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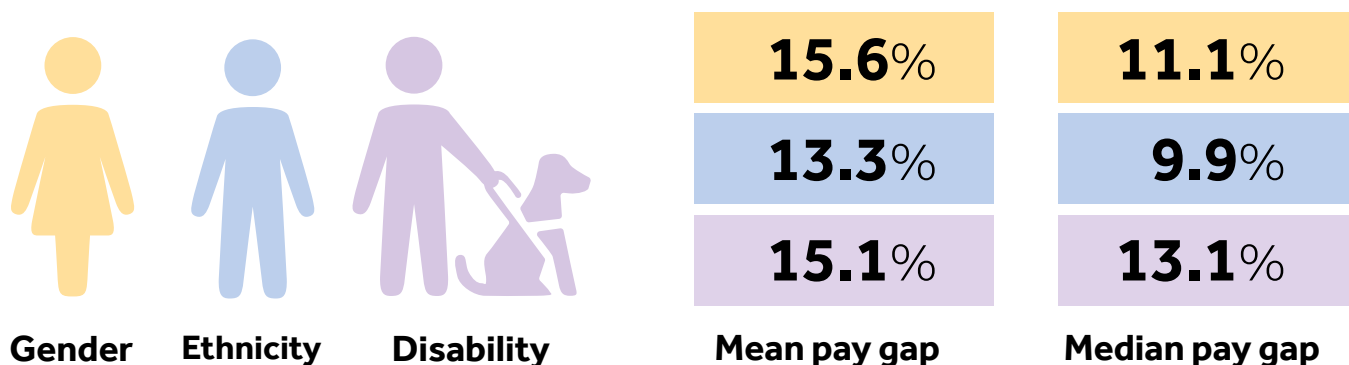
The University of Manchester
**Gender, Ethnicity
and Disability Pay Gaps
Report 2021**

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1. Executive summary

This report contains the outcomes of The University of Manchester's 2021 gender pay gap (GPG) analysis. This is the fifth time the University has published its GPG analysis since the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017¹. This year the report also contains the outcomes of the University's Ethnicity Pay Gap (EPG) analysis and, for the first time, Disability Pay Gap (DPG) analysis. These analyses are not currently mandatory but form part of the University's wider commitment to achieve equity, irrespective of protected characteristics.



Pay gap reports show us the disparity of average pay across any given organisation. The GPG is the difference in the average/mean hourly wage of all men and women across the workforce. If women do more of the lower grade jobs than men, then the GPG is usually bigger. A similar explanation is applicable for ethnicity and disability.

In terms of gender, the mean and median pay gaps at the University have both reduced since 2020 and are now at the lowest since reporting commenced in 2017 at 15.6% and 11.1% respectively. Both EPGs have also narrowed since 2020 to 13.3% (mean) and 9.9% (median). The reported outcomes in relation to disability are 15.1% (mean) and 13.1% (median).

While the narrowing of the gender and ethnicity gaps is positive, it should be noted that the measures put in place to reduce the causes of the gaps take time to be effective and, in particular, actions developed in response to the 2020 report are unlikely to have had any impact at the time of the 2021 census.

It is important to note that the pay gaps across the whole workforce are largely due to the under-representation of women, BAME and disabled staff in higher paid jobs and functions (occupational segregation), and not as a result of men and women; White and BAME; non-disabled and disabled staff being paid differently for work of equal value. The University's 2019 Equal Pay Audit revealed there were no significant pay gaps (5% or more, as defined in the guidance provided by the Joint Negotiating Committee for Higher Education Staff²) at any grade for staff in grades 1 to 8. One significant gap was identified in relation to Grade 9 professorial staff in zone B³. BAME staff were under-represented at this grade. There were no significant pay gaps at any grade in relation to gender or disability.

Only a small proportion of the University's workforce receives a bonus payment: 2.7% of men and 2.0% of women; 2.6% of White and 1.6% BAME staff; 2.4% of non-disabled and 1.6% of disabled staff.

In terms of gender, the mean bonus pay gap reported for 2021 has widened to 59.7% from 50.8% in 2020. The

¹ <https://www.legislation.gov.uk/ukxi/2017/353/schedule/1/made>

² <https://www.ucea.ac.uk/library/publications/EPR-and-GPG-Reporting-Guidance/>

³ The Non-Clinical Professorial Salary Policy is designed around a series of pay zones (E-A) for the professoriate based upon a number of criteria relevant to achievement in the academic environment.

median has narrowed to 19.3% from 51.6%. The median value is the smallest bonus pay gap since the introduction of the mandatory pay gap reporting. The values of both ethnicity bonus gaps have also reduced compared with 2020: the mean has narrowed to -30.5% (from -44.6%) and the median to -18.9% (from -328.5%). Both bonus gaps remain in favour of BAME staff. The reported bonus gaps in relation to disability are 60.5% (mean) and 27.0% (median). Additional analysis has once again shown that the payment of Clinical Excellence Awards (CEAs) significantly impacts the size of the bonus pay gaps.

The report provides additional analysis relating to clinical staff and the University remains committed to working with partner Trusts to help determine what actions the University could, and should, undertake to, for example, ensure staff are actively supported and encouraged in applying for CEAs. CEAs are categorised as bonus pay and only exist in universities that, like ours, have a medical school. Further detail is provided in Appendix A.1.1.

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 staff across functional areas and seniority within occupational groups.

This analysis confirms that the main contributing factor for our mean and median pay gaps is the under-representation of women, BAME and disabled staff in senior roles and their over-representation in the lowest paid quartile. In this context, we are pleased to report that the trend of an increasing proportion of women and BAME staff now occupying roles paid in the highest paid quartile (quartile 1), has continued.

Despite the narrowing of the gaps in relation to gender and ethnicity, we recognise there is still much work to do to further close, and eradicate, pay gaps. The analysis undertaken in relation to specific occupational groups (clinical, 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, ethnicity and disability 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 pay gaps 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 these gaps. To this end, several initiatives have been put in place and others are planned. These include: re-establishing the Gender Pay Gap Task Group; commencing the inclusive recruitment review; establishing links between the Gender Pay Gap, Ethnicity Pay Gap, Disability Pay Gap and the respective Charter Mark Self-Assessment Team action planning; organising facilitated Gender, Ethnicity and Disability Pay Gap Awareness sessions with Staff Diversity Network groups; and the development of targeted career development programmes.

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. Further detail is provided in sections 10 and 11.

The University has zero tolerance 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, alongside a range of wellbeing initiatives and services including the Counselling and Disability Advisory Support Service (DASS) to support our work. In addition, we are piloting active bystander training that will be available to all staff.

The University continues to seek to build on these initiatives further to help our diverse workforce to progress in their career.

2. Introduction

As part of statutory requirements under the Equality Act 2010 we report 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 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 Higher Education Institutions (HEIs), are required to take a snapshot of data on 31 March on which an analysis of the pay gaps 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. As a consequence of the COVID-19 pandemic, the government suspended the requirement for organisations to report outcomes for 2019 and extended the submission deadline in 2020, though the University proceeded to report as planned.

In addition to reporting the outcomes of statutory GPG analysis, we are also reporting the results of The University of Manchester's Ethnicity Pay Gap (EPG) and, for the first time, Disability Pay Gap (DPG) analysis. 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 Audit which includes analysis to identify whether there are gender, ethnicity or disability pay gaps at each grade for jobs that have been determined to be of equal value.

Pay gap reporting is wider than considerations of Equal Pay (Box 2). This report presents the results of The University of Manchester's pay gap reporting requirements for 2021– 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 pay gap reporting?

Pay gap reporting is distinct from equal pay, though that distinction is often confused.

Equal pay deals with the pay differences between men and women; White and BAME; non-disabled and disabled staff who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender, ethnicity or disability status.

Pay gap analysis measures differences in pay between men and women; White and BAME; non-disabled 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 women, BAME and disabled 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 greater gender, ethnicity and disability balance at higher grades and senior levels where women, BAME and disabled staff are currently underrepresented.

Box 3. Gender identity

The University recognises that gender identity is broader than simply men and women. Although the gender pay gap regulations require that we report colleagues as either men or women, we know that trans and non-binary colleagues do not identify with either category. Notwithstanding this requirement, we value, welcome and celebrate colleagues of all gender identities. This reflects our commitment to create an inclusive and trans-friendly culture and workplace, free from discrimination, harassment or victimisation, where all trans and non-binary colleagues are treated with dignity and respect.

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) Regulations 2017. In line with other public sector organisations, the data is based on hourly pay rates as at 31 March 2021 and for bonuses paid between 1 April 2020 and 31 March 2021.

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 men and women receiving a bonus payment
- vi. proportion of men and women 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 2020. This includes casual staff, apprentices, overseas workers, clinicians, and those personally contracted to do work.

There are no statutory guidelines for reporting on the EPG or DPG given there is currently no mandatory requirement to do so. Therefore, all data presented in this report has been gathered using the same approach mandated for the GPG reporting, but with reference to ethnicity and disability status, rather than gender.

For the EPG analysis we have focussed on a comparison of staff using their self-classification as single quotation marks, for example: 'White', 'Black', ("unknown" also includes staff who have refused to classify themselves by ethnicity).

We recognise that the term BAME is not representative of the diverse ethnic groups. Where possible, and for the purpose of pay gap reporting, we will be specific about the ethnic category/group we are referring to, however where collective terminology is required, we will ensure that the reader is guided by context.

Table 1 presents the University's staff profile by self-classified ethnicity. The highlighted ethnic categories show which codes have been grouped into the BAME category for this analysis. It shows that 20.1% are BAME, 77.4% are White and for 2.5% of our staff the information is unknown or refused.

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

| Ethnicity code | Ethnicity | Total | Percentage (%) |
|----------------|--------------------------------------|---------------|----------------|
| 10 | White | 9,095 | 77.4 |
| 15 | Gypsy or Traveller | 2 | 0.0 |
| 21 | Black or Black British – Caribbean | 103 | 0.9 |
| 22 | Black or Black British – African | 212 | 1.8 |
| 29 | Other Black Background | 32 | 0.3 |
| 31 | Asian or Asian British – Indian | 354 | 3.0 |
| 32 | Asian or Asian British – Pakistani | 239 | 2.0 |
| 33 | Asian or Asian British – Bangladeshi | 67 | 0.6 |
| 34 | Chinese | 542 | 4.6 |
| 39 | Other Asian background | 226 | 1.9 |
| 41 | Mixed – White and Black Caribbean | 56 | 0.5 |
| 42 | Mixed – White and Black African | 29 | 0.2 |
| 43 | Mixed – White and Asian | 83 | 0.7 |
| 49 | Other mixed background | 171 | 1.5 |
| 50 | Arab | 88 | 0.7 |
| 80 | Other ethnic background | 159 | 1.4 |
| 90 | Not known | 108 | 0.9 |
| 98 | Information refused | 183 | 1.6 |
| | Total | 11,749 | |

4. Institutional context and commitment to equality, diversity and inclusion

Our longer term vision is for our students, staff and alumni to recognise the University as a globally inclusive organisation; where our diverse community of staff and students create and sustain an environment for working and learning; and where each has a sense of belonging. This cannot be fully achieved without taking action to close the University's pay gaps.

An inclusive organisation is characterised by equity for all and the valuing of diversity, and so our commitment to equality, diversity and inclusion is to see that all our people have a sense of belonging at the University and have equity of opportunity to thrive professionally.

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

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 (such as 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 (5% or more) at any grade for all staff paid in Grades 1 to 8. This was consistent with findings from previous audits.

The one significant gap identified was in relation to the group of Grade 9 professorial staff in zone B. BAME staff were under-represented at this grade. There were no significant gaps identified for any grade in relation to gender or disability.

6. Benchmarking against other Higher Education Institutions (HEIs)

We benchmark our GPG with other universities in the UK higher education sector. The latest available data is for 2020 and

showed that The University of Manchester still had one of the narrowest GPGs among the research-intensive Russell Group universities: fifth on mean GPG and eighth on median GPG, though our position was less favourable than in 2019 when we had the third smallest mean and sixth smallest median GPG.

Table 2⁴ below shows the published outcomes of all Russell Group Universities for 2020.

