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The University of Manchester

The University of Manchester
Gender, Ethnicity and Disability Pay Gaps Report 2022

Contents

1. Executive summary

This report contains the outcomes of The University of Manchester's 2022 gender pay gap (GPG) analysis. This is the sixth time the University has published its GPG analysis since the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017[1]. The report also contains the outcomes of the University's ethnicity pay gap (EPG) analysis and, for the second time, disability pay gap (DPG) analysis. These latter two analyses are not currently mandatory but form part of the University's wider commitment to achieve equity, irrespective of protected characteristics. .

Gender   Ethnicity   Disability

	Mean pay gap	Median pay gap
Gender	14.1%	10.5%
Ethnicity	15.6%	12.4%
Disability	14.9%	9.8%

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; likewise if more of the senior roles are held by men rather than women. A similar explanation is applicable for ethnicity and disability.

In terms of gender, the mean and median pay gaps at the University have continued to narrow and are now at the lowest since reporting commenced in 2017 at 14.1% and 10.5% respectively. The mean and median pay gaps relating to disability have also narrowed since 2021 and are now reported at 14.9% and 9.8%. Both pay gaps in relation to EPG have, however, increased to 15.6% (mean) and 12.4% (median) from 13.3% and 9.9% in 2021. Whilst it is positive to report an overall improved representation of Black, Asian, and Minority Ethnic (BAME) staff at the University, now accounting for 23.5% of the University's overall population

in 2022, (an increase of 694 BAME staff compared with 2021), their entry into the lower-paid grades has produced a widening of the pay gaps (see Section 6 of the report for further commentary).

While the narrowing of the gender and disability 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 actions developed in response to the 2021 report are unlikely to have had any impact at the time of the 2022 analysis.

It is important to note that the pay gaps across the whole workforce are largely due to the underrepresentation of women, BAME and disabled staff in higher paid jobs and functions (occupational segregation) and are not because of men and women; White and BAME; non-disabled and disabled staff being paid differently for work of equal value, as evidenced in our equal pay audits.

[1]*www.legislation.gov.uk/uksi/2017/353/schedule/1/made*

Only a small proportion of the University s workforce receives a bonus payment: 2.8% of men and 2.5% of women; 3.1% of White and 1.4% BAME staff; 2.7% of non-disabled and 2% of disabled staff.

In terms of gender, the mean bonus pay gap reported for 2022 has widened to 61.5% from 59.7% in 2021. The median has also widened to 61.7%, from 19.3%. The values of both ethnicity bonus gaps have also widened compared with 2021: the mean has increased to -39.6% (from -30.5%) and the median to -220.7% (from -18.9%). Both bonus gaps remain in favour of BAME staff. The reported bonus gaps in relation to disability have also increased to 75.1% (mean) and 47.8% (median) from 60.5% and 27% in 2021. As in previous years, the payment of Clinical Excellence Awards (CEAs) significantly impacts the size of the bonus pay gaps. 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. It is important to note the University of Manchester is instructed to make payment of the CEAs on receipt of confirmation by each of its partner NHS Trusts. The awards 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. Bonus payments are only made to a minority of staff (see Tables 5, 8 and 11) in the report. Most bonus payments paid to non-clinical staff comprise one-off payments that are allocated under the Rewarding Exceptional Performance Policy and Procedure.

 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 roles. 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 disability, we recognise there is still much work to do to further close, and eradicate, pay gaps. Further analysis is required to understand the reason for the increased gaps in relation to ethnicity. 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 a 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; working closely with the Athena swan, Race Equality Charter and Disability Confident teams to ensure all their action plans have specific activities outlined to address the gaps; organising facilitated gender, ethnicity and disability pay gap awareness sessions with the Staff Diversity Network groups; and providing quarterly equality, diversity and inclusion (EDI) data sets to Faculty and Professional Services leadership teams to allow ongoing monitoring of emerging trends.

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.

