaken in relation to this group of staff.

When casual staff are excluded from the analysis the mean GPG reduces from 17.0% to 14.6% and the median GPG from 11.8% to 10.7%. There is no impact on the bonus pay gap figures. A more detailed analysis and commentary is presented in Appendix A.1.3.

7.3.4 Professional Services (PS) staff occupational groups

Overall, the PS occupations are reasonably gender balanced, with women occupying 55.9% of all posts and 44.1% held by men. The GPGs for PS staff are significantly smaller than the overall University pay gaps at 4.4% for both the mean and median pay gaps (Appendix table A.5), compared with 17.0% and 11.8% respectively at University level.

However, the GPG is higher in some occupational groups and there are gender imbalances in the majority of the PS occupational groups when analysed by function. Three quarters of IT employees and 70% of craft/manual workers are men, whereas three quarters of clerical and secretarial employees, two thirds of library assistants, and 65% of administrative and managerial PS employees are women. The GPG is negligible among clerical and secretarial and

library assistant positions but notably higher in managerial administrative grades, experimental, technical and IT occupations. Analysis by pay level reveals that men predominate in the highest pay quartile. More detailed analysis and commentary, including for the small number of PS staff in receipt of bonus payments, is presented in Appendix A.1.4.

7.3.5 Academic and Research staff occupational groups

Women are under-represented among academic and research staff, accounting for 42.8% of employees in these occupations and a notably lower proportion than among PS occupations (55.9% of PS staff). Women are unevenly distributed across the academic and research staff contracts. Less than one third of academics with a teaching and research contract are women. Women are better represented among research staff and nearly half of all staff with a teaching focused contract are women.

Overall, the GPG within these academic and research occupational groups are smaller than the total University pay gaps at 12.5% (mean) and 8.1% (median), compared with 17.0% and 11.8% respectively at University level. The largest GPG is among clinical academics with a teaching and research contract (16.6% mean and 16.2% median), followed by non-clinical academics with a teaching and research contract (12.2% mean and 8.8% median). Women account for less than one third of the population in each of these occupational groups, compared to at least 40% of research staff or those with teaching focused contracts. By contrast, the GPG is much narrower for staff on research contracts, negligible among staff with non-clinical teaching focused contracts, and among clinical staff with a teaching contract, women have a higher mean and median pay. More detailed analysis and commentary is presented in Appendix

A.1.5.

To inform our Equality, Diversity and Inclusion action plan further work is being undertaken to identify if there are any barriers that are causing these gender imbalances by contract type or constraining women's progression within the different occupational groups.

Analysis by pay level reveals that men predominate in the highest pay quartile. More detailed analysis and commentary, including for the small number of academic and research staff in receipt of bonus payments, is presented in Appendix A.1.5.

7.4 Starting Salary Analysis

One of the actions presented in the University's 2018 GPG report was to undertake further analysis of the starting salaries of new starters to the organisation in order to determine whether this contributed to the GPG and, if so, to what extent.

The analysis shows that, overall, women are slightly more likely than men to be appointed at the bottom of scale (67.2% of female staff compared with 65.6% of male staff), and this difference is smaller than in the prior year. Women are notably more likely to be appointed at the bottom of the scale in grades 2 to 5. Fewer women were appointed at grades 6 and above, but among these higher paid grades, women were less likely to start on the bottom of the pay scale. More detailed analysis and commentary is presented in Appendix 2.

8. Update on initiatives that are underway and planned to address the gap

As the analysis shows in this and previous GPG reports, and in line with findings from our biennial equal pay audits, women's under-representation in senior grades (vertical segregation) and in some occupational functions (horizontal segregation) has a significant impact on the GPG. Please note that the existence of a GPG does not imply unequal pay (see Box 2); and the University's equal pay audits show that there were no significant pay gaps (i.e. 5% or more) at any grade for staff in Grades 1 to 8. Two significant gaps were identified in relation to Grade 9 Professional Services (PS) staff paid £112,322 and above and Grade 9 Professorial Staff in Zone E. Women were under-represented in both of these grades.

The University of Manchester remains committed to reducing its GPG and in our GPG reports for 2017 and 2018 there was a summary of the actions, both ongoing and planned, to address the issues of under-representation and ensure all policies and practices are equitable and inclusive. Below is an update.

Family friendly policies and initiatives

The University updates existing policies on a regular basis to update content and to make them clearer and more accessible to all staff. Input from diverse staff groups, including staff network groups, is sought to ensure that policies are relevant, and that a high awareness of policies is maintained through internal communications strategies.

