

University of Hull Equal Pay Audit 2020

1. Introduction

Since implementing a pay and grading review (in response to the National Framework Agreement¹), we have undertaken regular equal pay audits since 2008. To comply with the Equality Act 2010, we operate an equal pay strategy and equality agenda.²

The Equality Act 2010 uses three terms to define 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

Our equal pay audit compares the pay of all men and women employed by our University. 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 Leadership Team that measures be put in place to eliminate any instances of unequal pay which can't be justified

2. Scope

This report follows a similar format as our 2017 Equal Pay Audit and adheres to the guidelines set out by the Joint Negotiating Committee for Higher Education Staff (JNCHES).

Our analysis is based on all staff grades that apply to Academic and Professional Services Staff (PSS) and includes analysis related to sex, disability, ethnic origin, and age & contract type in accordance with JNCHES guidance.

It's vital that our Equal Pay Audit is objective and considers all aspects of employment where University colleagues could be discriminated against or unknowingly disadvantaged.

This audit considers pay grades from pay band 1 to 10 inclusive (or their equivalents in salary terms) and also considers clinical pay grades. In addition to investigating equal pay, our audit also considers other issues, such as starting pay. The data used in the report is a snapshot as at 31 March 2020.

Where appropriate, we have made comparisons with our University's position in our 2017 equal pay audit and with the wider higher education sector.

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

² Equality Scheme – sets out our University's strategic equality objectives to the end of 2020 and is currently being updated.

This audit includes a total of 2,067 employees (excluding clinical staff) or 2,181 employees (including clinical staff).

Where we have made comparisons between female and male earnings, we have expressed female earnings as a percentage of male earnings based on full time equivalent (FTE) salaries.

In accordance with the guidance issued by the Equalities and Human Rights Commission significant patterns of difference in pay between males and females have been highlighted throughout the report with keys for each table.

We have issued a separate Gender Pay Gap report. This should be read in conjunction with this Equal Pay Audit, although we may action recommendations from our Gender Pay Gap Report separately.

3. Methods for Estimating the Pay Gap

In calculating the gender pay gap we express the average (mean and median) salaries of women as a percentage of the mean and median salaries of men doing work of equal value. Please note that the salary represents basic annual pay on a full-time equivalent basis excluding any additional salary payments. Where women are paid more than men, this figure is shown as a negative percentage (-%).

We have calculated and reported the gender pay gap for different occupational groupings and for a number of protected characteristics as appropriate. In calculating pay gaps based on ethnicity, we express the salaries of our black and minority ethnic (BAME) employees as a percentage of white employees' salaries. Likewise, for the salaries of disabled employees as a percentage of non-disabled employees. Data is not provided in respect of sexual orientation, gender reassignment, religion or belief, or marital status. For consistency, we will consider protected characteristic pay gaps of 5% or more to be significant and this will result in further investigation.

4. Executive Summary

Sex

- At each grade/pay band, there are gender pay gaps between females and males. The audit did not identify any equal pay concerns, which suggests that the University does not have an issue with equal pay for work of equal value.
- We also publish a separate annual Gender Pay Gap Report, looking at the gender pay balance at the University. This measures the difference between the average earnings of all female and male employees, irrespective of their role.

Age

- The University has an older age profile than the national average with 10.6% of employees aged under 30 compared with the national average of 16.9%.
- There is a gender pay gap for every age category with the lowest pay gap being in the age category of 31 to 35. The age range of 61 to 65 has the highest median pay gap while the highest mean pay gap is for the age range of 66 and over.

Disability

- 8% of the workforce disclosed a disability. This is higher than the national average of 5.3%.

- Both the overall mean and median disability pay gap for employees (excluding clinical staff) with a disclosed disability is 2.5%. When we include clinical staff, this rises to over 5% for both mean and median overall.

Ethnicity

- The number of employees who have preferred not to disclose their ethnicity is 3.7%, a very slight decrease from the previous audit which was 3.9%,
- The total proportion of BAME employees at our University is 8.0% overall (including academic and non-academic PSS colleagues). This is lower than the national sector average (HESA) of 14.5%, but is a slight increase since 2017 of 1.7 percentage points.
- 15.4% of academic staff have identified as BAME, which is comparable with the national picture of 16.8% taking into consideration any regional variations for the University figures.
- Only 2.8% of our Professional Service Staff colleagues identify as BAME. Although this is a slight rise from last year, it is still substantially lower than the sector average of 12.2%.
- The median BAME pay gap has reduced to -14.2% (2017 report was -30.3%) whilst the mean pay gap has increased slightly to -16.1% (2017 report was -15.7%) in favour of BAME employees.

5. Equal pay – Sex

The previous audit, completed in 2017, did not include any employees who weren't paid on the University of Hull pay scales. For other reports within the organisation, these have now been included as "Clinical". Therefore, where we have drawn comparisons with the previous audit, these exclude employees on clinical pay grades. However, we have also provided the inclusive figures separately in brackets to provide comparative figures for future audits.