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 is available to all staff, with each of the EDI Partners providing bespoke sessions to Faculty and Professional Service areas.

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 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.

In addition to reporting the outcomes of statutory GPG analysis, we are also reporting the results of The University of Manchester's EPG and 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.

Box 2. 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.

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.

The launch of the Equality, Diversity and Inclusion[2] and People and Organisation Development[3] strategies in October 2022 reiterate the goal to create a place to work and study that embeds equality, values diversity and promotes inclusion, and where all our people have equity of opportunity to thrive professionally.

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 of 31 March 2022 and for bonuses paid between 1 April 2021 and 31 March 2022.

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 2022. 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 'White', 'Black, Asian and Minority Ethnic' (BAME) or 'unknown' ('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 for 2022. The highlighted ethnic categories show which codes have been grouped into the 'BAME' category for this analysis. It shows that 23.5% are BAME, 73.5% are White and, for 3% 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	9,551	73.5
15	Gypsy or Traveller	4	0.0
21	Black or Black British-Caribbean	115	0.9
22	Black or Black British-African	281	2.2
29	Other Black Background	36	0.3
31	Asian or Asian British-Indian	473	3.6
32	Asian or Asian British-Pakistani	278	2.1
33	Asian or Asian British-Bangladeshi	77	0.6
34	Chinese	752	5.8
39	Other Asian Background	288	2.2
41	Mixed-White and Black Caribbean	61	0.5
42	Mixed-White and Black African	36	0.3
43	Mixed-White and Asian	97	0.7
49	Other Mixed Background	207	1.6
50	Arab	143	1.1
80	Other ethnic background	211	1.6
90	Not known	87	0.7
98	Information refused	301	2.3
	Total	**12,998**	

4. 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 2021 and The University of Manchester continued to have one of the narrowest GPGs among the research-intensive Russell Group universities: fourth on mean GPG and eighth on median GPG. Our position in relation to the mean GPG has improved from being the fifth narrowest in 2020, with our position in relation to the median GPG staying the same. Table 2, below, shows the published outcomes of all Russell Group Universities for 2021[4].

Table 2: Published outcomes of all Russell Group Universities for 2021

Organisation	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)	Mean bonus pay gap (%)	Median bonus pay gap (%)	Who received bonus pay (%)	
					Men	Woman
University of Southampton	13.7	19.9	53.3	10.0	10.0	6.8
UCL	13.8	7.8	40.5	65.1	1.3	0.6
King's College London	14.8	9.6	28.5	53.3	3.0	1.2
The University of Manchester	15.6	11.1	59.7	19.3	2.7	2.0
University of Sheffield	15.8	8.4	37.1	0.0	76.8	71.1
Queen Mary University of London	16.3	10.3	47.9	77.6	2.0	0.7
University of Bristol	17.0	11.1	52.8	80.6	1.1	0.6
The University of Birmingham	17.1	17.6	69.2	7.5	24.9	35.7
Imperial College London	17.4	6.3	52.5	33.3	14.6	16.2
Newcastle University	17.8	16.2	76.5	82.3	3.4	3.9
University of Cambridge	17.8	9.0	74.1	22.6	10.4	12.7
University of Oxford	18.1	11.1	65.6	0.0	16.2	22.1
University of York	18.1	14.8	54.7	0.0	14.1	11.9
Cardiff University	18.6	13.7	13.0	0.0	17.4	4.1
University of Exeter	18.6	21.7	65.3	50.0	29.1	30.9
University of Leeds	18.9	12.9	75.5	50.0	9.7	8.5
University of Nottingham	20.1	17.7	85.2	38.0	9.1	7.0
University of Liverpool	20.5	14.2	39.7	66.7	1.4	0.2
University of Warwick	21.9	19.9	78.8	13.3	3.8	5.1
Durham University	22.1	20.2	36.4	0.0	14.1	16.3
London School of Economics and Political Science	22.9	6.1	64.4	1.2	38.6	34.4

The Universities and Colleges Employers Association (UCEA) have undertaken analysis of the reported GPG and EPG outcomes of 89 HEIs from across England, Scotland and Wales. Of these, 57 HEIs also provided information on bonuses.

