



UNIVERSITY OF
CAMBRIDGE

Equality and Diversity Information Report 2021-2022

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Contents

Foreword	3
Staff Overview	4
Diversity of Leadership	5
Staff Balance by Gender	6
Staff Balance by Ethnicity	8
Staff Balance by Disability	11
Staff Balance by Sexual Orientation and Gender Identity	11
Staff Balance by Religion or Belief	11
Staff Recruitment	12
Academic Promotion	16
Gender and Ethnicity Pay Gaps	19
Equal Pay Review	22
Staff Statistical Information (SSI)	23
Student Overview	24
Student Numbers	24
Undergraduate Admissions	27
Graduate Admissions	28
Undergraduate Degree Attainment	29
Staff – Definitions and Notes	30
Students – Definitions and Notes	32

Annexes

Annex A – Equal Pay Review 2022

Annex B – Staff Statistical Information (SSI)

Foreword

The Equality and Diversity Information Report 2021-22 provides an overview of equality information on our staff and student communities including gender and ethnicity pay gap data.

The data contained in this report are used to inform the University's efforts to ensure an inclusive environment for work and study and to measure the impact of equality and inclusion initiatives. The report is presented mindful of guidance regarding our obligations under equality law which covers the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

This report uses the term 'BAME'. The University is aware of the limitations of the term and recognises that there is no agreement in the sector as regards what terminology should be used. It is our aim to tackle all forms of inequality, including racism, and foster inclusion.

This Report has been prepared for publication by our Equality, Diversity & Inclusion Section, which is part of the University's Human Resources Division. It is governed by the University's Equality, Diversity & Inclusion Committee.

Professor Kamal Munir
Pro-Vice-Chancellor for University Community and Engagement
Chair of Equality, Diversity & Inclusion Committee

Staff Overview

This section presents equality and diversity information for the academic year 2021-22 for staff at the University of Cambridge. Please refer to the [staff definitions and notes](#) section for a detailed explanation of the data provided.

On 31 March 2022, the University had 12,791 employees in four University staff groups (**Table 1**).

Staff Group	Number of employees (headcount)	Percentage of employees
Academic	1,978	15.5%
Academic-Related	2,763	21.6%
Assistant	3,926	30.7%
Researcher	4,124	32.2%
Total	12,791	100.0%

Table 1: Count by staff group

Key figures

- The gender breakdown in the University was 53.0% female.
- 88.2% employees had a known disclosed ethnic background. Of these staff, 14.9% were Black, Asian and Minority Ethnic (BAME).
- 5.2% (666) of all employees disclosed having a disability.
- 23.4% of all Professors were female, and 9.4% of Professors were BAME.
- Assistant and Academic-Related staff are combined in the analysis in this report into Professional Services Staff (PSS).

Diversity of Leadership

Within the University of Cambridge decision making is centred in the University's influential main committees and Councils of the Schools. Committees are comprised of appointed, elected and ex officio members and therefore individuals often sit on more than one committee. Female staff made up 42.3% of the University Council (40.7% in 2021), which is the principal executive and policy-making body of the University. Members who disclosed their ethnicity as BAME comprised at most 7.7% of members on five committees. However, we do not currently collect diversity data on external committee members. Ethnicity data are also missing for some staff, with data not recorded for up to 43.5% of committee members (**Table 2**). 22.2% of Heads of Departments were female, and 6.7% had disclosed their ethnicity as BAME.

Committee	Percentage of Female	Percentage of BAME
University Council	42.3%	7.7%
General Board of the Faculties	35.3%	0.0%
Council of the School of Arts and Humanities	25.0%	0.0%
Council of the School of the Biological Sciences	40.9%	0.0%
Council of the School of Clinical Medicine	22.9%	2.9%
Council of the School of the Humanities and Social Sciences	50.0%	6.3%
Council of the School of the Physical Sciences	33.3%	6.7%
Council of the School of Technology	14.3%	4.8%

Table 2: Diversity of members sitting on University governance committees and Councils of Schools

Staff Balance by Gender

Figure 1 shows the number and proportion of female and male staff in each of the University's three staff groups. Females comprised 35.3% of Academic staff, 63.2% of Professional Services Staff and 45.8% of Research staff.

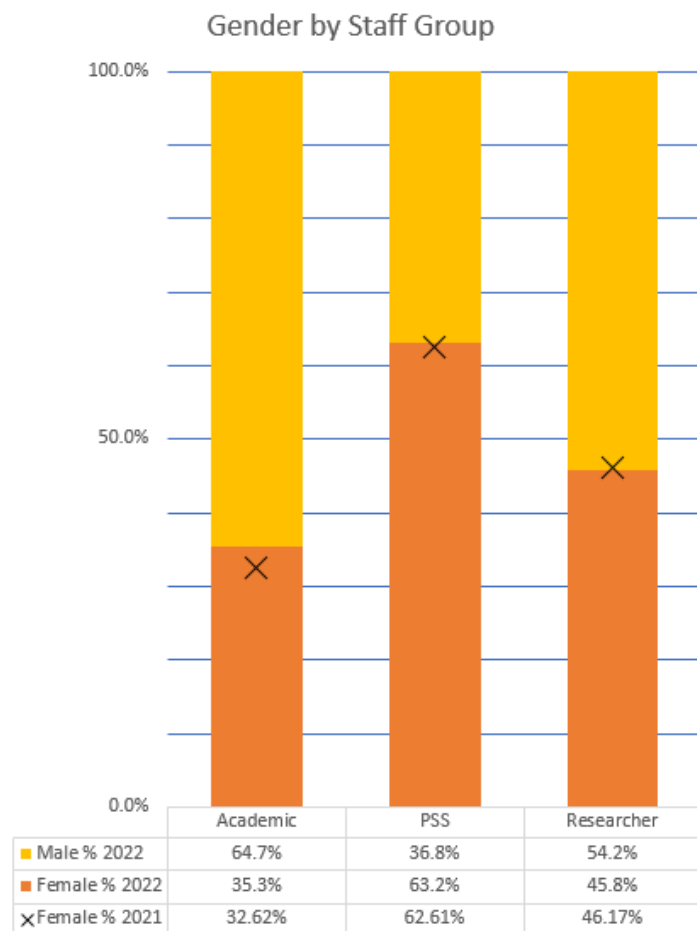


Figure 1: Gender by staff group

Figure 2 highlights the distribution of staff by gender across the University's grading structure, with females concentrated in lower graded roles. Over the last year, however, the proportions of females in high graded roles has increased slightly.

