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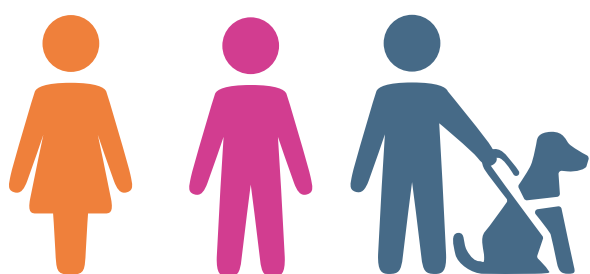
**Gender, Ethnicity, Disability,  
Sexual Orientation and  
Religion Pay Gaps Report  
2023**

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# 1. Executive summary

This report contains the outcomes of The University of Manchester's 2023 Pay Gap (PG) analysis. This is the seventh time the University has published its PG analysis since the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017<sup>1</sup>. The report contains the outcomes of the University's Gender Pay Gap (GPG) and Ethnicity Pay Gap (EPG) and, for the third time, the Disability Pay Gap (DPG) analysis. For the first time, we introduce a Sexual Orientation pay gap (SOPG) analysis and Religion Pay Gap (RPG) analysis.



**Gender    Ethnicity    Disability**

**12.8%**

**15.6%**

**16.1%**

**8.2%**

**13.0%**

**10.3%**

**Mean pay gap**

**Median pay gap**

These latter four analyses are not currently mandatory but form part of the University's wider commitment to achieving equity, irrespective of protected characteristics. Also, these additional groups aim to recognise the nuances of different protected characteristic groups and the varied experiences of our people.

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 the other protected characteristics analysed here.

The University's gender mean and median pay gaps have continued to narrow to 12.8% and 8.2% respectively, the lowest since reporting commenced in 2017. Both pay gaps in relation to disability and ethnicity have, however, increased. For DPG, to 16.1% (mean) and 10.3% (median) from 14.9% (mean) and 9.8% (median) in 2022. For EPG, relative to 2022 figures, the mean pay gap remained the same (15.6%) while the median increased to 13.0% from 12.4%. The representation of Black, Asian, and Minority Ethnic (BAME)

staff at the University slightly decreased to 23.1% of the University's 2023 overall population from 23.5% in 2022 (a decrease of 224 BAME staff), their entry into the lower-paid grades has produced a widening of the pay gaps. See Section 6 of the report for further commentary).

The sexual orientation pay gap, which is the difference in average pay between those who identify as heterosexual and those who have declared themselves as Lesbian, Gay, Bisexual or Other sexual orientation (LGB+), is 12% (mean) and 8.2% (median). While the Religion pay gap is -3% (mean) and 0% (median).

The measures put in place to reduce the causes of these gaps take time to be effective and actions developed in response to the 2022 report are unlikely to have made considerable impact at the time of the 2023 analysis.

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

<sup>1</sup> [www.legislation.gov.uk/ukxi/2017/353/schedule/1/made](http://www.legislation.gov.uk/ukxi/2017/353/schedule/1/made)

Only a small proportion of the University's workforce receives a bonus payment: 3.8% of men and 3.4% of women; 4.1% of White and 2.2% BAME staff; 3.6% of non-disabled and 3.1% of disabled staff; 3.0% of heterosexual staff and 1.4% of LGB+ staff.

In terms of gender, the mean bonus pay gap reported for 2023 has decreased to 47.1% from 61.5% in 2022. While the median has widened to 63.2% from 61.7%. The values of both ethnicity bonus gaps have decreased compared with 2022: the mean has decreased to -8.4% (from -39.6%) and the median to -8.4% (from -220.7%). Both bonus gaps remain in favor of BAME staff. The reported bonus gaps in relation to disability have also decreased to 74.6% (mean) and 41.3% (median) from 75.1% and 47.8% in 2022.

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 NHS 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, 11, 14 and 17) in the report. Most bonus payments paid to non-clinical staff comprise one-off payments that are allocated under the Rewarding Exceptional Performance (REP) Policy and Procedure.

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 disabled staff now occupying roles paid in the highest paid quartile (Quartile 1), has continued.

