



Equal Pay Review 2018

!

!"

\$%&'(&')"

*+\$, -. /!"0"-&'1%234'5%&"
!6#" 83((&"9:1;:1("<&5=(1)5'>!)"+@3:!"B:>"*':'(C(&"
!6#" DE: '5)": &"+@3:!"B:>"F(=5(GH"
!67" . 31!"JJ1%:4E7

"#\$%&' (!)!&+,-./01,2. +"

"

)34! 5066+!78-98-6,! : +2; 6-<2,=×!#?08@A8=! ,8,6B6+,!

"

83((&"9:1;:1("<&5=(1)5">"5)"4%CC5'"(2"%")3JJ%1'5&;":&2"J1%C%'5&;"(@3:A5">"%L"%JJ%1'3&5">"L%1":AA
(CJA%>())6""

"

,E("<&5=(1)5">"1(4%;&5)()""E:""3&2(1""E("+@3:A5">"I4"#V!V]"Z%'E"GC(&":&2"C(&"E:=(""E("15;E""%"(@3:A
J:>"L%1"G%1^"%L"(@3:A"=:A3(_"E5)":JJA5()""%":AA"(CJA%>())"1(::12A())"%L"L3AA"%1"J:1'0'5C("):'3]"4:):3:A"%1
'(CJ%1:1>"4%&'1:4'"%1"A(&:'E"%L") (1=54(6"

"

-&":225'5%&""%""E(:Z%=(]"E("<&5=(1)5">:A)%"1(4%;&5)()"5'"23'>"%"J1%=52("(@3:A"J:>"L%1"G%1^"%L"(@3:A
=:A3("1(::12A())"%L"25LL(1(&4())"5&":;:(]"1:4(]"&:'5%&:A5'>]"('E&54"%1"&:'5%&:A"%15;5&]"1(A5;5%&]"(R3:A
%15(&:'5%&]"C:15':A]"45=5A"J:1'&(1)E5J]"J:1(&:'A)":'3)"%1"25):Z5A5'>6"

"

,E("<&5=(1)5">"E:)"5&"JA:4(":"J:>:"&2";1:25&";")>)'(C"GE54E"5)"3)(2"%":))5)"5&"2('1C5&5&;"(@3:A"J:>
:41%))""E("<&5=(1)5">6",E("J:>:"&2";1:25&";")>)'(C"5)":JJA5(2"1:&)"J:1(&'A>]"Z:)(2"%&%"Z(4'5=(415'(15:"%"
(&)31("E:""5'"5)"L1("L1%C"3&A:GL3A"Z5:)"6""

"

The University's policies and procedures associated with pay and remuneration have been developed and
5CJA(C(&'(2"G5'E":=5(G""%(A5C5&:'5&,"3&A:GL3A"Z5:)]":&2":1(")>)'(C:'54:AA>"C%&5'%1(2":&2"1(=5(G(26""

"

-&%"12(1"%")J3t the University's commitment to equal pay for work of equal value into practice]"E("

)3H! ' 0-!l JJ-. 81D!

, E("1(=5(G": ^("5&'%"4%&)52(1: '5%&"(CJA%>("): A: 1>"2: ': "4%AA(4' (2":): "'!'>)" I 3; 3)"#V! T6"" , E5)"2: ': "5)"
Z1%^(&"2%G&" Z>"'E("1(A(=: &"" : 1(:)"0l 4: 2(C54[B1%L())5%&: A"*(1=54(Q)M1: 2())M(&2(1": &2"B1%"(4' (2"
\$E: 1: 4' (15)'54)6""

)3K! 76,D. /<lL. -!18@10@8,2+9!,D6!A8=!M8J!