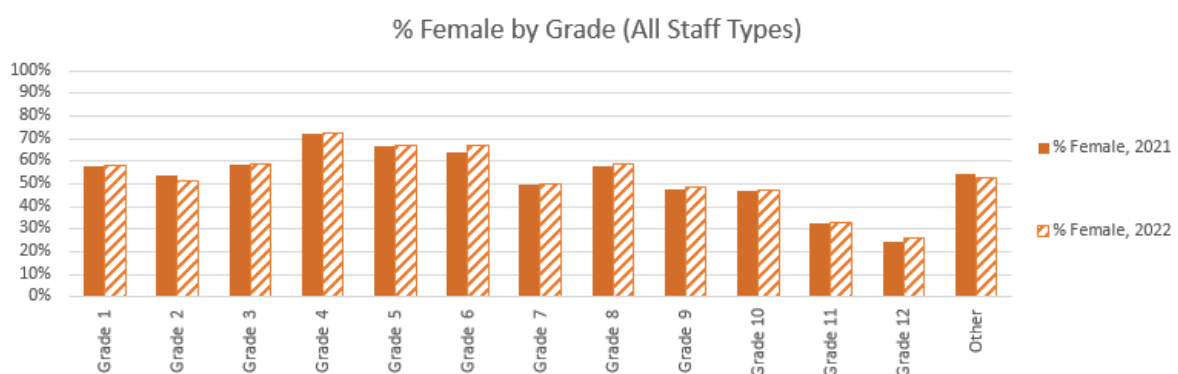


Figure 2: Staff grade and gender 2021 and 2022

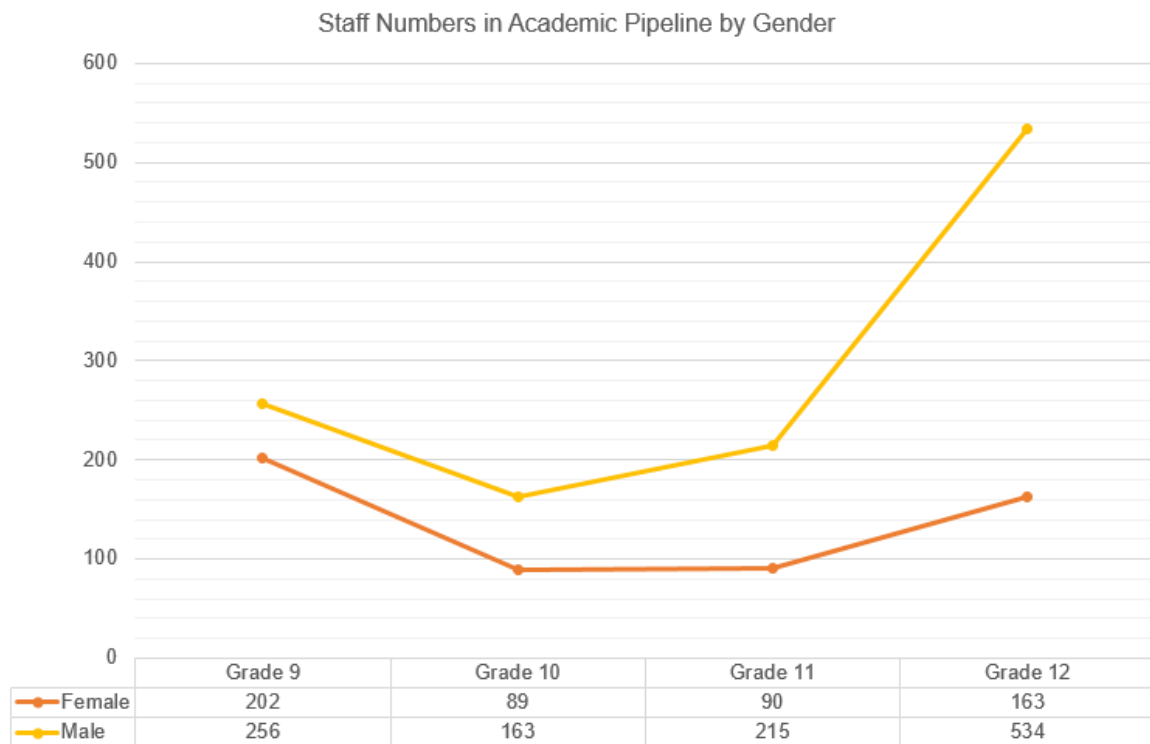


Figure 3: Staff Numbers in the academic pipeline by gender

Percentage of Professors by gender	2021	2022
Female Professors	162	163
All Professors	698	697
% Female Professors	23.2%	23.4%
Russell Group Benchmark	29.7%	29.7%

In March 2022, there were 202 female Associate Professors (Grade 9) (44.1%). 35.3% of Associate Professors (Grade 10) and 29.5% of Professors (Grade 11) were female (**Figure 3**). 23.4% of Professors (Grade 12) were female, an increase from 16.8% in 2016.

Staff Balance by Ethnicity

BAME staff comprised 14.9% of all staff employed within the University at 31 March 2022.

The proportion of BAME staff varied by staff type, from 12.6% for Academic roles, 9.3% for Professional Services Staff and 25.7% for Research posts (**Figure 4**).

This predominance of BAME staff in Research roles is further illustrated by the high proportion of BAME staff in grade 7 posts (**Figure 5**).

Disaggregating the broad BAME category, there are very small numbers of Black staff across all staff categories (academics, professional services staff and researchers).

As mentioned previously, the University is aware of the limitations of the term 'BAME' and recognises that there is no agreement in the sector as regards what terminology should be used.

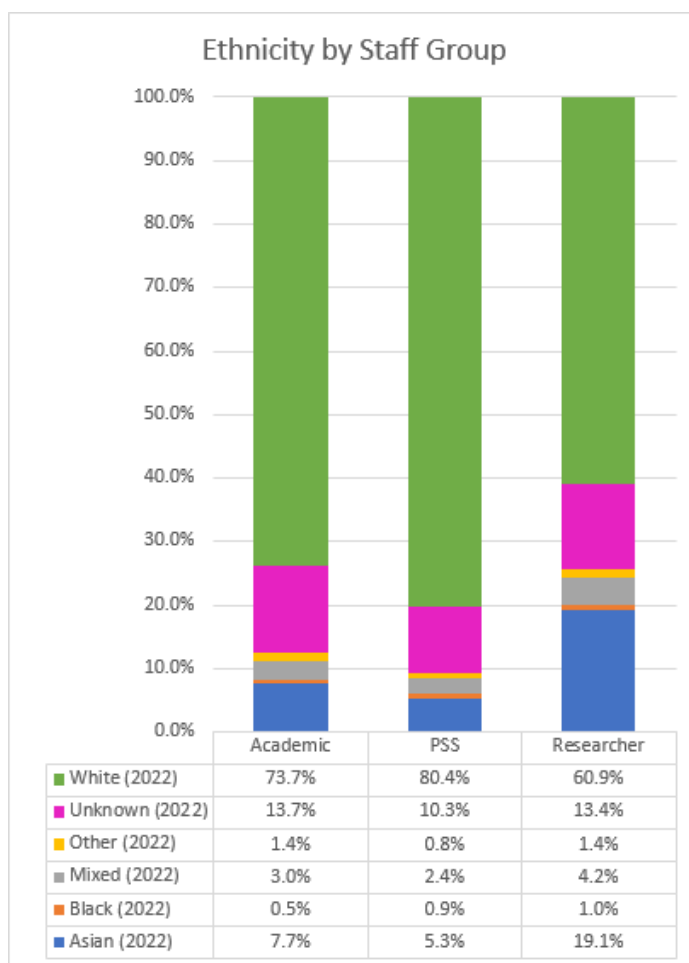


Figure 4: Ethnicity of staff

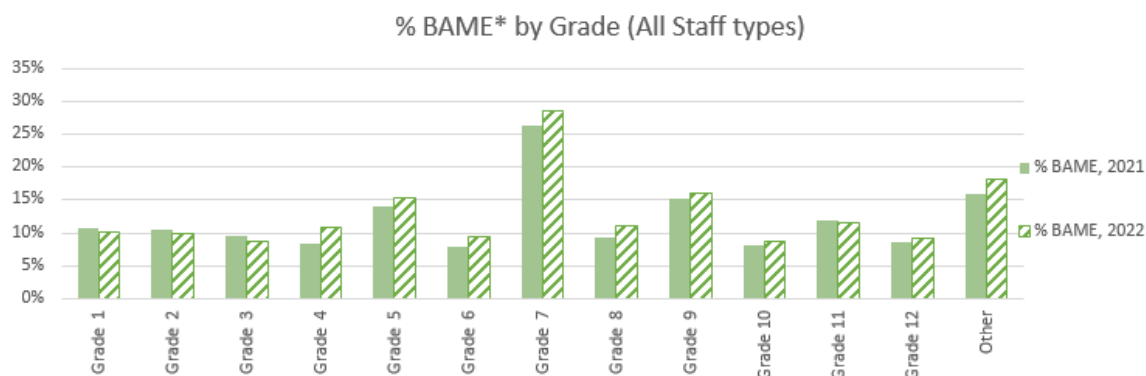


Figure 5: Staff grade and ethnicity 2021 and 2022
(*BAME percentages are given as a percentage of those with a disclosed ethnicity)

For staff with UK nationality, 8.5% declared their racial identity as BAME, compared to 4.2% for EEA (European Economic Area) staff. 68.8% of those from other nationalities were BAME (**Figure 6**).