Table 2: Published outcomes of all Russell Group Universities for 2020

| 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 |
| UCL | 13.8 | 7.6 | 29.2 | 56.7 | 2.7 | 1.0 |
| University of Sheffield | 16.5 | 11.5 | 64.3 | 0.0 | 20.5 | 26.2 |
| Queen Mary University of London | 17.0 | 10.2 | 73.0 | 0.0 | 5.9 | 5.0 |
| King's College London | 17.1 | 10.1 | 62.1 | 41.1 | 7.9 | 7.8 |
| The University of Manchester | 17.2 | 11.8 | 50.8 | 51.6 | 2.1 | 1.3 |
| Imperial College London | 17.2 | 8.1 | 60.7 | 25.0 | 4.7 | 4.9 |
| Newcastle University | 18.1 | 17.0 | 77.5 | 50.0 | 8.0 | 11.0 |
| University of Birmingham | 18.3 | 19.6 | 64.9 | 25.0 | 11.5 | 12.6 |
| University of Bristol | 18.3 | 13.7 | 76.5 | 33.3 | 4.5 | 5.7 |
| University of Cambridge | 18.3 | 11.1 | 54.2 | 8.5 | 20.1 | 21.8 |
| University of Leeds | 18.5 | 13.6 | 82.7 | 25.0 | 7.4 | 7.6 |
| Cardiff University | 18.9 | 15.6 | 57.6 | 0.0 | 2.2 | 2.6 |
| University of York | 19.1 | 18.6 | 81.3 | 6.0 | 3.7 | 5.3 |
| University of Oxford | 20.1 | 13.7 | 64.9 | 0.0 | 11.9 | 15.0 |
| University of Nottingham | 20.3 | 14.8 | 80.8 | 41.4 | 12.0 | 16.4 |
| University of Exeter | 21.2 | 20.0 | 57.0 | 0.0 | 32.7 | 30.5 |
| University of Liverpool | 21.2 | 16.2 | 68.4 | 82.9 | 2.1 | 1.3 |
| London School of Economics & Political Science | 23.2 | 9.5 | 60.7 | 33.3 | 19.8 | 17.6 |
| Durham University | 23.5 | 28.3 | 45.9 | 50.0 | 2.8 | 3.5 |
| University of Warwick | 26.8 | 23.3 | 63.3 | 33.1 | 32.5 | 45.5 |

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

Unlike GPG reporting, there is currently no legal requirement to undertake or publish findings of EPG or DPG reporting and, as such, there is currently limited UK or sector benchmarking data available. Notwithstanding the absence of a statutory requirement, some Higher Education Institutions are beginning to undertake analysis (see UCEA findings below in relation to EPG) though many do not yet publish their findings.

The Universities and Colleges Employers Association (UCEA) have undertaken analysis of the reported GPG and EPG outcomes of 75 HEIs from across England, Scotland and Wales; 50 with medical schools and 25 without. Of these, 68 HEIs also provided information on bonuses with 14 reporting that no members of staff received bonuses in the year to 31 March 2020. The reporting date for GPG and EPG data is 31 March 2020 for the majority of HEIs, therefore while some staff may have been on furlough, any

bonus payments will have been determined prior to the COVID-19 pandemic.

UCEA's research found the average median GPG was 14.0% for 2020 which is a small increase from the 2019 figure of 13.0% (which had decreased from 13.7% in 2018). Similarly, the average mean GPG has increased to 15.8% from 14.7% in 2019 (and 14.9% in 2018).

With respect to the EPG, UCEA's research found an average median EPG across the participating HEIs of 5.7%, with a mean EPG of 7.2%. This is the first year in which EPGs have been reported to UCEA and we will continue to monitor this data and report on shifts in these figures in future reports.

Table 3 provides a summary of the UCEA GPG findings and shows how the University compares in relation to the 2020 outcomes.

Table 3: UCEA analysis of 2020 gender pay gap outcomes in 75 HEIs

| | HE Sector (%) | University of Manchester (%) 2020 |
|--|---------------|-----------------------------------|
| Mean GPG | 15.8 | 17.2 |
| Median GPG | 14.0 | 11.8 |
| Russell Group mean GPG | 19.0 | 17.2 |
| Bonus GPGs: | | |
| Mean bonus GPG | 64.5 | 50.8 |
| Mean bonus GPG at HEIs with medical schools | 40.0 | 50.8 |
| Median bonus GPG | 39.8 | 51.6 |
| Median bonus GPG at HEIs with medical schools | 44.0 | 51.6 |
| Proportion of men receiving a bonus payment | 6.4 | 2.1 |
| Proportion of women receiving a bonus payment | 6.7 | 1.3 |
| Proportion of men receiving a bonus payment at HEIs with medical schools | 6.0 | 2.1 |
| Proportion of women receiving a bonus payment at HEIs with medical schools | 6.1 | 1.3 |

The University of Manchester has a smaller median GPG than the sector average (11.8% compared to 14.0%), but our mean GPG is above the sector average (17.2% compared to 15.8%). A smaller proportion of our employees receive a bonus payment than the sector average and our mean bonus GPG is lower than the sector average, however our 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.

The table also compares the data from The University of Manchester with the 50 HEIs included in the UCEA survey that also have a medical school. The data shows larger mean and median bonus GPGs at the University compared to these other HEIs.

Table 4 provides a summary of the UCEA EPG findings and shows how the University compares in relation to the 2020 outcomes.

Table 4: UCEA analysis of 2020 ethnicity pay gap outcomes in 75 HEIs

| | HE Sector (%) | University of Manchester (%) 2020 |
|---|---------------|-----------------------------------|
| Mean EPG | 7.2 | 17.5 |
| Median EPG | 5.7 | 10.8 |
| Russell Group mean EPG | 4.8 | 17.5 |
| Bonus EPGs: | | |
| Mean bonus EPG | -32.7 | -44.6 |
| Mean bonus EPG at HEIs with medical schools | 30.0 | -44.6 |
| Median bonus EPG | -29.0 | -328.5 |
| Median bonus EPG at HEIs with medical schools | 9.0 | -328.5 |
| Proportion of White employees receiving a bonus payment | 7.4 | 2.0 |
| Proportion of BAME employees receiving a bonus payment | 5.0 | 1.0 |
| Proportion of employees with unknown ethnicity receiving a bonus payment | 3.0 | 0.2 |
| Proportion of White employees receiving a bonus payment at HEIs with medical schools | 6.6 | 2.0 |
| Proportion of BAME employees receiving a bonus payment at HEIs with medical schools | 4.1 | 1.0 |
| Proportion of employees with unknown ethnicity receiving a bonus payment at HEIs with medical schools | 2.7 | 0.2 |

The University of Manchester has a larger median EPG than the sector average (10.8% compared to 5.7%) and a larger average mean EPG (17.5% compared to 7.2%). A smaller proportion of our employees receive a bonus payment than the sector average and both our mean and median bonus EPGs are greater than the sector average though are in favour of BAME staff; the median bonus EPG being significantly larger at 328.5% in favour of BAME staff. 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.

The table also compares the data from the University of Manchester with the 50 HEIs included in the UCEA survey that also have a medical school. These data show larger mean and median bonus EPGs at the University of Manchester compared to the other HEIs, again in favour of BAME staff.

7. The University of Manchester gender pay gap: outcomes and analysis 2021

Gender pay gap analysis

Tables 5–8. contain the outcomes of The University of Manchester's GPG reporting for 2021 with outcomes for the previous years also included for reference. Tables 5, 7 and 8 also show the outcomes when clinical staff are excluded from the calculations. On the census date, the University employed 683 staff paid on NHS grades (5.8% of the overall population).

7.1 Summary of the gender pay gap in 2021 and trend analysis

As Table 5 shows, the University's mean GPG has reduced to 15.6% in 2021 from 17.2% in 2020. The median gap has also reduced, though by a narrower margin, to 11.1% from 11.8%.

The University of Manchester employed 683 members of staff paid on NHS grades on the census date (280 men and 403 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 (2.7% of men and 2.0% of women, see Table 7) the median bonus pay gap has narrowed significantly to 19.3%, compared with 51.6% in 2020 and is at its lowest since reporting commenced. The mean bonus GPG for 2021 however, has increased to 59.7%, from 50.8% in 2020.

When clinical staff are excluded from the analysis the mean and median GPGs for bonus payments are much smaller. For the first time, the bonus pay gaps are both in favour of women.

Table 5: Summary of the gender pay gap 2017–2021 (overall outcomes and outcomes with clinical staff excluded), The University of Manchester.

| Gender pay gap | Mean (average) with all UoM employees (%) | Median (middle) with all UoM employees (%) | Mean (average) with clinical staff excluded (%) | Median (middle) with clinical staff excluded (%) |
|------------------------------|---|--|---|--|
| Gender pay gap 2021 | 15.6 | 11.1 | 15.6 | 11.0 |
| Gender pay gap 2020 | 17.2 | 11.8 | 17.2 | 11.1 |
| 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 2021 | 59.7 | 19.3 | -7.0 | -1.0 |
| Gender bonus gap 2020 | 50.8 | 51.6 | 1.6 | 6.6 |
| 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 pages.

7.2 Distribution of staff across pay bands within the organisation

For the first time since the introduction of mandatory GPG reporting, the size of the University's workforce has reduced and is now at its smallest with a total number of 11,749 staff. Prior to 2021, the overall number of staff had increased year on year up to a total population of 13,492 in 2020 (Table 6). However, the balance of men and women remains very similar to previous years with women comprising 51.2% of the University's overall workforce, a marginal reduction from 51.5% in 2020.

Over this period, with a total staff reduction of 1,892, the distribution of women across the pay quartiles has also changed. The most significant and positive development is that the proportion of women among the highest paid quartile (Quartile 1) has shown a further increase to 41.8% from 39.4% in 2017. The proportion of women in the second-highest pay quartile (Quartile 2) has also increased slightly, rising to 50.9% from 50.0% in 2020. This continues the trend seen since 2017.

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 highest pay quartile. Conversely, women are significantly over-represented in the lowest paid quartile (Quartile 4), in which 60% of the lowest paid employees are women (though this has reduced from 61.2% in 2020). Women are also slightly over-represented among those in the third pay quartile (Quartile 3) at 52.1%, though the profile of this quartile is similar to the overall gender composition of the workforce and has reduced from 54.2% in 2020.

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

Table 6: Summary of staff distribution by gender in each quartile pay band 2017–2021, The University of Manchester

| Quartile pay bands | Population | Year | Men | Women | Total | Men (%) | Women (%) |
|--------------------|-------------|--------------|--------------|---------------|--------------|-------------|-------------|
| Highest paid | Quartile 1 | 2021 | 1,708 | 1,229 | 2,937 | 58.2 | 41.8 |
| | | 2020 | 2,018 | 1,392 | 3,410 | 59.2 | 40.8 |
| | | 2019 | 2,013 | 1,360 | 3,373 | 59.7 | 40.3 |
| | | 2018 | 2,004 | 1,230 | 3,234 | 62.0 | 38.0 |
| | | 2017 | 1,893 | 1,231 | 3,124 | 60.6 | 39.4 |
| | Quartile 2 | 2021 | 1,442 | 1,495 | 2,937 | 49.1 | 50.9 |
| | | 2020 | 1,704 | 1,706 | 3,410 | 50.0 | 50.0 |
| | | 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 | 2021 | 1,406 | 1,531 | 2,937 | 47.9 | 52.1 |
| | | 2020 | 1,563 | 1,847 | 3,410 | 45.8 | 54.2 |
| | | 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 |
| | Quartile 4 | 2021 | 1,174 | 1,764 | 2,938 | 40.0 | 60.0 |
| | | 2020 | 1,325 | 2,086 | 3,411 | 38.8 | 61.2 |
| | | 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 |
| Lowest paid | | | | | | | |
| Total | 2021 | 5,730 | 6,019 | 11,749 | 48.8 | 51.2 | |
| | 2020 | 6,610 | 7,031 | 13,641 | 48.5 | 51.5 | |
| | 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 the gap 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 previous years has revealed that the payment of CEAs had a significant impact on the GPG for this group of employees and this remains the case in 2021. 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 website⁵.

As shown in Table 5, 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 there is no change at all to the mean pay gap while the median pay gap is very slightly reduced to 11.0%.

7.3.2 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment, and that proportion has fallen compared to 2017 (Table 7). In 2021, 2.7% of men and 2.0% of women received a bonus payment. These proportions have increased from 2.1% and 1.3% respectively when compared with 2020, though remain low. The proportion is lower still when clinical employees are excluded. Amongst non-clinical employees the proportion of staff receiving bonus payments remains relatively balanced (1.5% of women and 1.2% of men).