- The maternity and parental leave policies have both recently been revised to provide additional (unpaid) leave in the event of a premature birth.
- The shared parental leave policy gives men and women the same payment and therefore gives working families more choice and flexibility, helping to close the GPG and enable fathers to play a more active role in caring for their children.
- The University continues to offer a range of support to women returning from maternity or adoption leave and has developed and published additional guidance focussed on how to support an employee returning from family leave.
- The University has two workplace nurseries and the number of places at one of the nurseries has increased as a result of a move to new premises.
- The maternity and shared parental leave policies are generous with eligible staff receiving full pay for 26 weeks during the period of Ordinary Maternity Leave.
- Within the last 12 months, the number of welfare rooms across campus has increased from three to 11. The Equality, Diversity and Inclusion Team are currently working with colleagues engaged on the Manchester Engineering Campus Development (MECD) estates project to ensure the provision of an additional welfare room with expressing facilities to support breast-feeding women.
- The updated Flexible Working policy continues to be promoted and supported across the University. Training is now available for line managers, including a number of workshops designed to increase familiarity with the policy, assist them in responding to applications fairly and consistently, emphasise the benefits of flexible working, and ensure they understand the associated legal framework. A range of events, both planned and underway, are designed to promote a variety of flexible working options and there is now a range of resources available on the 'Manager's Essentials' website. In December 2019 a Flexible Workers' network was launched. The network is open to any member of staff who works flexibly and its purpose is to provide an opportunity to share challenges and good practice, and to support colleagues.
- Hiring managers are actively being encouraged to consider whether any roles to which they are seeking to recruit could be undertaken flexibly and to use the strapline "Happy to talk flexible working" in recruitment advertisements if so.



Academic Returners' Scheme

The University has developed an Academic Returners' Scheme which is being piloted for academic staff on the teaching and research pathway. The scheme has been designed specifically to support the career development of staff who are going on, or have returned from, either (i) extended leave for reasons connected to caring responsibilities or (ii) formally certified extended sick leave – normally for an uninterrupted period of at least 6 months. The scheme offers protected time for research or pedagogical development of teaching and learning for one full semester. The launch of the scheme seeks to help the University attract, retain and provide on-going support to talented research and academic staff, and to increase diversity among senior leadership positions.

Membership of and commitment to the Athena SWAN Charter principles

The University has an ongoing commitment to the advancement of gender equality, representation, progression and success for all as demonstrated by its membership of the Athena SWAN charter. The University has been a member since 2008 and in 2018 had its bronze award renewed for a further four years. The University currently holds seven silver and seven bronze awards at School/Department level. This achievement demonstrates the University's ongoing commitment to bringing about a genuine culture change across the organisation and to advance gender equality, specifically in

regard to recruitment, representation, progress and success.

In March 2019 the University appointed a University Lead for Gender Equality. The role has a specific focus to devise and deliver initiatives that focus on achieving the University's gender equality goals and ambitions.

Staff Networks

The University continues to offer and promote 19 different staff networks that meet regularly, have individual agendas and terms of reference, and dedicated web pages. The networks have approximately 3,000 members collectively and include the following: Women in Biology, Medicine and Health; Women in Cancer; Women in Physics; Women in Science, Engineering and Technology; Women Professors' Network; Women Researchers' Network; Staff with caring responsibilities peer support; and the Returning from maternity, paternity or adoption leave support group.

The groups provide the opportunity to network and share experiences and many also offer confidential support and advisory services for members. Additionally each group can feed into the bi-annual Equality, Diversity and Inclusion Leadership Group which is chaired by the Vice-President for Social Responsibility. More than 100 awareness raising events have been organised by the networks since 2010 and there were over 13,000 visits to the staff network group web pages in 2018-2019. In addition more than 30 meetings have taken place over the last year.

Raising and maintaining awareness of Equality, Diversity and Inclusion initiatives and successes

The University continues to promote and celebrate all achievements and milestones in seeking to promote a diverse and inclusive workforce. Intersectionality is an important element of our work. It is important to understand how gender impacts on different protected characteristics and therefore contributes to the GPG. This is a key action that will be taken forward.

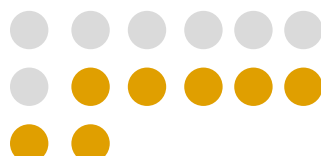
The University continues to participate in the Stonewall Employer Index and is ranked 20th in the workplace diversity index for 2019. The University has maintained its ranking in the top 20 for two consecutive years and is the second highest ranking University in the index. The University's ALLOUT staff network was also awarded the Highly Commended Network Group Award.

The University announced at the beginning on 2019 that it intends to apply for the Disability Standard. In response to the 2017 Staff Survey outcomes the University has taken actions to improve the working life of disabled staff and this includes undertaking a process of rigorous self-assessment. The Business Disability Forum (BDF) online management tool will be utilised to record, measure, and improve the University's performance for disabled staff, service users and stakeholders. A senior Professor with disability expertise has been appointed to lead on the work that is involved in the accreditation process.