Achieving gender, ethnicity, disability, sexual orientation and religion equality 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 working closely with the Athena Swan, Race Equality Charter, Disability Confident, and Workplace Equality Index teams to ensure all their action plans have specific activities outlined to address the gaps; organising facilitated gender, ethnicity, disability and sexual orientation 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.

In line with one of our priority areas of our EDI strategy, the University has key performance indicators as we seek to ensure diversity at all levels, making us reflective of our city, region and national talent pool.

The University has zero tolerance to bullying, harassment and discrimination. We aim to create an inclusive environment where it is everyone's responsibility to ensure all members of our University community are 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). 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, DPG, SOPG and RPG 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 Equality Information Report 2023 shows that 4.4% of our staff have a gender identity that is different to the gender assigned at birth.

Our longer-term vision is for our students, staff and alumni to recognise the University as an outstandingly 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<sup>2</sup> and People and Organisation Development<sup>3</sup> 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.

While we still have a way to go to reach parity at every grade, with regards to gender, ethnicity, disability and sexual orientation we remain focused to achieve and sustain progress.

<sup>2</sup> Our strategy *Equality, Diversity and Inclusion StaffNet The University of Manchester*

<sup>3</sup> Our strategy *Directorate of People and Organisational Development StaffNet The University of Manchester*

# 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 2023 and for bonuses paid between 1 April 2022 and 31 March 2023.

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 2023. 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, DPG, SOPG or RPG 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, disability, sexual orientation and religious status rather than gender.

For the EPG analysis we have focused 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 2023. The highlighted ethnic categories show which codes have been grouped into the 'BAME' category for this analysis. It shows that 23.1% are BAME, 72.1% are White and, for 4.9% of our staff, the information is unknown or refused.

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

Ethnicity	Total	Percentage (%)
White	8,847	72.0
Gypsy or Traveller	3	0.0
Black or Black British - Caribbean	100	0.8
Black or Black British - African	248	2.0
Other Black background	26	0.2
Asian or Asian British - Indian	393	3.2
Asian or Asian British - Pakistani	227	1.8
Asian or Asian British - Bangladeshi	74	0.6
Asian	2	0.0
Chinese	802	6.5
Other Asian background	283	2.3
Mixed - White and Black Caribbean	60	0.5
Mixed - White and Black African	36	0.3
Mixed - White and Asian	90	0.7
Other mixed background	182	1.5
Arab	136	1.1
Other ethnic background	172	1.4
Not known	376	3.1
Information refused	223	1.8
<b>Total</b>	<b>12,280</b>	

## 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 2022 and The University of Manchester continued to have one of the narrowest GPGs among the research-intensive Russell Group universities: second on mean GPG and seventh on

median GPG. Our position in relation to the mean GPG has improved from being the fourth narrowest in 2021, and our position in relation to the median GPG has improved from eighth position in 2021. Table 2, below, shows the published outcomes of all Russell Group Universities for 2022<sup>4</sup>.

**Table 2: Published outcomes of all Russell Group Universities for 2022**

Organisation	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	11.7	7.7	45.9	81.6	1.2	0.7
The University of Manchester	14.1	10.5	61.5	61.7	2.8	2.5
University of Sheffield	14.9	8.5	58.6	33.3	27.2	35.2
Queen Mary University of London	15.0	8.2	63.4	0.0	14.0	13.5
King's College London	15.1	11.5	58.0	0.0	12.7	12.1
University of Bristol	15.5	11.0	55.6	78.6	0.9	0.5
University of Southampton	16.2	21.5	41.4	0.0	74.2	71.9
University of Birmingham	16.3	17.6	53.6	25.0	16.2	15.6
University of Exeter	16.6	18.6	70.4	0.0	25.6	26.1
Imperial College London	16.6	8.0	54.7	6.7	6.4	5.5
University Of Cambridge	17.1	9.2	49.0	10.2	22.6	24.6
Cardiff University	17.3	11.1	28.7	50.0	3.0	2.2
Newcastle University	18.3	14.2	51.5	-122.2	14.8	10.6
University of Leeds	19.0	14.4	79.8	38.5	5.6	5.7
University of York	19.1	18.6	59.0	0.0	10.9	12.7
University of Oxford	19.6	13.6	61.6	0.0	10.0	14.3
University of Nottingham	20.1	13.7	65.6	20.0	37.8	37.7
University of Warwick	20.3	18.6	24.6	8.3	78.1	80.5
University of Liverpool	21.0	16.1	45.1	75.0	1.2	0.2
Durham University	21.1	23.5	19.3	0.0	13.4	19.2
London school of Economics & Political Science	24.7	5.6	65.0	16.0	31.2	29.6

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.