The non-disclosure rate for ethnicity was 10.9%, a reduction from 17.4% in 2016. Non-disclosure was highest in Academic roles, with the lowest rate of staff turnover. The University has committed to increasing its ethnicity disclosure rate through increasing BAME staff confidence to disclose race information to HR and increasing White staff perceptions that racial matters are equally relevant to them.

When ethnicity data was disaggregated, the largest grouping was White-British (50.6%) followed by White-Other (21.0%). There are no staff at the University who self-identified as Roma - Traveller, and the proportion of Black staff was 1%.

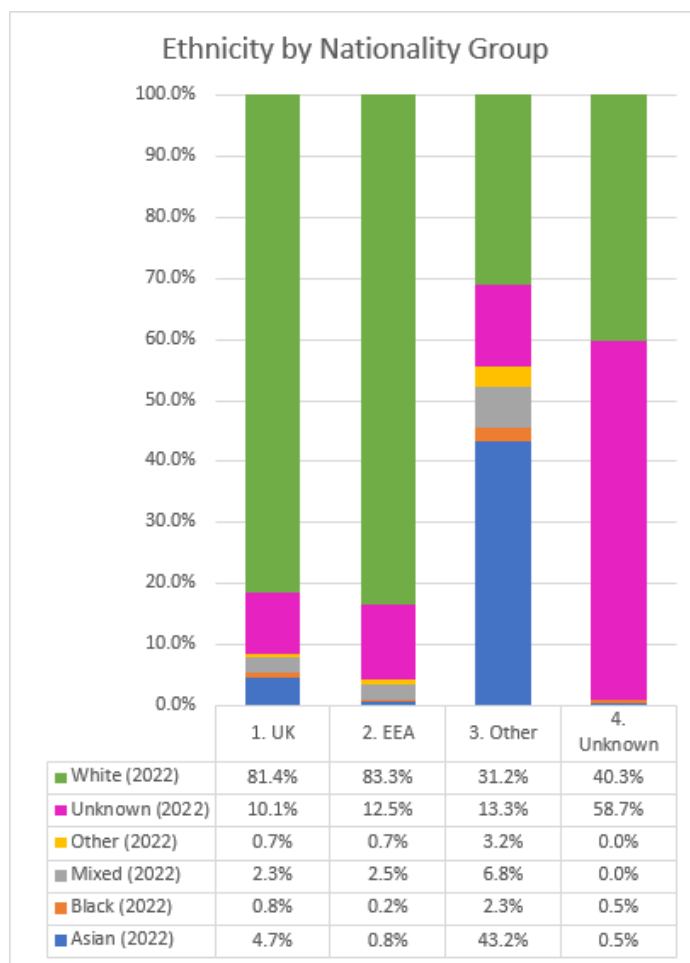


Figure 6: Ethnicity and nationality of all staff

Asian or Asian British - Bangladeshi	0.2%
Asian or Asian British - Indian	3.1%
Asian or Asian British - Pakistani	0.4%
Chinese	4.2%
Other Asian Background	2.2%
Black or Black British African	0.7%
Black or Black British Caribbean	0.2%
Other Black Background	0.1%
Mixed - White and Asian	0.9%
Mixed - White and Black African	0.3%

Mixed - White and Black Caribbean	0.2%
Other mixed background	1.7%
Arab	0.5%
Gypsy - Traveller	0.0%
Other ethnic background	0.6%
Unknown	14.9%
White - British	50.6%
White - Irish	1.4%
White - Other	21.0%

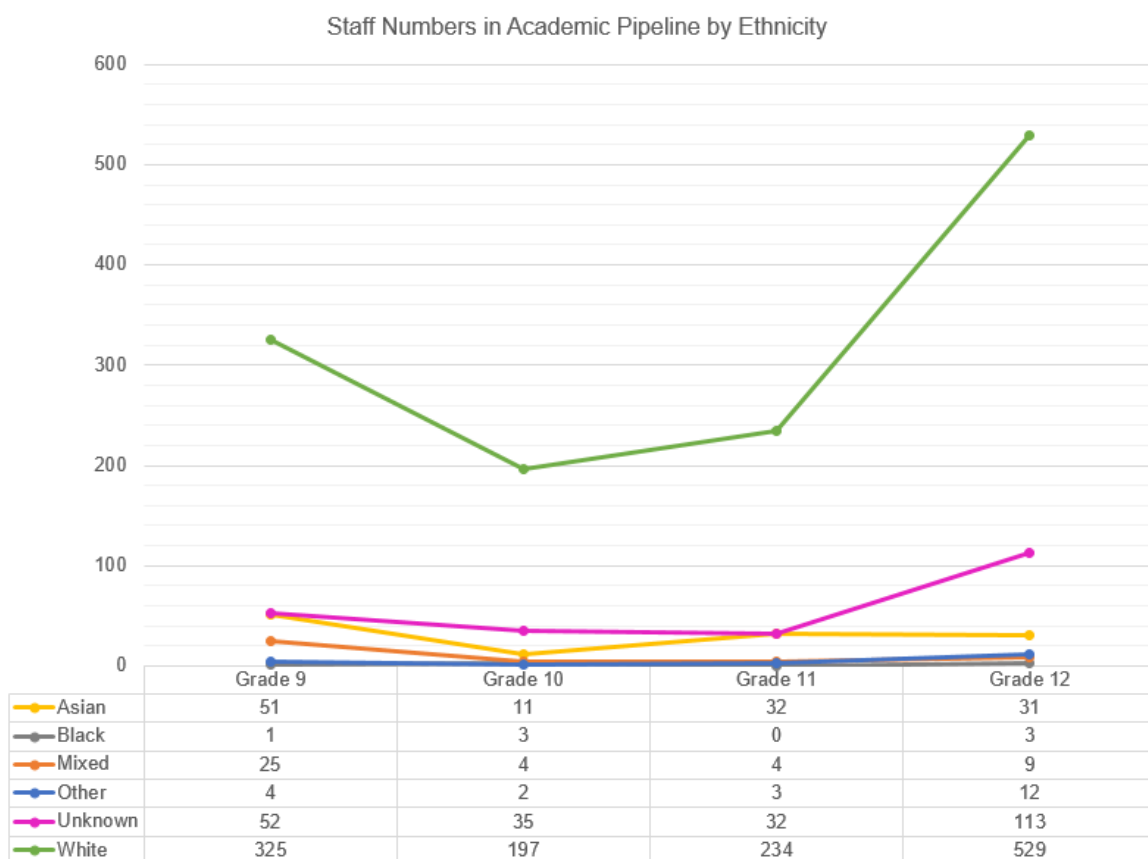


Figure 7: Academic pipeline by ethnicity.