I &>"25L(1(&4("Z('G((&"'E("C(: &": &2"C(25: &"J: >%"L"C:A(" : &2"L(C:A(" (CJA%>(")5)"1(L(11(2"'%":): "
gender 'pay gap', : &2"E:)")Z((&"4: A43A: '(2"L%AA%G5& ; "'E("L%1C3A: "J1%=52(2"5&"'E("J3ZA54") (4%'1" (@3: A5' >"
23' >"; 352 (A5&())6", E(" ; (&2(1"J: >"; : J"E:)")Z((&"4: A43A: '(2"3)5& ; "'E("C(: &": &2"C(25: &"): A: 15()": &2"E%31A>"
J: >%"L"L(C:A(" (CJA%>())(RJ1()) (2":): "J(14(&' : ; (%L"'E("C(: &": &2"C(25: &"): A: 15()%"L"C:A(" (CJA%>())
2%5& ; "G%1^"%"L" (@3: A'= : A3("0): C("M1: 2(Q6" , E("): A: 1>"2: ': "E:)")Z((&"(RJ1()) (2":): "L3AA"5C(" (@35=: A(&"
) : A: 1>]: &2"5&4A32()""E%) ("5&25=523: A)"GE%"G%1^"J: 1""5C("E%31)""%": AA%G"L%1"4%CJ: 15)%&6""

I "J%)5'5=("J(14(&' : ; ("2(C%&)'1: '()": "J: >"; : J"5&"L: =%31%"L"G%C(&": &2": "&(: ; '5=("J(14(&' : ; ("J: >"; : J"
2(C%&)'1: '()": "J: >"; : J"5&"L: =%31%"L"C:A()6""

, E("J: >"; : J"4%A3C&)"G5'E5&"(: 4E"%L"'E(" : ZA())J1%=52(2"5&*" (4'5%&"7"E: =("Z((&"4%AA%31"4%2(2""%E5; EA5; E'"
)5; &5L54: &'"; : J):)"L%AA%G)a"

*5; &5L54: &' "&(: ; '5=("J: >"; : J"0cNd0" ! E#N"" (R"
/;%&0)5; &5L54: &' "J: >"; : J"0eNd0" " " ' EI (M#" (R"

I 44%125& ; ""%"+31%J (: &"b3C: &"F5; E')"\$%CC5)5%&"0+bF\$Q": "J: >"; : J%"L"Nd"%1"; 1(: ' (1"5)"4%&)52(1(2"'%Z(
)5; &5L54: &'6""

"
"

!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!

H3Y! "0BB8-=(8--8,2; 6!
!

"#\$%&' (IH!

H3H! M6+/6-!A8=IM8J!! +8@-<2! !A-. L6<<2. +8@"6-; 216<!" ,8LL!

Position Grade	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary
---------------------------	---	--	---

H3X! M6+/6-!A8=IM8J!! +8@-<2! ![0@%2B6]A8-,!%2B6! !! @", 8LL!

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	MEAN PAY GAP (Salary)	MEAN PAY GAP (Hourly Rate)	MEDIAN PAY GAP (Salary)	MEDIAN PAY GAP (Hourly Rate)
Full Time	£41,992	£22.90	£41,212	£22.64	£40,397	£22.01	£37,706	£20.28	3.95	4.04	9.30	11.64
Part Time	£39,578	£21.64	£42,418	£23.31	£39,537	£21.64	£41,259	£22.67	0.10	0.00	2.81	2.82
Total	£40,927	£22.34	£41,212	£22.64	£40,247	£21.95	£38,833	£21.34	1.69	1.78	6.13	6.09

H3V! M6+/6-!A8=IM8J!! +8@-<2! ![0@%2B6]A8-,!%2B6! !! 18/6B21!", 8LL!

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	MEAN PAY GAP (Salary)	MEAN PAY GAP (Hourly Rate)	MEDIAN PAY GAP (Salary)	MEDIAN PAY GAP (Hourly Rate)
Full Time	£49,885	£27.41	£47,722									

H3V! M6+/6-!A8=IM8J!! +8@-<2! ![0@%2B6]A8-,!%2B6! !A-. L6<<2. +8@"6-; 216<!", 8LL!

!
!
!
!
!
!
!
!

H3R! A8=IM8J!! +8@-<2! IP7#!<,8LL!