<sup>4</sup> 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 was 12.3% in 2022 (same as in 2021) and was lower than the 14.9% reported by the Office for National Statistics for the wider UK economy<sup>5</sup>. The average median GPG amongst pre-1992 HEIs surveyed was 13.4%. The University of Manchester's median pay gap was narrower at 12.8%. Three HEIs report a median GPG of zero.

As in previous years, the mean GPG within higher education was higher than the median at 14.8% (down from 15.5% in 2021). The University of Manchester's mean GPG was lower than the sector average at 12.8%.

With respect to ethnicity, UCEA's research found an average median EPG across the participating HEIs of 2.8% (from 3.9% in 2021), higher than the 2.3% within the wider UK economy (as reported by the Office for National Statistics in 2019).

UCEA reports a far wider distribution of pay gaps in relation to ethnicity within the sector than in relation to gender, with 36 HEIs reporting pay gaps that were in favour of BAME staff. Eight HEIs report an EPG of zero. The University of Manchester's median pay gap of 13.0% 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 6.7%, with the narrowest gaps reported in relation to Other ethnic group (-2.4%). 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 22.3% for Black staff and 12.9% for Asian staff.

As with gender, the mean EPG was higher than the median at 5.7%. The University of Manchester's mean EPG of 15.6% is, again, much higher than the sector average. At sector level, the largest mean EPG was reported in relation to Black staff, 11.4%, and the smallest in relation to Other ethnic group staff, 1.1%. The trend was similar at the University of Manchester but with larger gaps reported of 22.3% for Black staff and the smallest reported mean EPG of 12.9% 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 44% of staff paid in the highest paid quartile and 65% of the lowest. The University of Manchester reported 42.4% and 57.9% respectively.

In relation to ethnicity, BAME staff across the sector were under-represented in the highest paid quartile at 13% and comprised 17 - 19% 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 – 14.5% (Quartile 1) and 20.7% (Quartile 2) – but this was also true of the two lowest paid quartiles – 32.3% (Quartile 3) and 24.8% (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, 47.1% and 63.2%, respectively, were larger than the sector average of 21.4% and 7.6%, respectively. In relation to ethnicity, our mean and median bonus EPG were more in favour of BAME staff than at the sector average at -8.4% (compared to -3.8%) and our median was -8.4% (compared to -0.5%). However, UCEA reported that bonuses were less likely to be awarded to ethnic minority staff (10.4%) compared to White staff (13.4%). UCEA bonus figures exclude CEAs. 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.

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<sup>5</sup> Gender pay gap in the UK - Office for National Statistics ([ons.gov.uk](https://ons.gov.uk))



# 5. The University of Manchester gender pay gap: outcomes and analysis 2023

## Gender pay gap analysis

Tables 3 - 5 contain the outcomes of The University of Manchester's GPG reporting for 2023, with outcomes for the previous years also included for reference.

### 5.1 Summary of the gender pay gap in 2023 and trend analysis

As Table 3 shows, the University's mean GPG has further reduced to 12.8% in 2023 from 14.1% in 2022. The median

gap has also reduced, by a larger margin, to 8.2% from 10.5%. These are the narrowest gaps reported to date.

Among the minority of staff who receive bonus payments (3.8% of men and 3.4% of women, see Table 5), the mean bonus pay gap has narrowed to 47.1% from 61.5% in 2022, while the median widened to 63.2% from 61.7% in 2022.

**Table 3: Summary of the gender pay gap 2017 – 2023, The University of Manchester staff**

Gender Pay Gap	Mean (Average) All UoM Employees (%)	Median (Middle) All UoM Employees (%)
Gender Pay Gap 2023	12.8	8.2
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 2023	47.1	63.2
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 University

The number of staff has decreased over the last year down to a total population of 12,280 (see Table 4). Women now comprise 51.3% of the overall workforce, a slight decrease compared to 2022 (51.8%).