Academic returners' Scheme for academic staff on the teaching and learning pathway



The University currently holds 7 silver and 7 bronze awards at School/Department level



Currently 19 different staff networks



In 2019 the University was successful in gaining reaccreditation of the Race Equality Charter Mark. The award, specific to higher education, demonstrates our commitment to improving the representation, progression and success of our minority ethnic staff and students.

The Equality, Diversity and Inclusion Team continue to produce the annual Diversity Calendar which promotes events and raises awareness of various equality groups across the University.

Staff Training

To demonstrate the University's commitment to increasing the proportion of women in key leadership roles across the organisation the new "Women in (to) Leadership" programme was launched in the 2018/2019 academic year. The programme offered participants the opportunity to explore specific gender based issues which may impact on their leadership roles whilst also discussing and reflecting on organisational context and culture more broadly within the University. A key objective was to understand what needs to change in University practices in order to enable women to advance within the organisation. Applications on the course were prioritised for applicants from areas where under-representation of women at senior and managerial levels was highest. Three cohorts have now completed the programme, a total of 56 participants from across the University. Initial feedback has been very positive and more detailed evaluation is underway currently which

will inform the content and structure of the programme for the next cohort.

Applications have recently been sought for the national Aurora Leadership Development Programme for Women. An open call was made to ensure awareness of the programme was raised across the University. The programme initially launched in 2013 and 76 women from the university have participated to date. This number will increase to 85 with the current cohort. The programme is intended to assist and support women who do not currently hold a leadership position and applications from areas where women are currently under-represented in leadership roles were specifically encouraged. Aurora Mentors are also being sought to support the women taking part in the programme. Longitudinal evaluation of the career progression of aurora alumni shows the majority are still employed at the University (81%) and 48% of these have been promoted since taking part in the programme. The University will continue to ensure diverse representation on all its leadership and management programmes and will track the career progression of women and under-represented alumni.

The University continues to ensure that all staff participating in academic promotions committees and recruitment panels complete online modules focused on Unconscious Bias and Diversity in the Workplace. The courses allow staff to familiarise themselves with relevant equality legislation and to consider broader issues related to equality, diversity and bias.

As part of the University's commitment to ensure all policies and practices are applied fairly and consistently, additional training is provided for all staff who contribute to the recruitment and/or performance and development review processes. Positive action statements are also included in advertisements as part of our recruitment processes where relevant.

Living Wage Foundation

Early in 2019 the University successfully applied for accreditation with the Living Wage Foundation. This recognises the University's commitment to pay all its employees and third party contractors a minimum of £9.30 per hour and to promote good working practices both within the University and more widely. The accreditation is significant in the context of gender pay as it guarantees a higher rate of pay for staff paid within the lowest paid quartile (Quartile 4), which, as noted earlier, is where there is currently a higher proportion of female staff.

Participation in the Stonewall Employer Index

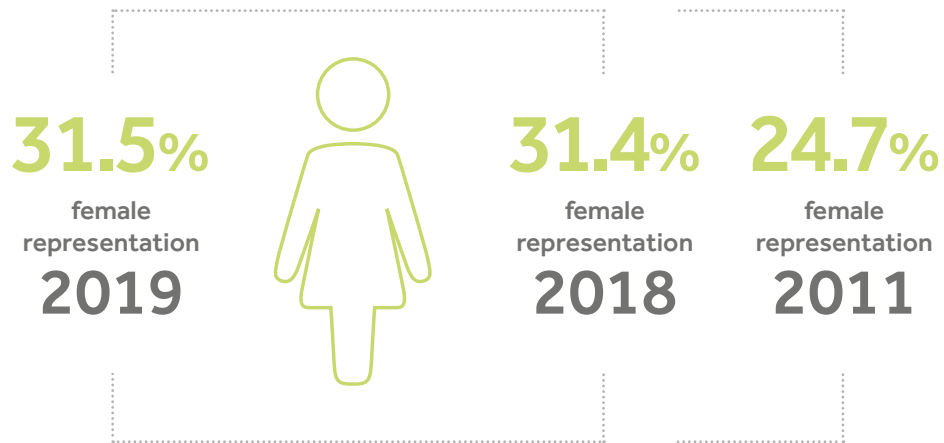


Staff are required to complete online modules focussed on unconscious bias and diversity in the workplace



9. Progress to date

Increase in female senior academics



Progress is monitored as part of the University's Annual Performance Review (APR) and shows that the University is making consistent gradual progress in terms of the representation of women at senior levels in the organisation in all occupational groups (academic research and professional services).

The 2019 results show there has been a further, though marginal, increase in the representation of women among senior academics (Professor, Reader and Senior Lecturer) to 31.5% of all staff in these occupational positions (compared to 31.4% in 2018 and 24.7% in 2011). Whilst there has only been a small increase over the prior 12 months the upward trend is a consistent one. Within this picture the proportion of Professors who are women rose to 26.1% in 2019 up from 25.6% in 2018. There is also gender balance on the University's Senior Executive Leadership Team.