BME Mean Salary	BME Median Salary	BME Mean Hourly Rate	BME Median Hourly Rate	Refused/Not Known Mean Salary	Refused/Not Known Median Salary	Refused/Not Known Mean Hourly Rate	Refused/Not Known Median Hourly Rate	Non BME Mean Salary	Non BME Median Salary	Non BME Mean Hourly Rate	Non BME Median Hourly Rate	Combined Refused/Not Known & Non BME Mean Salary	Combined Refused/Not Known & Non BME Median Salary	Combined Refused/Not Known & Non BME Mean Hourly Rate	Combined Refused/Not Known & Non BME Median Hourly Rate	Mean Salary Pay Gap	Median Salary Pay Gap	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap
£38,642	£40,943	£22.29	£21.14	£42,564	£37,706	£23.29	£20.72	£40,692	£41,212	£22.20	£22.17	£40,758	£41,212	£22.24	£22.17	-5.19	-0.65	0.22	-4.65

H3U! A8=IM8J!! +8@-<2! !",8LL!N61@8-2+9!8!N2<8\2@,=!<

Disabled Mean Salary	Disabled Median Salary	Disabled Mean Hourly Rate	Disabled Median Hourly Rate	Refused/Not Known Mean Salary	Refused/Not Known Median Salary	Refused/Not Known Mean Hourly Rate	Refused/Not Known Median Hourly Rate	Not Disabled Mean Salary	Not Disabled Median Salary	Not Disabled Mean Hourly Rate	Not Disabled Median Hourly Rate	Combined Refused/Not Known & Not Disabled Mean Salary	Combined Refused/Not Known & Not Disabled Median Salary	Combined Refused/Not Known & Not Disabled Mean Hourly Rate	Combined Refused/Not Known & Not Disabled Median Hourly Rate	Mean Salary Pay Gap	Median Salary Pay Gap	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap
£38,434	£33,518	£20.95	£18.03	£40,969	£43,705	£22.34	£23.77	£40,765	£40,602	£22.25	£22.07	£40,790	£41,212	£22.26	£22.41	-5.78	-18.67	-5.88	-19.54

H3Z! A8=IM8J!! +8@-<2! !^MP%!<!,8LL!

!
!
!
!
!
!
!
!
!
!
!
!
!

!

"#\$%&' (IK! !A@8+<!,. !I // -6<<!M6+/6-!A8=!M8J<!!
!

I 1,2. +<!,. !81D26; 6!,D2<!F2@2+1@/6!

!6 B1%C%' (" bF"5&5'5: '5=(), 'Aurora', Athena SWAN," 'DEVELOP]' X5): Z5A5'>" \$%&L52 (&' *4E(C(" : &2"
B(1L%1C: &4("+&E: &4(C(&'F(=5(G)""%)3JJ%1"L(C:A("4: 1((1"2(=(A%JC (&'6"

#6 +&)31(" 'E: "" %31"1(=5)(2" F(G: 12": &2" F(4%; &5'5%&" B%A54>": &2" B1%4(231(" J1%=52()) '1: &)J: 1(&' "
J1%4())"L%1"1(G: 12": &2"J1%C%'5%&"%L")': LL"

76 ,1: 5&"C: &; ; (1)""%1: 5)(": G: 1(&())"%L"5)3()"(A: '5&""%443J: '5%&: A") (; 1(; : '5%&": &2"; (&2(1"J: >"
; : J)" GE5A)" 4%&'5&35&"" %" J1%C%' (" +0A(: 1&5&"" <&4%&)45%3)" P5:)" '1: 5&5&"" %": AA" C: &; ; (1)" : &2"
1(4135'C (&'": &2") (A(4'5%&"J: &(A5)'6"

K6 D%1^"G5'E"E("+@3: A5'>": &2"X5=(1)5'>"4%CC5' ('"%": 4'5=(A>")(&4%31: ; ("E%)("CJA%>())"G5'E": "
J1%' (4' (2"4E: 1: 4' (15)'54""%2(4A: 1("E5)""%""E("3&5=(1)5'>6"

!

"