The proportion of women in the highest paid quartile has increased to 42.4 from 41.9% in 2022, this equates to an additional 61 women and continues the positive trend seen since 2018. However, given that women constitute just over half of The University of Manchester's workforce (51.3%) 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 57.9% of the lowest paid employees are women – though this has decreased from 61.4% in 2022).

Women are also slightly over-represented among those in the third pay quartile (Quartile 3) at 53.5% (fixed proportion since 2022). Representation at Quartile 2 has increased since 2022 to 51.4% from 50.4%.

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 4: Summary of staff distribution by gender in each quartile pay band 2017 – 2023, The University of Manchester**

Quartile pay bands	Population	Year	Men	Women	Total	Men (%)	Women (%)
Highest paid	Quartile 1	2023	1,769	1,301	3,070	57.6	42.4
		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	2023	1,491	1,579	3,070	48.6	51.4
		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	2023	1,428	1,642	3,070	46.5	53.5
		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
		2017	1,249	1,877	3,126	40.0	60.0
	Quartile 4	2023	1,291	1,779	3,070	42.1	57.9
		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
		2017	1,249	1,877	3,126	40.0	60.0
Lowest paid							
<b>Total</b>	<b>2023</b>	<b>5,979</b>	<b>6,301</b>	<b>12,280</b>	<b>48.7</b>	<b>51.3</b>	
	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 2022 (Table 5). In 2023, 3.8% of men and 3.4% of women received a bonus payment. These proportions have increased from 2.8% and 2.5% respectively when compared with 2022, though remain low.

**Table 5: The proportion of staff in receipt of a bonus payment (split by gender) 2017 – 2023, The University of Manchester**

Gender	Year	% of all employees
Men	<b>2023</b>	<b>3.8</b>
	2022	2.8
	2021	2.7
	2020	2.1
	2019	2.0
	2018	2.2
	2017	3.6
Women	<b>2023</b>	<b>3.4</b>
	2022	2.5
	2021	2.0
	2020	1.3
	2019	1.5
	2018	1.7
	2017	2.2

# 6. The University of Manchester ethnicity pay gap: outcomes and analysis 2023

## Ethnicity pay gap analysis

Tables 6 - 8, below, contain the outcomes of The University of Manchester's EPG reporting for 2023 with outcomes for previous years also included for reference.

### 6.1 Summary of the ethnicity pay gap in 2023 and trend analysis

As Table 6 shows, the mean EPG has remained the same since 2022 at 15.5%, while the median has widened to 13% from 12.4%.

A small minority of staff receive bonus payments: 4.1% of White and 2.2% 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 narrowed since 2022 to -8.4% but remain in favour of BAME staff.

**Table 6: Summary of the ethnicity pay gap 2018 – 2023, The University of Manchester**

Ethnicity Pay Gap	Mean (Average) All UoM Employees (%)	Median (Middle) All UoM Employees (%)
Ethnicity Pay Gap 2023	15.6	13.0
Ethnicity Pay Gap 2022	15.6	12.4
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 2023	-8.4	-8.4
Ethnicity Bonus Gap 2022	-39.6	-220.7
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 decreased by 718. The largest decrease was in relation to White staff with numbers decreasing by 705 (7.4% of the 2022 White staff population) to a total of 8,849. Numbers of BAME staff similarly decreased by 7.3% of the 2022 BAME staff population, losing 224 members. While there were an additional 211 members of staff whose ethnicity is unknown.

BAME staff representation within the University's workforce has decreased slightly to 23.1% from 23.5% in 2022. The decrease in staff numbers has resulted in the distribution of BAME staff across the pay quartiles also changing. There

has been a negative shift in relation to representation of BAME staff in the two highest paid quartiles, down to 14.5% in Quartile 1 and 20.7% in Quartile 2. Thus representation, particularly in Quartile 1, is still low relative to representation at university level 23.5%.

