



MANCHESTER
1824

The University of Manchester

THE UNIVERSITY OF MANCHESTER

ETHNICITY PAY GAP REPORT 2019

Contents

| | Page |
|--|------|
| 1. Executive Summary | 1 |
| 2. Introduction | 2 |
| 3. Calculations and scope of reporting | 3 |
| 4. Institutional context and commitment to Equality, Diversity and Inclusion | 4 |
| 5. Why are the outcomes different for the University's EPG and Equal Pay Audit? | 5 |
| 6. Benchmarking with other Higher Education Institutes (HEIs) | 5 |
| 7. The University of Manchester Ethnicity Pay Gap: Outcomes and analysis 2019 | 6 |
| 7.1 Summary of the Ethnicity Pay Gap in 2019 and trend analysis | |
| 7.2 Distribution of staff across pay bands within the organisation | |
| 7.3 Occupational group analysis | |
| 7.3.1 Clinical Staff | |
| 7.3.2 Staff in receipt of bonus payments | |
| 7.3.3 Casual Staff | |
| 7.3.4 Professional Services (PS) staff occupational groups | |
| 7.3.5 Academic and Research staff occupational groups | |
| 7.4 Starting salary analysis | |
| 7.5 Categorisation of BAME staff | |
| 8. Update on initiatives that are underway and planned to address the gap | 9 |
| 9. Progress to date | 11 |
| 10. Actions | 12 |
| 11. Conclusion | 13 |
| APPENDIX 1: Occupational Groups Analysis and Discussion | 14 |
| APPENDIX 2: Starting salaries: Analysis and Discussion | 20 |
| APPENDIX 3: Categorisation of BAME staff | 21 |

THE UNIVERSITY OF MANCHESTER

ETHNICITY PAY GAP REPORT 2019

1. Executive Summary

The University of Manchester's 2019 Ethnicity Pay Gap (EPG) analysis is the second annual report to be published.

Undertaking and publishing findings of our EPG analysis, forms part of the University's wider commitment to improve the representation, progression and success of Black, Asian and Minority Ethnic (BAME) staff.

The outcomes of the analysis show we have a mean pay gap of 17.9% and a median pay gap of 12.5% (in both cases in favour of white staff), which represent an increase in the gap since 2018. While there has been improved representation of BAME people in our staff, this has tended to be entry into the lower-paid grades and the casual category (see also 7.2 and 7.3.3).

The gap highlights the known issue of representation and progression of BAME staff within our University and which has received renewed focus as part of the recent Race Matters at Manchester work. The report of the Response Group convened to develop measures to support the representation and inclusion of BAME staff includes a comprehensive range of actions aimed at ensuring greater progress than seen to date.

It is important to note that these averages across the whole workforce are largely because of the under-representation of BAME staff in the higher paid job levels and functions (occupational segregation), and not as a result of white and BAME staff being paid differently for work of equal value. The University's 2019 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. One significant gap was identified in relation to Grade 9 Professorial Staff in Zone B where BAME staff were under-represented.

Only a small proportion of our workforce receives bonus payments: 1.9% of white and 1.2% of BAME staff. The mean bonus pay gap reported for 2019 has reduced to -19.6%, down from -39.3% in 2018. Likewise, the median bonus pay gap has reduced to -89% in

2019 from -203.5%. The bonus EPG outcomes are in favour of BAME staff and 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 all 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 one-year period. This analysis confirms that the main contributing factor for our mean and median GPG is vertical segregation: the under-representation of BAME staff in senior roles and their over-representation in the lowest paid quartile. Whilst it is positive to report an overall improved representation of BAME people in our staff for this period, their entry into the lower-paid grades has produced a widening of the EPG.

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. Granular analysis undertaken of BAME staff categories shows that the largest EPGs relate to black staff and that they are underrepresented in the two upper pay quartiles relative to their overall share of the workforce. Asian staff fare slightly better, and are only under-represented in the top pay quartile relative to their share of the overall workforce.

Achieving ethnicity 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 EPG 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 EPGs. To this end, a number of initiatives have been put in place. These include an Inclusive Advocates sponsorship programme designed to ensure that high-performing BAME staff reach their full potential at Manchester and supporting BAME staff to undertake bespoke leadership development training (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 BAME staff who are Senior Lecturers, Readers and Professors across all faculties until they are representative of the pool of BAME staff at Lecturer level. Currently we have 13% of BAME academics in senior roles against a target of 21%. A further target relates to increasing the proportion of BAME staff undertaking Professional Services (PS) roles at Grade 6 and above (currently at 9%) until they are representative of the BAME profile of the national population which is 14%. 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 increase the representation of BAME staff and to assist them in progressing to the next level of their career.

2. Introduction

We are pleased to report the results of the University of Manchester's second ethnicity pay gap (EPG) analysis. While organisations have a mandatory requirement to report on their Gender Pay Gap, no such requirement exists for the EPG (Box 1).

Box 1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 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.

We prepare this report as part of our Equality, Diversity and Inclusion commitment so that we understand and monitor our position and identify actions to take, regardless of whether it is a statutory requirement. Our pay gap reporting is complemented by the University's biennial equal pay audits which includes analysis to identify whether there are ethnicity pay gaps at each grade for jobs which have been determined to be of equal value.

The EPG is wider than consideration of Equal Pay (Box 2).

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

The EPG is distinct from equal pay though that distinction is often confused.

Equal pay deals with the pay differences between White and BAME staff who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their ethnicity.

The **ethnicity pay gap** shows the differences in the average pay of white employees compared with that of BAME employees.

The EPG measures differences in pay between white and BAME staff across an entire range of pay, which includes jobs of different size and level. 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 BAME staff 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 a greater balance at higher grades and senior levels where BAME staff are currently underrepresented.

This report presents the results of The University of Manchester's EPG reporting for 2019, analyses the factors that contribute to identified gaps and summarises the actions we are taking in light of this analysis.

3. Calculations and scope of reporting

There are no statutory guidelines for reporting on the EPG given there is no mandatory requirement to do so. Therefore, all data presented in this report has been gathered and analysed in accordance with the [Equality Act 2010 \(Specific Duties and Public Authorities\) 2017](#) using the same approach mandated for the Gender Pay Gap reporting, but with reference to ethnicity rather than gender.

The ethnicity pay gap compares the average (mean and median) earnings of Black, Asian and Minority Ethnic (BAME) and White staff. This is expressed as a percentage of the earnings of white staff. In line with GPG reporting requirements for 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.

The information reported:

- i. mean ethnicity pay gap
- ii. median ethnicity pay gap
- iii. mean bonus pay gap
- iv. median bonus pay gap
- v. proportion of White and BAME staff receiving a bonus payment
- vi. proportion of White and BAME staff 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.

For this analysis we have focussed on a comparison of staff using their self-classification “White”, “BAME” or “Unknown” (“Unknown” also includes staff who have refused to classify themselves by ethnicity).

Table 1 presents the University’s staff profile by self-classified ethnicity. The highlighted categories show which codes have been grouped into the ‘BAME’ category for this analysis. It shows that 20.5% are BAME, 76.1% are White and for 3.4% of our staff the information is unknown or refused.

