

Equal Pay Audit 2017

University of Hull Equal Pay Audit 2017

1. Introduction.

The University of Hull has undertaken regular equal pay audits since 2008, following the implementation of a pay and grading review in response to the National Framework Agreement¹. The University operates an equal pay strategy and equality agenda² in compliance with the Equality Act 2010. The Equality Act 2010 identifies three terms in respect of defining equivalent work. These are as follows:

- like work - is defined as work which is the same or broadly similar
- work of equal value - is defined as work which is of broadly equal value when compared under headings such as effort, skill and decisions
- work rated as equivalent - is defined as work which has achieved the same or a similar number of points under a job evaluation scheme

An equal pay audit involves comparing the pay of men and women, without exception, across the University campus. It has three main purposes:

- to identify any differences in pay between men and women doing equal work
- to highlight the causes of any differences in pay between men and women doing equal work, and recommend further investigation where necessary
- to recommend to the University Executive Group that measures be put in place to eliminate instances of unequal pay that cannot be justified

2. Scope

This report will follow a similar format adopted for the 2016 equal pay audit and adhere to the guidelines set out by the Joint Negotiating Committee for Higher Education Staff (JNCHES). The analysis is based on all staff grades that apply to academic and Professional Services and Support (PSS) staff and include analysis related to gender, disability, ethnic origin, length of service, and age and contract type in accordance with JNCHES guidance. It is important the equal pay audit remains objective and considers all aspects of University employment where staff could be discriminated against or unknowingly disadvantaged. The audit will consider pay grades from pay band 01 to 10 inclusive. In addition to investigating the equal pay the audit will consider other issues, for example starting pay. Comparisons, where appropriate, have been made with the University's position from the 2016 equal pay audit and the wider higher education sector.

This audit is based on analysis of employees that are graded within bands 01 to 10 or their equivalents in salary terms and includes a total staff number of 2256 employees. Where referred to, all comparisons in terms of male and female earnings have been expressed as female earnings as a percentage of male earnings and based on full time equivalent salaries. There are some exceptions in the protected characteristics where comparisons have been

¹ JNCHES – Framework agreement for the modernisation of UCEA pay structures.

² Equality Scheme – sets out the University's strategic equality objectives to 2020.

made that are not gender specific, however relate specifically to equality, for example BME and disabilities.

In accordance with the guidance issued by the Equalities and Human Rights Commission significant patterns of difference in pay between males and females i.e. 3.00% or more have been highlighted in yellow and higher pay gaps i.e. 5.00% or more have been highlighted in red throughout the report³.

A report on Gender Pay Gap has been issued separately and will be read in conjunction with the Equal Pay Audit, however the Gender Pay Gap Report's recommendations may be actioned separately.

3. Methods for Estimating the Pay Gap

The gender pay gap is calculated using the average (mean) and median salaries of women expressed as a percentage of the mean and median salaries of men doing work of equal value. It should be noted the salary is taken to mean basic annual full time equivalent excluding any additional salary payments.

This figure is shown as a negative percentage (-%) if women are paid more than men. The gender pay gap has been calculated for different occupational groupings. Similarly pay gaps have been calculated for a number of the protected characteristics and reported where appropriate. For calculating pay gaps based on ethnicity, BME employee's salaries are expressed as a percentage of white employees' salaries and salaries of disabled employees as a percentage of non-disabled employees. Data is not provided in respect of sexual orientation, religion or belief or marital status. For consistency pay gaps in the protected characteristics of 5% or greater will be considered to be significant and requiring further investigation.

4. Executive Summary

Gender

- At each grade/pay band, there are gender pay gaps between women and men. The audit did not find any concerns around equal pay, which suggests that the University does not have an issue with equal pay for work of equal value.
- A separate Gender Pay Gap Report, looking at the gender pay balance at the University has been published. This measures the difference between the average earnings of all male and female employees, irrespective of their role.

Age

- The University has an older age profile than the national average with 9.7% of employees aged under 30, which varies with the national average of 16.8%.
- There is a gender pay gap for every age category with exception of 16 – 24 year olds. This is consistent with the findings in the Gender Pay Gap Report.

Disability

- 7.3% of the workforce disclosed a disability.
- The number of staff with a disclosed disability is higher than the national average which is 4.5%.

³ Some other equality characteristics that are not specifically related to gender are also highlighted in accordance with the Equalities and Human Rights Commission guidelines, for example, BME.

- The overall mean disability pay gap for disabled staff is -4.1% and the median pay gap is -6.1%.