Representation of BAME staff in lower paid quartiles, Quartile 3, has increased to 32.3% from 31.8% in 2022, and the proportion within the lowest paid quartile remained approximately fixed, accounting for 24.8% of staff in Quartile 4. 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.

**Table 7: Summary of staff distribution by ethnicity in each quartile pay band 2018 – 2023, The University of Manchester**

Quartile pay bands	Population	Year	White	BAME	Unknown or Refused	Total	White (%)	BAME (%)	Unknown or Refused (%)
Highest paid	Quartile 1	2023	2,547	445	78	3,070	83.0	14.5	2.5
		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	2023	2,314	634	122	3,070	75.4	20.7	4.0
		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	2023	1,901	991	178	3,070	61.9	32.3	5.8
		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	2023	2,087	761	222	3,070	68.0	24.8	7.2
		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	
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 paid	Total	2023	8,849	2,831	600	12,280	72.1	23.1	4.9
		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 2023, 4.1% of White and 2.2% 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 – 2023, The University of Manchester**

<b>Ethnicity</b>	<b>Year</b>	<b>% of all employees</b>
White	<b>2023</b>	<b>4.1</b>
	2022	3.1
	2021	2.6
	2020	2.0
	2019	1.9
	2018	2.2
Black, Asian and Minority Ethnic	<b>2023</b>	<b>2.2</b>
	2022	1.4
	2021	1.6
	2020	1.0
	2019	1.2
	2018	1.1
Unknown or refused	<b>2023</b>	<b>2.0</b>
	2022	1.0
	2021	0.3
	2020	0.2
	2019	0.0
	2018	0.0

# 7. The University of Manchester disability pay gap: outcomes and analysis 2023

## Disability pay gap analysis

Tables 9 - 11, below, contain the outcomes of The University of Manchester's DPG reporting for 2023. Disability pay gap reporting was introduced at the University in 2021.

## 7.1 Summary of the disability pay gap in 2023 and trend analysis

As shown in Table 9, the University has a mean DPG of 16.1% and a median of 10.3%. Both gaps have widened since 2022.

Among the minority of staff who received bonus payments (3.6% of staff without a disability and 3.1% of disabled staff, see Table 11) the mean bonus pay gap for 2023 is 74.6% and the median bonus pay gap is 41.3%. Both bonus pay gaps have decreased since 2022.

**Table 9: Summary of the disability pay gap, 2021 – 2023, The University of Manchester**

Disability Pay Gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Disability Pay Gap 2023	16.1	10.3
Disability Pay Gap 2022	14.9	9.8
Disability Pay Gap 2021	15.1	13.1
Disability Bonus Gap 2023	74.6	41.3
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 University

As shown in Table 10, the overall population of the University has decreased by 718. Only the number of staff with a disability increased to a total of 1,005 (an additional 81 members of staff). Numbers of staff without a disability decreased by 743 to a total of 11,159, and there was a reduction in 56 members of staff whose disability status is unknown. The overall proportion of staff who have a declared disability has increased to 8.2% from 7.1% in 2022.

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 12% of the staff paid within Quartile 4 and 8.9% 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 4.4% of staff paid in Quartile 1 and 7.4% 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 – 2023, The University of Manchester**

Quartile pay bands	Population	Year	Disabled	Non-Disabled	Refused	Total	Disabled (%)	Non-Disabled (%)	Refused (%)
Highest paid	Quartile 1	2023	136	2,905	29	3,070	4.4	94.6	0.9
		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	2023	228	2,808	34	3,070	7.4	91.5	1.1
		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	2023	272	2,775	23	3,070	8.9	90.4	0.7
		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	2023	369	2,671	30	3,070	12.0	87.0	1.0
		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
<b>Total</b>		<b>2023</b>	<b>1,005</b>	<b>11,159</b>	<b>116</b>	<b>12,280</b>	<b>8.2</b>	<b>90.9</b>	<b>0.9</b>
		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 2023, 3.6% of staff without a declared disability and 3.1% with a declared disability received a bonus payment.

These are both higher than the figures reported in 2022 but remain low.