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[4] All published GPG analysis can be accessed at https://gender-pay-gap.service.gov.uk

4.1 UCEA Mean and Median Pay Gap Analysis

UCEA's research found the median GPG within higher education had narrowed to 12.3% in 2021 (from 14% in 2020) and was lower than the 14.9% reported by the Office for National Statistics for the wider UK economy. The average median GPG amongst the Russell Group HEIs surveyed was 13.4%. The University of Manchester's median pay gap was narrower at 11.1%.

As in previous years, the mean GPG within higher education was higher than the median at 15.5% (down from 15.8% in 2020). For Russell Group HEIs, the reported mean GPG increased to 18.4%. The University of Manchester's mean GPG was very similar to the sector average at 15.6%.

With respect to ethnicity, UCEA's research found an average median EPG across the participating HEIs of 3.9%, higher than the 2.3% within the wider UK economy (as reported by the Office for National Statistics).

UCEA reports a far wider distribution of pay gaps in relation to ethnicity within the sector than in relation to gender, with 30 HEIs reporting pay gaps that were in favour of BAME staff, 45 with pay gaps ranging from 1 - 20% in favour of White staff and five reporting a median pay gap of over 20% in favour of White staff. The University of Manchester's median pay gap of 9.9% is much higher than the average within the sector.

Analysis of the more detailed ethnicity figures showed that Black staff are the group with the largest pay gaps, a reported median average of 15.3%, with the narrowest gaps reported in relation to Asian staff (1.7%). Again, there was a large variation across the sector when looking specifically at the HEIs that had reported to this level. The median pay gaps reported by The University of Manchester were, again, much higher than the sector average at 32% for Black staff and 6.1% for Asian staff.

As with gender, the mean EPG was higher than the median at 5.5%. The University of Manchester's mean EPG of 13.3% is, again, much higher than the sector average. At sector level, the largest mean EPG was reported in relation to Black staff, 14.7%, and the smallest in relation to Asian staff, 4%. The trend was replicated at the University of Manchester but with larger gaps reported of 33.1% for Black staff and 8.1% for Asian staff.

4.2 UCEA pay quartile analysis

UCEA report a large variation when looking at the distribution of men and women across the pay quartiles. Sector wide analysis showed women accounted for 43% of staff paid in the highest paid quartile and 65% of the lowest. The University of Manchester reported 41.8% and 60% respectively.

In relation to ethnicity, BAME staff across the sector were under-represented in the highest paid quartile at 12% and comprised 16 - 17% of the population at each of the other pay quartiles. The University of Manchester reported a higher than sector average proportion of BAME staff in the two highest paid quartiles, 13.8% (Quartile 1) and 19.6% (Quartile 2) but this was also true of the two lowest paid quartiles, 26.3% (Quartile 3) and 20.7% (Quartile 4). This helps explain why The University of Manchester's EPGs are larger than the sector average. In line with the UCEA findings, Black staff were most likely to be paid within the lowest pay quartile at The University of Manchester.

4.3 UCEA bonus pay gap and proportions analysis

A smaller proportion of employees at The University of Manchester received a bonus payment than the sector average both in relation to gender and ethnicity. Both our mean and median bonus GPGs were smaller than the sector average, 59.7% and 19.3% (compared to 61.6% and 51%). In relation to ethnicity, our mean bonus EPG was smaller than the sector average at -30.5% (compared to 46.7%) and our median was larger at -18.9% (compared to 12.7%). Both our bonus EPGs were in favour of BAME staff. UCEA analysis highlighted that the large bonus pay gap figures were significantly impacted by the payment of CEAs which are categorised as bonus pay, and only exist in universities that, like ours, have a medical school.