Table 7: Proportion of staff in receipt of a bonus payment (split by gender and clinical/non-clinical staff) 2017–2021, The University of Manchester

| Gender | Year | % of all employees | % of non-clinical staff |
|--------|-------------|--------------------|-------------------------|
| Men | 2021 | 2.7 | 1.2 |
| | 2020 | 2.1 | 1.2 |
| | 2019 | 2.0 | 0.9 |
| | 2018 | 2.2 | 1.1 |
| | 2017 | 3.6 | 1.6 |
| Women | 2021 | 2.0 | 1.5 |
| | 2020 | 1.3 | 1.1 |
| | 2019 | 1.5 | 1.2 |
| | 2018 | 1.7 | 1.4 |
| | 2017 | 2.2 | 1.5 |

As shown in Table 5, among staff in receipt of a bonus payment the average (mean) gender bonus payment gap is now 59.7% and the median is 19.3%. While the mean bonus gap has increased since 2020, the median has narrowed significantly from 51.6% in 2020. This is the narrowest median since reporting commenced in 2017.

The mean and median bonus gaps narrow to -7.0% and -1.0% in 2021 when clinical staff are excluded. This is the first year of reporting where both bonus gaps are in favour

of women. This highlights once again the significant impact that bonus payments for clinical staff have on the overall gender bonus payment gaps.

Table 8 shows that when clinical staff are excluded the mean bonus payment in 2021 is £1,152 for men and £1,253 for women; the median is £991 for men and £1,000 for women. Detailed findings and commentary can be found in Appendix A.1.2.

Table 8: Summary of bonus rates for staff 2017–2021 (split by gender; overall outcomes; outcomes with clinical staff excluded), The University of Manchester

| Gender | Year | Mean (average) with all University employees | Median (middle) with all University employees | Mean (average) with clinical staff excluded | Median (average) with clinical staff excluded |
|--------|-------------|--|---|---|---|
| Men | 2021 | £13,059 | £1,552 | £1,152 | £991 |
| | 2020 | £16,031 | £2,438 | £1,208 | £1,000 |
| | 2019 | £16,329 | £6,032 | £1,719 | £990 |
| | 2018 | £16,651 | £3,767 | £1,958 | £984 |
| | 2017 | £28,625 | £9,738 | £1,968 | £1,000 |
| Women | 2021 | £5,259 | £1,253 | £1,233 | £1,000 |
| | 2020 | £7,883 | £1,180 | £1,189 | £934 |
| | 2019 | £5,882 | £1,015 | £1,003 | £934 |
| | 2018 | £4,288 | £955 | £950 | £830 |
| | 2017 | £9,863 | £1,250 | £1,763 | £1,000 |

7.3.3 Casual staff

The term 'casual staff' refers to individuals who 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 at the time of reporting were student ambassadors, student helpers, undergraduate ambassadors and unibuddy student ambassadors. On the census date, casual staff accounted for 4.0% of the University's employees (473 casual staff in 2021), this compares with 9.1% in 2020. Women account for 69.3% of the casual staff population. During March 2021 England was in a period of lockdown because of the COVID-19 pandemic and employees were required to work from home wherever possible. This significantly reduced presence on campus and has undoubtedly impacted the number of casual staff that were engaged for this period.

Previous GPG reports have highlighted the significant impact of casual staff on the overall GPG leading to further analysis in relation to this group of staff. When casual staff are excluded from the 2021 analysis, the mean GPG reduces to 14.4% from 15.6% and the median GPG to 10.0% from 11.1%. The impact of casual staff on the figures is less significant than in previous years due to the large reduction in the numbers of casual staff (473 in 2021 compared with 1,241 for the same date in 2020). As in previous years 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 Non-clinical academic and research staff occupational groups

Analysis of the data relating to non-clinical academic staff shows that women are under-represented, accounting for 41.6% of employees in these occupations.

Overall, the average GPGs within the non-clinical academic and research occupational groups are smaller than the total University pay gaps at 13.1% (mean) and 10.3% (median), compared with 15.6% and 11.1% respectively at the University level.

Analysis by pay level reveals that men predominate in the highest pay quartiles. More detailed analysis and commentary, is presented in Appendix A.1.5.

7.3.5 Clinical academic and research staff occupational groups

Additional analysis has been undertaken in relation to 159 clinical academic staff/consultants (senior academic GPs, dentists and medics). On the census date, women were under-represented, accounting for just 32.7% of staff undertaking these roles. This is a slight increase from 2020 when women occupied 30.5% of these roles. This group of staff are eligible to apply for CEAs and the distribution of these bonus payments among clinical staff results in a widening of the gender bonus pay gap.

The mean pay gap is narrower among this cohort of staff compared to the overall University figures at 14.9%, though the median pay gap is slightly higher at 11.8%. As in 2020 the gaps are higher than for non-clinical academic staff.

The pay quartile data specifically for this group of staff shows that women account for only 12.8% of those staff paid in the highest pay quartile (though this has increased from 9.8% in 2020). Overall, 67.3% of women in this occupational group are paid in the two lowest paid quartiles.

More detailed analysis and commentary, including for the number of clinical academic in receipt of bonus payments, is presented in Appendix A.1.5.

8. The University of Manchester ethnicity pay gap: outcomes and analysis 2021

Ethnicity pay gap analysis

The tables below contain the outcomes of The University of Manchester's EPG reporting for 2021 with outcomes for previous years also included for reference. Tables 9, 11 and 12 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 683 staff paid on NHS grades; 5.8% of the overall staff population.

8.1 Summary of the ethnicity pay gap in 2021 and trend analysis

As Table 9 shows, both the mean and median EPGs have narrowed since 2020. The mean pay gap has narrowed to 13.3% from 17.5% and the median to 9.9% from 10.8%.

The University of Manchester employed 683 members of staff paid on NHS grades on the census date (501 white, 150 BAME and 32 unknown); most with clinical academic terms and conditions of employment and with pay determined by the NHS nationally agreed pay scale. As for previous years, excluding clinical staff from the analysis results in an increased mean pay gap, though the median pay gap is reduced.

A small minority of staff receive bonus payments: 2.6% of white and 1.6% of BAME employees (see Table 11 below). As in previous years, the bonus pay gaps are in favour of BAME staff. The mean and median bonus gaps for all staff have narrowed since 2020 but remain relatively large at -30.5% and -18.9%. When clinical staff are excluded from the analysis, both bonus gaps narrow considerably with the median pay gap remaining in favour of BAME staff (-9.2%).

Table 9: Summary of ethnicity pay gap 2018–2021 (overall outcomes and outcomes with clinical staff excluded), The University of Manchester

| Ethnicity pay gap | Mean (average) with all University employees (%) | Median (middle) with all University employees (%) | Mean (average) with clinical staff excluded (%) | Median (middle) with clinical staff excluded (%) |
|---------------------------------|--|---|---|--|
| Ethnicity pay gap 2021 | 13.3 | 9.9 | 14.4 | 8.9 |
| Ethnicity pay gap 2020 | 17.5 | 10.8 | 18.4 | 10.4 |
| 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 2021 | -30.5 | -18.9 | 8.2 | -9.2 |
| Ethnicity bonus gap 2020 | -44.6 | -328.5 | 14.9 | 10.9 |
| Ethnicity bonus gap 2019 | -19.6 | -39.3 | -89.0 | -203.5 |
| Ethnicity bonus gap 2018 | 3.3 | 46.8 | -26.5 | 11.2 |

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

8.2 Distribution of staff across pay bands within the organisation

For the first time since 2018, when the first EPG analysis was undertaken, the size of the workforce has reduced and is now at its smallest number with a total of 11,749 staff. Prior to 2021, the overall number of staff had increased year on year up to a total population of 13,641 in 2020 (Table 10). The number of BAME staff in 2021 has reduced by 471 when compared with 2020. There are also 1,296 fewer White staff and 125 fewer staff whose ethnicity is unknown. BAME staff representation within the University's workforce, which had been increasing each year, has reduced slightly in 2021 to 20.1% (compared with 20.8% in 2020; which is the highest proportion since the University began reporting on its EPG).

Over this period, the distribution of BAME staff across the pay quartiles has also changed. The most significant, and positive, change is in relation to the lowest paid quartile (Quartile 4) where BAME staff representation has reduced to 20.7% compared with 28.2% in 2020. This is more representative of the overall BAME staff population, though is undoubtedly impacted by the reduction in the number of casual staff (see section 8.3.3) employed by the University

on the census date and as such may be a temporary shift.

Additionally, the proportion of BAME staff paid in the highest paid quartile (Quartile 1) has increased to 13.8% (from 12.9% in 2020) and is now at its highest level, though BAME staff remain under-represented relative to the overall BAME staff population.

BAME staff are still over-represented in the third pay quartile (Quartile 3), accounting for 26.3% of staff paid within this range. This figure has increased from 21.3% in 2020. Representation at Quartile 2 is more representative of the overall BAME population, though has reduced to 19.6% from 20.6% in 2020.

This under-representation of BAME staff among the senior occupational levels in the highest pay quartile and over-representation in Quartile 3 (the third lowest pay quartile) is the underlying reason for the existence of the mean and median EPGs. However, the gradual narrowing of the EPGs, coupled with the increase in representation of BAME staff among the higher occupational levels and reduced representation at the lowest paid level, is reassuring.

Table 10: Summary of staff distribution by ethnicity in each quartile pay band 2018–2021, The University of Manchester

| Quartile | Population | Year | White | BAME | Unknown | Total | White (%) | BAME (%) | Unknown (%) |
|----------|------------|------|--------|-------|---------|--------|-----------|----------|-------------|
| Highest | Quartile 1 | 2021 | 2,487 | 404 | 46 | 2,937 | 84.7 | 13.8 | 1.6 |
| | | 2020 | 2,925 | 439 | 46 | 3,410 | 85.8 | 12.9 | 1.3 |
| | | 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 | 2021 | 2,290 | 576 | 71 | 2,937 | 78.0 | 19.6 | 2.4 |
| | | 2020 | 2,650 | 703 | 57 | 3,410 | 77.7 | 20.6 | 1.7 |
| | | 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 | 2021 | 2,065 | 772 | 100 | 2,937 | 70.3 | 26.3 | 3.4 |
| | | 2020 | 2,532 | 728 | 150 | 3,410 | 74.3 | 21.3 | 4.4 |
| | | 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 |
| | Quartile 4 | 2021 | 2,255 | 609 | 74 | 2,938 | 76.8 | 20.7 | 2.5 |
| | | 2020 | 2,286 | 962 | 163 | 3,411 | 67.0 | 28.2 | 4.8 |
| | | 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 |
| Lowest | Total | 2021 | 9,097 | 2,361 | 291 | 11,749 | 77.4 | 20.1 | 2.5 |
| | | 2020 | 10,393 | 2,832 | 416 | 13,641 | 76.2 | 20.8 | 3.0 |
| | | 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 |

8.3 Occupational group analysis

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

8.3.1 Clinical staff

Overall, 5.8% of the University's staff are employed on NHS and clinical grades. The pay scales and bonuses awarded to clinical staff have a marked impact on the EPG, particularly in relation to the payment of 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 website⁶.

As discussed in 8.1 and shown in Table 9, the size of the EPG is modified when clinical staff 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. As in previous years, the impact of clinical pay scales on the pay gap is more pronounced for ethnicity than for gender.

8.3.2 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 11). In 2021, 2.6% of White and 1.6% of BAME staff received a bonus payment. The bonus gaps were smaller than in the previous year due to a slight increase in the proportion of BAME staff who received a bonus. The proportion of staff in receipt of a bonus payment is lower still when clinical employees are excluded: 1.6% of White and 0.5% 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 12). The amounts are notably lower and the bonus gaps reduce considerably when clinical staff are excluded.

Among non-clinical staff in receipt of a bonus payment, the average amount is £1,205 for White staff and £1,106 for BAME staff, while the median bonus payment of £1,071 for BAME staff is higher than that of £981 for White staff. Additional commentary can be found in Appendix A.1.2.