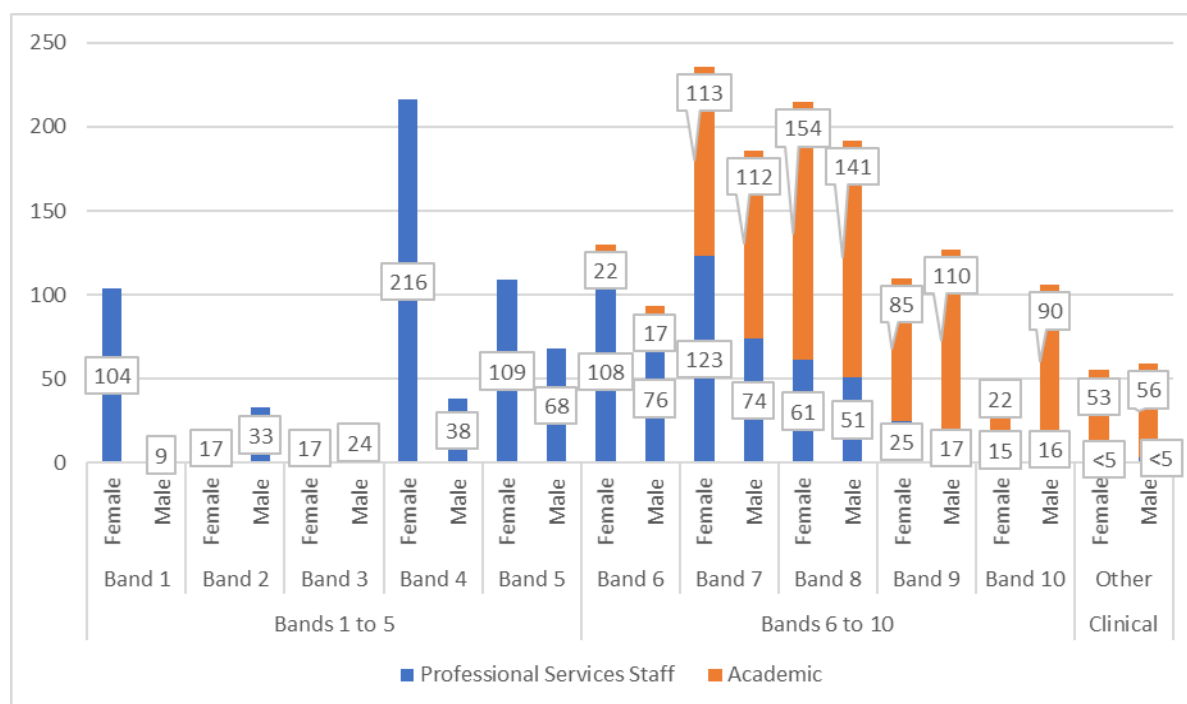
Since our 2017 audit, the number of employees (excluding clinicians) has decreased by 189. The percentage of female employees to male employees has increased with 57.6% of the workforce now being female. The proportion of females in the sector is slightly lower at 54.6%.

6. Gender – Occupational group

Overall, our employee numbers have decreased since the last audit. The percentage of female professional services staff to male professional services staff has now slightly increased from 65.6% in 2017 to 66.2% and the percentage of female academics has increased from 42.8% to 45.7%. When including clinical staff the percentage of female academics still increases slightly to 46.1%.

Figure 1 illustrates the split of gender across pay bands and occupational group.