5. The University of Manchester gender pay gap: outcomes and analysis 2022

Gender pay gap analysis

Tables 3 - 5 contain the outcomes of The University of Manchester's GPG reporting for 2022, with outcomes for the previous years also included for reference.

5.1 Summary of the gender pay gap in 2022 and trend analysis

As Table 3 shows, the University's mean GPG has further reduced to 14.1% in 2022 from 15.6% in 2021. The median gap has also reduced, though by a narrower margin, to 10.5% from 11.1%. These are the narrowest gaps reported to date.

Among the minority of staff who receive bonus payments (2.8% of men and 2.5% of women, see Table 5) both the median and mean bonus pay gaps have widened to 61.5% and 61.7% respectively from 59.7% and 19.3% in 2021.

Table 3: Summary of the gender pay gap 2017 – 2022, The University of Manchesterr staff

Gender Pay Gap	Mean (Average) All UoM Employees (%)	Median (Middle) All UoM Employees (%)
Gender Pay Gap 2022	14.1	10.5
Gender Pay Gap 2021	15.6	11.1
Gender Pay Gap 2020	17.2	11.8
Gender Pay Gap 2019	17.0	11.8
Gender Pay Gap 2018	18.4	12.0
Gender Pay Gap 2017	17.1	13.1
Gender Bonus Gap 2022	61.5	61.7
Gender Bonus Gap 2021	59.7	19.3
Gender Bonus Gap 2020	50.8	51.6
Gender Bonus Gap 2019	64.0	83.2
Gender Bonus Gap 2018	74.2	74.7
Gender Bonus Gap 2017	61.1	87.2

5.2 Distribution of staff across pay bands within the organisation

The number of staff has increased over the last year up to a total population of 12,998 (see Table 4). Of the additional 1,249 members of staff, 718 were women and 531 men. Women now comprise 51.8% of the overall workforce, a further increase compared to previous years.

The proportion of women in the highest paid quartile has increased marginally to 41.9% from 41.8% in 2021, this equates to an additional 133 women and continues the positive trend seen since 2018. However, given that women constitute just over half of The University of Manchester's workforce (51.8%) they are still under-represented as a proportion of the highest pay quartile. Conversely, they are significantly over-represented in the lowest paid quartile

(Quartile 4), in which 61.4% of the lowest paid employees are women (and this has increased from 60% in 2021). Women are also slightly over-represented among those in the third pay quartile (Quartile 3) at 53.5% (an increase from 52.1% in 2021). Representation at Quartile 2 has marginally reduced since 2021 to 50.4% from 50.9%.

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 3: Summary of the gender pay gap 2017 – Table 4: Summary of staff distribution by gender in each quartile pay band 2017 – 2022, The University of Manchester

Quartile pay bands	Population	Year	Men	Women	Total	Men	Woman
Highest paid	Quartile 1	2022	1,887	1,362	3,249	58.1	41.9
		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	2022	1,610	1,639	3,249	49.6	50.4
		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	2022	1,510	1,740	3,250	46.5	53.5
		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	2022	1,254	1,996	3,250	38.6	61.4
		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
Lowest paid			1,249	1,877	3,126	40.0	60.0
Total		2022	6,261	6,737	12,998	48.2	51.8
		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

5.3 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment, though that proportion has increased slightly compared to 2021 (Table 5). In 2022, 2.8% of men and 2.5% of women received a bonus payment. These proportions have increased from 2.7% and 2% respectively when compared with 2021, though remain low.

Table 5: The proportion of staff in receipt of a bonus payment (split by gender) 2017 – 2022, The University of Manchester

Gender	Year	% of all employees
Men	2022	2.8
	2021	2.7
	2020	2.1
	2019	2.0
	2018	2.2
	2017	3.6
Women	2022	2.5
	2021	2.0
	2020	1.3
	2019	1.5
	2018	1.7
	2017	2.2

Ethnicity pay gap analysis

Tables 6 - 8, below, contain the outcomes of The University of Manchester's EPG reporting for 2022 with outcomes for previous years also included for reference.