Table 11: Proportion of staff in receipt of a bonus payment (split by ethnicity and clinical/non-clinical staff) 2017–2021, The University of Manchester

| Ethnicity | Year | % of all University employees | % of non-clinical staff |
|-----------|-------------|-------------------------------|-------------------------|
| White | 2021 | 2.6 | 1.6 |
| | 2020 | 2.0 | 1.3 |
| | 2019 | 1.9 | 1.2 |
| | 2018 | 2.2 | 1.4 |
| BAME | 2021 | 1.6 | 0.5 |
| | 2020 | 1.0 | 0.4 |
| | 2019 | 1.2 | 0.2 |
| | 2018 | 1.1 | 0.5 |
| Unknown | 2021 | 0.3 | 0.4 |
| | 2020 | 0.2 | 0.2 |
| | 2019 | 0.0 | 0.0 |
| | 2018 | 0.0 | 0.0 |

⁶ <https://www.bma.org.uk/pay-and-contracts/pay/consultant-award-schemes/consultant-award-schemes-and-clinical-excellence-awards-cea>

Table 12: Summary of bonus rates for staff 2017–2021 (split by ethnicity; overall outcomes; outcomes with clinical staff excluded), The University of Manchester

| Ethnicity | Year | Mean (average) with all University employees (%) | Median (middle) with all University employees (%) | Mean (average) with clinical staff excluded (%) | Median (middle) with clinical staff excluded (%) |
|------------------|-------------|---|--|--|---|
| White | 2021 | £9,265 | £1,481 | £1,205 | £981 |
| | 2020 | £12,153 | £1,525 | £1,216 | £1,000 |
| | 2019 | £11,451 | £1,500 | £1,311 | £916 |
| | 2018 | £10,771 | £1,257 | £1,442 | £901 |
| BAME | 2021 | £12,093 | £1,760 | £1,106 | £1,071 |
| | 2020 | £17,568 | £6,535 | £1,035 | £892 |
| | 2019 | £13,698 | £2,834 | £1,267 | £1,159 |
| | 2018 | £15,004 | £3,813 | £767 | £800 |
| Unknown | 2021 | £1,253 | £1,253 | £1,253 | £1,253 |
| | 2020 | £943 | £943 | £943 | £943 |
| | 2019 | £1,250 | £1,250 | £1,250 | £1,250 |
| | 2018 | £750.00 | £750.00 | £750 | £750 |

8.3.3 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 at the time of reporting were student ambassadors, student helpers, undergraduate ambassadors and unbuddy student ambassadors. On the census date, casual staff accounted for 4.0% of the University's employees (473 casual staff in 2021), this compares with 9.1% in 2020.

Whereas overall, BAME staff account for 20.1% of the University population (Table 10), they are over-represented within the casual population at 40.8%. As part of the long-term EDI strategy, we plan to carry out an inclusive recruitment review in order to address the challenges we have identified such as this.

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 narrows from 13.3% to 10.9% and the median GPG from 9.9% to 8.1%.

The impact of casual staff on the figures is less significant than in previous years due to the large reduction in the numbers of casual staff (473 in 2021 compared with 1,241 for the same date in 2020). As in previous years there is no impact on the bonus pay gap figures. A more detailed analysis and commentary is presented in Appendix A.1.3.

8.3.4 Non-clinical academic and research staff occupational groups

Analysis of the data relating to non-clinical academic staff shows that BAME staff are under-represented, accounting for 25.1% of employees in these occupations.

Overall, the average EPGs within the non-clinical academic and research occupational groups are much higher than the total University pay gaps at 20.9% (mean) and 23.0% (median), compared with 13.3% and 9.9% respectively at university level.

Analysis by pay level reveals that white staff predominate in the highest pay quartiles. More detailed analysis and commentary, is presented in Appendix A.1.4.

8.3.5 Clinical academic and research staff occupational groups

Additional analysis has been undertaken in relation to the 159 Clinical Academic staff/Consultants (Senior Academic GPs, Dentists and Medics). On the census date BAME staff were under-represented accounting for just 18.9% of staff undertaking these roles. This group of staff are eligible to apply for CEAs and the distribution of these bonus payments among clinical staff widens the ethnicity bonus pay gap.

The mean pay gap is narrower among this cohort of staff compared to the overall University figures at 10.2%, though the median pay gap is wider at 11.2%. The pay gaps are considerably narrower than for non-clinical academic staff.

The pay quartile data specifically for this group of staff shows that BAME staff account for only 10.3% of those staff paid in the highest pay quartile. Overall, 40.0% of BAME staff in this occupational group are paid in the lowest paid quartile.

More detailed analysis and commentary, including for the number of Clinical Academic staff in receipt of bonus payments, is presented in Appendix A.1.5.

8.4 Categorisation of BAME staff

The analysis contained 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 under-represented in the two upper pay quartiles relative to their share of the overall workforce. Additionally, black staff are over-represented in the lowest paid quartile. Asian staff are under-represented in both the top and lowest paid quartiles (both 9%) relative to their share of the overall workforce.

The largest EPGs relate to Black staff, reflecting their under-representation in higher paid roles and over-representation in the lower paid. Black staff are also the least likely to receive bonus payments.

9. The University of Manchester disability pay gap: outcomes and analysis 2021

Disability pay gap analysis

The tables below contain the outcomes of The University of Manchester's DPG reporting for 2021. As this is the first year that the University has analysed and reported on DPGs there are no comparative data from previous years available. Tables 13, 15 and 16 show the pay gap outcomes when clinical staff are excluded from the calculations.

9.1 Summary of the disability pay gap in 2021 and trend analysis

As shown in Table 13, the University has a mean DPG of 15.1% and a median DPG of 13.1%.

The University of Manchester employed 683 members of staff paid on NHS grades on the census date (of which 2.2%

have declared a disability); 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 results in the narrowing of both the mean and median pay gaps.

Among the minority of staff who receive bonus payments (2.4% of staff without a disability and 1.6% of disabled staff, see Table 15) the mean bonus pay gap for 2021 is 60.5%. The median bonus pay gap is narrower at 27.0%.

When clinical staff are excluded from the analysis, the median bonus pay gap narrows to 10.2%. The mean bonus pay gap figure however shifts from 60.5% in favour of non-disabled staff to 68.7% in favour of disabled staff.

Table 13: Summary of disability pay gap 2021 (overall outcomes and outcomes with clinical staff excluded), The University of Manchester

| Disability pay gap | Mean (average) with all University employees (%) | Median (middle) with all University employees (%) | Mean (average) with clinical staff excluded (%) | Median (middle) with clinical staff excluded (%) |
|----------------------|--|---|---|--|
| Disability pay gap | 15.1 | 13.1 | 13.4 | 9.9 |
| Disability bonus gap | 60.5 | 27.0 | -68.7 | 10.2 |

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

9.2 Distribution of staff across pay bands within the organisation

On the census date, the university employed 11,749 staff, of which 729 have declared a disability (6.2% of the total population).

As shown in Table 14, disabled staff are over-represented in the lowest paid quartile (Quartile 4) relative to their overall representation within the University, accounting for 9.4% of the total staff paid within this range. In terms of the disabled

staff population specifically, over a third are paid within Quartile 4. Conversely, they are under-represented in the two highest paid quartiles, accounting for just 3.8% of staff paid in Quartile 1 and 5.1% in Quartile 2.

This under-representation of disabled staff among the senior occupational levels within the highest pay bands, and over-representation in the lowest, illustrates the underlying reason for the average DPG (mean and median).

Table 14: Summary of staff distribution by disability in each quartile pay band 2021, The University of Manchester

| Quartile pay bands | Population | Disabled | Non-disabled | Refused | Total | Disabled (%) | Non-disabled (%) | Refused (%) |
|--------------------|------------|----------|--------------|---------|--------|--------------|------------------|-------------|
| Highest Paid | Quartile 1 | 111 | 2,809 | 17 | 2,937 | 3.8 | 95.6 | 0.6 |
| | Quartile 2 | 151 | 2,769 | 17 | 2,937 | 5.1 | 94.3 | 0.6 |
| | Quartile 3 | 191 | 2,725 | 21 | 2,937 | 6.5 | 92.8 | 0.7 |
| Lowest paid | Quartile 4 | 276 | 2,638 | 24 | 2,938 | 9.4 | 89.8 | 0.8 |
| Total | | 729 | 10,941 | 79 | 11,749 | 6.2 | 93.1 | 0.7 |

9.3 Occupational groups analysis

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

9.3.1 Clinical staff

Analysis of the bonus pay gaps in relation to gender and ethnicity in previous years has revealed that the payment of CEAs had a significant impact on the pay gaps for clinical staff. 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 website⁷.

As shown in Table 13, when the clinical staff are excluded to focus on non-clinical staff, both the mean and median pay gaps are narrowed.

9.3.2 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment (Table 15). In 2021, 2.4% of staff without a declared disability and 1.6% with a declared disability received a bonus payment. The proportion is lower still when clinical employees are excluded. Amongst non-clinical employees the proportion of staff receiving bonus payments is more balanced (1.3% of non-disabled and 1.4 of non-disabled staff).

⁷ <https://www.bma.org.uk/pay-and-contracts/pay/consultant-award-schemes/consultant-award-schemes-and-clinical-excellence-awards-cea>

Table 15: Proportion of staff in receipt of a bonus payment (split by disability; all staff; non-clinical staff) 2021, The University of Manchester

| Disability | % of all employees | % of non-clinical staff |
|--------------|--------------------|-------------------------|
| Disabled | 1.6 | 1.4 |
| Non-disabled | 2.4 | 1.3 |
| Refused | 1.3 | 0.0 |

Table 13 (page 18) shows that among staff in receipt of a bonus payment, the average (mean) disability bonus payment gap is 60.5%; the median is 27.0%. The median bonus gap narrows significantly to 10.2% when clinical staff are excluded. Even more notably, the mean bonus pay gap figure shifts from 60.5% in favour of non-disabled staff to 68.7% in favour of disabled staff.

This highlights the significant impact that bonus payments for clinical staff have on the overall disability bonus

payments gap. It also underlines the impact that a very small number of high-value bonus payments can have on overall outcomes.

Table 16 shows that when clinical staff are excluded, the mean bonus payment in 2021 for non-disabled staff reduces from £9,895 to £1,136 and from £3,907 to £1,916 for disabled staff. The difference in the median values is less pronounced. Detailed findings and commentary can be found in Appendix A.1.2.

Table 16: Summary of bonus rates for staff 2021 (split by disability; overall outcomes; outcomes with clinical staff excluded), The University of Manchester

| Disability | Mean (average) with all UoM employees (%) | Median (middle) with all UoM employees (%) | Mean (average) with clinical staff excluded (%) | Median (middle) with clinical staff excluded (%) |
|--------------|---|--|---|--|
| Disabled | £3,907 | £1,133 | £1,916 | £898 |
| Non-disabled | £9,895 | £1,552 | £1,136 | £1,000 |
| Refused | £17,128 | £17,128 | N/A | N/A |

9.3.3 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 at the time of reporting were student ambassadors, student helpers, undergraduate ambassadors and unbuddy student ambassadors. On the census date, casual staff accounted for 4% of the University's employees (473 casual staff in 2021), this compares with 9.1% in 2020.

Analysis undertaken in relation to gender and ethnicity pay gaps in previous years has highlighted the significant impact that casual staff can have on the overall outcomes therefore further analysis has been undertaken in relation to this group of staff.

When casual staff are excluded from the analysis the mean DPG increases to 15.8% from 15.1% and the median DPG from 13.1% to 14.4%. This effect is opposite to that which is seen when excluding casual staff from both the gender and ethnicity pay gap analysis where the pay gaps tend to narrow. This is to be expected as disabled staff account for

only 5.1% of the casual staff population. There is no impact on the bonus pay gap figures. A more detailed analysis and commentary is presented in Appendix A.1.3.

9.3.4 Non-clinical academic and research staff occupational groups

Analysis of the data relating to non-clinical academic staff shows that disabled staff are under-represented, accounting for just 4.6% of employees in these occupations. This is low relative to their overall representation across the University (6.2%).

Overall, the DPG within the non-clinical academic and research occupational groups are much smaller than the total University pay gaps at 6.3% (mean) and 8.5% (median), compared with 15.1% and 13.1% respectively at University level.

Analysis by pay level reveals that around one third of disabled staff within this group are paid within the lowest pay quartile. More detailed analysis and commentary, is presented in Appendix A.1.4.

9.3.5 Clinical academic and research staff occupational groups

Please note: due to the very low numbers of staff members with a disability within this group, details have not been included to protect confidentiality.

10. University initiatives to address the gender, ethnicity and disability pay gaps

As part of key actions to address the pay gaps at the University, we recognise that we need to fully understand our data and the drivers behind why these gaps exist. To this effect, here are some of the activities planned to address the gender, ethnicity and disability pay gaps.

I. Re-establishing the Gender Pay Gap Task Group

The Gender Pay Gap Task and Finish group is being tasked with examining the data and understanding the various causes as these can vary across areas.

II. Commence Inclusive Recruitment Review

This involves the review of the stages involved in the recruitment process with the aim of identifying systemic barriers and biases and taking action to remove them and ensure fairness and equitable outcomes for all.