In March 2022, for those staff whose ethnicity had been disclosed, BAME staff comprised 20.0% of Associate Professors (Grade 9), 9.2% of Associate Professors (Grade 10) and, 14.3% of Professors (Grade 11) (**Figure 7**).

9.4% of Professors (Grade 12) were BAME, an increase from 7.1% in 2016. Of Professors from a BAME background, the majority were Asian.

Professors by Ethnicity	2021	2022
Asian	4.7%	4.4%
Black	0.1%	0.4%
Mixed	1.3%	1.3%
Other	1.7%	1.7%
Unknown	16.6%	16.2%
White	75.5%	75.9%

BAME Professors and benchmarks	2021	2022
BAME Professors	55	55
Ethnicity Not Disclosed	116	113
All Professors	698	697
% BAME Professors*	9.5%	9.4%
Russell Group Benchmark*	8.3%	8.2%

Staff Balance by Disability

Across the higher education sector, the proportion of staff disclosing as disabled has nearly doubled within the last decade (from 3.2% in 2010/11 to 6.0% in 2020/21). In 2010/11 at the University of Cambridge 3.3% of staff had disclosed a disability. The figure in March 2022 was 5.2% of staff (666) an increase of 0.6% from 2021.

Of those with a declared disability, 24.3% had a specific learning disability, 23.4% a long-standing illness, and 21.8% a mental health condition.

Disclosed Disability	
Blind / serious visual impairment	0.9%
Cognitive impairment	2.7%
Deaf / serious hearing impairment	4.2%
General learning disability	0.6%
Long-standing illness / health condition	23.4%
Mental health condition or difficulty	21.8%
Multiple disabilities	8.6%
Other type of disability	5.7%
Physical impairment / mobility issue	7.1%
Social/Communication Impairment	0.8%
Specific learning disability	24.3%

Staff Balance by Sexual Orientation and Gender Identity

By March 2022, 67.4% of staff had provided information regarding their sexual orientation. 5.4% disclosed their sexual orientation as LGBTQ.

In March 2022, 0.5% of staff reported as having a gender identity which did not match their sex registered at birth.

Staff Balance by Religion or Belief

66.1% of staff had provided information regarding their religion or beliefs.

20.8% identified as Christian, and 38.7% as having no religion.

Disclosed Religion or Belief	
Any other religion or belief	0.8%
Buddhist	0.8%
Christian	20.8%
Hindu	1.6%
Jewish	0.7%
Muslim	1.6%
No Religion	38.7%
Sikh	0.1%
Spiritual	0.9%
Unknown	33.9%

Staff Recruitment

During the period 1 April 2021 to 31 March 2022, the University offered 3,689 positions to candidates, from 50,550 applicants. Increasing recruitment of female and BAME staff into Academic roles is a strategic goal of the University, articulated in the institution's Athena Swan Silver, and Race Equality Charter, action plans¹. The University has committed to increasing the proportion of female and BAME applications.

Of the posts filled, 3.2% were for Academic roles, 40.9% Researcher and the remainder, 55.9%, for Professional Services roles – Academic-related and Assistant posts.

Recruitment by gender

For all staff groups, female staff comprised a higher percentage of those offered posts, compared to the proportion of applications (**Figures 8-15**).

Over this period, females comprised 35.4% of all applicants to Academic roles, and 41.9% of those offered a post. This represents an increase from 2018 where female applicants made up only 33.1% of those offered Academic positions, but a decrease from 49.3% in 2021.

These data also indicate that during this year success rate (the proportion of those offered a role compared to applications) differed by gender, with 3.4% of female Academic applicants receiving an offer compared to 2.5% of men. The number of applications for Research roles was much greater, with female applicants offered 43.8% of posts. Female applicants comprised 65.4% of those recruited into Professional Services roles over this time period.

¹ https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf
<https://www.race-equality.admin.cam.ac.uk/strategic-initiatives-overview/race-equality-charter>

Recruitment by ethnicity

BAME applicants comprised 44.8% of all applications (up from 41.7% in 2021) and 21.9% of those who received offers. When we consider nationality, individuals with British nationality comprised 14.6% of all BAME applications but 26.8% of BAME individuals offered a post at the University. These data also indicate that during this year success rate (the proportion of those offered compared to applications) differed by ethnicity, with 10.2% of White applicants receiving an offer compared to 3.6% of those from a BAME background. When disaggregating the BAME grouping, data shows similarities between the success rates of applicants from different racialised groups. Black applicants' success rate was 2.6% while Asian applicants' success rate was 3.1%.

As highlighted above, increasing the recruitment of those who identify as BAME is a strategic goal. The Race Equality Charter action plan committed to an increase in BAME UK applications for all job roles.

In 2021-22, 38.2% and 61.3% (35.9% and 59.0% in 2021) of applications for Academic and Research positions, respectively, were from BAME applicants – 4.4% and 4.7% from UK BAME applicants respectively.

20.5% of those offered Academic posts were BAME (6.8% UK BAME), and 32.1% of those offered Research posts (4.7% UK BAME). Those identifying as BAME comprised 30.7% of all Professional Services Staff applications, and 14.6% of those offered positions.