6.1 Summary of the ethnicity pay gap in 2022 and trend analysis

As Table 6 shows, both the mean and median EPGs have widened since 2021: the mean pay gap to 15.6% from 13.3% and the median to 12.4% from 9.9%.

A small minority of staff receive bonus payments: 3.1% of White and 1.4% of BAME employees (see Table 8 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 widened since 2021 to -39.6% and -220.7% and remain in favour of BAME staff.

Table 6: Summary of the ethnicity pay gap 2018 – 2022, The University of Manchester

Ethnicity Pay Gap 2021	13.3	9.9
Ethnicity Pay Gap 2020	17.5	10.8
Ethnicity Pay Gap 2019	17.9	12.5
Ethnicity Pay Gap 2018	10.5	8.4
Ethnicity Bonus Gap 2021	-30.5	-18.9
Ethnicity Bonus Gap 2020	-44.6	-328.5
Ethnicity Bonus Gap 2019	-19.6	-39.3
Ethnicity Bonus Gap 2018	3.3	46.8

6.2 Distribution of staff across pay bands within the organisation

As shown in Table 7, the overall population of the University has increased by 1,249. The largest increase was in relation to BAME staff with numbers increasing by 694 to a total of 3,055. Numbers of White staff increased by 457 and there were an additional 98 members of staff whose ethnicity is unknown.

At 23.5%, BAME staff representation within the University's workforce is now at its highest level since pay gap reporting was introduced in 2018 and shows a positive direction of travel in terms of increasing the diversity of our workforce. The increase in staff numbers has resulted in the distribution of BAME staff across the pay quartiles also changing. There has been a positive shift in relation to representation of BAME staff in the two highest paid quartiles, up to 15.1% in Quartile 1 and 22.2% in Quartile 2. Though representation, particularly in Quartile 1 is still low relative to representation at university level.

Representation of BAME staff in the lowest paid quartiles has increased considerably compared to 2021 with BAME staff now accounting for 24.9% of staff in Quartile 4 and 31.8% at Quartile 3. They are over-represented in both quartiles relative to their overall representation at university level. These shifts have, without doubt, resulted in the increased pay gaps.

When looking specifically at the casual staff population, overall numbers have increased by 255 compared with 2021, to a total of 728 people. BAME staff account for 47% of the casual workforce and 90.9% of BAME casual staff are paid within the lowest paid quartile. Further analysis is required in relation to this group of staff as they have a significant impact on the reported pay gaps.

Table 7: Summary of staff distribution by ethnicity in each quartile pay band 2018 – 2022, The University of Manchester

Quartile pay bands	Population	Year	White	BAME	Unknown	Total	White %	BAME %	Unknown %
Highest paid	Quartile 1	2022	2,707	490	52	3,249	83.3	15.1	1.6
		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	2022	2,452	722	75	3,249	75.5	22.2	2.3
		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	2022	2,077	1,034	139	3,250	63.9	31.8	4.3
		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	2022	2,318	809	123	3,250	71.3	24.9	3.8
		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
Lowest paid		2019	2,301	943	129	3,373	68.2	28.0	3.8
		2018	2,340	760	135	3,235	72.3	23.5	4.2
Total		2022	9,554	3,055	389	12,998	73.5	23.5	3.0
		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

6.3 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment, and the rate remains higher for White than for BAME staff (Table 8). In 2022, 3.1% of White and 1.4% of BAME staff received a bonus payment. The bonus gaps have widened since 2021.

Table 8: Proportion of staff in receipt of a bonus payment (split by ethnicity) 2018 – 2022, The University of Manchester

White		
	2021	2.6
	2020	2.0
	2019	1.9
	2018	2.2
Black, Asian and Minority Ethnic		
	2021	1.6
	2020	1.0
	2019	1.2
	2018	1.1
Unknown		
	2021	0.3
	2020	0.2
	2019	0.0
	2018	0.0

7. The University of Manchester disability pay gap: outcomes and analysis 2022

Disability pay gap analysis

Tables 9 - 11, below, contain the outcomes of The University of Manchester's DPG reporting for 2022. Disability pay gap reporting was introduced at the University in 2021.