Within PS the proportion of senior roles held by women (grade 6 and above) has increased to 54% in 2019, up from 53.4% in 2018. This represents a 4.7% increase since 2011. There is also gender balance on the University's Professional Services Leadership Team.

It should be noted that, due to the timing of the academic promotions, any impact in terms of reducing the GPG will not be seen until the 2020 figures are reported.

In terms of recruitment, the APR data showed that only 37.7% of applications for core academic posts (Professorships, Senior Lectureships and Lectureships) were submitted by women, slightly lower than in 2018 (39.8%). Of these applicants, 45.8% were shortlisted and had a 49.3% success rate at interview (compared to a 51.9% and 48.0% respectively for male applicants at shortlist and interview stage). So, while the proportion of applicants and those shortlisted was lower for women they were more successful than male applicants at the interview stage.

Women were also in the minority among applications for research and other academic positions, and this also translated into a lower rate of success at shortlist and appointment stage: 39.3% of applications were submitted by women with a 41.4% success rate at the short-listing stage and 41.9% success rate at interview (compared with 56.1% and 54.1% for men).

Women were more successful when applying for PS than Academic and Research vacancies. They submitted 60.1% of applications for PS positions across the University and had a 61.3% success rate at shortlisting and 58.8% at interview. This compares with 34.0% and 33.5% for male applicants.

These figures suggest further scrutiny of shortlisting decisions may be warranted, and ongoing attention to paid appointment decisions to support our goal of reaching gender parity in the profile of our workforce through transparent, fair and merit-based selection processes.

10. Actions

The University will maintain focus on core equality objectives rather than attempting to target the absolute level of the GPG. However, in addition to the initiatives outlined in section 8, below is a summary of actions, planned and ongoing, which form part of the University's wider equality objectives but which link more specifically to findings from the gender pay analysis.

- The Equality, Diversity and Inclusion Team will work with the Schools and the various EDI groups across the University to ensure local ownership of, and accountability for, reducing GPGs, through a focus on the development of actions to increase the representation of women at senior levels.
- The University remains committed to addressing the large bonus pay gaps that are connected to the payment of CEAs and has agreed to agenda this item in the regular meetings held with NHS Trust partners. Future discussions will include working together to plan and agree ongoing actions to address the GPGs within this group of staff, something the Trusts are also very keen to improve. The University has requested that all information relating to the process of applying for CEAs, along with statistics relating to the number of applications and success rate split by gender, be shared. The University is keen to understand what, if any, barriers exist for female clinicians and seeks to work with the Trusts to take steps to understand and help remove these. Further analysis will be undertaken once the requested information has been received from the Trusts and will be used to inform what role the University can play in reducing the GPGs.
- The University's Performance and Development Review (PDR) guidance for academic and research

staff will be updated to include specific reference to the CEA application process to help ensure that female clinical academic staff are adequately supported through the process and are encouraged to apply. The University is committed to ensuring there is a level playing field with regards to CEAs and to raise awareness of the opportunity to apply.

- Guidance is being developed for recruiting managers relating to increasing the diversity of recruitment pools.
- The EDI team will undertake an intersectional analysis as part of the 2020 GPG reporting in order to develop understanding of the relationship between gender alongside other protected characteristics and the subsequent impact on identified GPGs.

11. Conclusion

The University's Strategic Plan includes a commitment to achieving gender balance among its staff. The results of the GPG analysis continue to highlight the under-representation of women among the senior roles within the University, and women's greater representation in the lowest paid quartile. This impacts on both the mean and median GPG. It is important to reiterate that the GPGs highlighted above are not as a result of men and women being paid differently for work of equal value, as demonstrated by the finding of the equal pay audits.

It is reassuring to see the GPG is narrowing (both the mean and the median) but there is more to do to further close the gaps. The analysis undertaken in relation to specific occupational groups including clinical, casual, PS and academic and research staff has shown where pay gaps among particular groups of staff impact on the overall outcomes. This will inform our actions and initiatives to reduce the overall GPG.

A number of initiatives are in place to advance gender equality and to

reduce the GPG and we continue to build on these. Progress is monitored by the University's Human Resources Sub-Committee and the University's Annual Performance Review and as part of the University's formal planning and accountability cycle. This ensures that measures taken in efforts to hasten progress towards gender balance are regularly reviewed. The University will continue to do this as part of a commitment to achieving gender balance across senior levels of its workforce and thereby reducing and removing the current GPGs.