Figure 1: Total number of staff by sex, occupational group and pay band

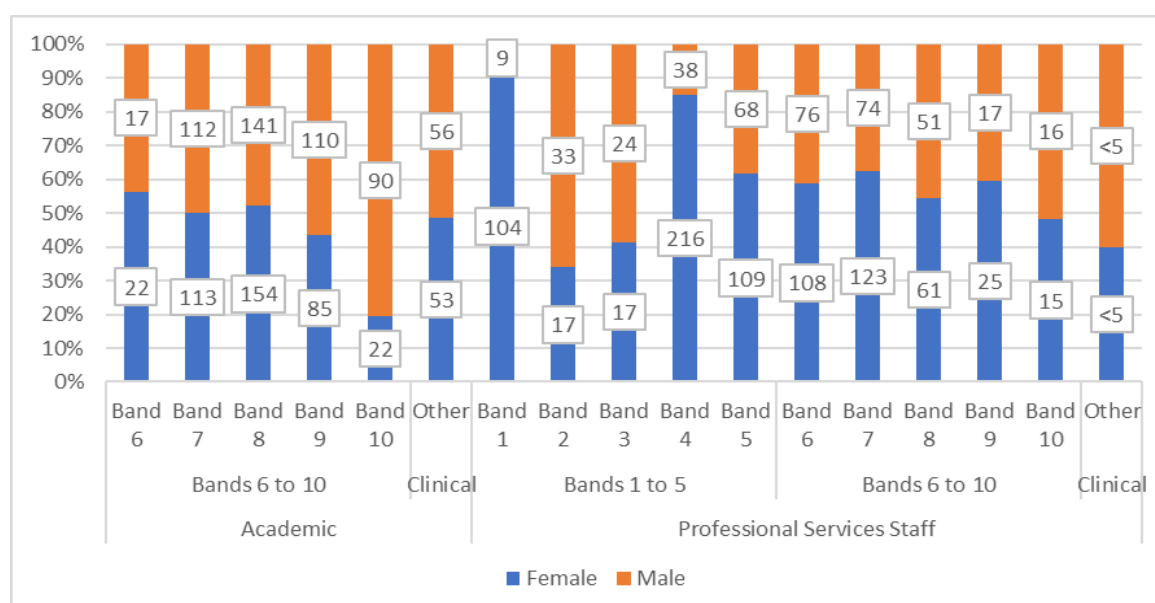


7. Sex – Band range

Comparing the academic and professional services pay bands by sex between 2017 and 2020 shows that, although there has been a decrease in the number of academics, the overall percentage of females in both band 9 and band 10 have increased. The number of female academics at band 10 has remained the same, whereas the number of male academics has reduced by 6.2 percentage points. At band 9, the number of female academics has increased by 16.5 percentage points.

There has been a levelling of female to male ratios in the higher professional services bands with female band 10 employees making up 48.4% in this audit whereas, at band 1, the percentage of female employees has increased to 92% compared to 88% in 2017. Figure 2 compares the percentage of female to male employees in each occupational group and pay band (at March 2020).

Figure 2: Comparison of sex by academic and professional services occupation groups



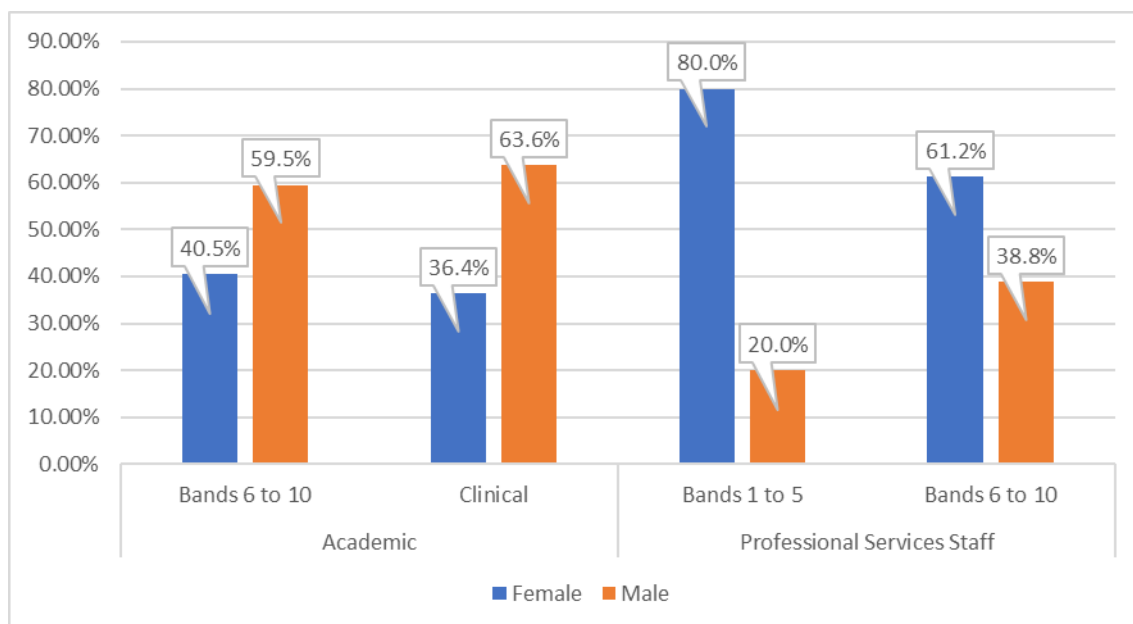
8. Sex – Discretionary payments

Some employees receive discretionary payment for the following duties:

- Head of Department Allowance
- Dean Allowance
- Deputy Dean
- Associate Dean
- AUA
- Market Related Supplement
- Acting Dean
- Senior Tutor
- Responsibility Allowance
- Honarium (P & NP)
- Excellence Award

Across all pay bands, of those receiving a discretionary payment, 69% of those in professional services are female while only 40% of the academics are female. Figure 3 illustrates the differences by pay band group for discretionary payments.