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

As shown in Table 9, the University has a mean DPG of 14.9% and a median of 9.8%. Both gaps have narrowed since 2021.

Among the minority of staff who receive bonus payments (2.7% of staff without a disability and 2% of disabled staff, see Table 11) the mean bonus pay gap for 2022 is 75.1% and the median bonus pay gap is 47.8%. Both bonus pay gaps have increased since 2021.

Table 9: Summary of the disability pay gap, 2021 – 2022, The University of Manchester

Disability Pay Gap	Mean (Average) All UoM Employees (%)	Median (Middle) All UoM Employees (%)
Disability Pay Gap 2022	14.9	9.8
Disability Pay Gap 2021	15.1	13.1
Disability Bonus Gap 2022	75.1	47.8
Disability Bonus Gap 2021	60.5	27.0

7.2 Distribution of staff across pay bands within the organisation

As shown in Table 10, the overall population of the University has increased by 1,249. The largest increase was in relation to staff without a disability, with numbers increasing by 961 to a total of 11,902. Numbers of staff with a disability increased by 195, to a total of 924 and there were an additional 93 members of staff whose disability status is unknown. The overall proportion of staff who have a declared disability has increased to 7.1% from 6.2% in 2021.

As shown in Table 10, disabled staff are over-represented in the lowest paid quartiles (Quartile 4 and 3) relative to their overall representation within the University. They account for 9.8% of the staff paid within Quartile 4 and 8.8% within Quartile 3. 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 3.6% of staff paid in Quartile 1 and 6.3% 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 10: Summary of staff distribution by disability in each quartile pay band 2021 – 2022, The University of Manchester

Quartile pay bands	Population	Year	Disabled	Non-Disabled	Refused	Total	Disabled (%)	Non-Disabled (%	Refused (%)
Highest paid	Quartile 1	2022	117	3,108	24	3,249	3.6	95.7	0.7
		2021	111	2,809	17	2,937	3.8	95.6	0.6
	Quartile 2	2022	205	3,025	19	3,249	6.3	93.1	0.6
		2021	151	2,769	17	2,937	5.1	94.3	0.6
	Quartile 3	2022	285	2,923	42	3,250	8.8	89.9	1.3
		2021	191	2,725	21	2,937	6.5	92.8	0.7
Lowest paid	Quartile 4	2022	317	2,846	87	3,250	9.8	87.6	2.7
		2021	276	2,638	24	2,938	9.4	89.8	0.8
Total		2022	924	11,902	172	12,998	7.1	91.6	1.3
		2021	729	10,941	79	11,749	6.2	93.1	0.7

7.3 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment (Table 11). In 2022, 2.7% of staff without a declared disability and 2% with a declared disability received a bonus payment. These are both higher than the figures reported in 2021 but remain low.

Table 11: Proportion of staff in receipt of a bonus payment (split by disability) 2021 – 2022, The University of Manchester

Disability	Year	% of all employees
Disabled	2022	2
	2021	1.6
Non-disabled	2022	2.7
	2021	2.4
Refused	2022	2.9
	2021	1.3

8. Progress on initiatives and actions that are underway to address the gender, ethnicity and disability pay gaps

EDI Deep Dives and Annual Performance Reviews (APR) were established in autumn 2022. These will continue annually with gender, ethnicity and disability pay gap data being reviewed and staff data also monitored at the EDI committees in Faculties and Professional Services.

The development of EDI dashboards means that data is more readily available for analysis by Faculty and School, staff group, staff level and contract type, plus particular protected characteristics. Specific Athena Swan and Race Equality Charter dashboards also enables the analysis of data with the functionality to look at intersections.