Table 1: The self-classification by ethnicity for University of Manchester staff

| Ethnicity code | Ethnicity description | Total | Percentage |
|-----------------------|--------------------------------------|---------------|-------------------|
| 10 | White | 10,268 | 76.1% |
| 15 | Gypsy or Traveller | 1 | 0.0% |
| 21 | Black or Black British – Caribbean | 111 | 0.8% |
| 22 | Black or Black British – African | 274 | 2.0% |
| 29 | Other Black Background | 37 | 0.3% |
| 31 | Asian or Asian British – Indian | 399 | 3.0% |
| 32 | Asian or Asian British – Pakistani | 269 | 2.0% |
| 33 | Asian or Asian British – Bangladeshi | 84 | 0.6% |
| 34 | Chinese | 581 | 4.3% |
| 39 | Other Asian Background | 301 | 2.2% |
| 41 | Mixed – White and Black Caribbean | 54 | 0.4% |
| 42 | Mixed – White and Black African | 35 | 0.3% |
| 43 | Mixed – White and Asian | 84 | 0.6% |
| 49 | Other Mixed Background | 213 | 1.6% |
| 50 | Arab | 100 | 0.7% |
| 80 | Other Ethnic Background | 221 | 1.6% |
| 90 | Not Known | 218 | 1.6% |
| 98 | Information Refused | 242 | 1.8% |
| | Total | 13,492 | |

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

The University's commitment to equality, diversity and inclusion is re-stated and reinforced in the new **Vision and Strategic Plan**, which identifies equality, diversity and inclusion as key priorities 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... Black, Asian and Minority Ethnic (BAME) staff 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 has held a Race Equality Charter Mark bronze award since 2015 and gained reaccreditation in 2019. This award recognises that the University is working to eliminate racial inequalities and to develop an inclusive culture where all staff and students are valued. The University is also a member of the Athena SWAN charter. The University's Athena bronze award was renewed in 2018 and it holds seven silver and seven bronze awards at School/Department level. Additionally, the University has retained its Top 50 position in the latest Stonewall Workplace Equality Index, and is intending to apply for the Disability Standard.

5. Why are the outcomes different for the University's EPG and Equal Pay Audit?

Equal pay for work of equal value is one factor that contributes to reducing the EPG. 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 2019 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 2019 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 previous audits. One significant gap was identified in relation to Grade 9 Professorial Staff in Zone B and BAME staff were under-represented at this grade.

6. Benchmarking with other Higher Education Institutes (HEIs)

Unlike gender pay gap (GPG) reporting, there is currently no legal requirement to undertake or publish findings of EPG reporting and, as such, there is currently very limited UK or sector benchmarking data available. Notwithstanding the absence of a statutory requirement, some Higher Education Institutions are beginning to undertake analysis though many do not yet publish their findings publically. The University will continue to monitor the situation and discuss with other colleagues across the sector in order to collect data as and when it becomes available.

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

The tables below contain the outcomes of The University of Manchester's EPG reporting for 2019 with outcomes for 2018 also included for reference. Tables 2, 3 and 4 also show the outcomes where clinical staff are excluded from the calculations on the basis that most clinical academic terms and conditions of employment, including pay, are determined by the NHS nationally agreed pay scale. On the census date, the University employed 554 staff paid on NHS grades; 4% of the overall staff population (428 are white, 109 BAME and 17 where ethnicity was unknown).

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

As Table 2 shows, both the mean and median EPGs have increased since 2018. The mean pay gap has increased to 17.9% and the median to 12.5%. When clinical staff are excluded from the analysis to focus on the EPG for non-clinical academics the mean gap rises to 18.7%, while the median narrows slightly to 11.2%. This deterioration in the EPG is clearly a concern and further analysis has been undertaken to try to determine why this has occurred.

A small minority of staff receive bonus payments: 1.9% of white and 1.2% of BAME employees (see Table 4 below). Perhaps surprisingly, the bonus pay gaps are in favour of BAME staff. The mean and median bonus gaps for all staff have narrowed since 2018 but are still large. When clinical staff are excluded from the analysis, the mean and median bonus pay gaps are much smaller, and the mean pay gap switches to be a small gap in favour of White staff (3.3%).

Table 2: The University of Manchester Ethnicity Pay Gap, 2019. Overall outcomes and outcomes with clinical staff excluded

| Ethnicity Pay Gap | Mean (Average) All UoM Employees | Median (Middle) All UoM Employees | Mean (Average) Clinical Staff Excluded | Median (Middle) Clinical Staff Excluded |
|--------------------------|----------------------------------|-----------------------------------|--|---|
| Ethnicity Pay Gap 2019 | 17.9% | 12.5% | 18.7% | 11.2% |
| Ethnicity Pay Gap 2018 | 10.5% | 8.4% | 10.8% | 5.7% |
| Ethnicity Bonus Gap 2019 | -19.6% | -39.3% | -89.0% | -203.5% |
| Ethnicity Bonus Gap 2018 | 3.3% | 46.8% | -26.5% | 11.2% |

7.2 Distribution of staff across pay bands within the organisation

The workforce has grown since 2018 to a total population of 13,492 (Table 3). The number of BAME staff increased by 362 to 2763, there are 174 additional white staff and a further 18 staff whose ethnicity is unknown. BAME staff therefore account for 20.5% of the University's overall workforce, up from 18.6% in 2018.

Over this period, the distribution of BAME staff across the pay quartiles has also changed. The most significant change is in relation to the lowest paid quartile (Quartile 4) where BAME staff now account for 28% of the staff paid in this quartile (compared with 23.5% in 2018). At quartiles 2 and 3 the proportion of BAME staff has also increased (to 22.8% and 19.4%). However it is a concern that the proportion of BAME staff in the highest paid, Quartile 1, has fallen slightly to 11.8% (down from 13.7%).

This under-representation of BAME staff among the senior occupational levels in the highest pay quartile and over-representation in the lowest pay quartile is the underlying reason for the existence of the mean and median EPGs. The improved representation of BAME people in our staff, but often through entry into the lower-paid grades has produced a widening of the EPG.

Table 3: The distribution of staff by ethnicity in each quartile pay band, count and proportions, The University of Manchester, 2019

| Quartile pay bands | Population | White | BAME | Unknown | Total | % White | % BAME | % Unknown |
|--------------------|-------------|---------------|--------------|------------|---------------|--------------|--------------|-------------|
| Highest Paid | Quartile 1 | | | | | | | |
| | 2019 | 2,920 | 399 | 54 | 3,373 | 86.6% | 11.8% | 1.6% |
| | 2018 | 2,692 | 444 | 98 | 3,234 | 83.2% | 13.7% | 3.0% |
| | Quartile 2 | | | | | | | |
| | 2019 | 2,626 | 653 | 94 | 3,373 | 77.9% | 19.4% | 2.8% |
| | 2018 | 2,590 | 558 | 86 | 3,234 | 80.1% | 17.3% | 2.7% |
| | Quartile 3 | | | | | | | |
| | 2019 | 2,422 | 768 | 183 | 3,373 | 71.8% | 22.8% | 5.4% |
| | 2018 | 2,473 | 639 | 123 | 3,235 | 76.4% | 19.8% | 3.8% |
| Lowest Paid | Quartile 4 | | | | | | | |
| | 2019 | 2,301 | 943 | 129 | 3,373 | 68.2% | 28.0% | 3.8% |
| | 2018 | 2,340 | 760 | 135 | 3,235 | 72.3% | 23.5% | 4.2% |
| Total | 2019 | 10,269 | 2,763 | 460 | 13,492 | 76.1% | 20.5% | 3.4% |
| | 2018 | 10,095 | 2,401 | 442 | 12,938 | 78.0% | 18.6% | 3.4% |

7.3 Occupational group analysis

An analysis of the EPG 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 in Appendix 1).