**Table 11: Proportion of staff in receipt of a bonus payment (split by disability) 2021 – 2023, The University of Manchester**

Disability	Year	% of all employees
Disabled	<b>2023</b>	<b>3.1</b>
	2022	2.0
	2021	1.6
Non-disabled	<b>2023</b>	<b>3.6</b>
	2022	2.7
	2021	2.4
Refused	<b>2023</b>	<b>5.2</b>
	2022	2.9
	2021	1.3



# 8. The University of Manchester sexual orientation pay gap: outcomes and analysis 2023

## Sexual orientation pay gap analysis

With this year's Pay Gap report we begin to report on the sexual orientation pay gap. We largely report on three categories, Heterosexual, LGB+ (including lesbian, gay, bisexual and other questioning groups), and members with 'Unknown' or refused status. Tables 12 - 14, below, contain the outcomes of The University of Manchester's SOPG reporting for 2023.

### 8.1 Summary of the sexual orientation pay gap in 2023 and trend analysis

As Table 12 shows, the mean SOPG was 12% in 2023, while the median was 8.2%.

A small minority of staff receive bonus payments: 4.1% of Heterosexual and 1.4% of LGB+ employees (see Table 14 below). The bonus pay gaps are in favour of Heterosexual staff and those members with an unknown sexual orientation status (see Table 14). The mean and median bonus gaps for all staff were 44.4% and 17%, respectively, in favour of Heterosexual staff.

**Table 12: Summary of the sexual orientation pay gap 2023, The University of Manchester**

Sexual Orientation Pay Gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Sexual orientation Pay Gap 2023	12.0	8.2
Sexual orientation Bonus Gap 2023	44.4	17.0

### 8.2 Distribution of staff across pay bands within the organisation

As shown in Table 13, the overall population of the University has decreased by 718. The largest group is found to be the Heterosexual staff, making up 7,635 members of the 2023 cohort, while LGB+ group is made up of only 950 members, comprising of 7.7% of the overall workforce. Staff members with an unknown sexual orientation status make up 30.1% of the 2023 total staff population with a total of 3,695 members. Those refusing to share information or with

unknown status is significantly larger for sexual orientation than with all previously reported protected characteristics (gender, ethnicity & disability).

LGB+ staff are under-represented in higher paid quartiles relative to their proportion within the total workforce, making up 4.1% of staff within Quartile 1 and 6.4% in Quartile 2. Oppositely, LGB+ staff are over-represented in the two lowest paid quartiles, comprising 9.4% of Quartile 3 and a further 10.9% of Quartile 4.

**Table 13: Summary of staff distribution by sexual orientation in each quartile pay band 2023, The University of Manchester**

Quartile pay bands	Population	Year	Hetro-sexual	LGBTQ	Unknown or refused	Total	Hetro-sexual (%)	LGBTQ (%)	Unknown or refused (%)
Highest paid	Quartile 1	2023	1,512	127	1,431	3,070	49.3	4.1	46.6
	Quartile 2	2023	2,109	197	764	3,070	68.7	6.4	24.9
Lowest paid	Quartile 3	2023	2,129	290	651	3,070	69.3	9.4	21.2
	Quartile 4	2023	1,885	336	849	3,070	61.4	10.9	27.7
<b>Total</b>		<b>2023</b>	<b>7,635</b>	<b>950</b>	<b>3,695</b>	<b>12,280</b>	<b>62.2</b>	<b>7.7</b>	<b>30.1</b>

### 8.3 Staff in receipt of bonus payments

A small proportion of staff receive a bonus payment. The rate is higher for Heterosexual compared to LGB+ staff with 4.1% of Heterosexual and 1.4% of LGB+ staff (Table 14).

The gap is even wider when comparing to the 'Unknown' or refused group for which 5.3% of the group received bonus.

**Table 14: Proportion of staff in receipt of a bonus payment (split by sexual orientation) 2023, The University of Manchester**

Sexual orientation	Year	% of all employees
Heterosexual	2023	3.1
LGB+	2023	1.4
Unknown or refused	2023	5.3

# 9. The University of Manchester religion pay gap: outcomes and analysis 2023

## Religion pay gap analysis

Tables 15 - 17, below, contain the outcomes of The University of Manchester's RPG reporting for 2023. This is the first time religion has been introduced to the pay gap report at the University.