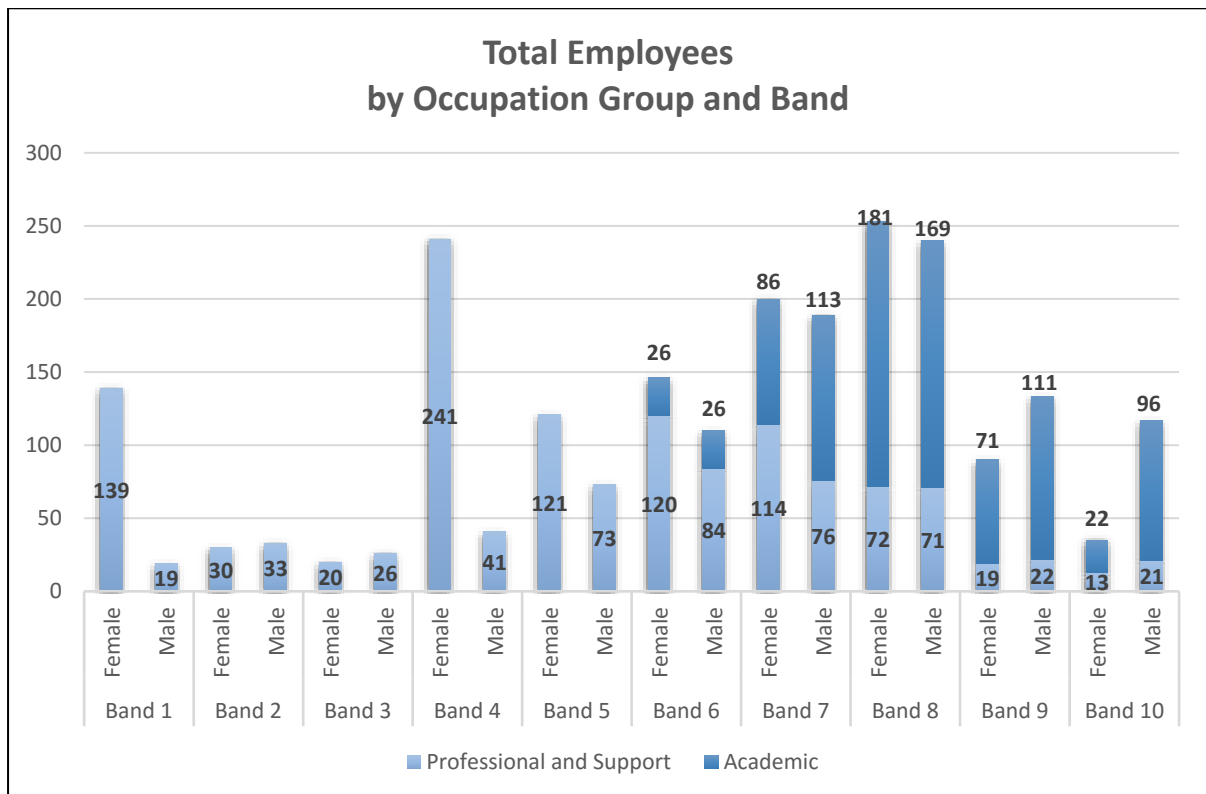
Ethnicity

- There has been a 3.9% decrease in disclosure of ethnicity since 2016. The total number of University staff for whom ethnicity has been disclosed is 8.2%.
- The total proportion of BME employees at the University is 6.3%, which is lower than the national average (HESA) for the sector, 12.1%.
- 12.3% of academic staff have identified as BME, which compares similarly with the national picture of 13.9% when regional variation is considered.
- Of PSS only 2.2% identify as BME, whereas the sector average is 10.4%.
- Overall there is a -30.3% median BME pay gap and a -15.7% mean pay gap in favour of BME staff.

5. Equal pay - Gender

The total number of employees has decreased since the same time in 2016, with 135 less staff employed on campus than in October 2016. However, the proportion of male and female employees at the University has remained the same as in 2016, with women making up 56.5% of the workforce. This is slightly higher than the sector average, which stands at 54%. Figure 1 outlines the staff comparison by gender and by pay band for academic staff and PSS.

Figure 1 – Total number of staff by gender and pay band.