All Recruitment by Gender

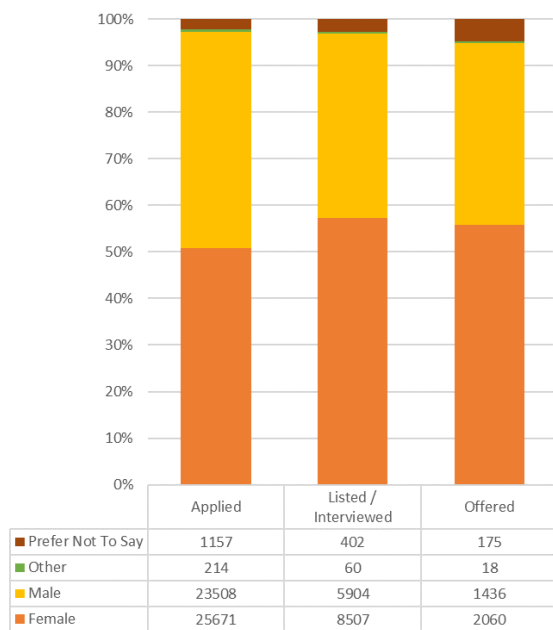


Figure 8: All Recruitment by Gender

All Recruitment by Ethnicity

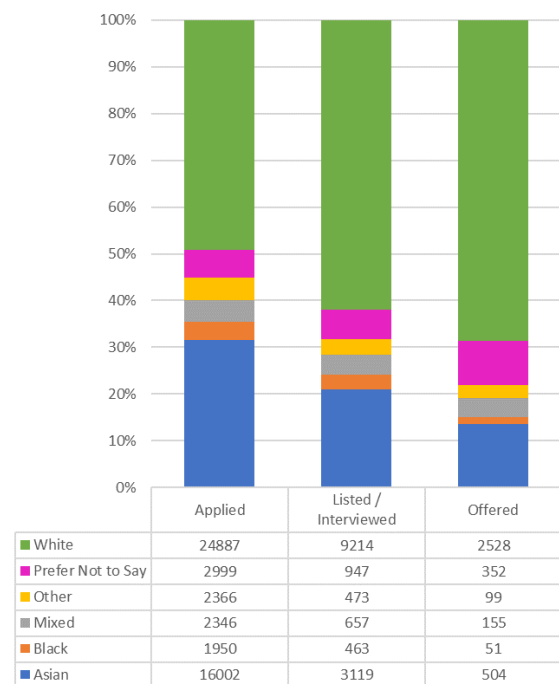


Figure 9: All Recruitment by Ethnicity

Academic Recruitment by Gender

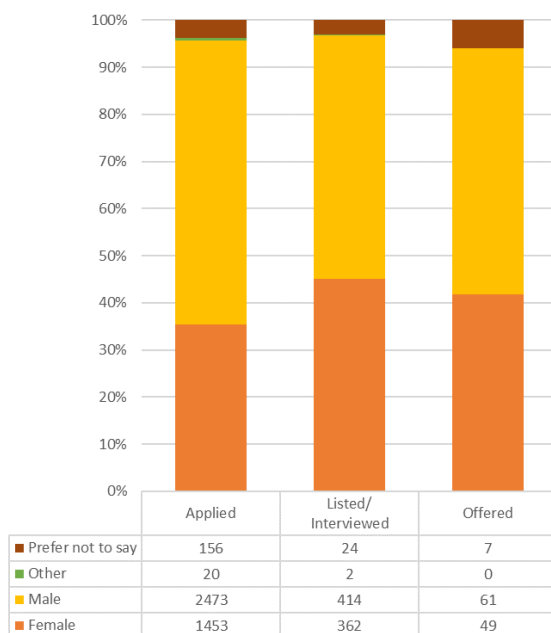


Figure 10: Academic Recruitment by Gender

Academic Recruitment by Ethnicity

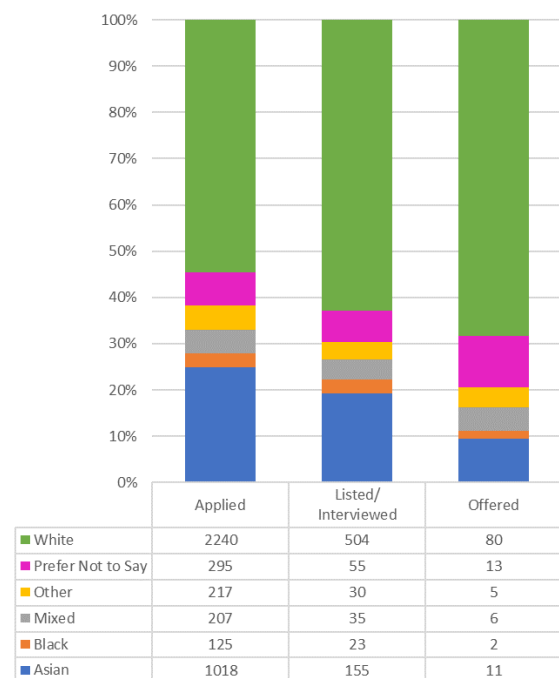


Figure 11: Academic Recruitment by Ethnicity

PSS Recruitment by Gender

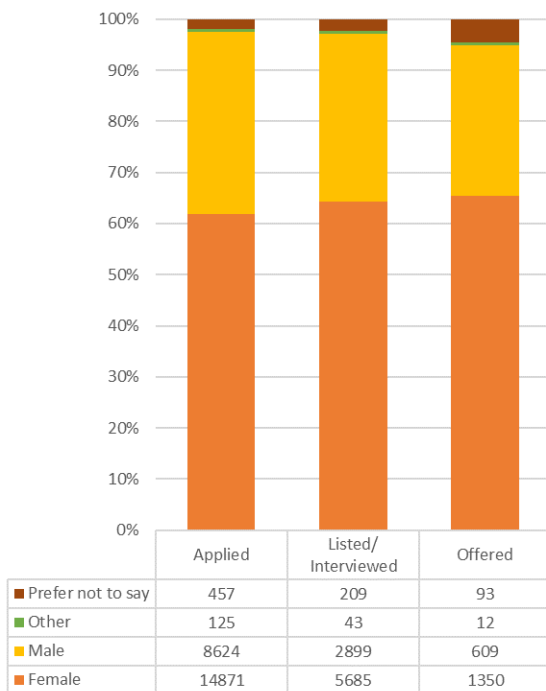


Figure 12: PSS Recruitment by Gender

PSS Recruitment by Ethnicity

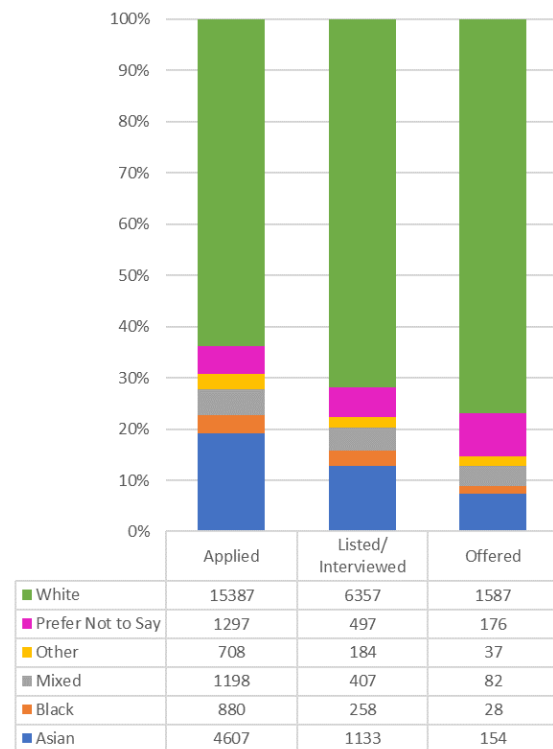


Figure 13: PSS Recruitment by Ethnicity

Researcher Recruitment by Gender

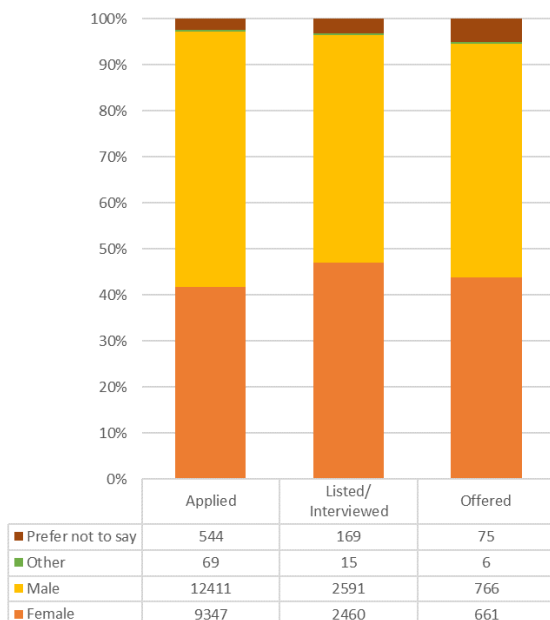


Figure 14: Researcher Recruitment by Gender

Researcher Recruitment by Ethnicity

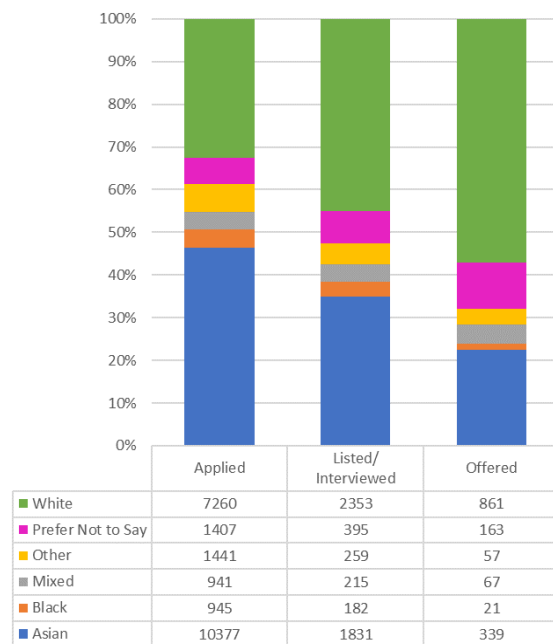


Figure 15: Researcher Recruitment by Ethnicity

Academic Promotion

The University previously operated an annual Senior Academic Promotions (SAP) exercise for promotion to the offices of Senior Lecturer (SL), Reader and Professor. From 2021-22, the annual academic promotion exercise has been replaced with the Academic Career Pathways scheme and new academic titles have been adopted, replacing the previous titles.