III. Establish links between Gender Pay Gap, Ethnicity Pay Gap, Disability Pay Gap and the respective Charter Mark Self-Assessment Team action planning

Recognising how a combination of social identities intersect, establishing these links will enable us to provide a more holistic approach to closing the gap.

IV. Organising facilitated Gender/Ethnicity/Disability Pay Gap Awareness sessions with Staff Diversity Network groups

By listening to the experiences and engaging with our diverse workforce, we plan to collect rich data that will inform the development of strategic and effective actions that make a difference.

V. Targeted Career Development Programmes

At the University of Manchester, we are positive about helping and supporting the career plans of our workforce, we also recognise the requirement for Positive Action in the development of targeted career development programmes. This will be a special feature of our plans going forward.

11. Progress on actions to date

The University of Manchester is committed to accelerating and achieving gender, ethnicity, and disability equality for the benefit of our staff, students and wider community and fully recognises that equality, diversity and inclusion are critical to our success and excellence in research and discovery, teaching and learning and social responsibility.

We recognise that there is much more to do and that we must accelerate our efforts to address intersectional, cultural, and systemic barriers to equality, diversity, and inclusion. The following are some of the actions taken to date and the progress in each area:

a) Work-life balance and organisational culture

An extensive wellbeing support for our workforce and progressive hybrid working policies and guidance. Developing family friendly policies and a review of those that will have a significant impact on the imbalance already identified. e.g., Policy to support Surrogacy.

b) Staff Voice

Development and support for our Staff Diversity Network – we have proactive staff networks who are positioned to drive change within the organisation.

c) Social Inclusion

The Social Responsibility Directorate is working closely with the EDI Directorate to continue to monitor recruitment at grass root level, ensuring strong links to the local community and that the workforce at entry level roles are more reflective of the communities of the locality.

d) Integration of the Inclusion dimension into research and teaching content

We have "Inclusive Research" and "Inclusive Research Leadership" training for early career researchers and "Inclusive Teaching and Learning" development as part of our New Academics and Fellows Programme

e) Positive Action

Commitment to addressing under-representation in senior roles. For example, the Faculty of Science and Engineering have signed up to the Black United Representation Network which amongst its offers provides Board Apprenticeship to ethnic minority staff and the University has signed up to take part in the Women in Higher Education Network (WHEN) targeted developmental programme - '100 Black

Women Professors Now!' (BWPN) is a unique 12-month accelerator programme for Black female academics working in UK higher education institutions. The programme aims to propel equity of opportunity and to deliver a step change in progress for the sector. Whilst we recognise that there are many groups of staff who are underrepresented at the University, Black women are severely underrepresented at all levels and in all disciplines.

In line with the University's strategic plan, Our future, and our interim Equality, Diversity and Inclusion Strategy, progress against our goal to improve our equality and diversity profile at all levels is monitored as part of the University's Annual Performance Review (APR). The 2021 report contains data relating to progress in the following areas:

a) annual increase in 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;

b) increase in the proportion of ethnic minority staff at Grade 6 and above in the professional support services until they are representative of the ethnic minority profile of the national population;

c) an annual increase in 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.

The 2021 results show the University is making consistent gradual progress in terms of the representation of women at senior levels in the organisation. There has been a further, though marginal, increase in the representation of women among senior academics (Professor, Reader and Senior Lecturer) to 32.6% of all staff in these occupational positions, up from 32.1% in 2020. Whilst there has only been a small increase over the prior 12 months the upward trend is a consistent one.

The proportion of BAME staff at grade 6 and above level in Professional Services increased in 2021 to 10.1% from 9.4% in 2020. The proportion of BAME staff is particularly low at grades 7, 8 and 9.

The proportion of BAME at senior lecturer and above increased in 2021 to 13.0% from 12.3% in 2020. If the current pace of change continues it is possible that the University will reach the target of 16% of BAME among senior lecturer and above level by 2025.

12. Conclusion

Gender pay gap (GPG)

Our future, the University's vision and strategic plan, includes a commitment to achieving gender balance among our 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 findings of the equal pay audits.

It is reassuring to see the GPG is narrowing (both the mean and the median) but there remains more to do to further close the gaps. The analysis undertaken in relation to specific occupational groups including clinical, casual, 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 will continue to build on these.

Ethnicity pay gap (EPG)

Our future, the University's vision and strategic plan, includes a commitment to achieving ethnicity balance throughout its workforce, and at all levels. The results of the 2021 EPG analysis continue to highlight the under-representation of BAME staff within the University. One fifth of our staff are BAME and they are under-represented in senior positions and are concentrated in the lower paid occupations and entry grades. It is important to reiterate that the EPGs are not as a result of BAME and White staff being paid differently for work of equal value, as demonstrated by the findings of the equal pay audits.

It is reassuring to see that both the mean and median EPGs have continued to narrow but there remains more to be done to further close these gaps. The analysis undertaken to examine the EPG for specific occupational groups including clinical, casual, and 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 Committee.

Disability pay gap (DPG)

Our future, the University's vision and strategic plan, includes a commitment to achieving equity for staff with a disability and non-disabled staff. We are proud to have completed a Disability Pay Gap report and the results of the analysis will be shared with colleagues, including the Disability Staff Network.

The results highlight the under-representation of people with disabilities among the senior roles within the University.

There remains more to be done as we seek to close the gap. Working closely with colleagues across Faculties and Professional Services, we will continue to advance disability equality.

Monitoring

In 2021, the Equality, Diversity and Inclusion Directorate became its own distinct organisational unit – the Directorate of Equality, Diversity and Inclusion – led by a newly appointed Director of EDI. The change has assisted in raising the profile of existing and new EDI activities, and in providing greater prioritisation of, and focus and momentum on, EDI matters and objectives.

For the GPG, EPG and DPG, progress will also be monitored by the University's Equality Diversity and Inclusion Committee, People and Organisational Development 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 representation and progression within our workforce are regularly reviewed. The University will continue to do this as part of our 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.

Appendix 1: Occupational groups analysis and discussion (GPG)

A.1.1 Clinical staff (GPG)

In line with previous reports, additional analysis has been undertaken relating to the clinical staff cohort. In order to determine the impact of Clinical Excellence Awards (CEAs) on the outcomes, and to allow a direct comparison with outcomes from previous years, the data has been further examined with clinical staff excluded from the data set.

The University of Manchester employed 683 members of staff paid on NHS grades on the census date, this number includes allied health professionals (ahps), academic clinical lecturers (acIs), GPs and consultants (senior academic gps, dentists and medics). These figures include staff on very low FTEs who also hold separate contracts with GP practices. The University contract this group to allow students time with an active and diverse number of GPs from practices across the north west. Due to their links to the NHS, many of these staff have clinical terms and conditions of employment that are different to other HE academics and support staff and are determined by the conditions of the nationally agreed pay scale within the NHS (such as the Agenda for Change).

It is important to note that 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 can be local or national and may be paid in monthly instalments or annually. Notice of payment of local awards are often received after submission of this report and therefore cannot be included. Less experienced clinical academics receive the local awards.

Gender

Women now account for 59.0% of the University population paid on NHS grades, up from 56.8% in 2020.

When staff on NHS contracts are excluded from the analysis there is no impact on the mean GPG and the median reduces only marginally from 11.1% to 11.0% (see Table 5 on page 9). However, given that there has been an increase in the proportion of women among the clinical staff population, it is reasonable to expect that the GPG among clinical staff will continue to narrow as women progress into more senior grades and their higher paid, long-standing male counterparts retire.

Among the 683 members of staff on NHS grades, there were 159 clinical academic staff/consultants (senior academic GPs, dentists and medics) on the census date; 52

were women and 107 men. 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 on page 9). Table 8 (page 12) in the report shows the payment of CEAs increases the value of the mean gender bonus payment awarded from £1,152 to £13,059 for men and from £1,233 to £5,259 for women.

Ethnicity

BAME staff now account for 22.0% of the clinical population at the University.

Clinical payment scales, including bonus payments, impact on the overall pay gaps for the University. When clinical staff are excluded from the analysis, the mean EPG for the organisation increases slightly from 13.3% to 14.4%, while the median pay gap narrows from 9.9% to 8.9% (see Table 9 page 13).

As shown in Table 12 in the main report, among the small proportion of staff in receipt of bonus payments BAME staff receive higher value bonus payments. This is largely due to the positions held by BAME clinical staff.

The ethnicity split of the 159 clinical academic staff/consultants (senior academic GPs, dentists and medics) on the census date was: 128 White, 30 BAME and 1 of unknown ethnicity. The distribution of bonus payments, among these staff widens the ethnicity bonus pay gap; Table 12 (page 16) in the report shows the payment of CEAs increases the mean and median bonus rates for staff. The largest impact relates to BAME staff where the mean rates increase to £12,093 from £1,106 when clinical staff are excluded and the median from to £1,760 from £1,071 when clinical staff are excluded from the calculations.

Disability

Disabled staff account for just 2.2% of the clinical population at the University and as a result there is very little impact on the overall DPGs when clinical staff are excluded from the analysis (see Table 13 page 18).

As shown in Tables 13 (page 18) and 16 (page 19) disabled staff, though low in number, have a significant impact on the bonus pay gaps.

Within the cohort of 159 clinical academic staff/consultants (senior academic GPs, dentists and medics) on the census date, there were just two members of staff with a known disability.

A.1.2 Bonus payments for non-clinical staff

Bonus payments are only made to a minority of staff (see Tables 7 (page 11), 11 (page 15) and 15 (page 19) in the report), including 147 non-clinicians (83 women and 64 men / 134 White, 12 BAME and one staff member where ethnicity was unknown / 137 staff without a declared disability and 10 disabled staff members). 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.

Gender

The calculations for the 2021 census date with clinical staff excluded showed a reduction in the mean and median bonus rates for men compared with 2020 and a corresponding increase for women. As in previous years, there was a significant decline in both the mean and median bonus pay gaps (see Tables 5 (page 9) and 8 (page 12) in the main report) when clinical staff were excluded from the calculations and, for the first time, both bonus pay gaps for non-clinical staff are in favour of women.

A greater proportion of women in this group received a bonus in 2021 compared with men and the proportion has increased from 2020. Analysis undertaken in previous years showed that a very small number of the staff in receipt of bonus payments received significantly higher payments than the rest, in 2021 this is once again the case (and this year related to women). As noted in previous reports, these higher bonus payments are performance/target related and are not paid every year, which explains why the same impact is not always seen.

Ethnicity

Among non-clinical staff, both the mean and median bonus pay gaps are narrower, though the median gap remains in favour of BAME staff (-9.2% gap). While the value of the mean and median bonus rates in favour of BAME staff have increased from 2020 there has been a marginal decline in the rates for White staff. The bonus pay gaps for this cohort of staff are at the narrowest they have been since reporting commenced in 2018.

The proportion of staff receiving a bonus payment has increased for both White and BAME staff compared with 2020, but the proportion of White staff receiving a bonus remains higher.

Disability

Within this cohort of staff, the median bonus gap is narrower than the overall University bonus gap. However, the mean bonus gap is greater at -68.7% (compared with 60.5% when clinical staff are also included). Interestingly, this pay gap is in favour of disabled staff as opposed to non-disabled staff at University level. As noted above, this is a result of a very small number of those staff in receipt of bonus payments receiving significantly higher payments than the rest.

The proportions of staff receiving a bonus payment is relatively balanced at 1.4% for disabled staff and 1.3% of non-disabled.

A.1.3 Casual staff: analysis and discussion (GPG)

On the census date, the University employed 473 casual staff, which is a significant reduction compared with 2020. This means that casual staff now account for 4% of the University's workforce, compared with 9.1% in 2020. As noted in the report, the significant reduction in the number of casual staff is because of the COVID-19 pandemic and the reduced requirement for staff to be on campus in March 2021.

Casual staff impact on size of the pay gaps as the majority of this population are paid within the lowest quartile (88.2% of the casual staff in 2021) and women and BAME staff are over-represented in this group (relative to their representation generally within the University). The reduced numbers of casual staff means their impact on the overall pay gaps is less significant than in previous years but it is still helpful to understand more about the impact of this group of staff as it is likely numbers will increase again in future years as presence on campus increases and face-to-face activities resume.

The exclusion of casual staff from the calculations has no impact on the bonus pay gap figures.

More detailed analysis on the following page shows where casual staff are paid across the four pay quartiles. Pay gap calculations have also been undertaken specifically for this cohort of staff and this is also split by Faculty level.