6. Gender - Occupational Group

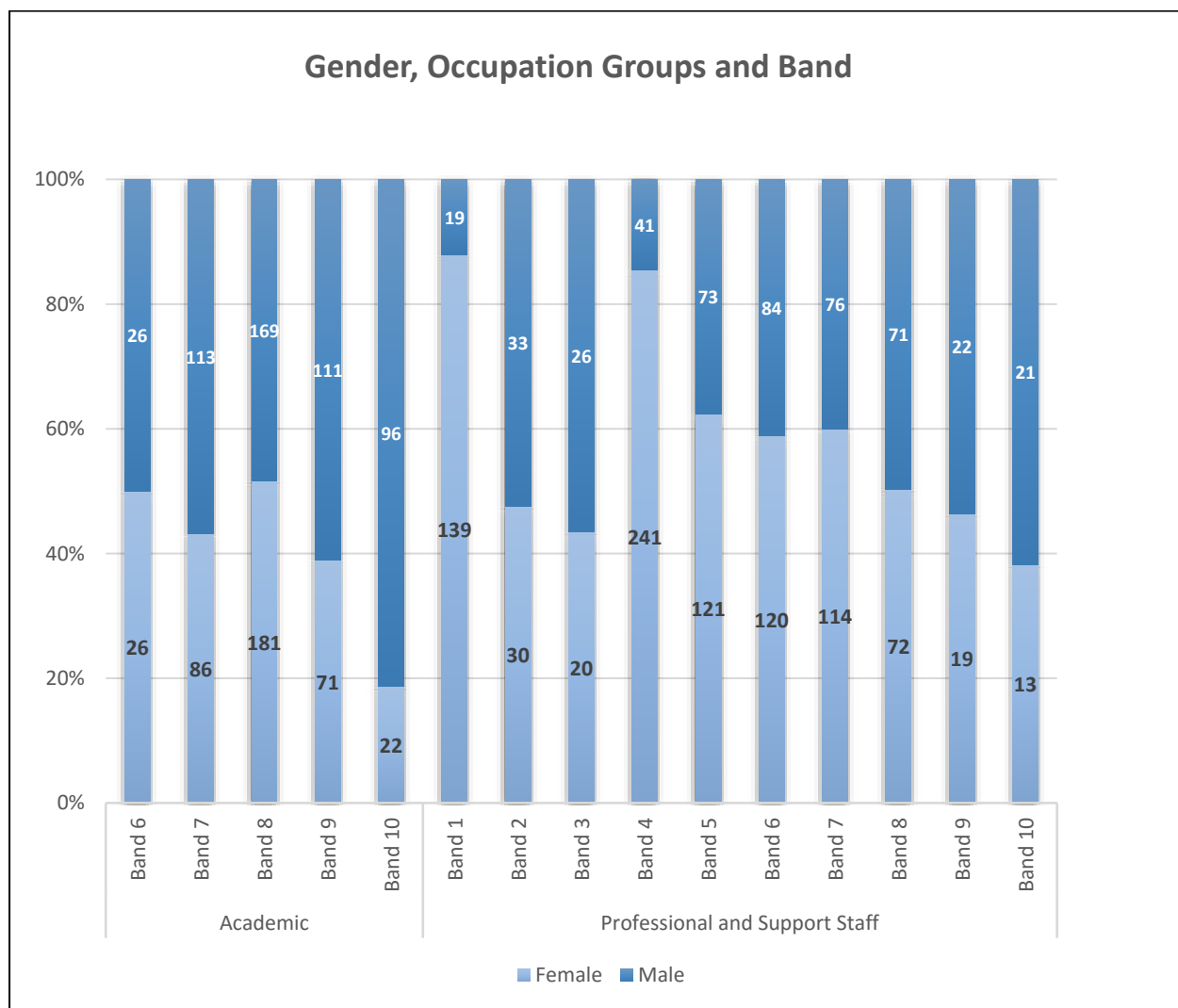
The gender balance of University staff is in line with the national picture with 42.8% of academic staff at the University being women, compared with 45% of the HE sector. The proportion of women academic staff at the University has decreased by 1.8% since 2016, however this follows the strategic Shape and Size Review that had a proportional impact on

men and women staff numbers. The proportion of women in PSS bands 7-10 has increased by 1.3% and PSS bands 1- 6, also saw increases by 2.5%. Of note women, make up 70.9% of PSS bands 1 to 6.

7. Gender - Band Range

Figure 2 shows the comparison between academic and PSS bands by gender. Academic men occupy 61% of band 9 and 81.4% of band 10 appointments respectively. At academic band 10 there is an increase of 4.1% men since 2016. The gender composition of PSS bands 7-10 staff is more equal with the exception of band 7 that is numerically 60% women. At PSS band 10, 61.8% are men. At band 1, 88% of PSS staff are women.