APPENDIX 1:

Occupational Groups Analysis and Discussion

A.1.1 Clinical Staff

In the University's 2018 GPG there was an action to work with colleagues within the Faculty of Biology, Medicine and Health (FBMH) to undertake additional analysis relating to the clinical staff cohort. In order to determine the impact of CEAs on the outcomes, and to allow a direct comparison with the outcomes from 2018 and 2017, the data has been further examined with clinical staff excluded from the data set.

The University of Manchester employed 554 members of staff paid on NHS grades on the census date, this number includes Allied Health Professionals (AHPs), Academic Clinical Lecturers (ACLs), GPs and Consultants (Senior Academic GPs, Dentists and Medics). This is an increase of 52 members of staff in NHS grades compared with 2018. Because of their links to the NHS, many of these staff have clinical academic terms and conditions of employment which are different to other HE academics and support staff and are determined by the conditions of the nationally agreed pay scale within the NHS (Agenda for Change for Medical and Dental staff).

Women now account for 55.8% of the clinical population at the University, up from 52.2% in 2018 and 49.8% in 2017.

When clinical staff are excluded from the analysis the GPG for the organisation is slightly narrower (see table 3 in the report), and women are slightly better represented in the two highest pay quartiles (compare table 4 in the report with table A.1 below). However, given there has been an increase in the proportion of women among clinical staff it is reasonable to expect that the GPG among clinical staff will narrow as women progress into more senior grades.

Among the 554 members of staff on NHS grades there are 164 Clinical Academic staff/Consultants (Senior Academic GPs, Dentists and Medics) on the census date; 51 are female and 113 male. This group of staff are eligible to apply for CEAs. The distribution of these bonus payments among clinical staff widens the gender bonus pay gap (see section 7 of the report). Table 6 in the report shows the payment of CEAs increases the mean gender bonus pay gap from £1,719.30 to £16,329.76 and the median from £999 to £6,032.04 when clinical staff are included in the calculations.

Of the 164 clinical academic staff who are eligible to apply for CEAs, 61% (74 male clinicians and 25 female clinicians) received an award; with a pronounced gender difference: 66.4% of male and 49.1% of female clinical academics received a CEA.

The University recognises its responsibility to ensure that female clinical academic employees are being fully supported and encouraged to apply for CEAs. Meetings have taken place with the Deputy Dean of FBMH to develop understanding of the CEA scheme and associated processes. It has been agreed that the University's Performance and Development Review (PDR) guidance for academic and research staff will be updated to include specific reference to the CEA application process to help ensure that our female clinical academic staff are adequately supported through the process and are encouraged to apply.

The University works very closely with the NHS Trusts it partners with and has recently requested information relating to planned and ongoing actions that are being developed and implemented to address the pay gaps within the Trusts. Both employers are keen to work

together to reduce the gaps in relation to the bonus pay. The University has also requested information relating to the process of applying for CEAs and how it is communicated to eligible staff, along with statistics relating to the number of applications and success rate split by gender. The University wants to understand what, if any, barriers exist for female clinicians and seeks to work with the Trusts to take steps to understand and help remove these. Further analysis will be undertaken once the requested information has been received from the Trusts and findings will be used the information to consider what role the University can play in reducing the gaps.

It is important to note the University of Manchester is instructed to make payment of the CEAs on receipt of confirmation by each of its partner NHS Trusts. The awards are either Local or National awards, some payments are paid in monthly instalments and some annual payments. Notice of the payments for local awards are often received after submission of this report and therefore cannot be included. Less experienced Clinical Academics receive the local awards and many of those are female staff.

A.1.2 Bonus payments for non-clinical staff

Bonus payments are only made to a minority of staff (see table 5 in the report), including

133 non-clinicians: 77 are female and 56 are male. The majority of bonus payments paid to non-clinical staff comprise one-off payments that are allocated under the Rewarding

Exceptional Performance Policy and Procedure (<http://documents.manchester.ac.uk/display.aspx?DocID=948>).

The calculations for the 2019 census date with clinical staff excluded showed a reduction in the mean and median bonus rates for both men and women compared with 2018, and a decline in both the mean and median bonus gap (see table 3 in the main report).

Closer analysis of the data has shown that a very small number of the staff in receipt of bonus payments received significantly higher payments than the rest, and the majority of these staff were male. These higher bonus payments are performance/target related and are not paid every year, which may account for why the same impact was not seen in 2017.