Following the University launch of its strategic investment in the Presidential Fellowship scheme in 2017, Faculties have recruited 87 Fellows over a three-year period. 39% Fellows are women, and 21% Fellows are BAME.

With these and many other activities in the University, we have started to see other improvements such as the increasing trends in the number of staff from Black, Asian, and Minority ethnic backgrounds who agree that the University undertakes recruitment and selection fairly (moving from 56% to 64%), and also an increase in the number of all staff, but particularly from ethnic minority backgrounds, who agreed that they are able to take advantage of flexible working (86% total) and that their manager is supportive of flexible working (80% total).

We recognise that we still have much more to do to shift the dial; however, we will continue to promote the University as an inclusive employer and will continue to support the career development of women, BAME staff and disabled staff to increase their representation at senior levels of the institution.

Although the Gender Pay Gap Task Group has not been re-established, this piece of work has been factored into the year one implementation plan of the three-year Equality, Diversity & Inclusion strategy with an initial brief going to each of the Staff Network Groups in the second Semester of this Academic year.

Other specific actions include the following:

i. The Athena swan/Gender Equality Network that was established pre-pandemic and was paused, has restarted in 2022, providing a wider peer support to members. All Schools in the University now hold or have an Athena swan submission or award.

ii. The Academic Returners' scheme, which was previously piloted in the faculties is now to be launched as a policy and procedure on a University-wide basis. This will support the career development of academic employees whose activities are interrupted by going on, or having returned from, extended leave of six months or more for reasons related to family leave, sickness absence or career break.

iii. Conducting inclusive recruitment review as part of the wider culture change programme.

iv. The new EDI directorate and holistic intersectional approach facilitates the embedding of gender equality actions as outlined in the EDI strategy.

v. The respective Charter Mark Self-Assessment Team action planning activity, took into consideration the existing GPG, EPG and DPG to inform and the respective Charter Mark/Benchmarking Self-Assessment Team action planning.

vi. Organising facilitated gender/ethnicity/disability pay gap awareness sessions in partnership with Staff Diversity Network groups.

vii. Promoting MyView as self-service platform for staff to update personal records and as such reduce number of staff where disability and ethnicity are unknown.

viii. Quarterly EDI data sets based on agreed Board Score card KPIs provided to Faculty and Professional Services to provide opportunity for each area to be aware of emerging trends and address or mitigate against any known negative impact.

ix. Athena swan action plan, Race Equality Charter action plan and Disability Confident action plan (supported by Business Disability Forum) have specific activity outlined to address the gaps.

x. Delivering the Inclusive Advocate programme and other development programmes aimed at increasing representation, such as Aurora, StellaHE and the 100 Black Women Professor Now (100BWPN) programme.

xi. Work will continue within the Equality, Diversity & Inclusion and People & Organisational Development Directorates to undertake more detailed analysis of our pay gap data, including in relation to specific occupational groups such as our casual and clinical staff who we know significantly impact our pay gaps. Additionally, we will adopt an intersectional approach to the data, recognising that group identities cannot be fully understood in isolation. Additional analysis will assist and inform the development of appropriate equality action plan and objectives.

xii. The Women@Manchester staff Netwok was launched in March 2022.

9. Conclusion

The University's strategic plan[6] includes a commitment to achieving gender, ethnicity and disability balance among its staff. The results of this year's pay gap analysis continue to highlight the underrepresentation of women, Black Asian and Minority Ethnic staff and people with disability among the senior roles within the University and their overrepresentation among the lower paid roles.

We recognise that the under and over representation of these groups of people impacts on both the mean and median pay gap and that is why we are speeding up activity in closing the gap.

We will continue to build on our actions as we seek to advance gender, ethnicity and disability equality at the University. Action is led by the University's Directorate of Equality, Diversity and Inclusion Committee, working in collaboration with Faculties, Professional Services, Trade Unions and the Staff Network Groups.