Gender

As shown in Table A.1, women are over-represented among the casual staff population, accounting for almost 70% of this cohort. As noted, the number of casual staff has fallen to 473, from 1241 in 2020. This equates to 515 fewer women casual staff in 2021 compared with 2020.

In 2021 there were no casual staff paid within the highest pay quartile (Quartile 1) but, as in previous years, women account for 72.4% of those paid in the lowest paid (Quartile 4). When casual staff are excluded, the overall mean GPG narrows to 14.4% from 15.6% and the median GPG to 10% from 11.1%.

Table A.1: Summary of casual staff distribution by gender in each quartile pay band 2021, The University of Manchester

| Quartile pay bands | Population | Year | Men | Women | Total | Men (%) | Women (%) | |
|--------------------|------------|------|------|-------|-------|---------|-----------|------|
| Highest Paid | Quartile 1 | 2021 | 0 | 0 | 0 | 0.0 | 0.0 | |
| | | 2020 | 2 | 0 | 2 | 100.0 | 0.0 | |
| | | 2019 | 4 | 5 | 9 | 44.4 | 55.6 | |
| | Quartile 2 | 2021 | 4 | 6 | 10 | 40.0 | 60.0 | |
| | | 2020 | 22 | 19 | 41 | 53.7 | 46.3 | |
| | | 2019 | 25 | 35 | 60 | 41.7 | 58.3 | |
| | Quartile 3 | 2021 | 26 | 20 | 46 | 56.5 | 43.5 | |
| | | 2020 | 24 | 13 | 37 | 64.9 | 35.1 | |
| | | 2019 | 61 | 48 | 109 | 56.0 | 44.0 | |
| | Quartile 4 | 2021 | 115 | 302 | 417 | 27.6 | 72.4 | |
| | | 2020 | 350 | 811 | 1,161 | 30.1 | 69.9 | |
| | | 2019 | 320 | 808 | 1,128 | 28.4 | 71.6 | |
| Lowest paid | | | 2021 | 145 | 328 | 473 | 30.7 | 69.3 |
| | | | 2020 | 398 | 843 | 1,241 | 32.1 | 67.9 |
| | | | 2019 | 410 | 896 | 1,306 | 31.4 | 68.6 |

As Table A.2 shows, the Faculty with the largest mean and median pay gaps for casual staff is the Faculty of Science and Engineering, which includes the Graphene Engineering Innovation Centre (GEIC), although they account for only 24.% of the overall casual population. The number of women occupying casual roles in the Faculty is more balanced now at 51.7% but they continue to be most heavily represented in student ambassador roles, all of which are paid within the lowest paid quartile (Quartile 4).

The casual roles occupied by men are more varied. Research roles are undertaken on a casual basis by 22 people in the Faculty and 86.4% of these are men. These roles attract a higher rate of pay than the student ambassador roles which helps explain the gaps.

The mean pay gaps in Professional Services are the lowest. The small mean pay gap identified within Professional Services is in favour of women.

Table A.2: Summary of pay gap for casual staff (split by Faculty and gender) 2021, The University of Manchester

| Faculty | Men | | Women | | Total | Mean pay gap (%) | Median pay gap (%) |
|--|-------|------|-------|------|-------|------------------|--------------------|
| | Count | % | Count | % | | | |
| Cultural institutions | 0 | 0.0 | 0 | 0.0 | 0 | N/A | N/A |
| Biology, Medicine and Health | 26 | 26.5 | 72 | 73.5 | 98 | 6.3 | 0.0 |
| Science and Engineering (including the Graphene Innovation Centre) | 57 | 48.3 | 61 | 51.7 | 118 | 17.4 | 4.0 |
| Humanities | 31 | 23.8 | 99 | 76.2 | 130 | 8.1 | 0.0 |
| Professional Services | 31 | 24.4 | 96 | 75.6 | 127 | -2.3 | 0.0 |
| Total | 145 | 30.7 | 328 | 69.3 | 473 | 9.9 | 0.0 |

Ethnicity

As shown in Table A.3, BAME staff are over-represented amongst the casual staff population, accounting for just over 40% of this cohort. Numbers of BAME casual staff in 2021 have reduced by 382 compared with 2020. The

majority of casual staff are paid in the lowest paid quartile and BAME staff account for 42.2% of this population. When casual staff are excluded from the calculations the mean EPG narrows to 10.9% from 13.3% and the median EPG to 8.1% from 9.9%.

Table A.3: Summary of casual staff distribution by ethnicity in each quartile pay band 2021, The University of Manchester

| Quartile pay bands | Population | Year | White | BAME | Unknown | Total | % White | % BAME | % Unknown | |
|--------------------|------------|------|-------|------|---------|-------|---------|--------|-----------|------|
| Highest Paid | Quartile 1 | 2021 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | |
| | | 2020 | 2 | 0 | 0 | 2 | 100.0 | 0.0 | 0.0 | |
| | | 2019 | 8 | 0 | 1 | 9 | 88.9 | 0.0 | 11.1 | |
| | Quartile 2 | 2021 | 8 | 2 | 0 | 10 | 80.0 | 20.0 | 0.0 | |
| | | 2020 | 33 | 8 | 0 | 41 | 80.5 | 19.5 | 0.0 | |
| | | 2019 | 43 | 11 | 6 | 60 | 71.7 | 18.3 | 10.0 | |
| | Quartile 3 | 2021 | 26 | 15 | 5 | 46 | 56.5 | 32.6 | 10.9 | |
| | | 2020 | 19 | 11 | 7 | 37 | 51.4 | 29.7 | 18.9 | |
| | | 2019 | 73 | 27 | 9 | 109 | 67.0 | 24.8 | 8.3 | |
| | Quartile 4 | 2021 | 201 | 176 | 40 | 417 | 48.2 | 42.2 | 9.6 | |
| 2020 | | 475 | 556 | 130 | 1,161 | 40.9 | 47.9 | 11.2 | | |
| 2019 | | 498 | 524 | 106 | 1,128 | 44.1 | 46.5 | 9.4 | | |
| Lowest Paid | Total | | 2021 | 235 | 193 | 45 | 473 | 49.7 | 40.8 | 9.5 |
| | | | 2020 | 529 | 575 | 137 | 1,241 | 42.6 | 46.3 | 11.0 |
| | | | 2019 | 622 | 562 | 122 | 1,306 | 47.6 | 43.0 | 9.3 |

As Table A.4 shows, the areas of the University with the largest mean EPGs for casual staff are The Faculty of Biology, Medicine and Health and Professional Services. In

both areas, around 44% of the casual roles are undertaken by BAME staff. The mean pay gap reported in relation to the Faculty of Humanities is in favour of BAME staff.

Table A.4: Summary of pay gap for casual staff (split by Faculty and ethnicity) 2021, The University of Manchester

| Faculty | White | | BAME | | Unknown | | Total | Mean pay gap (%) | Median pay gap (%) |
|--|-------|------|-------|------|---------|------|-------|------------------|--------------------|
| | Count | % | Count | % | Count | % | | | |
| Cultural institutions | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | N/A | N/A |
| Biology, Medicine and Health | 48 | 49.0 | 43 | 43.9 | 7 | 7.1 | 98 | 10.2 | 0.0 |
| Science and Engineering (including the Graphene Innovation Centre) | 65 | 55.1 | 45 | 38.1 | 8 | 6.8 | 118 | 8.1 | 0.0 |
| Humanities | 66 | 50.8 | 48 | 36.9 | 16 | 12.3 | 130 | -2.7 | 0.0 |
| Professional Services | 56 | 44.1 | 57 | 44.9 | 14 | 11.0 | 127 | 9.6 | 5.8 |
| Total | 235 | 49.7 | 193 | 40.8 | 45 | 9.5 | 473 | 6.5 | 0.0 |

Disability

As shown in Table A.5, disabled staff account for just 5.1% of the casual staff population (compared with 6.2% of the overall University workforce). The majority of disabled casual staff are paid within the lowest pay quartile (88%). Unsurprisingly, given the small proportion of casual staff with a disability, the impact on the overall figures is less than

when looking at gender and ethnicity. In fact, when casual staff are excluded from the calculations the mean DPG increases to 15.8% from 15.1% and the median DPG to 14.4% from 13.1%.

Table A.5: Summary of casual staff distribution by disability in each quartile pay band 2021, The University of Manchester

| Quartile pay bands | Population | Yes | No | Refused | Total | % Yes | % No | % Refused |
|--------------------|------------|-----|-----|---------|-------|-------|------|-----------|
| Highest Paid | Quartile 1 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| | Quartile 2 | 2 | 8 | 0 | 10 | 20.0 | 80.0 | 0.0 |
| | Quartile 3 | 1 | 44 | 1 | 46 | 2.2 | 95.6 | 2.2 |
| Lowest Paid | Quartile 4 | 21 | 391 | 5 | 417 | 5.0 | 93.8 | 1.2 |
| Total | | 24 | 443 | 6 | 473 | 5.1 | 93.6 | 1.3 |

As Table A.6 shows, the largest pay gaps, both in favour of disabled staff, are located in the Faculty of Science and Engineering. Although disabled staff account for only

5.9% of casual staff in the faculty, the type of roles being undertaken are varied and a small number attract higher rates of pay.

Table A.6: Summary of pay gap for casual staff (split by Faculty and ethnicity) 2021, The University of Manchester

| Faculty | Yes | | No | | Refused | | Total | Mean pay gap (%) | Median pay gap (%) |
|--|-------|-----|-------|------|---------|-----|-------|------------------|--------------------|
| | Count | % | Count | % | Count | % | | | |
| Cultural institutions | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | N/A | N/A |
| Biology, Medicine and Health | 4 | 4.1 | 91 | 92.8 | 3 | 3.1 | 98 | 4.0% | 0.0% |
| Science and Engineering (including the Graphene Innovation Centre) | 7 | 5.9 | 111 | 94.1 | 0 | 0.0 | 118 | -25.7% | -22.8% |
| Humanities | 5 | 3.8 | 123 | 94.6 | 2 | 1.5 | 130 | 7.7% | 0.0% |
| Professional Services | 8 | 6.3 | 118 | 92.9 | 1 | 0.8 | 127 | 2.2% | 0.0% |
| Total | 24 | 5.1 | 443 | 93.6 | 6 | 1.3 | 473 | -5.4% | 0.0% |

A.1.4 Non-clinical academic and research staff occupational groups: analysis and discussion

Gender

As shown in Table A.7, women account for 41.6% of the total population of non-clinical academic and research staff. Although there has been very little change to the overall distribution by gender when compared with 2020, the overall staff numbers in this group have reduced by 474 (180 fewer women and 294 fewer men).

Overall, the GPGs within the non-clinical academic and research occupational groups are smaller than the total University pay gaps at 13.1% (mean) and 10.3% (median), compared with 15.6% and 11.1% respectively at University level.

As already noted, the mean bonus pay gap figure has been skewed by a very small number of high value bonus payments that were awarded to women in this staff group.

Table A.7: Summary of gender pay gap for non-clinical academic and research staff 2020–2021, The University of Manchester

| Year | Men | | Women | | Total | Mean pay gap (%) | Median pay gap (%) | Mean bonus pay gap (%) | Median bonus pay gap (%) |
|------|-------|------|-------|------|-------|------------------|--------------------|------------------------|--------------------------|
| | Count | % | Count | % | | | | | |
| 2021 | 2,944 | 58.4 | 2,098 | 41.6 | 5,042 | 13.1 | 10.3 | -262.5 | -7.6 |
| 2020 | 3,238 | 58.7 | 2,278 | 41.3 | 5,516 | 13.1 | 8.5 | -3.1 | 11.1 |

Table A.8 shows that, as seen in 2020, women in non-clinical academic and research roles are under-represented in each pay quartile when compared to the University's overall figures. This is particularly true for the highest paid quartile

(quartile 1) where they account for only 31.4% of the staff paid within this quartile. This is despite 41.6% of non-clinical academic and research positions being occupied by women.