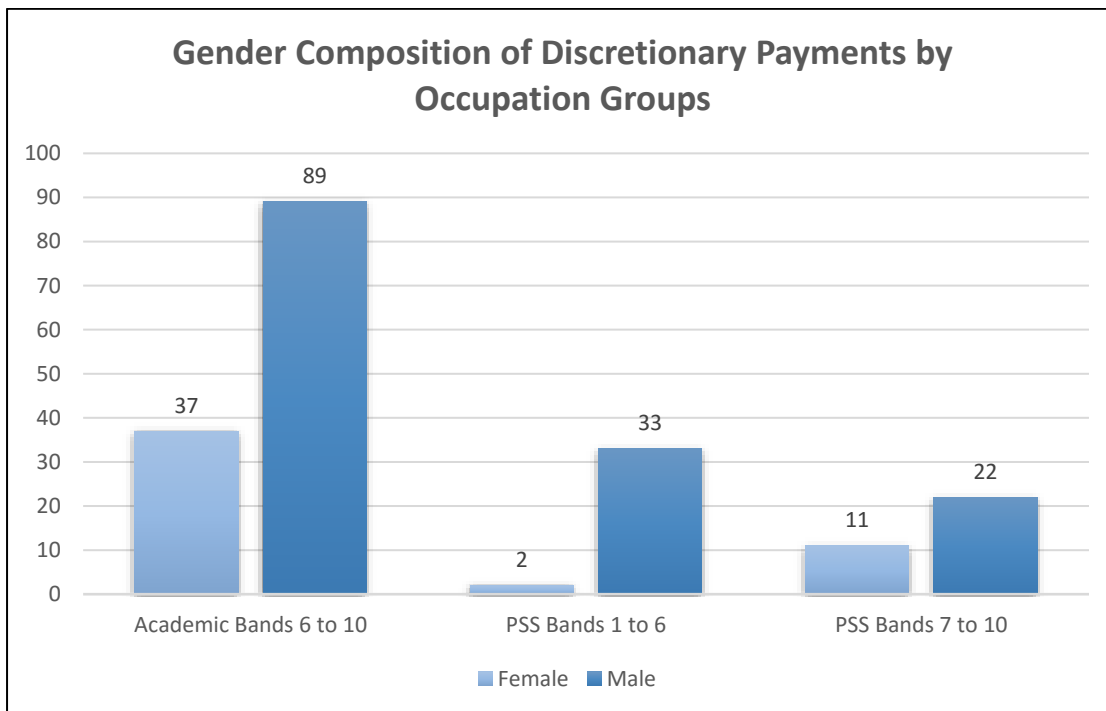
Figure 2 – Comparison of Gender by Academic and PSS occupation groups.



8. Gender - Discretionary payments

In total 70.6% of academic staff in receipt of discretionary payments are men. The gender composition of academic staff receiving discretionary payments are relatively similar with the exception of band 10 where 81.3% of those receiving a discretionary payment are men. A similar picture is seen for PSS staff band 10 where 66.7% receiving a discretionary payment are men. Figure 3 illustrates the differences by pay band for discretionary payments.