10. Monitoring

Progress on monitoring the closing of the gender, ethnicity and disability pay gaps will be, and has been, monitored by the Equality, Diversity and Inclusion Committee, People Committee and the University's Annual Performance Review and as part of the University's formal planning and accountability cycle. This process ensures that measures are taken to hasten the progress towards increased representation and progression within our workforce.

Appendix 1: Categorisation of Black, Asian and Minority Ethnic 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.1).

Table A.1: Ethnicity groups

Ethnicity code	Ethnicity description	Grouped	White/BAME
10	White	White	White
15	Gypsy or Traveller	White	White
21	Black or Black British-Caribbean	Black	BAME
22	Black or 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.2 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 14% 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.

Tables A.3 - A.4 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. The EPGs are largest for Black staff working within Professional Services, whereas the largest EPGs for Asian staff are within the Cultural Institutions. In relation to mixed/other staff, both the mean and median EPGs have increased across most the faculties compared with 2021 and further detailed analysis is required in order to understand why this is the case.

Table A.2: Ethnicity breakdown by pay quartile, 2022

| Quartile | White % | Black, Asian and Minority Ethnic | | | | Unknown % |
		Black %	Asian %	Mixed/ Other %	Total BAME %	
1	83.3	1.3	10.2	3.5	15.1	1.6
2	75.5	2.4	14.5	5.3	22.2	2.3
3	63.9	3.1	19.8	8.9	31.8	4.3
4	71.3	6.4	13.0	5.5	24.9	3.8
Total	**73.5**	**3.3**	**14.4**	**5.8**	**23.5**	**3.0**

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

White
Q1 28% | Q2 26% | Q3 22% | Q4 24%

Black
Q1 10% | Q2 18% | Q3 24% | Q4 48%

Asian
Q1 18% | Q2 25% | Q3 34% | Q4 23%

Other/mixed
Q1 15% | Q2 23% | Q3 38% | Q4 24%

Unknown
Q1 13% | Q2 19% | Q3 36% | Q4 32%

Table A.3: Mean pay gap by organisational unit 2019 – 2022, The University of Manchester

Faculty	Year	Asian %	Black %	Mixed/ other %
Cultural institutions	2022	31.1	-13.1	8.2
	2021	24.5	20.1	2.3
	2020	16.8	5.4	2
	2019	16	15.8	12.8
Biology, Medicine and Health	2022	7.2	23.2	16
	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)	2022	15.9	14.1	22.3
	2021	12	21	4.7
	2020	10.3	14.6	4.2
	2019	12.7	23.2	20.1
Humanities	2022	22.9	16.5	18.8
	2021	15.8	23.6	3.8
	2020	14.4	25.1	4
	2019	13.9	18.8	18.4
Professional Services	2022	18.2	31.7	19.3
	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	2022	12.4	27.5	16.6
	2021	8.1	33.1	2.9
	2020	13.3	33.4	4.4
	2019	13.7	33.4	18.5

Table A.4: Median pay gap by organisational unit 2019–2022, The University of Manchester

Faculty	Year	Asian %	Black %	Mixed/ other %
Cultural institutions	2022	29.7	13.8	6.5
	2021	31.1	24.3	17.4
	2020	20.4	-4.3	18.6
	2019	18.6	12	15.1
Biology, Medicine and Health	2022	4.3	18.2	13
	2021	2.7	22	7.9
	2020	8	24.1	13.2
	2019	8.1	25.9	13.9
Science and Engineering (including the Graphene Innovation Centre)	2022	11.8	18.6	12.4
	2021	6.9	15.9	9.9
	2020	5	12.9	11.6
	2019	6.2	13.8	13.7
Humanities	2022	18.6	9.8	16.2
	2021	15.2	22.2	17.3
	2020	17.2	17.2	15
	2019	16.3	18.7	16.3
Professional Services	2022	20.1	38.7	22.3
	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	2022	11.8	18.6	12.4
	2021	6.1	32	9.9
	2020	9.2	34.3	10.8
	2019	8.1	32.3	10.7