7.3.1 Clinical Staff

Four per cent of staff are employed on clinical grades. The pay scales and bonuses awarded to clinical staff have a marked impact on the Ethnicity Pay Gap (and the Gender Pay Gap), particularly in relation to the payment of Clinical Excellence Awards (CEAs). 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 website.

As discussed in 7.1 and shown in Table 2, the size of the EPG is modified when clinical academics are excluded in order

to focus on non-clinical staff. The mean EPG is slightly higher for non-clinical staff than for all staff. In other words, the BAME staff employed on the higher clinical grades reduce the overall size of the mean EPG for all staff. Conversely, the median EPG – which focuses on the mid-point rather than the salary range – is slightly narrower when clinical staff are excluded. The impact of clinical pay scales on the pay gap is more pronounced for ethnicity than for gender.

7.3.2 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment, and the rate is slightly higher for white than for BAME staff (Table 4). In 2019, 1.9% of white and 1.2% of BAME staff received a bonus payment. The gap was smaller than in the prior year due to a slight increase in the proportion of BAME staff who

received a bonus, and a reduction for white staff. The proportion of staff in receipt of a bonus payment is lower still when clinical employees are excluded. However, the EPG is slightly wider: 1.2% of white and 0.2% of BAME non-clinical employees receive a bonus payment.

For all staff in receipt of a bonus payment the mean and median amount was higher for BAME staff than for white staff (Table 5). The amounts are notably lower and the shape of the EPG changes once clinical staff are excluded. Among non-clinical staff in receipt of a bonus payment the average amount is £1,311 for white staff and £1,267.35 for BAME, while the median payment of £916 for white staff is lower than the median of £1,159 for BAME staff. Additional commentary can be found in Appendix A.1.2.

Table 4 - The proportion of staff who received a bonus payment, split by ethnicity, The University of Manchester, 2019. Overall proportions and proportions with clinical staff excluded

| Ethnicity | Year | % of all UoM Employees | % of non-clinical staff (i.e. clinical staff excluded) |
|-----------|------|------------------------|--|
| White | 2019 | 1.9% | 1.2% |
| | 2018 | 2.2% | 1.4% |
| BAME | 2019 | 1.2% | 0.2% |
| | 2018 | 1.1% | 0.5% |
| Unknown | 2019 | 0.0% | 0.0% |
| | 2018 | 0.0% | 0.0% |

Table 5 - Bonus rates of relevant employees, The University of Manchester, 2019.
Overall rates and rates with clinical staff excluded

| Ethnicity Pay Gap | Year | Mean (Average) All UoM Employees | Median (Middle) All UoM Employees | Mean (Average) Clinical Staff Excluded | Median (Middle) Clinical Staff Excluded |
|-------------------|------|--|---|--|---|
| White | 2019 | £11,451.48 | £1,500.00 | £1,311.00 | £916.00 |
| | 2018 | £10,771.17 | £1,256.65 | £1,442.29 | £901.00 |
| BAME | 2019 | £13,697.64 | £2,834.48 | £1,267.35 | £1,159.00 |
| | 2018 | £15,003.61 | £3,813.46 | £767.00 | £800.00 |
| Unknown | 2019 | £1,250.00 | £1,250.00 | £1,250.00 | £1,250.00 |
| | 2018 | £750.00 | £750.00 | £750.00 | £750.00 |

7.3.3 Casual Staff

On the census date casual staff accounted for 9.7% of the University's employees (1306 casual staff). The number of casual BAME employees had risen to 562 (an increase of 174 compared to prior year) and the number of casual white employees had fallen to 744. The term "casual staff" refers to individuals that have no obligation to 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.

Whereas 20.5% of all staff are BAME (Table 3), 43% of casual employees are BAME, up from 33% in 2018. The 2018 EPG report noted that the greater representation of BAME staff among casual employees has a significant impact on the size of the overall mean EPG. When casual staff are excluded from the analysis, the mean EPG for other employees narrows from 17.9% to 12.2% and the median GPG from 12.5% to 9.8%. 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

BAME staff are under-represented within Professional Service (PS) occupations, accounting for only 13.4% of this cohort of staff. They are also more likely to be in the lower paid professional service occupations: 37.5%

are in the lowest paid quartile (Quartile 4) and 14.6% in the highest paid grades (Quartile 1). White professional service staff are distributed more evenly across the pay quartiles with 23.0% paid in Quartile 4 and 26.5% in Quartile 1.

Whilst the mean EPG for PS staff is narrower than for all University staff (15.4% compared to 17.9%), the median EPG is slightly larger at 13.7% compared with 12.5% for all staff.

More detailed analysis and commentary is presented in relation to specific PS occupational groups in Appendix A.1.4.

7.3.5 Academic and Research staff occupational groups

BAME staff account for 23% of the overall academic and research staff cohort. Two thirds of BAME academic and research staff are in the two lowest paid quartiles (quartiles 3 and 4) and just 13.8% are paid within the highest paid (Quartile 1). This compares to 42.9% of white academics and researchers in quartiles 3 and 4 and 30% in Quartile 1. The skewed distribution of BAME staff within academic and research roles results in overall mean and median pay gaps (20% mean and 22.6% median) that are higher than those reported for all University staff (17.9% mean and 12.5% median).

72.7% of the BAME academic and research staff are employed on Non-Clinical Academic Teaching and Non-Clinical Research contracts. Whilst the EPG for Non-Clinical Research staff is relatively narrow at 6.7%, the gap is much wider for Non-Clinical Academic Teaching at 18.3%.

The overall EPG for academic and research staff is larger than for PS staff and the largest EPGs are among those on Non-Clinical Academic Teaching and Teaching and Research contracts.

More detailed analysis and commentary is presented in relation to specific academic and research occupational groups 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. This analysis was expanded to include data relating to ethnicity and relates to the period between 1 April 2018 and 31 March 2019.

Overall, BAME staff accounted for 23.4% of the new recruits starting within this period. They were more likely than their white counterparts to be appointed at the bottom of the scale for the occupation they entered (72% of BAME staff compared with 65.3% of white staff). More detailed analysis and commentary is presented in Appendix 2.

7.5 Categorisation of BAME staff

The analysis here is focussed on a comparison of staff using their self-classification "White", "BAME" or "Unknown" ("Unknown" also includes staff who have refused to classify themselves by ethnicity). To further

scrutinise the data for our BAME staff it was disaggregated into the following groups: “White”, “Black”, “Asian”, “Mixed / Other” and “Unknown”.

Additional analysis has been undertaken to show the distribution of staff across the four pay quartiles and to calculate the EPGs for each of the three BAME categories, both at University and Faculty level.