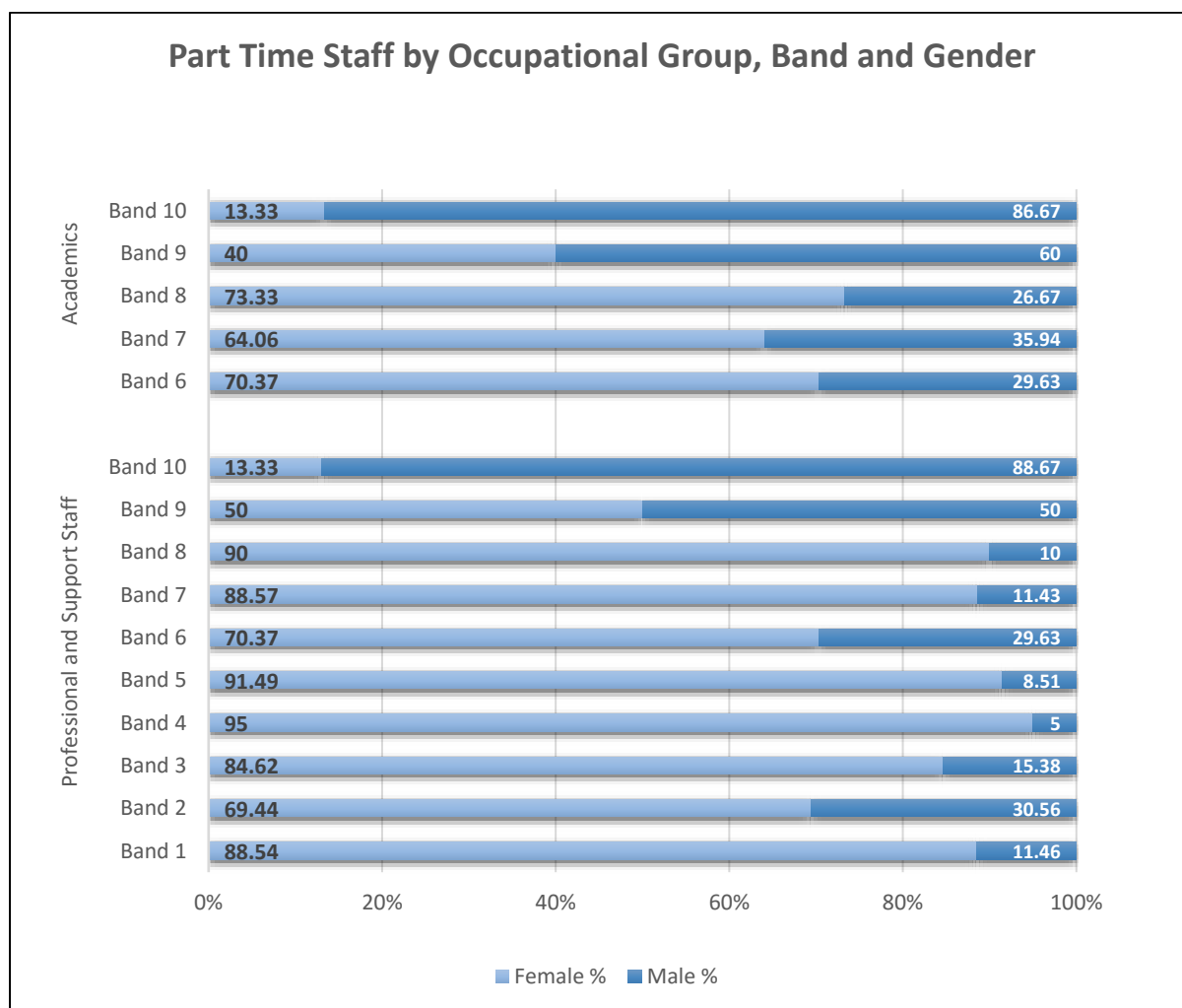
Figure 3 – Gender Comparison of Discretionary Payments by Number.



9. Gender - Full and Part Time Contracts

In 2017, 88.5% of PSS staff bands 1- 6 working part time are women. This occupational group (PSS band 1- 6) accounts for 55.1% of all part time staff. Of note 86.7% academic staff working part time at band 10 are men, albeit 38.1% of the overall number of part time academic staff are men. This is similar at band 10 for PSS staff where 88.7% of part time PSS at band 10 are men. Figure 4 highlights the main differences among part time staff in terms of gender and pay band.

Figure 4 – Comparison of Part Time Staff by Gender.



10. Gender Pay Gap

In compliance with legislation the University has compiled a separate Gender Pay Gap Report which provides a snapshot of the average earnings of all men and women employees as at 31 March 2017.

The gender pay gap reported in this Equal Pay Audit uses different metrics to the Gender Pay Gap Report and therefore different pay differentials are found. ([Gender Pay Gap Report](#)).

This Equal Pay Audit finds that the overall gender pay gap for full time staff is 13.7% (mean) and 14.1% (median) and 37.4% and 32.7% respectively for part time staff. See Table 1.

Table 1 – Total Full and Part Time Gender Pay Gap Figures.

| Full time/Part time | Gender | No. of Staff | % Median Pay Gap | % Mean Gap | % Women |
|---------------------|--------|--------------|------------------|------------|---------|
| Full time | Female | 758 | 13.7% | 14.1% | 47% |
| | Male | 856 | | | |
| | Total | 1614 | | | |
| Part time | Female | 517 | 37.4% | 32.7% | 80.5% |
| | Male | 125 | | | |
| | Total | 642 | | | |

11. Gender - Contract Type

At the University, the percentage of women academics on continuing contracts is 83.9%, which is higher than the national average. The picture for men on continuing contracts is 83.1%. The national picture shows that higher numbers of male academics are on continuing/permanent contracts - Men: 66.7% and Women: 62.2% respectively (HESA). Overall, on campus 83.5% of academic staff are on a continuing contract with the University. Tables 2 and 3 summarises the contract percentages by gender and contract type for academic and PSS band 7 – 10 respectively. Table 4 compares similar data for PSS band 1 to 6.