Figure 3: Sex composition of discretionary payments by occupational group



9. Sex – Full and part time contracts

As at 31 March 2020, 30% of the entire workforce are employed on a part time basis. 76.5% of our part time workforce is female. However, when looking at individual bands, the reverse is true at Band 10 where 77.8% of our part time academics are male and 75% of the part time workers in professional services are also male.

The percentage of female professional service staff in bands 1 to 5 has remained comparable with previous years at 87.8% compared to 88.5% for bands 1 to 6 in 2017. Table 1 shows the ratio of all part time contracts (including clinical and other contracts) by sex, split between academic and professional services staff.

Tables 1 and 2: Part time and full time staff by sex and category of employment

Academic	Female	Male	Grand Total
Part time	33.9%	18.3%	25.4%
Full time	66.1%	81.7%	74.6%
Grand Total	100.00%	100.00%	100.00%

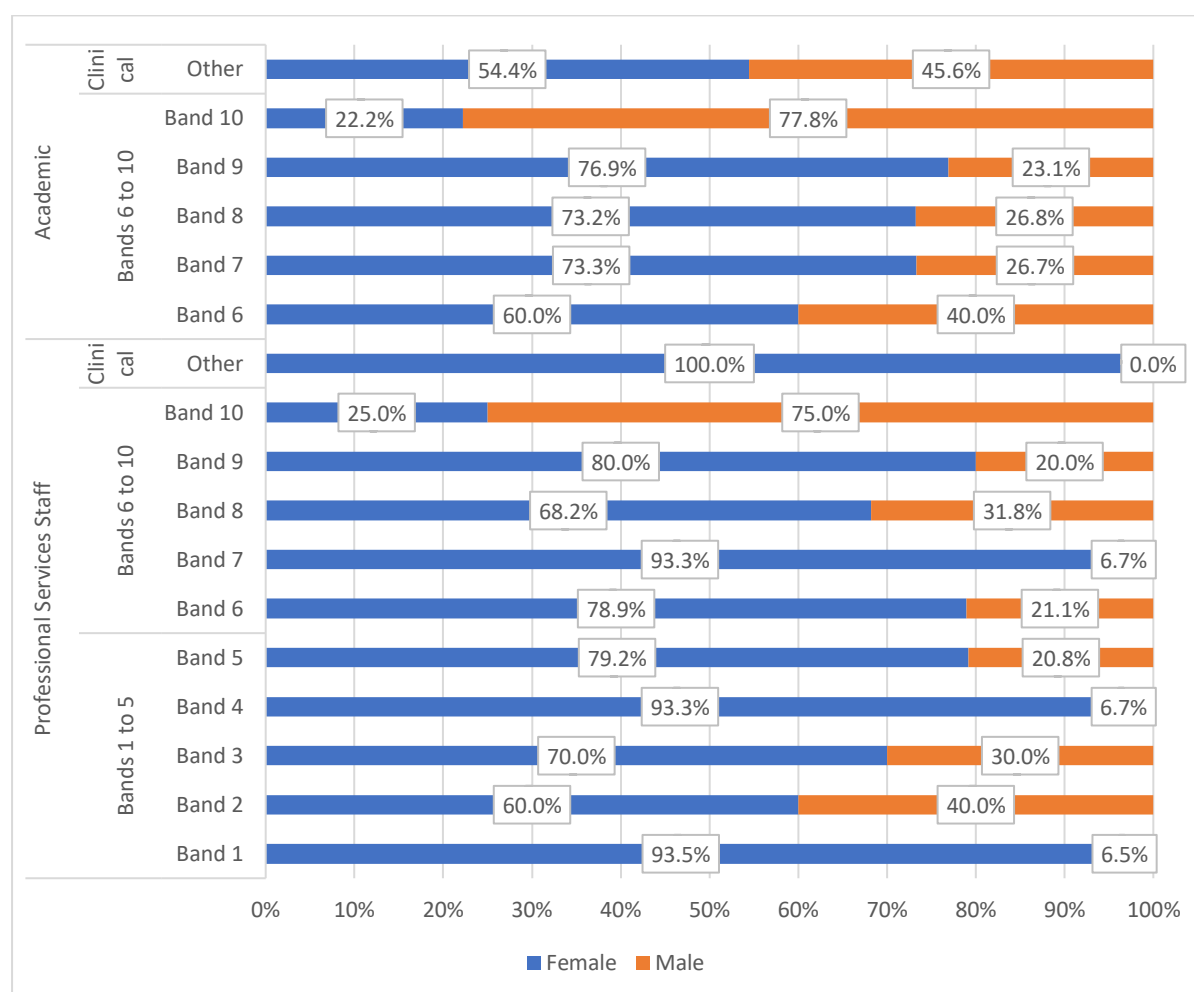
Professional Services	Female	Male	Grand Total
Part time	44.2%	14.4%	34.1%
Full time	55.8%	85.6%	65.9%
Grand Total	100.00%	100.00%	100.00%

33.9% of all female academics work part time in the University, compared to the national figure of 55.4%.