Table A.1: Staff numbers split by gender in each quartile pay band, count and proportions, The University of Manchester, 2019 (clinical staff excluded)

Quartile pay bands	Population	Year	Male	Female	Total	Male (%)	Female (%)
Highest Paid	Quartile 1	2019	1,952	1,282	3,234	60.4	39.6
		2018	1,912	1,196	3,108	61.5	38.5
		2017	1,856	1,151	3,007	61.7	38.3
	Quartile 2	2019	1,666	1,568	3,234	51.5	48.5
		2018	1,634	1,475	3,109	52.6	47.4
		2017	1,564	1,444	3,008	52.0	48.0
	Quartile 3	2019	1,489	1,746	3,235	46.0	54.0
		2018	1,419	1,690	3,109	45.6	54.4
		2017	1,363	1,645	3,008	45.3	54.7
Lowest Paid	Quartile 4	2019	1,231	2,004	3,235	38.0	62.0
		2018	1,210	1,900	3,110	38.9	61.1
		2017	1,223	1,786	3,009	40.7	59.4
Total		2019	6,338	6,600	12,938	49.0	51.0
		2018	6,175	6,261	12,436	49.7	50.3
		2017	6,006	6,026	12,032	49.9	50.1

A.1.3. Casual Staff: Analysis and Discussion

On the census date, the University employed 1306 casual staff, this is an increase of 138 compared with 2018 and accounts for 9.7% of the

University's employees. Women account for 68.6% of casual staff; there were 896 female casuals in 2019, up from 798 in 2018.

The majority of casuals are in the lowest paid quartile (Quartile 4), but

even among casuals, men are more likely than women to be in the higher pay quartiles (table A.3), hence the gender profile and pay bands for casual staff have a significant impact on the University's overall GPG.

Table A.3: Casual staff split by gender in each quartile pay band, count and proportions, The University of Manchester, 2019

Quartile pay bands	Population	Male	Female	Total	Male (%)	Female (%)
Highest Paid	Quartile 1	4	5	9	44.4	55.6
	Quartile 2	25	35	60	41.7	58.3
	Quartile 3	61	48	109	56.0	44.0
Lowest Paid	Quartile 4	320	808	1,128	28.4	71.6
Total		410	896	1,306	31.4	68.6

When casual staff are excluded, the overall mean GPG is reduced from 17.0% to 14.6% and the median GPG from 11.8% to 10.7%. There is no impact on the bonus pay gap figures.

**Table A.4:
Pay gap calculations for Casual Staff split by faculty and gender 2019**

Faculty	Male		Female		Total	Mean Pay Gap (%)	Median Pay Gap (%)
	Count	%	Count	%			
Cultural Institutions	12	32.4	25	67.6	37	-2.5	0.1
Biology, Medicine and Health	72	27.0	195	73.0	267	7.6	0.0
Science and Engineering including Graphene Engineering innovation Centre (GEIC)	54	61.4	34	38.6	88	15.0	14.7
Humanities	78	31.3	171	68.7	249	11.0	0.0
Professional Services	194	29.2	471	70.8	665	0.0	0.0
Total	410	31.4	896	68.6	1,306	7.8	0.0

As table A.4 shows, the faculty with the largest mean and median pay gaps for casual staff is the Faculty of Science and Engineering (including the Graphene Engineering Innovation Centre) although they account for only 6.7% of the overall casual population. The 34 female casual staff in this area are most heavily represented in Student Ambassador roles (76.5%), and 55.9% of female casual staff are paid within the lowest paid quartile (Quartile 4). The casual roles occupied by male staff are more varied and 20.4% are paid within the two highest paid quartiles (Quartiles 1 and 2) compared with only 8.8% of female casual staff. Research roles are undertaken on a casual basis by 19 people and 73.7% of these are male. These roles attract a higher rate of pay than the Student Ambassador roles which helps explain the gaps.

The mean pay gap in relation to casual staff in the Faculty of Humanities is 11% (there is a 0% median pay gap). Women account for 68.7% of the casual population within this faculty. Again, the majority of the casual roles undertaken by female staff are Student Ambassador and Student Helper roles (69.6%) and all of these roles are paid within the lowest paid quartile (Quartile 4). Only 13 roles are paid within the two highest paid quartiles (6 female and 7 male). These are predominantly research and lecturing roles.

The pay gaps identified for the other faculties are much lower and there is no pay gap identified at all within PS despite this being the area of the University where the highest numbers of casual staff are employed (50.9% of the overall casual staff population) and

despite the higher proportion of female staff (70.8%). The vast majority of the casual roles within this area are paid within Quartile 4 (94.1%). Only 9 staff are paid within the two highest paid quartiles and of these 8 are female.

A.1.4 Professional Services staff occupational groups: Analysis and Discussion

As discussed in section 7 of the report, the overall figures are relatively balanced for PS staff (55.9% female and 44.1% male) but there are clear gender imbalances in the majority of the occupational groups that comprise the PS staff population. The GPG for PS staff is lower than the overall GPG for the University's overall workforce, but it is also notably wider in some PS occupations than others (table A.5).