Twelve per cent of staff are Asian, 3% Black and 5% are mixed/other. Our Black and Mixed/other staff are underrepresented in the two upper pay quartiles relative to their share of the overall workforce. Asian staff fare slightly better, and are only under-represented in the top pay quartile relative to their share of the overall workforce.

The largest EPGs relate to black staff, reflecting their under-representation in higher paid roles. Black staff are also the least likely to receive bonus payments. The EPG is highest for BAME staff in professional services and in the Faculty of Biology, Medicine and Health. The largest EPGs for Asian and mixed/other staff are in Professional Service occupations. More detailed analysis is presented in Appendix 3.

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

As the analysis shows and in line with findings from our biennial equal pay audits, BAME staff under-representation in senior grades has a significant impact on the EPG. The University of Manchester remains committed to reducing its EPG and below is a summary of the ongoing actions to address the issues of under-representation and ensure all policies and practices are equitable and inclusive.

Policies

The University updates existing policies on a regular basis both for 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.

Membership of and commitment to the Race Equality Charter Mark principles

The University has an ongoing commitment to the advancement of race equality, representation, progression and success for all as demonstrated by its membership of the Race Equality charter. The University has been a member since 2014 and in 2019 had its bronze award renewed for

a further three years. This achievement demonstrates the University’s ongoing commitment to bringing about a genuine culture change across the organisation and to advance race equality, specifically in regard to recruitment, representation, progress and success.

The University has appointed a University Academic Lead for Race Equality. The role has a specific focus to devise and deliver initiatives that focus on achieving the University’s race 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 a BAME staff network 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 Equality, Diversity and Inclusion Governance 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 highlights and celebrates 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 ethnicity impacts on different protected characteristics and therefore contributes to the EPG. This is a key action that will be taken forward.

The University participates 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 is preparing its application 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.

The University is a member of the Athena SWAN charter. It 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.

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 which includes the promotion of Black History Month and associated events.

Staff Training

To progress the delivery of the University's commitment to increasing the proportion of BAME staff in key leadership roles across the organisation, it supports staff leadership training. This includes bespoke leadership development training such as StellarHE and the Diversifying Leadership course (which has a sponsorship element) as well as targeted encouragement for BAME staff to take part in university-led leadership programmes.

The University ensures that all staff participating in academic promotions committees and recruitment panels complete online modules focused on Unconscious Bias and Diversity in the Workplace. Through these courses staff familiarise themselves with relevant equality legislation and 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 ethnicity 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 BAME staff.

9. Progress to date

Increase in BAME senior academics



Progress is monitored as part of the University's Annual Performance Review (APR) and shows some progress has been made.

The 2019 results show there has been a further modest increase in the representation of BAME staff among senior academics (Professors, Readers and Senior Lecturers) to 11.7% (compared to 10.9% in 2018). In 2019 10.3% of professors are now BAME staff, up from 9.3% in 2018. Among senior professional service staff (Grade 6 and above) 9.3% are now BAME staff, up from 8.2% in 2018. These small improvements in the representation of BAME in senior positions over the prior year are part of a continued upward trend over several years, and a greater increase than in 2017-2018.

In terms of recruitment, the APR data showed that BAME candidates were less likely to be shortlisted and appointed than white candidates. BAME candidates submitted 41.4% of the applications for academic posts (professorships, senior lectureships and lectureships), with a 7.5% success rate at the shortlisting stage

and 0.8% success rate at appointment, compared to 17.9% and 4.5% respectively for white applicants.

BAME candidates submitted 55.2% of the applications for research academic positions, with a 9.7% success rate at the shortlisting stage and a 2.5% success rate at appointment, compared with 18.1% and 6.4% respectively for white applicants.

BAME candidates submitted 28.1% of applications for Professional Service positions, with a 7.8% success rate at shortlisting and 1.8% at appointment. This compares with 13.6% and 3.3% for white applicants.

The reasons for these differences in recruitment outcomes are being investigated and monitored by the University leadership team, with actions being taken to redress the situation in order to reach our EDI goal for increasing the representation of BAME men and women in our workforce through transparent fair and merit-based selection processes.

10. Actions

We are committed to increasing the number of BAME academic and PS staff at a senior level through our equality objectives and Race Equality Charter Mark actions. We are taking the following actions to reduce the EPG:

- We have established a new Equality Diversity and Inclusion (EDI) Governance Group, chaired by our Vice-President for Social Responsibility to strengthen the leadership and implementation of our EDI action plan across the University. This will ensure an integrated approach combined with local ownership of, and accountability for, EDI actions, including those focussed on increasing the representation of BAME staff at senior levels.
- The EDI Governance Group will work with HR and Faculties to develop effective local level actions to address pay differences between ethnic groups. This will include further investigation of possible discrepancies in the entry salary points within grades for new starters.
- The university has recently published the [Race Matters at Manchester](#) report that focusses on supporting the representation and inclusion of BAME staff and students. The report contains over 40 actions to address three principle themes: Student admissions, funding, attainment and the learning experience; Staff recruitment, progression, pay and employment experience and how BAME lives are represented in the University's history and heritage. Twenty of these actions are related to staff recruitment, progression, pay and employment experience.
- A sponsorship programme (Inclusive Advocates) for BAME PS colleagues who are aspiring to leadership positions.
- Introduction of anonymous applications through our online recruitment platform and to monitor whether this improves shortlisting rates of BAME applicants. This will be a pilot project initially given we are only recruiting for a reduced number of roles in the current financial climate.
- Identify barriers and enablers to support the career advancement of BAME academic and Professional Service into senior positions, and provide development opportunities.
- Improve our recruitment pages by presenting ethnically diverse case study examples of success, with links to future application calls.
- Consult and consider running targeted workshops for BAME staff considering promotion.
- Continue to support BAME staff to participate in leadership development programmes. This will include external specific BAME leadership courses. We will monitor the representation of BAME staff on our existing in-house leadership courses, and take action to redress any under-representation, including considering the option of developing an in-house BAME leadership development programme

11. Conclusion

The results of the 2019 EPG analysis highlight the under-representation of BAME staff within the University. One fifth of our staff are BAME, an increase over the previous year. However, BAME staff are under-represented in senior positions and concentrated in the lower paid occupations and entry grades. The EPG has deteriorated compared to 2018, and part of the reason will be because of new entrants starting in the lower paid grades. The University's equal pay audits show that the pay gaps between white and BAME staff are not due to being paid differently for work of equal value (i.e. there is no EPG within occupational grades).

The analysis undertaken to examine the EPG for specific occupational groups including clinical, casual, professional service, academic and research staff has shown variations in the pay gaps across particular groups of staff, which impact on the overall EPG for all staff. Likewise, when the data for our BAME staff was further disaggregated, the analysis again showed variations in pay gaps for different BAME categories. This information will inform our actions and initiatives to reduce the overall EPG.

Initiatives are already in place to advance race and ethnic equality; both to increase the representation of BAME men and women among our workforce and to ensure equal pay for work of equal value at entry and progression. We will continue to build on these. Action is led by the University's new Equality, Diversity and Inclusion Governance Group. Progress is monitored by the University's Equality Diversity and Inclusion Board, 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 to hasten progress towards increased BAME representation and progression within our workforce are regularly reviewed. The University will continue to do this as part of its commitment to achieve a more diverse workforce that is representative of the demographic profile of the Greater Manchester population, as well as the national and international markets in which we recruit from, and thereby reducing and removing the current EPGs.