Professorships (Grade 12)

Over the last three promotion rounds, there were 216 applicants for Professorships, with 50 and 104 successful female and male applicants respectively (data presented as yearly average below). This represents an average success rate of 70.8% and 72.6% respectively.

24 applicants were BAME, 17 of whom were successful in the promotions exercise. Over the same period there were 156 White applicants, with 112 successful (data presented as yearly average below). This shows a disparity, representing an average success rate of 71.3% for BAME and 71.7% for White applicants for professorships respectively. It is important to notice that there were no eligible Black applicants for Professorships, drawing attention to the institutional urgency to build the pipeline of Black scholars at the University through recruitment and promotion.

G12 Professorial Applications by Gender

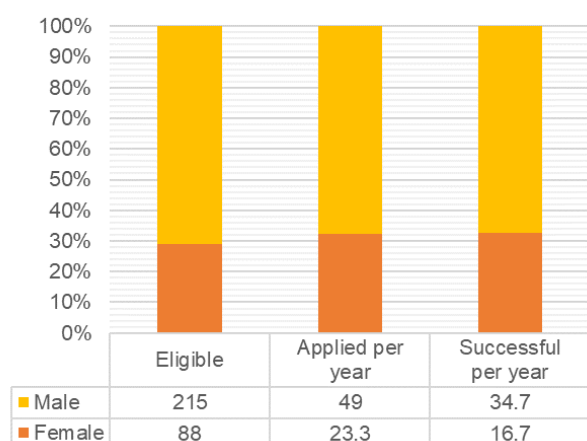


Figure 16: G12 Professorial Applications by Gender

G12 Professorial Applications by Ethnicity



Figure 17: G12 Professorial Applications by Ethnicity

Professorships (Grade 11)

Over the last three promotion rounds, there were 267 applicants, with 69 and 134 successful female and male applicants respectively (data presented as yearly average below). This represents an average success rate of 76.6% and 75.8% respectively.

During this period 30 applicants were BAME, 21 of whom were successful in the promotions exercise. Over the same period there were 212 White applicants, with 163 successful (data presented as yearly average below). This represents an average success rate of 70.0% and 76.9% respectively.

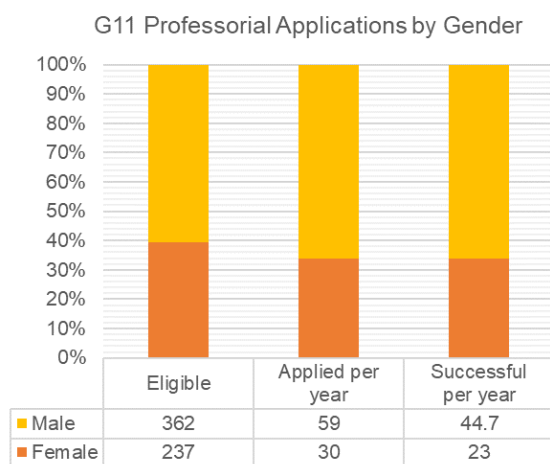


Figure 18: G11 Professorial Applications by Gender

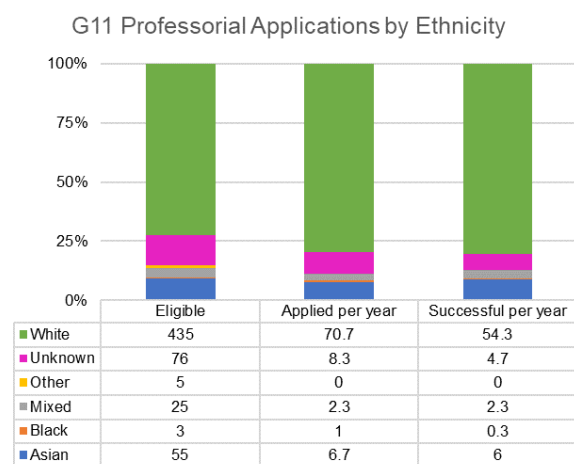


Figure 19: G11 Professorial Applications by Ethnicity

Associate Professorships (Grade 10)

There were 110 applicants with 51 and 46 successful female and male applicants respectively (data presented as yearly average below) over the last three promotion rounds. This represents an average success rate of 90.1% and 79.3% respectively.

12 applicants for promotion to Associate Professor (Grade 10) were BAME, 11 of whom were successful in the promotions exercise. Over the same period there were 91 White applicants, with 77 successful (data presented as yearly average below). This represents an average success rate of 91.7% and 84.6% respectively.

G10 Professorial Applications by Gender

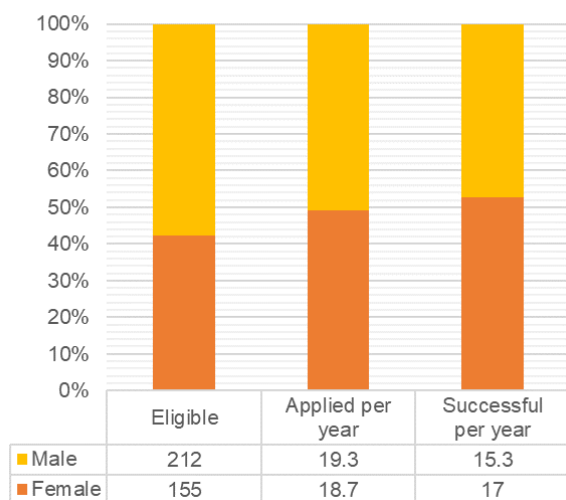


Figure 20: G10 Applications by Gender

G10 Professorial Applications by Ethnicity

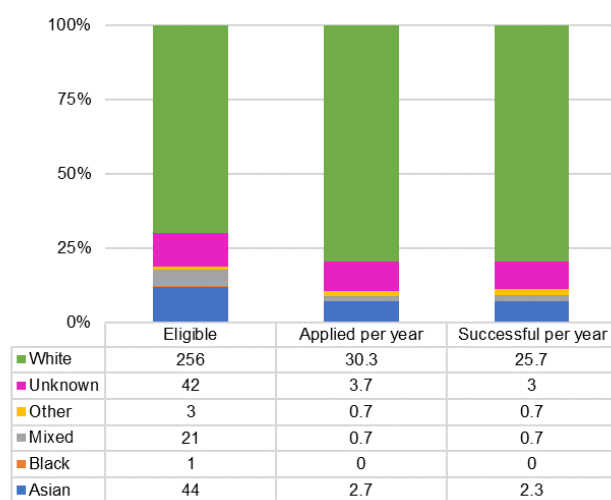


Figure 21: G10 Applications by Ethnicity

Gender and Ethnicity Pay Gaps

The tables below show the 2022 Gender Pay Gap for the University of Cambridge, as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and are based on data as at 31 March 2022. The figures for both the University Group, which includes the Academic University and Cambridge University Press & Assessment², and the Academic University only, are provided. In addition, the Ethnicity Pay Gap for the Academic University is provided below.