Table A.5:
Distribution of Professional Service staff and pay gaps by occupational group:

Occupational Group	Male		Female		Total	Mean Pay Gap (%)	Median Pay Gap (%)
	Count	%	Count	%			
Admin and Management	548	34.6	1,034	65.4	1,582	11.9	10.1
Clerical / Secretarial	510	25.5	1,489	74.5	1,999	-1.1	-0.7
Computing / IT	377	74.8	127	25.2	504	3.9	9.7
Craft / Manual	541	70.5	226	29.5	767	11.4	0.0
Experimental Officer / Senior Experimental Officer	108	80.0	27	20.0	135	9.4	5.8
Library Assistant	47	32.0	100	68.0	147	-2.6	0.0
Nursing / Profession Allied to Pharmacy	3	60.0	2	40.0	5	35.3	13.1
Technical	527	58.5	374	41.5	901	8.3	9.2
Total	2,661	44.1	3,379	55.9	6,040	4.4	4.4

The distribution of PS staff across the four pay quartiles is shown in table A.6. A higher proportion of PS staff paid in the highest two quartiles are women compared to the overall University figures, but women are

over-represented in Quartile 3 and under-represented in Quartile 1 relative to their overall share of all PS jobs (55.9%). This is a key reason for the GPG among PS employees.

Table A.6:
Distribution of Professional Service staff by pay quartile

Quartile	Male		Female		Total	Overall University figures	
	Count	%	Count	%		Male (%)	Female (%)
1	774	51.3	735	48.7	1,509	59.7	40.3
2	619	41.0	891	59.0	1,510	50.8	49.2
3	545	36.1	965	63.9	1,510	46.7	53.3
4	723	47.9	788	52.1	1,511	38.0	62.0
Total	2661	44.1	3,379	55.9	6,040	48.8	51.2

Table A.7: Summary of staff receiving a bonus by Professional Services occupational group

Occupational Type	Male	Female	Total	Mean bonus pay gap (%)	Median bonus pay gap (%)
Admin and Management	15	30	45	54.1	15.5
Clerical / Secretarial	10	19	29	3.0	7.0
Computing / IT	9	5	14	-8.8	-25.0
Craft / Manual	5	2	7	-2.8	-2.8
Experimental Officer / Senior Experimental Officer	0	0	0	N/A	N/A
Library Assistant	1	8	9	4.9	5.6
Nursing / Profession Allied to Pharmacy	0	0	0	N/A	N/A
Technical	2	3	5	-16.9	16.7
Total	42	67	109	33.9	0.0

The number of PS staff awarded bonus payments is very low (109 in total), see table A.7. Among PS staff 61% of bonus payments are made to women (67 of the 109), which is a higher success rate than their overall share of PS jobs (55.9%). The gender bonus payment gap is smaller than for the overall University (33% mean, 0%

median), but the gap is much higher in the 'Admin and Management' group which is where a very small number of individuals received significantly higher bonus payments than the rest. As noted earlier, the higher bonus payments are target and performance driven and are not therefore paid every year.

A.1.5 Academic and Research staff occupational groups: Analysis and Discussion

As discussed in section 7 of the report, men account for 57.8% of the total population of academic and research staff and there are marked gender imbalances in the majority of the occupational groups that comprise the

academic and research staff population. Two thirds of academics with teaching and research contracts are men, whereas women are over-represented among clinical research and teaching staff.

Overall, the pay gaps for staff with academic and research occupational groups are smaller than the total

University pay gaps at 12.5% (mean) and 8.1% (median), compared with 17.0% and 11.8% respectively at University level.

The GPG is larger than for PS staff, and the largest GPGs are among those on academic teaching and research contracts (table A.8).

Table A.8:
Distribution of staff and pay gaps by Academic and Research staff category

Occupational Group	Male		Female		Total	Mean Pay Gap (%)	Median Pay Gap (%)
	Count	%	Count	%			
Academic Teaching – Clinical ⁷	109	44.5	136	55.5	245	-7.8	-27.7
Academic Teaching – Non-Clinical	932	50.8	902	49.2	1,834	-2.7	0.0
Academic Teaching and Research – Clinical	119	67.2	58	32.8	177	16.6	16.2
Academic Teaching and Research – Non-Clinical	1,234	67.5	595	32.5	1,829	12.2	8.8
Research – Clinical	31	38.8	49	61.2	80	7.1	3.0
Research – Non-Clinical	1,119	56.8	851	43.2	1,970	5.7	0.5
	3,544	57.8	2,591	42.2	6,135	12.5	8.1

Table A.9:
Distribution of Academic and Research staff by pay quartile

Quartile	Male		Female		Total	Overall University figures	
	Count	%	Count	%		Male (%)	Female (%)
1	1027	67.0	506	33.0	1,533	59.7	40.3
2	844	55.0	690	45.0	1,534	50.8	49.2
3	846	55.1	688	44.9	1,534	46.7	53.3
4	827	53.9	707	46.1	1,534	38.0	62.0
Total	3,544	57.8	2,591	42.2	6,135	48.8	51.2

Table A.9 shows that female staff within these academic and research occupational groups are under-represented in the highest paid quartile (Quartile 1) where they account for

only 33.0% of the staff paid within this quartile compared with 42.2% of academic and research positions being occupied by women.