APPENDIX 1: Occupational Groups Analysis and Discussion

A.1.1 Clinical Staff

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).

BAME staff now account for 19.7% of the clinical population at the University, this has fallen slightly from 20.5% in 2018.

Clinical payment scales, including bonus payments, impact on the overall EPG for the University. When clinical staff are excluded from the analysis, the mean EPG for the organisation increases slightly, while the median pay gap narrows (see Table 2 in the report). Representation of BAME staff in the highest paid quartile falls slightly while representation in the lowest paid increases (compare Table 3 in the report with Table A.1 below). As shown in Table 5 BAME staff receive higher bonus payments among the small proportion of staff in receipt of these payments. This is largely due to the situation of BAME clinical staff. Among non-clinical staff, the median bonus pay gap is narrower and the mean gap is in favour of white staff (3.3% gap).

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. This group of staff are eligible to apply for Clinical Excellence Awards (CEAs). The distribution of these bonus payments among clinical staff widens the ethnicity bonus pay gap. Table 5 in the report shows the payment of CEAs increases the mean and median bonus rates for staff, and the largest impact is in relation to BAME staff where the mean rates increase from £1267.35 to £13,697.64 and the median from £1,159 to £2,834.48 when clinical staff are included in the calculations.

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 ethnicity as well as gender. Further analysis will be undertaken once the requested information has been received from the Trusts and findings will be used to consider what role the University can play in reducing the gaps. It has been agreed that the University's Performance and Development Review (PDR) will be updated to include specific reference to the CEA application process for clinical academic staff.

Table A.1 - The distribution of non-clinical staff by ethnicity in each quartile pay band, count and proportions (clinical staff excluded), The University of Manchester, 2019

| Quartile pay bands | Population | Year | White | BAME | Unknown | Total | White | BAME | Unknown |
|--------------------|--------------|-------------|---------------|--------------|------------|---------------|--------------|--------------|-------------|
| Highest Paid | Quartile 1 | 2019 | 2,920 | 399 | 54 | 3,373 | 86.6% | 11.8% | 1.6% |
| | | 2018 | 2,692 | 444 | 98 | 3,234 | 83.2% | 13.7% | 3.0% |
| | Quartile 2 | 2019 | 2,626 | 653 | 94 | 3,373 | 77.9% | 19.4% | 2.8% |
| | | 2018 | 2,590 | 558 | 86 | 3,234 | 80.1% | 17.3% | 2.7% |
| | Quartile 3 | 2019 | 2,422 | 768 | 183 | 3,373 | 71.8% | 22.8% | 5.4% |
| | | 2018 | 2,473 | 639 | 123 | 3,235 | 76.4% | 19.8% | 3.8% |
| Lowest Paid | Quartile 4 | 2019 | 2,301 | 943 | 129 | 3,373 | 68.2% | 28.0% | 3.8% |
| | | 2018 | 2,340 | 760 | 135 | 3,235 | 72.3% | 23.5% | 4.2% |
| | Total | 2019 | 10,269 | 2,763 | 460 | 13,492 | 76.1% | 20.5% | 3.4% |
| | | 2018 | 10,095 | 2,401 | 442 | 12,938 | 78.0% | 18.6% | 3.4% |

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.

A.1.2 Bonus payments for non-clinical staff

Bonus payments are only made to a minority of staff (see Table 4 in the report), including 133 non-clinicians: 17 BAME, 115 white and 1 where the ethnicity was unknown. 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](#).

Table 5 in the report showed an increase in the mean and median bonus rates in favour of BAME staff compared with 2018, and a decline in the mean bonus gap (see Table 2 in the 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 white. These higher bonus payments are performance/target related and are not paid every year.

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. The number of BAME casual staff have increased by 174 since 2018, to a total of 562. BAME men and women now comprise 43% of the total casual staff population (this has increased from 33.2% in 2018).

The majority of casuals are in the lowest paid quartile (Quartile 4), but among casuals, white staff are more likely than BAME to be in the higher pay quartiles (see Table A.2), with 93.2% of BAME casuals paid in the lowest quartile compared with 80% of white casuals. Hence, the greater concentration of BAME casual staff in the lower pay quartile has a significant impact on the University's overall GPG.

Table A.2 - Casual staff split by ethnicity in each quartile pay band, count and proportions, The University of Manchester, 2019

| Quartile pay bands | Population | White | BAME | Unknown | Total | % White | % BAME | % Unknown |
|--------------------|--------------|------------|------------|------------|-------------|--------------|--------------|-------------|
| Highest Paid | Quartile 1 | 8 | 0 | 1 | 9 | 88.9% | 0.0% | 11.1% |
| | Quartile 2 | 43 | 11 | 6 | 60 | 71.7% | 18.3% | 10.0% |
| | Quartile 3 | 73 | 27 | 9 | 109 | 67.0% | 24.8% | 8.3% |
| Lowest Paid | Quartile 4 | 498 | 524 | 106 | 1,128 | 44.1% | 46.5% | 9.4% |
| | Total | 622 | 562 | 122 | 1306 | 47.6% | 43.0% | 9.3% |

As Table A.3 shows, the faculty with the largest mean EPG for casual staff is Biology, Medicine and Health. Almost half of the 69 casual roles which are paid in quartiles 1 and 2 are based in the faculty, and the majority of these are undertaken by white staff. The pay gaps reported in relation to the Cultural Institutions are both in favour of BAME staff which is interesting given the account for such a small proportion of the casual population working there.

Table A.3 - Pay gap calculations for casual staff split by Faculty and ethnicity 2019

| Faculty | White | | BAME | | Unknown | | Total | Mean Pay Gap (%) | Median Pay Gap (%) |
|--------------------------------------|------------|--------------|------------|--------------|------------|-------------|--------------|------------------|--------------------|
| | Count | % | Count | % | Count | % | | | |
| Cultural Institutions | 29 | 78.4% | 5 | 13.5% | 3 | 8.1% | 37 | -1.4% | -8.3% |
| Biology, Medicine and Health | 151 | 56.6% | 103 | 38.6% | 13 | 4.9% | 267 | 16.4% | 0.0% |
| Science & Engineering including GEIC | 52 | 59.1% | 31 | 35.2% | 5 | 5.7% | 88 | 7.7% | -6.5% |
| Humanities | 159 | 63.9% | 68 | 27.3% | 22 | 8.8% | 249 | 2.3% | 0.0% |
| Professional Services | 231 | 34.7% | 355 | 53.4% | 79 | 11.9% | 665 | 8.9% | 0.0% |
| Total | 622 | 47.6% | 562 | 43.0% | 122 | 9.3% | 1,306 | 10.9% | 0.0% |

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

Just 29.3% of the University's total BAME population of staff work within Professional Service occupational groups. As Table A.4 shows, BAME staff account for only 13.4% of the staff working within these occupational groups. Just under a third of BAME staff work in 'Clerical / Secretarial' roles and this group has the smallest mean pay gap at 2.7%.