While the national average shows 31.5% of professional services staff are employed on part time contracts, our University employs 34.1% professional services staff on a part time basis.

Figure 4 highlights the main differences among part time staff in terms of sex, occupation group and pay band.

Figure 4: Comparison of part time staff by sex



10. Gender Pay Gap

Under the gender pay reporting legislation, we publish an annual gender pay gap report as at 31 March, using Government specified metrics.

However, the data requirements for this report are not the same and therefore there are different pay differentials.

The following table shows the results for this audit compared to our last equivalent published audit in 2017. For the benefit of future reports, we have also provided figures including clinical staff separately as these have not previously been included.

Table 3: Full and part time gender pay gap figures compared to 2017 excluding and including clinical

		2017					2020			
	Sex	No. of Staff	% Median Pay Gap	% Mean Gap	% Females	Sex	No. of Staff	% Median Pay Gap	% Mean Gap	% Females
Full time - excl clinical	Female	758	13.7%	14.1%	47%	Female	731	8.5%	11.9%	49.1%
	Male	856				Male	757			
	Total	1614				Total	1488			
Part time – excl clinical	Female	517	37.4%	32.7%	80.5%	Female	460	39.3%	32.8%	79.5%
	Male	125				Male	119			
	Total	642				Total	579			
Full time - incl clinical	Female					Female	742	13.7%	12.6%	48.8%
	Male					Male	780			
	Total					Total	1522			
Part time – incl clinical	Female					Female	504	47.7%	34.8%	76.5%
	Male					Male	155			
	Total					Total	659			

Key:

	<5% pay gap		Reduced pay gap since 2017 but >5%
	Increased pay gap since 2017 >5% and <40%		>40% pay gap

Comparing the results across these audits, the % median and % mean pay gaps have reduced for full time employees, whereas the % median and % mean pay gap for part-time staff has increased (although only slightly). By including the clinical staff there is a small difference in 2020 overall data compared to the 2020 data where clinical staff are excluded.

The median gender pay gap for full time female staff is 5.2 percentage points higher when including clinical staff. The median pay gap for part time staff is very high at 47.7%, which is 8.4 percentage points higher than the median pay gap excluding clinical staff.

11. Sex – Contract type

The following table shows percentages calculated by sex for academic staff. Although in the category of continuing contracts the percentage of both female and male employees have decreased, the percentage of female staff is the largest reduction by 6.6 percentage points.

Fixed term contracts for female employees has increased by 6.9 percentage points however, whereas fixed term contracts for male employees has only increased by 1.3 percentage points. The numbers for temporary contracts are very low and are therefore not statistically significant.

Table 4: Comparison of contract type by sex for academic staff, not including clinical staff.

	2017		2020	
Academic	Female Staff %	Male Staff %	Female Staff %	Male Staff %
Continuing	83.9	83.1	77.3	81.3
Fixed Term	15.6	16.3	22.5	17.6
Temporary	0.5	0.6	0.2	1.1
Grand Total	100	100	100	100

The number of people with continuing Professional Services contracts across the bands has decreased since 2017 resulting in lower percentages of both male and female employees employed on this basis. The biggest increase is female fixed term professional services contracts which have increased for both bands 1-5 and 6-10.

Table 5: Contract type by sex for professional services ≥ band 6 for 2020 and ≥ band 7 for 2017

2017			2020		
Professional Services Bands 7-10	Female Staff %	Male Staff %	Professional Services Bands 6-10	Female Staff %	Male Staff %
Continuing	88.9	87.9	Continuing	83.2	85.2
Fixed	10.1	11.6	Fixed Term	15.0	13.9
Temp	0.9	0.5	Temporary	1.8	0.9
Total	100	100	Grand Total	100	100

Table 6: Contract type by sex for professional services bands 1-5 for 2020 and bands 1-6 for 2017

2017			2020		
Professional Services Bands 1-6	Female Staff %	Male Staff %	Professional Services Bands 1-5	Female Staff %	Male Staff %
Continuing	89.6	89.1	Continuing	87.7	85.5
Fixed	9.8	10.5	Fixed Term	10.4	11.6
Temp	0.6	0.4	Temporary	1.9	2.9
Total	100	100	Grand Total	100	100