Table A.8: Summary of non-clinical academic and research staff distribution by pay quartile 2020–2021, The University of Manchester

| Quartile | Year | Men | | Women | | Total | Overall University figures | |
|----------|------|-------|------|-------|------|-------|----------------------------|-----------|
| | | Count | % | Count | % | | Men (%) | Women (%) |
| 1 | 2021 | 864 | 68.6 | 396 | 31.4 | 1,260 | 58.2 | 41.8 |
| | 2020 | 942 | 68.3 | 437 | 31.7 | 1,379 | 59.2 | 40.8 |
| 2 | 2021 | 714 | 56.6 | 547 | 43.4 | 1,261 | 49.1 | 50.9 |
| | 2020 | 788 | 57.1 | 591 | 42.9 | 1,379 | 50.0 | 50.0 |
| 3 | 2021 | 690 | 54.8 | 570 | 45.2 | 1,260 | 47.9 | 52.1 |
| | 2020 | 776 | 56.3 | 603 | 43.7 | 1,379 | 45.3 | 54.2 |
| 4 | 2021 | 676 | 53.6 | 585 | 46.4 | 1,261 | 40.0 | 60.0 |
| | 2020 | 732 | 53.1 | 647 | 46.9 | 1,379 | 38.8 | 61.2 |
| Total | 2021 | 2,944 | 58.4 | 2,098 | 41.6 | 5,042 | 48.8 | 51.2 |
| | 2020 | 3,238 | 58.7 | 2,278 | 41.3 | 5,516 | 48.5 | 51.5 |

Ethnicity

As shown in Table A.9, BAME staff account for 25.1% of the total population of non-clinical academic and research staff (up from 23.5% in 2020). Although there has been very little change to the overall distribution of staff by ethnicity when compared with 2020, the staff number in this group has reduced by 474 (equating to 29 fewer BAME, 399 fewer White, and 46 fewer staff with unknown ethnicity).

Overall, the EPGs within the non-clinical academic and research occupational groups are wider than the total University pay gaps at 20.9% (mean) and 23.0% (median), compared with 13.3% and 9.9% respectively at University level.

Table A.9: Summary of ethnicity pay gap for non-clinical academic and research staff 2020–2021, The University of Manchester

| Year | White | | BAME | | Unknown | | Total | Mean pay gap (%) | Median pay gap (%) | Mean bonus pay gap (%) | Median bonus pay gap (%) |
|------|-------|------|-------|------|---------|-----|-------|------------------|--------------------|------------------------|--------------------------|
| | Count | % | Count | % | Count | % | | | | | |
| 2021 | 3,619 | 71.8 | 1,265 | 25.1 | 158 | 3.1 | 5,042 | 20.9 | 23.0 | 36.3 | 11.9 |
| 2020 | 4,018 | 72.8 | 1,294 | 23.5 | 204 | 3.7 | 5,516 | 19.4 | 17.6 | -1.7 | 7.9 |

Table A.10 shows that, as seen in 2020, BAME staff undertaking non-clinical academic and research roles are under-represented in the two highest pay quartiles (quartiles 1 and 2) and over-represented in the lowest

pay quartiles (quartiles 3 and 4) when compared to the University overall. This distribution of BAME staff results in the pay gaps being wider within this group of staff than they are at university level.

Table A.10: Summary of non-clinical and research staff distribution by ethnicity in each quartile pay band 2020–2021, The University of Manchester

| Quartile | Year | White | | BAME | | Unknown | | Total | Overall University figures | | |
|----------|------|-------|------|-------|------|---------|-----|-------|----------------------------|----------|-------------|
| | | Count | % | Count | % | Count | % | | White (%) | BAME (%) | Unknown (%) |
| 1 | 2021 | 1,091 | 86.6 | 159 | 12.6 | 10 | 0.8 | 1,260 | 84.7 | 13.8 | 1.6 |
| | 2020 | 1,197 | 86.8 | 171 | 12.4 | 11 | 0.8 | 1,379 | 85.8 | 12.9 | 1.3 |
| 2 | 2021 | 998 | 79.1 | 236 | 18.7 | 27 | 2.1 | 1,261 | 78.0 | 19.6 | 2.4 |
| | 2020 | 1,090 | 79.0 | 256 | 18.6 | 33 | 2.4 | 1,379 | 77.7 | 20.6 | 1.7 |
| 3 | 2021 | 816 | 64.8 | 401 | 31.8 | 43 | 3.4 | 1,260 | 70.3 | 26.3 | 3.4 |
| | 2020 | 910 | 66.0 | 432 | 31.3 | 37 | 2.7 | 1,379 | 74.3 | 21.3 | 4.4 |
| 4 | 2021 | 714 | 56.6 | 469 | 37.2 | 78 | 6.2 | 1,261 | 76.8 | 20.7 | 2.5 |
| | 2020 | 821 | 59.5 | 435 | 31.5 | 123 | 8.9 | 1,379 | 67.0 | 28.2 | 4.8 |
| Total | 2021 | 3,619 | 71.8 | 1,265 | 25.1 | 158 | 3.1 | 5,042 | 77.4 | 20.1 | 2.5 |
| | 2020 | 4,018 | 72.8 | 1,294 | 23.5 | 204 | 3.7 | 5,516 | 76.2 | 20.8 | 3.0 |

Disability

As shown in Table A.11, disabled staff account for just 4.6% of the total population of non-clinical academic and research staff compared with 6.2% at university level.

Overall, the DPGs within the non-clinical academic and research occupational groups are significantly narrower than the total University pay gaps at 6.3% (mean) and 8.5% (median), compared with 15.1% and 13.1% respectively at university level.

Table A.11: Summary of disability pay gap for non-clinical academic and research staff 2021, The University of Manchester

| Disabled | | Non-disabled | | Refused | | Total | Mean pay gap (%) | Median pay gap (%) | Mean bonus pay gap (%) | Median bonus pay gap (%) |
|----------|-----|--------------|------|---------|-----|-------|------------------|--------------------|------------------------|--------------------------|
| Count | % | Count | % | Count | % | | | | | |
| 231 | 4.6 | 4,781 | 94.8 | 30 | 0.6 | 5,042 | 6.3 | 8.5 | -977.8 | -854.2 |

Table A.12 shows that disabled staff undertaking non-clinical academic and research roles are more evenly distributed across the four pay quartiles than at university level; this explains why the pay gaps are narrower.

Table A.12: Summary of non-clinical and research staff distribution by disability in each quartile pay band 2021, The University of Manchester

| Quartile | Disabled | | Non-disabled | | Refused | | Total | Overall University figures | | |
|----------|----------|-----|--------------|------|---------|-----|-------|----------------------------|------------------|-------------|
| | Count | % | Count | % | Count | % | | Disabled (%) | Non-disabled (%) | Refused (%) |
| 1 | 46 | 3.7 | 1,209 | 96.0 | 5 | 0.4 | 1,260 | 3.8 | 95.6 | 0.6 |
| 2 | 52 | 4.1 | 1,202 | 95.3 | 7 | 0.6 | 1,261 | 5.1 | 94.3 | 0.6 |
| 3 | 55 | 4.4 | 1,197 | 95.0 | 8 | 0.6 | 1,260 | 6.5 | 92.8 | 0.7 |
| 4 | 78 | 6.2 | 1,173 | 93.0 | 10 | 0.8 | 1,261 | 9.4 | 89.8 | 0.8 |
| Total | 231 | 4.6 | 4,781 | 94.8 | 30 | 0.6 | 5,042 | 6.2 | 93.1 | 0.7 |

A.1.5. Clinical academic and research staff occupational group

Additional analysis has been undertaken in relation to the 159 clinical academic staff/consultants (senior academic GPs, dentists and medics). This group of staff are eligible to apply for CEAs and the distribution of these bonus payments among clinical staff significantly widens the University's overall bonus pay gaps.

Gender

As shown in Table A.13, women were under-represented within this group, accounting for just 32.7% of staff undertaking these roles. The mean GPG is narrower among this cohort of staff compared to the overall University figures at 14.9%, though the median GPG is slightly higher at 11.8% (compared with 15.6% mean and 11.1% median at university level). The pay gaps are higher for this group than for non-clinical academic and research staff.

Table A.13: Summary of gender pay gap for clinical academic and research staff 2020–2021, The University of Manchester

| Year | Men | | Women | | Total | Mean pay gap (%) | Median pay gap (%) | Mean bonus pay gap (%) | Median bonus pay gap (%) |
|------|-------|------|-------|------|-------|------------------|--------------------|------------------------|--------------------------|
| | Count | % | Count | % | | | | | |
| 2021 | 107 | 67.3 | 52 | 32.7 | 159 | 14.9 | 11.8 | 35.6 | 70.9 |
| 2020 | 116 | 69.5 | 51 | 30.5 | 167 | 14.6 | 10.5 | 12.3 | 50.0 |

The pay quartile data specifically for this group of staff (provided in Table A.14) shows that women account for only 12.8% of those paid in the highest pay quartile and their representation in the lowest pay quartile has increased to

47.5% (compared with 42.9% in 2020). Of the men within this staff group, 58.0% are paid within the two highest paid quartiles compared with just 33.0% of the women.

Table A.14: Summary of clinical academic and research staff distribution by pay quartile 2020–2021, The University of Manchester

| Quartile | Year | Men | | Women | | Total | Overall University figures | |
|----------|------|-------|------|-------|------|-------|----------------------------|-----------|
| | | Count | % | Count | % | | Men (%) | Women (%) |
| 1 | 2021 | 34 | 87.2 | 5 | 12.8 | 39 | 58.2 | 41.8 |
| | 2020 | 36 | 87.8 | 5 | 12.2 | 41 | 59.2 | 40.8 |
| 2 | 2021 | 28 | 70.0 | 12 | 30.0 | 40 | 49.1 | 50.9 |
| | 2020 | 32 | 76.2 | 10 | 23.8 | 42 | 50.0 | 50.0 |
| 3 | 2021 | 24 | 60.0 | 16 | 40.0 | 40 | 47.9 | 52.1 |
| | 2020 | 24 | 57.1 | 18 | 42.9 | 42 | 45.3 | 54.2 |
| 4 | 2021 | 21 | 52.5 | 19 | 47.5 | 40 | 40.0 | 60.0 |
| | 2020 | 24 | 57.1 | 18 | 42.9 | 42 | 38.8 | 61.2 |
| Total | 2021 | 107 | 67.3 | 52 | 32.7 | 159 | 48.8 | 51.2 |
| | 2020 | 116 | 69.5 | 51 | 30.5 | 167 | 48.5 | 51.5 |

The number of clinical academic and research staff receiving a bonus payment has increased to 129, up from 90 in 2020. Of these, 39 were women and 90 were men. This equates to 75.0% of the women and 84.1% of the men within the group of staff.

The data contained in Table A.13 highlights the impact that the high value CEA bonus payments have on the bonus pay gaps. The median bonus pay gap of 70.9% for clinical academics is much higher than the mean at 35.6% and shows that more men are in receipt of the higher value awards. The bonus rates are provided in Table A.15 below.

Table A.15: Bonus rates for clinical academic and research staff (split by gender), 2020–2021, The University of Manchester

| Gender | Year | Mean (average) | Median (middle) |
|--------|------|----------------|-----------------|
| Men | 2021 | £21,956 | £13,616 |
| | 2020 | £32,631 | £39,208 |
| Women | 2021 | £14,137 | £3,964 |
| | 2020 | £28,223 | £19,604 |

Ethnicity

As shown in Table A.16, BAME staff were slightly under-represented within this group when compared with their representation at university level, accounting for 18.9% of staff undertaking these roles (BAME staff account for 20.1% of the wider university population). The mean EPG

is narrower among this cohort of staff compared to the overall University figures at 10.2%, though the median EPG is slightly higher at 11.2% (compared with 13.3% mean and 9.9% median at university level). Both the mean and median EPGs are significantly narrower for this group than for non-clinical academic and research staff.

Table A.16: Bonus rates for clinical academic and research staff (split by ethnicity), 2020–2021, The University of Manchester

| Year | White | | BAME | | Unknown | | Total | Mean pay gap (%) | Median pay gap (%) | Mean bonus pay gap (%) | Median bonus pay gap (%) |
|------|-------|------|-------|------|---------|-----|-------|------------------|--------------------|------------------------|--------------------------|
| | Count | % | Count | % | Count | % | | | | | |
| 2021 | 128 | 80.5 | 30 | 18.9 | 1 | 0.6 | 159 | 10.2 | 11.2 | 12.6 | -3.4 |
| 2020 | 136 | 81.4 | 30 | 17.7 | 1 | 0.6 | 167 | 9.8 | 10.6 | 7.5 | 16.7 |

The pay quartile data specifically for this group of staff (provided in Table A.17) shows that BAME staff account for only 10.3% of those paid in the highest pay quartile, down from 14.6% in 2020. Coupled with this, BAME staff

representation in the lowest pay quartile has increased to 30.0% from 28.6% in 2020. This helps to explain why both the mean and median EPGs have increased for this cohort of staff when compared with 2020.