The largest EPGs are for staff working within the Computing / IT group where 17.1% of roles are undertaken by BAME staff. It is interesting to note that the mean and median gaps in relation to the 'Library Assistant' group are both in favour of BAME staff despite their accounting for only 14.3% of this staff group.

Table A.4 - Distribution of Professional Service staff and pay gaps by occupational group

| Faculty | White | | BAME | | Unknown | | Total | Mean Pay Gap (%) | Median Pay Gap (%) |
|--|--------------|--------------|------------|--------------|-----------|-------------|--------------|------------------|--------------------|
| | Count | % | Count | % | Count | % | | | |
| Admin and Management | 1,441 | 91.1% | 126 | 8.0% | 15 | 0.9% | 1,582 | 12.2% | 5.4% |
| Clerical / Secretarial | 1,724 | 86.2% | 261 | 13.1% | 14 | 0.7% | 1,999 | 2.7% | 4.9% |
| Computing / IT | 412 | 81.7% | 86 | 17.1% | 6 | 1.2% | 504 | 13.1% | 16.7% |
| Craft / Manual | 597 | 77.8% | 160 | 20.9% | 10 | 1.3% | 767 | 12.7% | 6.5% |
| Experimental Officer / Senior Experimental Officer | 116 | 85.9% | 18 | 13.3% | 1 | 0.7% | 135 | 8.5% | 5.8% |
| Library Assistant | 126 | 85.7% | 21 | 14.3% | 0 | 0.0% | 147 | -4.6% | -2.9% |
| Nursing / Profession Allied to Pharmacy | <5 | | <5 | | 0 | 0.0% | 5 | -54.5% | -15.1% |
| Technical | 754 | 83.7% | 135 | 15.0% | 12 | 1.3% | 901 | 8.0% | 6.5% |
| Total | 5,172 | 85.6% | 810 | 13.4% | 58 | 1.0% | 6,040 | 15.4% | 13.7% |

The distribution of Professional Service (PS) staff across the pay quartiles are shown in Table A.5. The data further highlights that BAME staff are under-represented in the highest paid quartiles (quartiles 1 and 2) and are over-represented in the lowest (quartiles 3 and 4) relative to their overall share of all PS jobs (13.4%). When looking at the distribution of the PS BAME staff cohort, 37.5% are paid in the lowest quartile and just 14.6% in the highest. This is a key reason for the EPG among PS employees.

Table A.5 - Distribution of Professional Service staff by pay quartile

| Quartile | White | | BAME | | Unknown | | Total | Overall University figures | | |
|--------------|-------------|--------------|------------|--------------|-----------|-------------|-------------|----------------------------|--------------|-------------|
| | Count | % | Count | % | Count | % | | White % | BAME % | Unknown % |
| 1 | 1373 | 91.1% | 118 | 7.8% | 18 | 1.2% | 1509 | 86.6% | 11.8% | 1.6% |
| 2 | 1313 | 87.0% | 181 | 12.0% | 16 | 1.1% | 1510 | 77.9% | 19.4% | 2.8% |
| 3 | 1299 | 86.0% | 207 | 13.7% | 4 | 0.3% | 1510 | 71.8% | 22.8% | 5.4% |
| 4 | 1187 | 78.6% | 304 | 20.1% | 20 | 1.3% | 1511 | 68.2% | 28.0% | 3.8% |
| Total | 5172 | 85.6% | 810 | 13.4% | 58 | 1.0% | 6040 | 76.1% | 20.5% | 3.4% |

The number of PS staff awarded bonus payments is very low (109 in total), see Table A.6. Among PS staff, 90.8% of bonus payments were made to white staff, which is a higher success rate than their overall share of the PS jobs (85.6%). The ethnicity bonus payment gap is smaller than for the overall University (11% mean and -27.8% median compared to -19.6% and -89% at University level), but the mean gap is much higher in the senior administrative and management grades 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.

Table A.6 - Summary of staff receiving a bonus by Professional Services occupational group

| Faculty | White | | BAME | | Unknown | | Total | Mean Bonus Gap (%) | Median Bonus Gap (%) |
|--|-----------|--------------|-----------|-------------|----------|-------------|------------|--------------------|----------------------|
| | Count | % | Count | % | Count | % | | | |
| Admin and Management | 42 | 93.3% | 3 | 6.7% | 0 | 0.0% | 45 | 41.8% | 7.0% |
| Clerical / Secretarial | 29 | 100.0% | 0 | 0.0% | 0 | 0.0% | 29 | 100.0% | 100.0% |
| Computing / IT | 7 | 50.0% | 7 | 50.0% | 0 | 0.0% | 14 | -23.1% | -27.8% |
| Craft / Manual | 7 | 100.0% | 0 | 0.0% | 0 | 0.0% | 7 | 100.0% | 100.0% |
| Experimental Officer / Senior Experimental Officer | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | N/A | N/A |
| Library Assistant | 9 | 100.0% | 0 | 0.0% | 0 | 0.0% | 9 | 100.0% | 100.0% |
| Nursing / Profession Allied to Pharmacy | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | N/A | N/A |
| Technical | 5 | 100.0% | 0 | 0.0% | 0 | 0.0% | 5 | 100.0% | 100.0% |
| Total | 99 | 90.8% | 10 | 9.2% | 0 | 0.0% | 109 | 11.09% | -27.8% |

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

The information presented here shows that 51% of the University's total BAME population of staff undertake academic and research roles. As Table A.7 shows, BAME staff account for 23% of the overall academic and research staff cohort. This is slightly higher than their proportional representation at University level which is 20.5%. The EPG for academic and research staff is larger than for those working in PS roles.

The EPG is highest among the "Academic Teaching – Non-Clinical" occupational group, which has the highest number of BAME staff (514) and also the largest mean (18.2%) and second largest median (10.7%) pay gaps. This is the only occupational group where the mean pay gap is larger than that at the overall University level. Academic teach and research – non-clinical has the second highest EPG.

The narrowest EPG is among Academic Teaching – Clinical, where BAME staff hold 25.7% of positions and the narrow EPGs are in favour of BAME staff.

Table A.7 - Distribution of staff and pay gaps by Academic and Research staff category

| Faculty | White | | BAME | | Unknown | | Total | Mean Pay Gap (%) | Median Pay Gap (%) |
|---|--------------|--------------|--------------|--------------|------------|-------------|--------------|------------------|--------------------|
| | Count | % | Count | % | Count | % | | | |
| Academic Teaching - Clinical ¹ | 169 | 69.0% | 63 | 25.7% | 13 | 5.3% | 245 | -0.3% | -0.2% |
| Academic Teaching- Non-Clinical | 1,163 | 63.4% | 514 | 28.0% | 157 | 8.6% | 1,834 | 18.3% | 10.7% |
| Academic Teaching and Research – Clinical | 150 | 84.7% | 25 | 14.1% | 2 | 1.1% | 177 | 9.3% | 7.8% |
| Academic Teaching and Research - Non-Clinical | 1,523 | 83.3% | 272 | 14.9% | 34 | 1.9% | 1,829 | 13.8% | 12.5% |
| Research - Clinical | 50 | 62.5% | 24 | 30.0% | 6 | 7.5% | 80 | 2.1% | 3.6% |
| Research - Non-Clinical | 1,388 | 70.5% | 510 | 25.9% | 72 | 3.7% | 1,970 | 6.7% | 2.9% |
| Total | 4,443 | 72.4% | 1,408 | 23.0% | 284 | 4.6% | 6,135 | 20.6% | 22.6% |

As shown in Table A.8, BAME staff working within academic and research roles have a higher representation in the two lowest paid quartiles (33.6% of staff in Quartile 4 and 27.9% of in Quartile 3), and account for just 12.7% of those paid within the highest paid (Quartile 1). The skewed distribution of BAME staff within academic and research roles results in overall mean and median pay gaps (20% mean and 22.6% median) that are higher than those reported at University level (17.9% mean and 12.5% median).