12. Sex – Starting salary

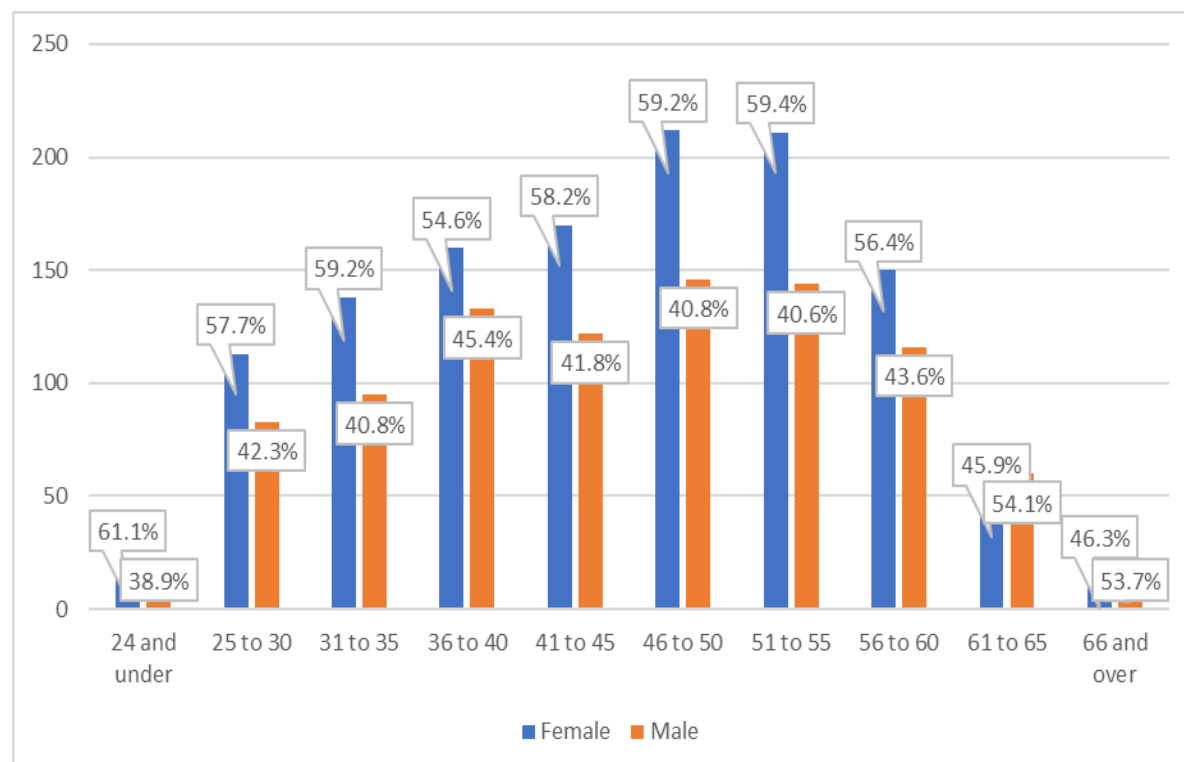
Since the last audit, we have assessed pay bands 1 to 9 during the period between April 2017 to March 2020 during which, 30% (654) of the total staff in March 2020 were new employees. Only 25% of the staff who joined the University since April 2017 were paid above the minimum pay scale in pay bands 1 to 9 and, of these, 51.8% were female.

13. Equal Pay – Age

In the previous audit the ‘under 24s’ combined with the ‘65 and over’ band accounted for 4.7% of the workforce. In the current survey, ‘under 24s’ and the ‘66 and over’ bands now only account for 3.6% of the workforce.

The total number of staff under 30 has increased slightly since 2017 and is now at 10.6% compared with 9.7% previously, which compares to 16.9% of the UK HEI sector. There is a higher proportion of female to male employees in all age bands apart from the two oldest age ranges (61 to 65, and 66 and over) as can be seen in figure 5.

Figure 5: Age distribution by sex



14. Equal pay – Age/Sex

Overall, we have reduced the mean and median age pay gap, although it is still high. Nationally, the gender pay gap for all employees is 17.3%. Our biggest reduction is in the median pay gap which has dropped from 25.5% to 13.68%, although the reduction is smaller when clinical staff are taken into consideration.

The largest age-related median pay gap is in the ‘61 to 65’ age range which stands at 54.76% in 2020. The previous highest percentage, for both mean and median, was in the ‘66 and over’ age band. Nationally these are the age ranges which also have the highest gender pay gap at over 15%³.

In 2017 the smallest age-related pay gap was for the ‘under 24’ band which has now increased for both mean and median (with and without clinical staff). The smallest age-related pay gap in 2020 is now the ‘31 to 35’ age range which closely follows the national trend of under 40s being close to zero.