⁷ Please note that the "Academic Teaching" categories include roles such as Language Tutors, Teaching Assistants, Optometry Clinical Tutors, Clinical Debrief Tutors and Initial Teacher Training Tutors.

Table A.10; Summary of staff receiving a bonus by Academic and Research staff category

Occupational Type	Male	Female	Total	Mean bonus pay gap (%)	Median bonus pay gap (%)
Academic Teaching – Clinical	6	4	10	36.8	56.2
Academic Teaching – Non-Clinical	3	5	8	9.2	0.0
Academic Teaching and Research – Clinical	66	21	87	21.0	13.1
Academic Teaching and Research – Non-Clinical	12	3	15	48.5	22.7
Research – Clinical	1	0	1	100	100
Research – Non-Clinical	0	2	2	N/A	N/A
Total	88	35	123	34.7	40.0

Again, the numbers of staff within these occupational groups that received a bonus payment is small, accounting for just 2% of the overall academic and research population. Of the 123 academic and research staff who received a bonus payment only

35 (28.5%) were female. Clinical staff received 80.5% of all bonus payments paid to academic and research staff, and it is among these occupational groups that the GPG in bonus payments is highest.

APPENDIX 2: Starting Salaries: Analysis and Discussion

One of the actions presented in the University's 2018 GPG report was to undertake further analysis of the starting salaries of new starters to the organisation. Tables 19 - 20 below provide details of the number of substantive staff that were appointed on Grades 1 to 8 over two years (please

note that Grade 9, casual and clinical staff are not included in the analysis), split by gender. In order to ensure the data is as relevant as possible, the date parameters are aligned with the GPG reporting (1 April 2017 - 30 March 2018 and 1 April 2018 - 30 March 2019).

Table 19:
Starting salaries of all new staff appointed between 1 April 2017 and 31 March 2018 split by Grade and Gender

Grade	Male Staff						Female Staff					
	Above bottom of scale		On bottom of scale		Total		Above bottom of scale		On bottom of scale		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	0	0.0	39	100.0	39	70.9	0	0.0	16	100.0	16	29.1
2	0	0.0	34	100.0	34	31.2	2	2.7	73	97.3	75	68.8
3	8	25.0	24	75.0	32	31.7	9	13.0	60	87.0	69	68.3
4	21	43.8	27	56.3	48	40.0	11	15.3	61	84.7	72	60.0
5	16	37.2	27	62.8	43	35.8	21	27.3	56	72.7	77	64.2
6	105	38.9	165	61.1	270	58.8	85	45.0	104	55.0	189	41.2
7	48	64.9	26	35.1	74	57.4	33	60.0	22	40.0	55	42.6
8	12	85.7	2	14.3	14	60.9	8	88.9	1	11.1	9	39.1
Total	210	37.9	344	62.1	554	49.6	169	30.1	393	69.9	562	50.4

Table 20:
Starting salaries of all new staff appointed between 1 April 2018 and 31 March 2019 split by grade and gender

Grade	Male Staff						Female Staff					
	Above bottom of scale		On bottom of scale		Total		Above bottom of scale		On bottom of scale		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	0	0.0	29	100.0	29	74.4	0	0.0	10	100.0	10	25.6
2	1	2.7	36	97.3	37	27.4	5	5.1	93	94.9	98	72.6
3	7	13.5	45	86.5	52	38.5	16	19.3	67	80.7	83	61.5
4	7	19.4	29	80.6	36	27.7	21	22.3	73	77.7	94	72.3
5	13	21.0	49	79.0	62	35.4	33	29.2	80	70.8	113	64.6
6	141	41.6	198	58.4	339	55.4	84	43.6	154	56.4	273	44.6
7	45	54.2	38	45.8	83	50.9	29	62.5	30	37.5	80	49.1
8	13	61.9	8	38.1	21	72.4	5	62.5	3	37.5	8	27.6
Total	227	34.4	432	65.6	659	46.5	193	32.8	510	67.2	759	53.5

The data for both periods show that staff at grades 6 and above are more likely to be paid above the bottom point in scale than staff in grades 1 to 5. This is particularly the case for grade 8 staff.

For both periods the largest number of new staff were recruited at grade 6 and it should be noted that Lecturers

recruited at this grade are automatically recruited to spine point 33 which is above the bottom point in grade 6.

The analysis shows that, overall, female staff are marginally more likely than their male counterparts to be appointed at the bottom of scale, though the difference is marginal, particularly for

the most recent pay period (67.2% of female staff compared with 65.6% of male staff). For grades 6 and above a larger proportion of female staff were paid above the bottom of scale compared with male staff though fewer female staff than male were appointed at these grades.

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