Table A.8 - Distribution of Academic and Research staff by pay quartile

| Quartile | White | | BAME | | Unknown | | Total | Overall University figures | | |
|--------------|--------------|--------------|--------------|--------------|------------|-------------|--------------|----------------------------|--------------|-------------|
| | Count | % | Count | % | Count | % | | White % | BAME % | Unknown % |
| 1 | 1,318 | 86.0% | 195 | 12.7% | 20 | 1.3% | 1,533 | 86.6% | 11.8% | 1.6% |
| 2 | 1,219 | 79.5% | 269 | 17.5% | 46 | 3.0% | 1,534 | 77.9% | 19.4% | 2.8% |
| 3 | 1,048 | 68.3% | 428 | 27.9% | 58 | 3.8% | 1,534 | 71.8% | 22.8% | 5.4% |
| 4 | 858 | 55.9% | 516 | 33.6% | 160 | 10.4% | 1,534 | 68.2% | 28.0% | 3.8% |
| Total | 4,443 | 72.4% | 1,408 | 23.0% | 284 | 4.6% | 6,135 | 76.1% | 20.5% | 3.4% |

¹ 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.

The numbers of staff within these occupational groups that received a bonus payment is very small, accounting for just 2% of the overall academic and research population (see Table A.9). Of the 123 academic and research staff who received a bonus payment, only 24 (19.5%) were BAME, which is lower than their overall representation in this occupational group (23%). Clinical staff received 80.5% of all bonus payments paid to academic and research staff, and it is among these occupational groups that the EPG in bonus payments is highest.

Table A.9 - Summary of staff receiving a bonus by Professional Services occupational group

| Faculty | White | | BAME | | Unknown | | Total | Mean Bonus Gap (%) | Median Bonus Gap (%) |
|---|-----------|--------------|-----------|--------------|----------|-------------|------------|--------------------|----------------------|
| | Count | % | Count | % | Count | % | | | |
| Academic Teaching – Clinical | 7 | 70.0% | 3 | 30.0% | 0 | 0.0% | 10 | -65.6% | -500.0% |
| Academic Teaching - Non-Clinical | 6 | 75.0% | 2 | 25.0% | 0 | 0.0% | 8 | -13.0% | -10.0% |
| Academic Teaching and Research – Clinical | 73 | 83.9% | 14 | 16.1% | 0 | 0.0% | 87 | 3.4% | -50.0% |
| Academic Teaching and Research - Non-Clinical | 10 | 66.7% | 4 | 26.7% | 1 | 6.7% | 15 | 47.7% | 5.8% |
| Research - Clinical | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 100.0% |
| Research - Non-Clinical | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 2 | -6.2% | -6.2% |
| Total | 98 | 79.7% | 24 | 19.5% | 1 | 0.8% | 123 | 13.2% | 15.8% |

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. This analysis was expanded to include data relating to ethnicity and relates to the period between 1 April 2018 and 31 March 2019.

Table A.10 below provide details of the number of substantive staff that were appointed on Grades 1 to 8 (Grade 9, casual and clinical staff are not included in the analysis), split by ethnicity. In order to ensure the data is as relevant as possible, the date parameters are aligned with the EPG reporting period (1 April 2018 - 30 March 2019).

Table A.10 - Starting salaries of all new staff appointed between 1 April 2018 and 31 March 2019 split by grade and ethnicity

| Grade | White | | | BAME | | | Unknown | | | Overall Total |
|--------------|-----------------------|--------------------|--------------|-----------------------|--------------------|------------|-----------------------|--------------------|-----------|---------------|
| | Above bottom of scale | On bottom of scale | Total | Above bottom of scale | On bottom of scale | Total | Above bottom of scale | On bottom of scale | Total | |
| 1 | 0 0.0% | 24 100.0% | 24 | 0 0.0% | 12 100.0% | 12 | 0 0.0% | 3 100.0% | 3 | 39 |
| 2 | 4 3.7% | 103 96.3% | 107 | 2 7.7% | 24 92.3% | 26 | 0 0.0% | 2 100.0% | 2 | 135 |
| 3 | 17 15.5% | 93 84.5% | 110 | 5 21.7% | 18 78.3% | 23 | 1 50.0% | 1 50.0% | 2 | 135 |
| 4 | 25 24.0% | 79 76.0% | 104 | 3 11.5% | 23 88.5% | 26 | 0 0.0% | 0 0.0% | 0 | 130 |
| 5 | 39 27.3% | 104 72.7% | 143 | 5 18.5% | 22 81.5% | 27 | 2 40.0% | 3 60.0% | 5 | 175 |
| 6 | 183 46.7% | 209 53.3% | 392 | 58 32.0% | 123 68.0% | 181 | 19 48.7% | 20 51.3% | 39 | 612 |
| 7 | 73 59.8% | 49 40.2% | 122 | 18 54.5% | 15 45.5% | 33 | 4 50.0% | 4 50.0% | 8 | 163 |
| 8 | 15 65.2% | 8 34.8% | 23 | 2 50.0% | 2 50.0% | 4 | 1 50.0% | 1 50.0% | 2 | 29 |
| Total | 356 34.7% | 669 65.3% | 1,025 | 93 28.0% | 239 72.0% | 332 | 27 44.3% | 34 55.7% | 61 | 1,418 |

The data show that staff at grades 6 and above are more likely to be appointed above the bottom point in scale than staff in grades 1 to 5. 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.

BAME staff accounted for just 23.4% of the staff starting within this period. They were more likely than their white counterparts to be appointed at the bottom of scale (72% of BAME staff compared with 65.3% of white staff). This gap is evident from Grade 3 upwards.

APPENDIX 3: Categorisation of BAME staff

For the analysis in the main report we have focussed on a comparison of staff using their self-classification “White”, “BAME” or “Unknown” (“Unknown” also includes staff who have refused to classify themselves by ethnicity). To further scrutinise the data for our BAME staff it was disaggregated into the following groups: “White”, “Black”, “Asian”, “Mixed / Other” and “Unknown” (Table A.11).