Table 2 – Comparison of Contract Type by Gender for Academic Staff.

| Academic Staff | Female Staff % | Male Staff % |
|----------------|----------------|--------------|
| Continuing | 83.9 | 83.1 |
| Fixed | 15.6 | 16.3 |
| Temp | 0.5 | 0.6 |
| Total | 100 | 100 |

Table 3 – Comparison of Contract Type by Gender for PSS band 7 – 10.

| PSS Staff Bands 7-10 | Female Staff % | Male Staff % |
|----------------------|----------------|--------------|
| Continuing | 88.9 | 87.9 |
| Fixed | 10.1 | 11.6 |
| Temp | 0.9 | 0.5 |
| Total | 100 | 100 |

Table 4 - Comparison of Contract Type by Gender for PSS band 1 – 6.

| PSS Staff Bands 1-6 | Female Staff % | Male Staff % |
|---------------------|----------------|--------------|
| Continuing | 89.6 | 89.1 |
| Fixed | 9.8 | 10.5 |
| Temp | 0.6 | 0.4 |
| Total | 100 | 100 |

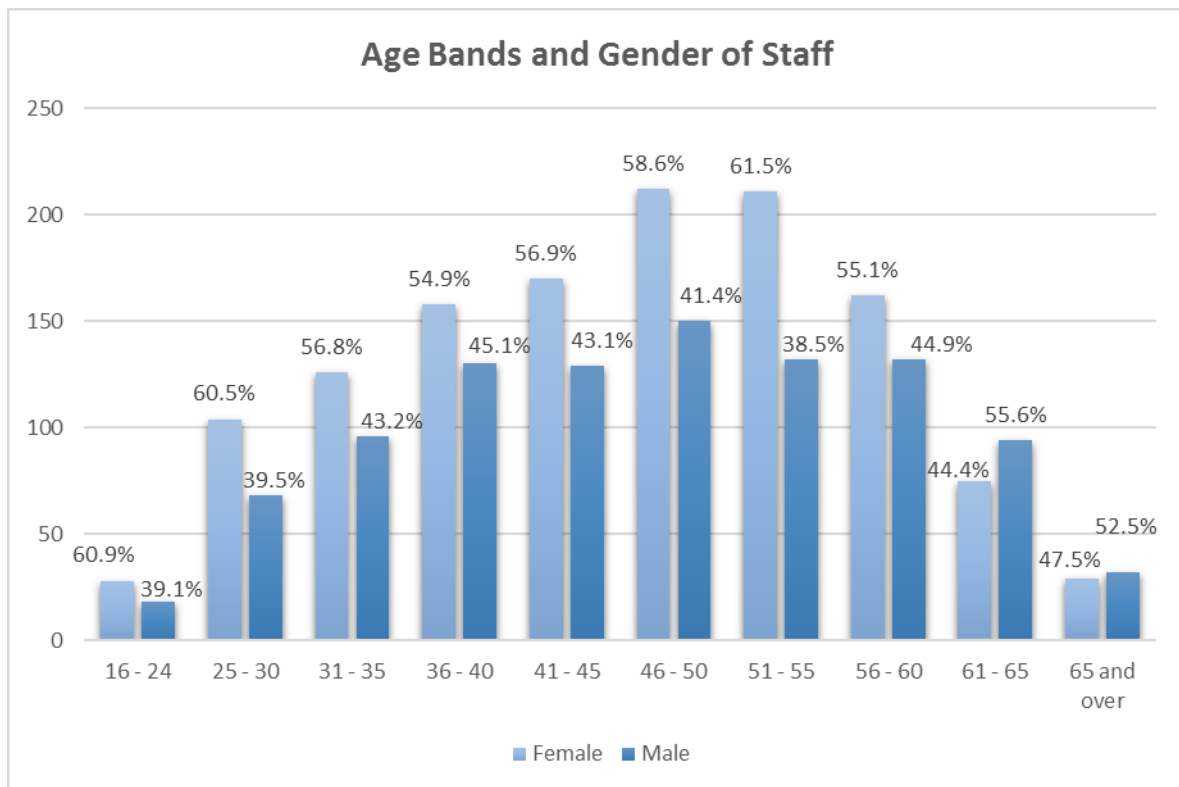
12. Gender – Starting Salary

In 2016, 2.4% (total headcount 7) of new members of staff were appointed above the entry pay scale point for their grade. In 2017 35.3% (total headcount 84 of which 37 are women) of all new starters were appointed above the entry pay point. This is a jump from 2.4% to 35.3% in one academic year.