Gender Pay Gap (Group figures)

This year, our mean gender pay gap has reduced to 17.1%, but our median gender pay gap has increased slightly, to 9.2%. We are encouraged to see that proportions of women in the upper pay quartiles are continuing to increase, but recognise the need to quicken the pace of this change.

Bonus pay gap figures continue to fluctuate, as expected. This year, the numbers of individuals receiving a bonus have increased significantly, as a higher number of those employed by Cambridge University Press & Assessment have received bonuses, compared to the year before, where the annual bonus payout was impacted by COVID-19.

	Median	Mean
Gender Pay Gap	9.2% (9.0%)	17.1% (17.8%)
Bonus Pay Gap	10.2% (22.6%)	49.0% (74.1%)

Pay Quartile Distribution					
	Women		Men		Total numbers
	Number	Proportion	Number	Proportion	
Upper	1,658 (1,601)	41.2% (40.0%)	2,363 (2,406)	58.8% (60.0%)	4,021 (4,007)
Upper Middle	2,161 (2,132)	53.7% (53.2%)	1,860 (1,874)	46.3% (46.8%)	4,021 (4,006)
Lower Middle	2,322 (2,306)	57.7% (57.5%)	1,699 (1,701)	42.3% (42.5%)	4,021 (4,007)
Lower	2,493 (2,490)	62.0% (62.2%)	1,527 (1,516)	38.0% (37.8%)	4,020 (4,006)
All Quartiles	8,634 (8,529)	53.7% (53.2%)	7,449 (7,497)	46.3% (46.8%)	16,083 (16,026)

Proportion of women and men receiving a bonus				
	Women		Men	
	Number	Proportion	Number	Proportion
	2,176 (1,138)	24.6% (12.7%)	1,701 (798)	22.6% (10.4%)

2021 figures are shown in brackets

²On 1 August 2021, Cambridge University Press and Cambridge Assessment merged to become Cambridge University Press & Assessment. Note, the data for Cambridge University Press & Assessment included in the University Group figures excludes OCR, the data for which is reported separately by Cambridge University Press & Assessment.

Gender Pay Gap (Academic University figures)

The Academic University has reduced both its median and mean gender pay gaps again this year. The median has reduced from 11.1% to 8.4%, a relative reduction of 24.3%. The mean has reduced from 19.7% to 19.3%, a relative reduction of 2.0%.

Figure 22 shows the progress we have made in our gender pay gap figures since 2018. Various actions and initiatives that the University has put in place have contributed to this progress. Section 4 of the Equal Pay Review (Annex A) provides an update on the initiatives in place which support the development and promotion of an inclusive culture, which is key to supporting our progress in this area.

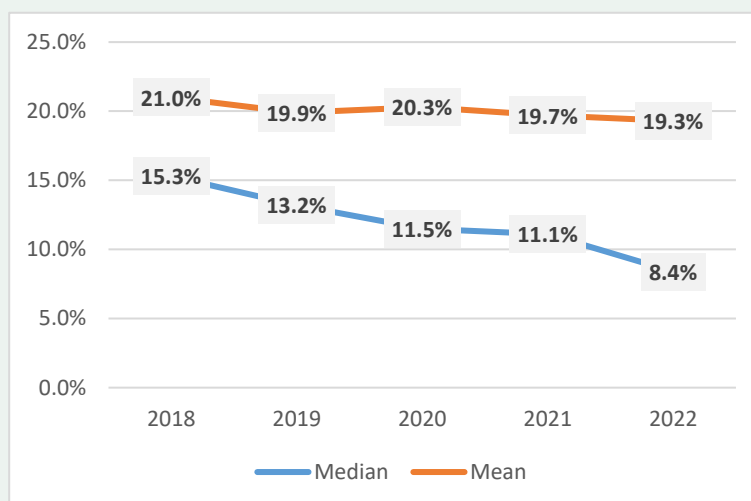


Figure 22: Academic University GPG 2018-2022

	Median	Mean
Gender Pay Gap	8.4% (11.1%)	19.3% (19.7%)
Gender Bonus Gap	27.2% (13.7%)	74.4% (79.4%)

Pay Quartile Distribution		
	Women	Men
	Proportion	Proportion
Upper	39.3% (37.7%)	60.7% (62.3%)
Upper Middle	52.4% (52.0%)	47.6% (48.0%)
Lower Middle	55.8% (56.3%)	44.2% (43.7%)
Lower	63.9% (63.3%)	36.1% (36.7%)
All Quartiles	52.9% (52.3%)	47.1% (47.7%)

Proportion of women and men receiving a bonus	
Women	Men
Proportion	Proportion
6.6% (6.0%)	6.7% (6.1%)

Ethnicity Pay Gap (Academic University figures)

This is the fourth year that we have reported the Ethnicity Pay Gap figures for the Academic University. Although we have seen increases in both the median and mean ethnicity pay gaps this year, the figures remain low. Some fluctuation year on year is expected, as the composition of our workforce changes. As shown in the pay quartile distribution, the proportions of BAME staff in the lower pay quartiles have increased slightly this year, which will contribute to the increase in the pay gaps.

	Median	Mean
Ethnicity Pay Gap	2.2% (0.0%)	4.3% (2.9%)
Ethnicity Bonus Gap	-28.4% (0.0%)	-42.8% (-41.3%)

Pay Quartile Distribution		
	BAME	White
	Proportion	Proportion
Upper	12.5% (11.7%)	87.5% (88.3%)
Upper Middle	19.2% (19.0%)	80.8% (81.0%)
Lower Middle	21.6% (18.3%)	78.4% (81.7%)
Lower	13.8% (12.8%)	86.2% (87.2%)
All Quartiles	16.8% (15.5%)	83.2% (84.5%)

Proportion of BAME and White employees receiving a bonus	
BAME	White
Proportion	Proportion
3.6% (3.0%)	7.6% (6.9%)

2021 figures are shown in brackets

Equal Pay Review

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination, and recognition and reward of the University's staff as its greatest asset. As part of this commitment, the University analyses equal pay data annually. Previously, the Equal Pay Report (EPR) has been published biennially; the Human Resources Committees agreed in 2021 to publish the EPR annually with effect from the 2021 report.

The key findings from the 2022 report are summarised below. Please see Annex A for the full Equal Pay Review.

Key Findings from the review

- Women occupy **53.8%** of positions, this has increased year on year for over 10 years.
- The gender pay gap³ including additional payments (total pay) is **17.6%** and excluding additional payments (basic pay) is **15.7%**. The base pay gap has **decreased** by 33% and the total pay gap has **decreased** by 25% since the first review was published in 2008.
- Men continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to women, and vice versa, but the percentage of women in grades 9 and above is **increasing**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps. Base pay gaps range from -1.1% to 3.8%. Total pay gaps range from -0.3% to 6.3%. While some grades show women are paid more than men for base pay, across all grades men's total pay is higher than women's total pay. The figures indicate that the higher proportion of men in the higher grades impacts the gender pay gap figures.
- Men continue to receive a **higher proportion of the total number and value of market related additional payments**. The gap in the average value of payments has **increased** since 2020.
- **Both genders** are **more likely** to be appointed above the grade minimum from Grade 6 upwards. Across most grades men are **more likely** to be appointed **above the grade minimum** than women.

³The calculation method and population used to calculate the gender pay gap in the Equal Pay Review differs to those in the mandatory Gender Pay Gap figures shown on page 19 of this report.