Table A.17: Summary of clinical academic and research staff distribution by ethnicity in each quartile pay band 2020–2021, The University of Manchester

| Quartile | Year | White | | BAME | | Unknown | | Total | Overall University figures | | |
|----------|------|-------|------|-------|------|---------|-----|-------|----------------------------|----------|-------------|
| | | Count | % | Count | % | Count | % | | White (%) | BAME (%) | Unknown (%) |
| 1 | 2021 | 35 | 89.7 | 4 | 10.3 | 0 | 0.0 | 39 | 84.7 | 13.8 | 1.6 |
| | 2020 | 35 | 85.4 | 6 | 14.6 | 0 | 0.0 | 41 | 85.8 | 12.9 | 1.3 |
| 2 | 2021 | 33 | 82.5 | 7 | 17.5 | 0 | 0.0 | 40 | 78.0 | 19.6 | 2.4 |
| | 2020 | 38 | 90.5 | 4 | 9.5 | 0 | 0.0 | 42 | 77.7 | 20.6 | 1.7 |
| 3 | 2021 | 33 | 82.5 | 7 | 17.5 | 0 | 0.0 | 40 | 70.3 | 26.3 | 3.4 |
| | 2020 | 34 | 81.0 | 8 | 19.0 | 0 | 0.0 | 42 | 74.3 | 21.3 | 4.4 |
| 4 | 2021 | 27 | 67.5 | 12 | 30.0 | 1 | 2.5 | 40 | 76.8 | 20.7 | 2.5 |
| | 2020 | 29 | 69.0 | 12 | 28.6 | 1 | 2.4 | 42 | 67.0 | 28.2 | 4.8 |
| Total | 2021 | 128 | 80.5 | 30 | 18.9 | 1 | 0.6 | 159 | 77.4 | 20.1 | 2.5 |
| | 2020 | 136 | 81.4 | 30 | 18.0 | 1 | 0.6 | 167 | 76.2 | 20.8 | 3.0 |

The number of clinical academic and research staff receiving a bonus payment has increased to 129, up from 90 in 2020. Of these, 26 were BAME and 103 were White. This equates to 86.7% of BAME and 80.5% of White staff within the group of staff.

the bonus pay gaps. Both the mean and median bonus pay gaps are narrower than at university level for this group of staff at 12.6% and -3.4% respectively (compared with -30.5% and -18.9% at university level). The bonus rates are provided in Table A.18, below.

The data contained in Table A.16 further highlights the impact that the high value CEA bonus payments have on

Table A.18: Bonus rates for clinical academic and research staff (split by ethnicity), 2020–2021, The University of Manchester

| Gender | Year | Mean (average) | Median (middle) |
|---------|------|----------------|-----------------|
| White | 2021 | £20,166 | £8,791 |
| | 2020 | £31,620 | £39,208 |
| BAME | 2021 | £17,587 | £9,092 |
| | 2020 | £29,239 | £32,673 |
| Unknown | 2021 | N/A | N/A |
| | 2020 | N/A | N/A |

Disability

As noted in the report, there are very small numbers of staff with a disability within the group of staff. In order to maintain confidentiality, additional detail has not therefore been provided.

Appendix 2:

A.2.1. 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 BAME staff it was disaggregated into the following groups: 'White', 'Black', 'Asian', 'Mixed / Other' and 'Unknown' (Table A.19).

Table A.19: Ethnicity groups

| Ethnicity 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 |

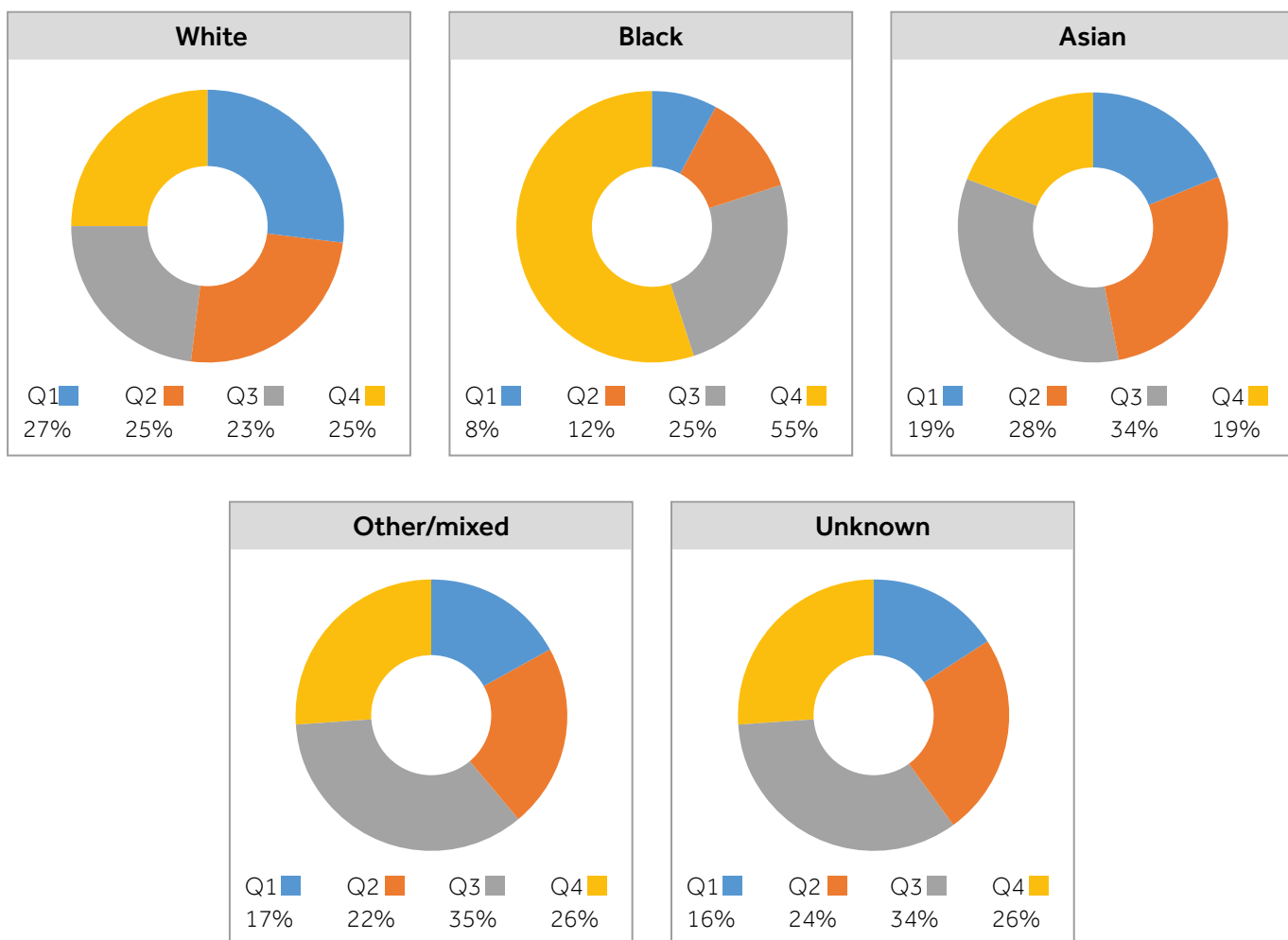
Table A.20 provides a more detailed analysis of the distribution of staff across the four pay quartiles and is presented visually in the pie charts below. Just over 12% of staff are Asian, 3% Black and 5% are mixed/other. Black and mixed/other staff are under-represented in the two upper

pay quartiles relative to their share of the overall workforce and black staff are also over-represented in quartile 4 (the lowest pay quartile). Asian staff are under-represented in the top pay quartile relative to their share of the overall workforce.

Table A.20: Ethnicity breakdown by pay quartile 2021

| Quartile | White % | BAME | | | | Unknown % |
|----------|---------|---------|---------|----------------|-------------|-----------|
| | | Black % | Asian % | Mixed/ Other % | Total BAME% | |
| 1 | 84.7 | 1.0 | 9.5 | 3.3 | 13.8 | 1.6 |
| 2 | 78.0 | 1.4 | 13.8 | 4.5 | 19.6 | 2.4 |
| 3 | 70.3 | 3.0 | 16.3 | 7.0 | 26.3 | 3.4 |
| 4 | 76.8 | 6.5 | 9.1 | 5.2 | 20.7 | 2.5 |
| Total | 77.4 | 3.0 | 12.2 | 5.0 | 20.1 | 2.5 |

Charts showing the distribution of each ethnicity across the four pay quartiles



Tables A.21 - A.23 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 overall EPGs relate to black staff, reflecting their under-representation in higher paid and their over-

representation in lower paid roles, as discussed above. Black staff are also the least likely to receive bonus payments. The EPGs are largest for BAME staff working within Professional Services whereas the largest EPGs for Asian staff are within the Cultural Institutions. In relation to mixed/other staff, the mean EPGs are relatively narrow across each of the Faculties though the median EPGs are wider in Cultural Institutions, Humanities and Professional Services.

Table A.21: Mean pay gap by organisational unit 2019–2021, The University of Manchester

| Faculty | Year | Asian % | Black % | Mixed/other % |
|--|-------------|----------------|----------------|----------------------|
| Cultural institutions | 2021 | 24.5 | 20.1 | 2.3 |
| | 2020 | 16.8 | 5.4 | 2.0 |
| | 2019 | 16.0 | 15.8 | 12.8 |
| Biology, Medicine and Health | 2021 | 6.7 | 27.3 | 1.8 |
| | 2020 | 10.5 | 30.6 | 2.8 |
| | 2019 | 10.2 | 32.7 | 15.7 |
| Science and Engineering (including the Graphene Innovation Centre) | 2021 | 12.0 | 21.0 | 4.7 |
| | 2020 | 10.3 | 14.6 | 4.2 |
| | 2019 | 12.7 | 23.2 | 20.1 |
| Humanities | 2021 | 15.8 | 23.6 | 3.8 |
| | 2020 | 14.4 | 25.1 | 4.0 |
| | 2019 | 13.9 | 18.8 | 18.4 |
| Professional Services | 2021 | 10.3 | 36.2 | 3.6 |
| | 2020 | 28.6 | 34.5 | 7.6 |
| | 2019 | 24.9 | 33.6 | 24.8 |
| The University of Manchester total | 2021 | 8.1 | 33.1 | 2.9 |
| | 2020 | 13.3 | 33.4 | 4.4 |
| | 2019 | 13.7 | 33.4 | 18.5 |

Table A.22: Median pay gap by organisational unit 2019–2021, The University of Manchester

| Faculty | Year | Asian % | Black % | Mixed/other % |
|--|-------------|----------------|----------------|----------------------|
| Cultural institutions | 2021 | 31.1 | 24.3 | 17.4 |
| | 2020 | 20.4 | -4.3 | 18.6 |
| | 2019 | 18.6 | 12.0 | 15.1 |
| Biology, Medicine and Health | 2021 | 2.7 | 22.0 | 7.9 |
| | 2020 | 8.0 | 24.1 | 13.2 |
| | 2019 | 8.1 | 25.9 | 13.9 |
| Science and Engineering (including the Graphene Innovation Centre) | 2021 | 6.9 | 15.9 | 9.9 |
| | 2020 | 5.0 | 12.9 | 11.6 |
| | 2019 | 6.2 | 13.8 | 13.7 |
| Humanities | 2021 | 15.2 | 22.2 | 17.3 |
| | 2020 | 17.2 | 17.2 | 15.0 |
| | 2019 | 16.3 | 18.7 | 16.3 |
| Professional Services | 2021 | 8.6 | 35.4 | 15.1 |
| | 2020 | 35.9 | 35.6 | 30.8 |
| | 2019 | 27.7 | 29.7 | 27.7 |
| The University of Manchester total | 2021 | 6.1 | 32.0 | 9.9 |
| | 2020 | 9.2 | 34.3 | 10.8 |
| | 2019 | 8.1 | 32.3 | 10.7 |

Table A.23: Bonus proportions by ethnicity 2019–2021, The University of Manchester

| Ethnicity | Year | % |
|------------------|-------------|----------|
| Black | 2021 | 0.3 |
| | 2020 | 0.5 |
| | 2019 | 0.5 |
| Asian | 2021 | 1.9 |
| | 2020 | 1.4 |
| | 2019 | 1.4 |
| Mixed / other | 2021 | 1.7 |
| | 2020 | 0.5 |
| | 2019 | 1.4 |
| BAME total | 2021 | 1.6 |
| | 2020 | 1.0 |
| | 2019 | 1.2 |

The University of Manchester
Oxford Road
Manchester
M13 9PL

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