13. Equal Pay - Age

The age composition of the workforce is evenly distributed, with exception for 16 – 24 year olds and 65 and over, which combined account for only 4.7% of the workforce. There is a higher proportion of female employees in most age categories. The University has a marginally older age profile than the national picture, with 9.7% of employees aged under 30 and nationally it is 16.8%. Figure 5 outlines the age distribution in terms of equal pay by age categories.

Figure 5 – Age Distribution by Gender.



14. Equal Pay – Age/Gender

There is a higher number of women employed in most age categories. There is a gender pay gap for every age category with exception of 16 – 24 year olds. The age related gender pay differential is lower for new staff entrants but widens with age. An explanation for the gap widening with age is the impact on pay through women’s career breaks and social mobility. Table 5 breaks down the gender pay gaps by age for combined full and part time staff based on Full Time Equivalent (FTE).

Table 5 – Age by Gender and Pay Gap for Full Time Equivalent (FTE) Staff

| Age band by gender | No. of Staff | % Median Pay Gap | % Mean Pay Gap | % Female |
|---------------------|--------------|------------------|----------------|-------------|
| 16 - 24 | 46 | | | |
| Female | 28 | -2.9 | 3.2 | 60.9 |
| Male | 18 | | | |
| | | | | |
| 25 - 30 | 172 | | | |
| Female | 104 | 20.9 | 9.9 | 60.5 |
| Male | 68 | | | |
| | | | | |
| 31 - 35 | 222 | | | |
| Female | 126 | 8.4 | 8.1 | 56.8 |
| Male | 96 | | | |
| | | | | |
| 36 - 40 | 288 | | | |
| Female | 158 | 13.7 | 11.8 | 54.9 |
| Male | 130 | | | |
| | | | | |
| 41 - 45 | 299 | | | |
| Female | 170 | 18.6 | 16.1 | 56.9 |
| Male | 129 | | | |
| | | | | |
| 46 - 50 | 362 | | | |
| Female | 212 | 23.3 | 20.7 | 58.6 |
| Male | 150 | | | |
| | | | | |
| 51 - 55 | 343 | | | |
| Female | 211 | 29.8 | 26.4 | 61.5 |
| Male | 132 | | | |
| | | | | |
| 56 - 60 | 294 | | | |
| Female | 162 | 31.8 | 34.7 | 55.1 |
| Male | 132 | | | |
| | | | | |
| 61 - 65 | 169 | | | |
| Female | 75 | 47.7 | 31.5 | 44.4 |
| Male | 94 | | | |
| | | | | |
| 65 and over | 61 | | | |
| Female | 29 | 54.8 | 47.9 | |
| Male | 32 | | | |
| | | | | |
| Total Female | 1275 | 25.5 | 23.0 | 56.5 |
| Total Male | 981 | | | |
| Grand Total | 2256 | | | |

Table 5 compares staff by gender and FTE pay and shows an overall gender pay gap of 25.5% pay gap for median pay and 23% for mean. For full time staff the gender pay gap is 13.7% (median), 14.1% (mean) and 37.4, and 32.1% respectively for part time staff.

15. Equal Pay - Disability

7.3% of University staff have disclosed a disability. This is similar to the figure disclosed in 2016. There is an increase in the number of staff whose disability status is not known or

undisclosed, which has increased from 5.5% in 2016 to 10.4% in 2017. The number of staff disclosing a disability is higher than the national average of 4.5% (HESA).

16. Disabled Staff Pay Gap

The mean pay gap for disabled staff is -4.1% and the median pay gap is -6.1%, meaning that overall disabled staff earn more than non-disabled staff. The exception is comparison of the occupation groups in PSS bands 7-10 show a 4.3% mean pay gap. Table 6 summarises the overall findings for disabled staff pay gap.

Table 6 – Disabled Staff Pay Gap.

| Declared Disability | No. of Staff | % Median Pay Gap | % Mean Pay Gap | % Disabled |
|---------------------|--------------|------------------|----------------|------------|
| Yes | 164 | -6.1% | -4.1% | 7.3 |
| No | 1858 | | | |
| Not Known | 234 | | | |
| Total | 2256 | | | |

17. Equal Pay - Ethnicity

There has been a 5.6% drop in the overall number of employees at the University since 2016, the percentage of employees identifying as BME has remained close to 2016 figures at 6.3% (in 2016 the figure was 6.9%). The total percentage of BME employees at the University is lower than the national average for the sector, which is 12.1%.

12.3% of academic staff at the University identify as BME, which compares similarly with the national (HESA) average of 13.9%, allowing for regional variation. For PSS the picture is different. Staff of disclosed ethnicity is 2.2%. The sector average is 10.4% (HESA). There are regional variations that apply to the University that are ostensibly based on the ethnic makeup of the city and region. This explains in part for the University's lower than average BME PSS population. The BME data is at Table 7.