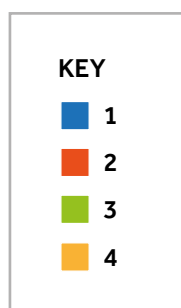
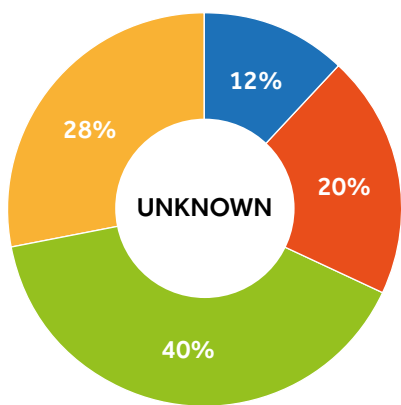
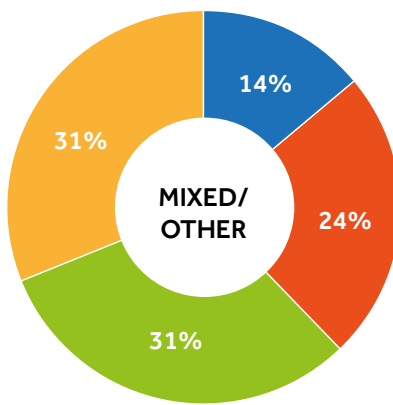
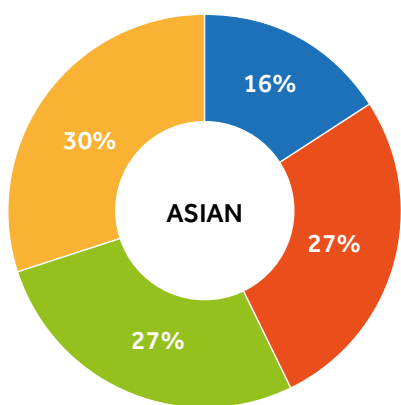
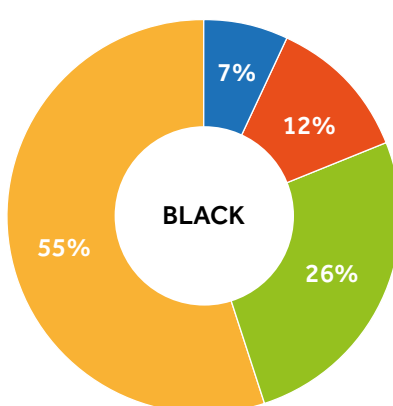
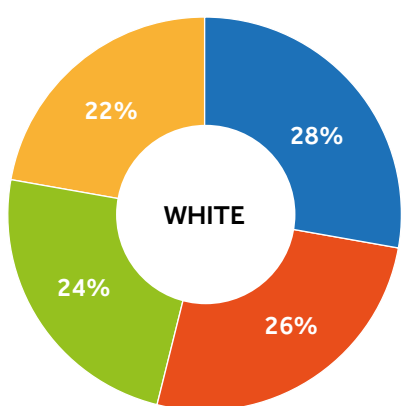
Table A.11 - Ethnicity groups

| Code | Ethnicity | Grouped | White/BAME |
|------|--------------------------------------|-------------|------------|
| 10 | White | White | White |
| 15 | Gypsy or Traveller | White | White |
| 21 | Black or Black British - Caribbean | Black | BAME |
| 22 | Black or Black British - African | Black | BAME |
| 29 | Other Black background | Black | BAME |
| 31 | Asian or Asian British - Indian | Asian | BAME |
| 32 | Asian or Asian British - Pakistani | Asian | BAME |
| 33 | Asian or Asian British - Bangladeshi | Asian | BAME |
| 34 | Chinese | Asian | BAME |
| 39 | Other Asian background | Asian | BAME |
| 41 | Mixed - White and Black Caribbean | Mixed/Other | BAME |
| 42 | Mixed - White and Black African | Mixed/Other | BAME |
| 43 | Mixed - White and Asian | Mixed/Other | BAME |
| 49 | Other mixed background | Mixed/Other | BAME |
| 50 | Arab | Mixed/Other | BAME |
| 80 | Other ethnic background | Mixed/Other | BAME |
| 90 | Not known | Unknown | Unknown |
| 98 | Information refused | Unknown | Unknown |

Table A.12 provides a more detailed analysis of the distribution of staff across the four pay quartiles, presented visually in the pie charts. Twelve per cent of staff are Asian, 3% Black and 5% are mixed/other. Our Black and Mixed/other staff are under-represented in the two upper pay quartiles relative to their share of the overall workforce. Asian staff fare slightly better, and are only under-represented in the top pay quartile relative to their share of the overall workforce.

Table A.12 - Ethnicity breakdown by pay quartile

| Quartile | White | BAME | | | | Unknown | Overall Total |
|--------------|--------------|-------------|--------------|---------------|--------------|-------------|---------------|
| | | Black | Asian | Mixed / Other | Total BAME | | |
| 1 | 86.6% | 0.9% | 8.0% | 2.9% | 11.8% | 1.6% | 3,373 |
| 2 | 77.9% | 1.5% | 13.0% | 4.9% | 19.4% | 2.8% | 3,373 |
| 3 | 71.8% | 3.3% | 12.9% | 6.6% | 22.8% | 5.4% | 3,373 |
| 4 | 68.2% | 6.8% | 14.6% | 6.6% | 28.0% | 3.8% | 3,373 |
| Total | 76.1% | 3.1% | 12.1% | 5.2% | 20.5% | 3.4% | 13,492 |



Tables A.13 – A.15 provide the outcomes of the EPG analysis for each of the BAME categories identified above. The difference between the average earnings of white staff compared with each of the three BAME categories is reported independently. In each case, the gap is expressed as a percentage of the earnings of white staff. The data has been further analysed at Faculty level.

The largest EPGs relate to black staff, reflecting their under-representation in higher paid roles shown above. Black staff are also the least likely to receive bonus payments. The EPG is highest for BAME staff in professional services and in the Faculty of Biology, Medicine and Health. The largest EPGs for Asian and mixed/other staff are in Professional Service occupations.

Table A.13 - Mean pay gap by organisational unit

| Faculty | Asian | Black | Mixed / Other |
|--------------------------------------|--------------|--------------|---------------|
| Cultural Institutions | 16.0% | 15.8% | 12.8% |
| Biology, Medicine & Health | 10.2% | 32.7% | 15.7% |
| Science & Engineering including GEIC | 12.7% | 23.2% | 20.1% |
| Humanities | 13.9% | 18.8% | 18.4% |
| Professional Services | 25.0% | 33.6% | 24.8% |
| University of Manchester | 13.7% | 33.4% | 18.5% |

Table A.14 - Median pay gap by organisational unit

| Faculty | Asian | Black | Mixed / Other |
|--------------------------------------|-------------|--------------|---------------|
| Cultural Institutions | 18.6% | 12.0% | 15.1% |
| Biology, Medicine & Health | 8.1% | 25.9% | 13.7% |
| Science & Engineering including GEIC | 6.2% | 13.8% | 13.7% |
| Humanities | 16.3% | 18.7% | 16.3% |
| Professional Services | 27.7% | 29.7% | 27.7% |
| University of Manchester | 8.1% | 32.3% | 10.7% |

Table A.15 - Bonus proportions by ethnicity

| Ethnicity | Bonus Proportions |
|----------------------|-------------------|
| Black | 0.5% |
| Asian | 1.3% |
| Mixed / Other | 1.4% |
| Overall Total | 1.7% |

The University of Manchester
Oxford Road
Manchester
M13 9PL
www.manchester.ac.uk

Created by the Division of Communications,
Marketing and Student Recruitment

Royal Charter Number RC000797
0126 02.21