³ Figure from ONS Gender pay gap in the UK 2019

Table 7: Age by sex and pay gap for FTE staff - (figures in brackets include clinical staff)

Age band	No. of Staff		% Median Pay Gap		% Mean Pay Gap		% Female	
by gender	2017	2020	2017	2020	2017	2020	2017	2020
16 - 24	46	34						
Female	28	22	-2.9	12.61 (10.51)	3.2	8.72 (7.87)	60.9	64.7 (61.1)
Male	18	12						
25 - 30	172	186						
Female	104	109	20.9	16.16 (11.09)	9.9	7.77 (10.19)	60.5	58.6 (57.7)
Male	68	77						
31 - 35	222	210						
Female	126	126	8.4	4.31 (2.9)	8.1	3.43 (3.27)	56.8	60.0 (59.2)
Male	96	84						
36 - 40	288	277						
Female	158	151	13.7	16.18 (16.18)	11.8	17.03 (15.83)	54.9	54.5 (54.6)
Male	130	126						
41 - 45	299	276						
Female	170	161	18.6	5.72 (8.51)	16.1	12.47 (12.12)	56.9	58.3 (58.2)
Male	129	115						
46 - 50	362	341						
Female	212	201	23.3	23.28 (18.63)	20.7	19.32 (18.02)	58.6	58.9 (59.2)
Male	150	140						
51 - 55	343	340						
Female	211	206	29.8	23.28 (18.63)	26.4	23.66 (25.96)	61.5	60.6 (59.4)
Male	132	134						
56 - 60	294	255						
Female	162	145	31.8	27.66 (25.15)	34.7	26.3 (26.05)	55.1	56.9 (56.4)
Male	132	110						
61 - 65	169	107						
Female	75	51	47.7	54.76 (54.76)	31.5	38.31 (42.11)	44.4	47.7 (45.9)
Male	94	56						
66 and over	61	41						
Female	29	19	54.8	31.81 (31.81)	47.9	41.84 (41.84)	47.5	46.3 (46.3)
Male	32	22						

Age band	No. of Staff		% Median Pay Gap		% Mean Pay Gap		% Female	
by gender	2017	2020	2017	2020	2017	2020	2017	2020
Total Female	1275	1191 (1246)	25.5	13.68 (18.67)	23.0	20.05 (19.95)	56.5	57.6 (57.1)
Total Male	981	876 (935)						
Grand Total	2256	2067 (2181)						

Key:

	<5% pay gap		Reduced pay gap since 2017 but >5%
	Increased pay gap since 2017 >5% and <40%		>40% pay gap

15. Equal Pay – Disability

The number of employees declaring a disability has slightly increased to 170 from 164 in the last audit, now representing 7.8% of the total staff population. This compares with a sector average of 5.3% (HESA, 2020 report).

Since the last audit, we have also seen a slight reduction in the number of employees for whom a disability is either unknown or undisclosed. This has dropped from 10.4% to 9.9% however this is still above the sector average.

The previous audit showed the pay gap being negative, meaning that people who had declared disabilities were being paid more than those that did not have a declared disability.

However, this has now changed to being a disability pay gap (over 5% for both the median and mean salaries including clinical staff). Nationally, the median disability pay gap for 2018 was 12.2%⁴.

Table 8: Disabled staff pay gap (figures in brackets include clinical staff)

	2017				2020			
Declared Disability	No. of Staff	% Median Pay Gap	% Mean Pay Gap	% Disabled	No. of Staff	% Median Pay Gap	% Mean Pay Gap	% Disabled
Yes	164	-6.1%	-4.1%	7.3	165 (170)	2.9 (5.7)	2.5 (5.6)	8.0 (7.8)
No	1858				1716 (1796)			
Not Known	234				186 (215)			
Total	2256				2067 (2181)			

Key:

	<5% pay gap		Reduced pay gap since 2017 but >5%
	Increased pay gap since 2017 >5% and <40%		>40% pay gap

⁴ ONS Disability pay gaps in the UK:2018

16. Equal pay – Ethnicity

Although the total number of employees has decreased since 2017, the percentage of our academic colleagues who have declared their ethnicity as being Black, Asian or a Minority Ethnic group (BAME) has increased from 12.3% to 15.4%.

However, the professional services ethnicity ratio has remained very similar and is still well below the sector average for BAME representation. Overall therefore, the percentage of our whole workforce represented by colleagues declared as from a BAME ethnic group is now 8%. Although, this is an increase of 2.1 percentage points since 2017, it is still 6.24 percentage points lower than the BAME population of our local area (Yorkshire & The Humber at 14.24% according to the 2011 Census).

Table 9: University BAME composition by occupational group

Occupational Group	2017 BAME Staff %	2020 BAME Staff %	Sector BAME Staff %
Academic	12.3	15.4	16.8
Professional Services Staff	2.2	2.8	12.2

17. Ethnicity pay gap

The ethnicity pay gap for the last audit showed that, on average, BAME staff were being paid more than white staff. This has continued into 2020 but with a smaller gap as the median has reduced by 16.1 percentage points to -14.2% (not including clinical staff). When clinical staff are included in the calculation, our median pay gap shows a reduction of 7.4 percentage points at -22.9%

Table 10: Comparison of BAME staff median and mean pay gaps 2017 to 2020 (clinical staff included in brackets)