### 9.1 Summary of the religion pay gap in 2023 and trend analysis

The RPG in Table 15 compares the pay gap of staff members following no religion to those following a religion or a belief. The University has a mean RPG of -3.0% and a median of 0%. Therefore, these gaps are incredibly small.

Among the minority of staff who received bonus payments (2.7% of staff without a religion and 3.5% of staff following a religion, see Table 17) the mean bonus pay gap for 2023 is -56.3% and the median bonus pay gap is -18% (see Table 15). Both bonus pay gaps are in favour of those staff following a religion.

**Table 15: Summary of the religion pay gap, 2023, The University of Manchester**

Religion Pay Gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Religion Pay Gap 2023	-3.0	0.0
Religion Bonus Gap 2023	-56.3	-18.0

### 9.2 Distribution of staff across pay bands within the University

As shown in Table 16, the overall population of the University has decreased by 718. The largest group is of staff following no religion, comprising of 4,853 members (40% of the total workforce in 2023). The remaining staff are approximately split between following a religion or having an unknown religion status.

As shown in Table 16, staff following no religion are under-represented in the highest paying Quartile 1 relative to their overall representation within the University, accounting for 28.7% of Quartile 1. This is the same case for those with a religion, comprising 25.3% of Quartile 1. Conversely, staff members which refused to share their religious status or is otherwise unknown are over-represented in Quartile 1, encompassing 46%.

Non-religious staff are over-represented in the middle quartiles, accounting for 42.2% of Quartile 2 and 47.8% of Quartile 3. They account for 39.3% of the staff paid within Quartile 4 which approximately equates to their total staff representation.

Staff members following a religion are over-represented in Quartiles 2-4, making up 32.5% of Quartile 2, 32.1% of Quartile 3, and just over a third of staff paid in Quartile 4.

**Table 16: Summary of staff distribution by religion in each quartile pay band 2023, The University of Manchester**

Quartile pay bands	Population	Year	No religion	Religion	Unknown or refused	Total	No religion (%)	Religion (%)	Unknown or refused (%)
Highest paid	Quartile 1	2023	881	777	1,412	3,070	28.7	25.3	46.0
	Quartile 2	2023	1,297	999	774	3,070	42.2	32.5	25.2
Lowest paid	Quartile 3	2023	1,467	986	617	3,070	47.8	32.1	20.1
	Quartile 4	2023	1,208	1,033	829	3,070	39.3	33.6	27.0
<b>Total</b>		<b>2023</b>	<b>4,853</b>	<b>3,795</b>	<b>3,632</b>	<b>12,280</b>	<b>39.5</b>	<b>30.9</b>	<b>29.6</b>

## 9.2 Distribution of staff across pay bands within the University

As shown in Table 16, the overall population of the University has decreased by 718. The largest group is of staff following no religion, comprising of 4,853 members (40% of the total workforce in 2023). The remaining staff are approximately split between following a religion or having an unknown religion status.

**Table 17: Proportion of staff in receipt of a bonus payment (split by religion) 2023, The University of Manchester**

Religion	Year	% of all employees
No religion	2023	2.7
Religion	2023	3.5
Unknown or refused	2023	4.9

# 10. Progress on initiatives and actions that are underway to address the gender, ethnicity, disability, sexual orientation and religion pay gaps

EDI Deep Dives and Annual Performance Reviews (APR) 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 Planning Directorate have developed EDI dashboards which 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.

We recognise that we still have much more to do to shift the dial. We will continue to support the career development of women, BAME staff, disabled staff and LGB+ staff to increase their representation at senior levels of the institution.

Although the Gender Pay Gap Task Group has not been re-established, we have commenced having briefs provided to each of the Staff Network Groups.