Table 7 – University BME Composition.

| Occupational group | BME staff (%) | Sector BME staff (%) |
|--------------------------------|---------------|----------------------|
| Academic | 12.3 | 13.9 |
| Professional and support staff | 2.2 | 10.4 |

18. Ethnicity Pay Gap

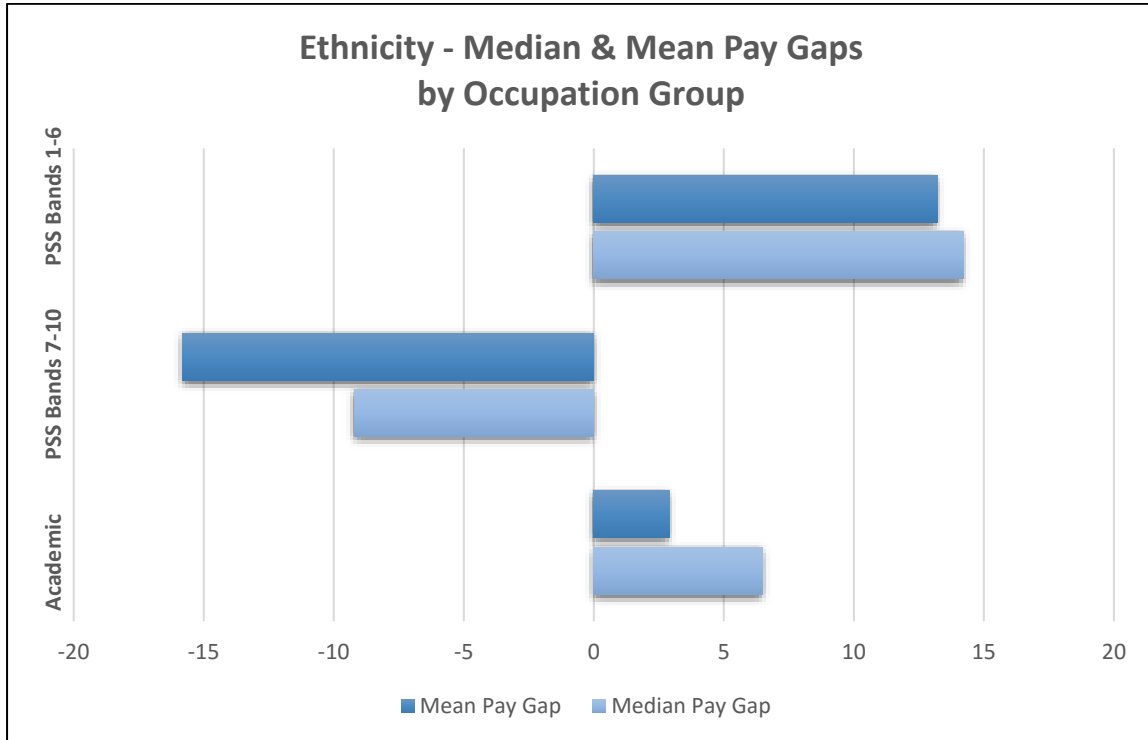
Overall there is a -30.3% median ethnicity pay gap and a -15.7% mean pay gap between BME and white staff. On average, staff identifying as BME earn more than those identifying as white with the exception of PSS band 1 – 6 and lower academic pay bands.

Table 8 – BME Staff Composition.

| Ethnic Group | No. of Staff | % Median Pay Gap | % Mean Gap | % BME Staff |
|--------------------|--------------|------------------|------------|-------------|
| BME | 141 | -30.3 | -15.7 | 6.3 |
| White | 1930 | | | |
| Not known | 185 | | | |
| Grand Total | 2256 | | | |

The pay gap is narrower for academic staff, where there is the highest representation of BME employees at 12.3%. However, within lower academic pay bands and PSS bands 1-6 there is a pay gap for BME staff when compared against white staff. In PSS bands 7-10 BME staff, on average, earn more than white staff.

Figure 6 – BME Pay Gap.



19. Equal Pay Review Recommendations

- Align Equal Pay Audit with Gender Pay Gap Reporting to ensure there is a consistent approach to addressing issues of equal pay.
- Investigate the pay differential for part time staff – this may form part of the gender pay gap review and investigation.
- Investigate discretionary payments to confirm they are fair, transparent and equal.
- Investigate why there are discrepancies with starting salaries for some academic and PSS staff bands 1-6.
- Investigate the pay disparity for University staff identifying as BME in academic and PSS bands 1-6.