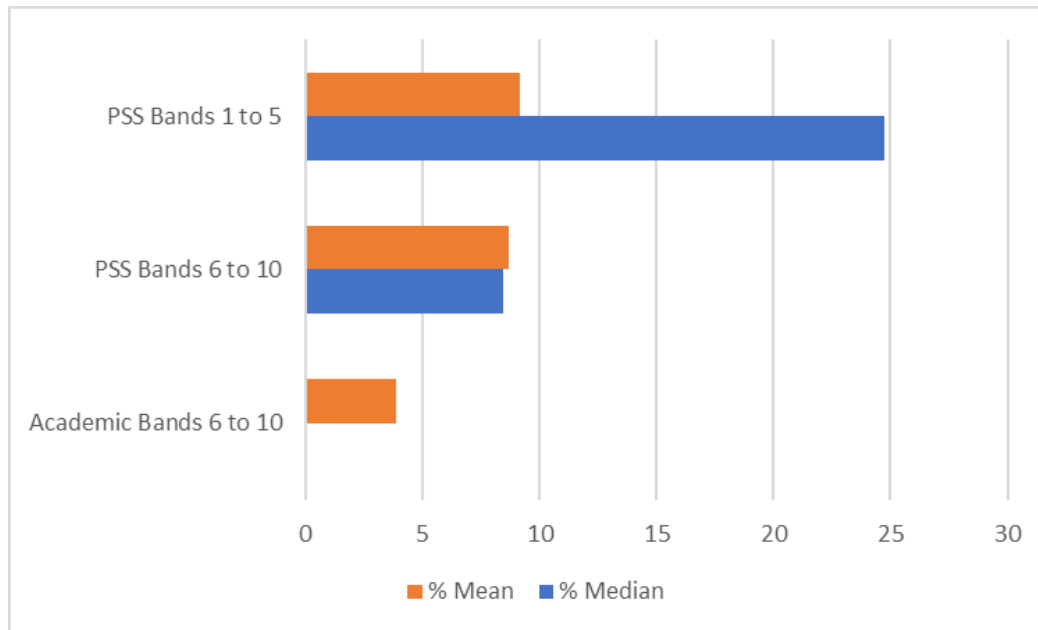
	2017				2020			
Ethnic Group	No. of Staff	% Median Pay Gap	% Mean Gap	% BAME Staff	No. of Staff	% Median Pay Gap	% Mean Gap	% BAME Staff
BAME	141	-30.3	-15.7	6.3	166 (183)	-14.2 (-22.9)	-16.1 (-17.3)	8.0 (8.4)
White	1930				1809 (1897)			
Not known	185				92 (101)			
Grand Total	2256				2067 (2181)			

Key:

	<5% pay gap		Reduced pay gap since 2017 but >5%
	Increased pay gap since 2017 >5% and <40%		>40% pay gap

In figure 6 below, the median pay gap for BAME academic employees is zero and the mean figures also show a much smaller pay gap between BAME and white academic staff than between BAME and white professional services. Bands 1 to 5 professional services figures in particular show a large median pay gap. The reason for this is that just over half of our BAME professional services staff in bands 1 to 5 are in band 1.

Figure 6: Median and mean BAME pay gaps by occupational group



18. Recommendations

The University of Hull is committed to embedding a supportive, inclusive culture and increasing the diversity of University staff at all levels. As an inclusive university, we must embed good practice across the institution. The positive benefits of a diverse and inclusive workforce are well established. We will continue to work hard to achieve inclusivity through our active engagement with the Athena SWAN charter, and developing our culture, values and behaviour.

Update on Audit Equal Pay Review Recommendations from 2019 and 2020 Recommendations:

- 2019: Align Equal Pay Audit with Gender Pay Gap Reporting to ensure there is a consistent approach to addressing issues of equal pay including part time working.

2020: This work has been taken forward by the pay monitoring group with a specific action plan to address pay disparities including the pay differential for part time staff.

- 2019: Investigate discretionary payments to confirm they are fair, transparent and equal. Completed.

2020: Investigate discretionary payments for academic female staff to ensure equality and any differential is justified.

- 2019: Investigate why there are discrepancies with starting salaries for some academic and professional services staff bands 1-6. Completed.

2020: Continue to monitor starting salaries for all staff.

- 2019: Investigate the pay disparity for University staff identifying as BAME in academic and professional services bands 1-6. Completed with no disparity in pay identified.

2020: Work to increase the number of BAME professional services staff employed by the University and ensure pay is equal.

Additional Recommendations for 2020:

- 2020: Review the increased use of fixed term contracts and the implications of fewer women on continuing contracts, ensure pay is equal. (Owner – HR, Athena SWAN SAT)
- 2020: Investigate the increase in pay gap for staff with disabilities. (Owner – HR, Accessibility Working Group)
- 2020: Investigate the pay disparity for part-time female staff for which the mean and median pay gaps have increased and review any discrepancies or implications.
- 2020: Progress against the recommendations be reported to the University Leadership Team annually.