Other specific actions include the following:

- i. The Academic Returners' scheme has been launched and implemented on a University-wide basis. The scheme supports the career development of academic staff 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.
- ii. Accelerate diversity of senior pipelines by taking part in Diversifying Leadership development programmes such as StellarHE, Aurora, and the 100 Black Women Professor Now (100BWPN) programme.
- iii. Completing the first phase one of the inclusive recruitment review as part of the wider culture change programme

- iv. Aligning yet maintaining the distinctiveness of the Athena Swan, Race Equality Charter Mark Self-Assessment Team action planning activity, together with the Workplace Equality Index and Disability Standard action planning group, with pay gap data also informing the action planning.
- v. Continuing the gender/ethnicity/disability/sexual orientation pay gap awareness sessions in partnership with Staff Diversity Network groups.
- vi. Conducting Lunch and Learn sessions as part of the different Diversity History Months, to promote MyView as a self-service platform for staff to update personal records and as such reduce the number of staff where protected characteristic information is unknown.
- vii. Quarterly EDI data sets based on agreed Board Score card KPIs provided to Faculty and Professional Services to provide the opportunity for each area to be aware of emerging trends and address or mitigate against any known negative impact.
- viii. The Athena Swan action plan, Race Equality Charter action plan and Disability Confident action plan (with support provided by the Business Disability Forum) have specific activity outlined to address pay gaps.
- ix. Work continues within the Equality, Diversity & Inclusion and People & Organisational Development Directorates in undertaking 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. Additional analysis will assist and inform on the development of appropriate equality action plan and objectives.

# 11. Conclusion

The University's strategic plan<sup>6</sup> includes a commitment to achieving gender, ethnicity, disability, sexual orientation and religion 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, people with disability, and LGB+ among the senior roles within the University and their over representation 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. We are committed to achieving improved representation across all levels of our University.

We will continue to build on our actions as we seek to advance gender, ethnicity, disability, and sexual orientation 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.

# 12. Monitoring

Progress on monitoring the closing of the pay gaps continues to 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 focused 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. Of all staff, 14.5% are Asian, 3% are Black and 5.5% are mixed/other. Black,

Asian and mixed/other staff are all 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).

**Table A.2: Ethnicity breakdown by pay quartile, 2023**

Quartile	White (%)	Black, Asian and Minority Ethnic				Unknown (%)
		Black (%)	Asian (%)	Mixed/other (%)	Total BAME (%)	
1	83.0	1.0	9.9	3.6	14.5	2.5
2	75.4	2.2	13.6	4.8	20.7	4.0
3	61.9	3.1	21.4	7.8	32.3	5.8
4	68.0	5.8	13.1	5.9	24.8	7.2
<b>Total</b>	<b>72.1</b>	<b>3.0</b>	<b>14.5</b>	<b>5.5</b>	<b>23.1</b>	<b>4.9</b>

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

Quartile	White (%)	Black (%)	Asian (%)	Mixed/other (%)	Information unknown or refused
1	29	9	17	16	13
2	26	18	23	22	20
3	21	25	37	35	30
4	24	48	23	27	37
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



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. Of all staff, 14.5% are Asian, 3% are Black and 5.5% are mixed/other. Black,

Asian and mixed/other staff are all 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).

**Table A.3: Mean pay gap by organisational unit 2019 – 2023, The University of Manchester**

Faculty	Year	Asian (%)	Black (%)	Mixed/other (%)
Cultural institutions	2023	21.4	11.0	17.5
	2022	31.1	-13.1	8.2
	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	2023	9.3	24.0	13.7
	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)	2023	18.4	22.9	21.3
	2022	15.9	14.1	22.3
	2021	12.0	21.0	4.7
	2020	10.3	14.6	4.2
	2019	12.7	23.2	20.1
Humanities	2023	19.1	25.5	15.7
	2022	22.9	16.5	18.8
	2021	15.8	23.6	3.8
	2020	14.4	25.1	4.0
	2019	13.9	18.8	18.4
Professional Services	2023	9.1	30.5	13.2
	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	2023	13.0	29.9	14.5
	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 2019–2023, The University of Manchester**

<b>Faculty</b>	<b>Year</b>	<b>Asian (%)</b>	<b>Black (%)</b>	<b>Mixed/other (%)</b>
Cultural institutions	2023	21.0	7.7	17.2
	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	2023	9.0	15.0	12.9
	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)	2023	17.2	20.0	17.2
	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	2023	18.5	18.2	18.2
	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	2023	0.3	37.4	13.2
	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	2023	12.9	22.3	13.0
	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

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