Staff Statistical Information (SSI)

This report is required explicitly in Statutes and Ordinances, as part of the Second Joint Report of the Council and General Board on pay and grading arrangements for non-clinical staff (Reporter, 6002, 2004-5, p 745). The SSI is anonymised statistical information about the number of non-clinical staff on each step of the single spine, and on the payments additional to stipend (excluding clinical payments). It relates only to employees with the Academic University on the Single Pay Spine (i.e. excluding clinical school staff and those working for Cambridge University Press and Assessment).

In 2022, a new Academic contract type was introduced, Academic (Teaching and Scholarship). A number of employees in Teaching-focused roles in certain grades which had previously been on Academic-Related contract types transferred to the new Academic (Teaching and Scholarship) contract, and as a result the numbers of Academic staff have increased since the 2021 report.

Please see Annex B for the SSI report.

Student Overview

The following information is a summary of student figures sourced from holders of student data across the University. Comparative data are sourced from HESA via the Higher Education Information Database for Institutions.

Student Numbers

Student numbers by gender

In 2021-22, female students comprised 49.4% of all undergraduate students (UG), 50.0% of all taught postgraduate students (PGT) and 45.5% of all research postgraduate students (PGR) (**Figure 23**). These proportions have been consistent over a number of years at the University. 0.9% of all students gave their gender as Other.

This proportion of female students compares against a Russell Group average of 54.6% and 60.8% of undergraduate, all taught postgraduate students (PGT) and 48.8% of all research postgraduate students (PGR) in 2020-21.

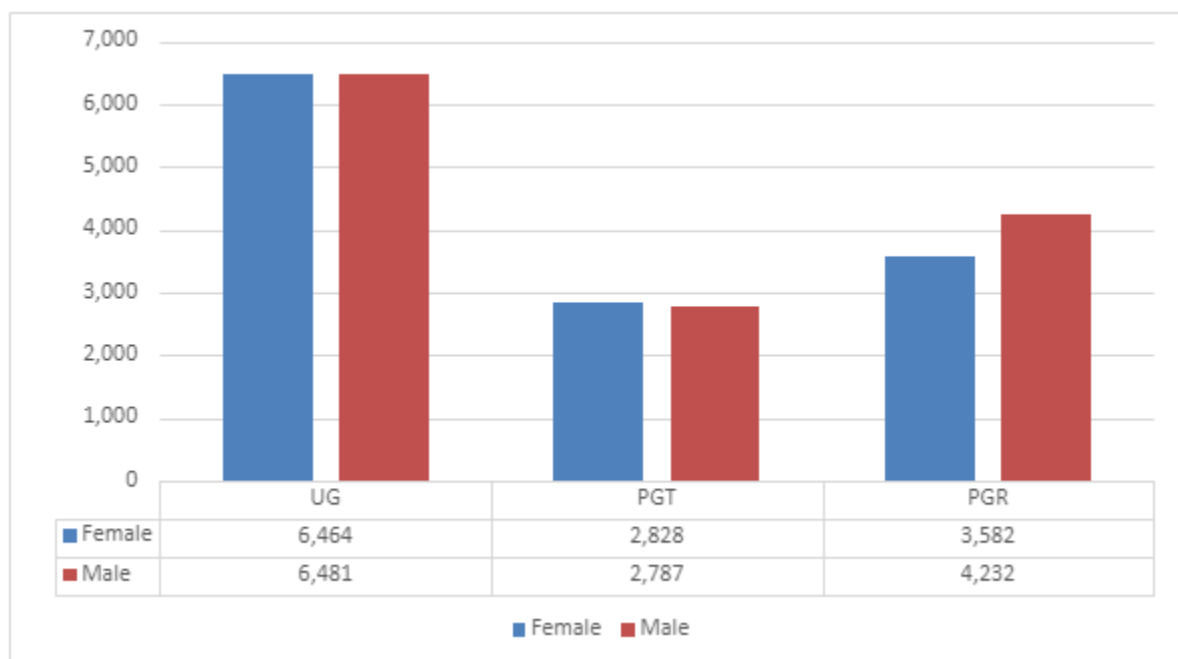


Figure 23: Student numbers by gender (2021-22)

Student numbers by ethnicity

Figure 24 shows that students from a BAME background made up 35.3% of all undergraduate students (UG), 44.7% of Taught postgraduates (PGT) and 35.4% of Research postgraduate students (PGR) who disclosed their ethnicity in 2021-22.

Of students domiciled in the UK, 29.5% of UG students, 27.1% of PGT and 21.0% of PGR were BAME.

This compares against a Russell Group average for UK students of 24.0% UK BAME, 22.2% of all PGT students and 17.1% of all PGR students in 2020-21.

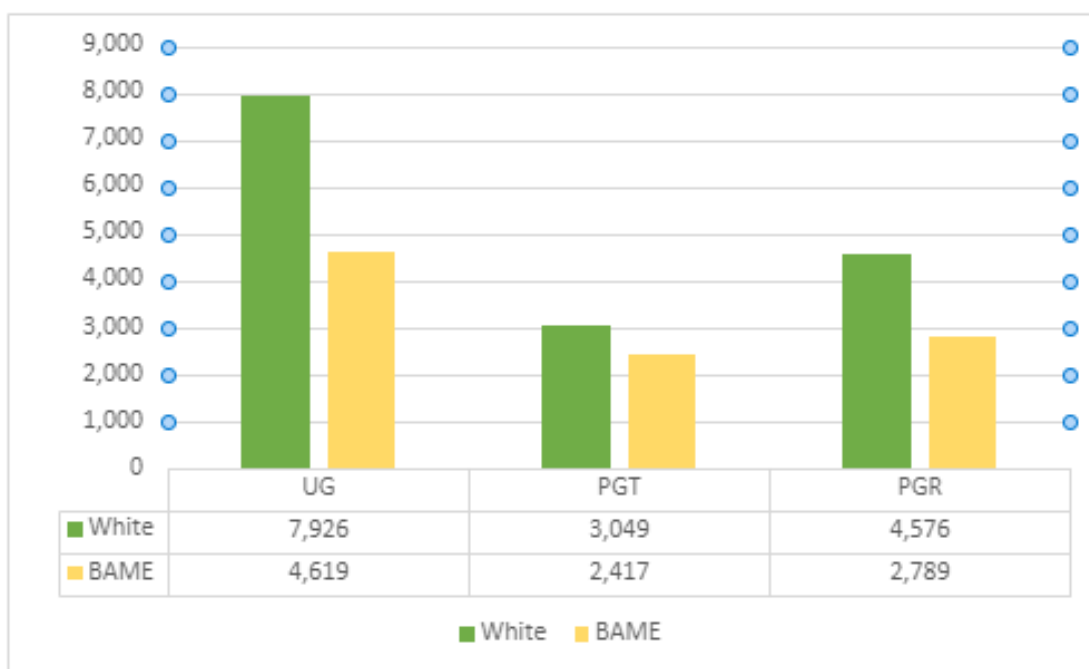


Figure 24: All student numbers by known ethnicity – disclosed ethnicity (2021-22)

Student numbers by disability

In 2021-22, students with a declared disability comprised 14.9% of all UG students, 14.9% of all PGT students and 13.4% of all PGR students. Of these students 30.6% disclosed a mental health condition, such as depression, schizophrenia or anxiety disorder, and 30.4% a Specific Learning Difficulty. This continues a steady increase in the proportion of students who have reported a disability since 2015-16.

This compares against a Russell Group average of 15.2% declared disability, 10.4% of all PGT students and 11.3% of all PGR students in 2020-21.

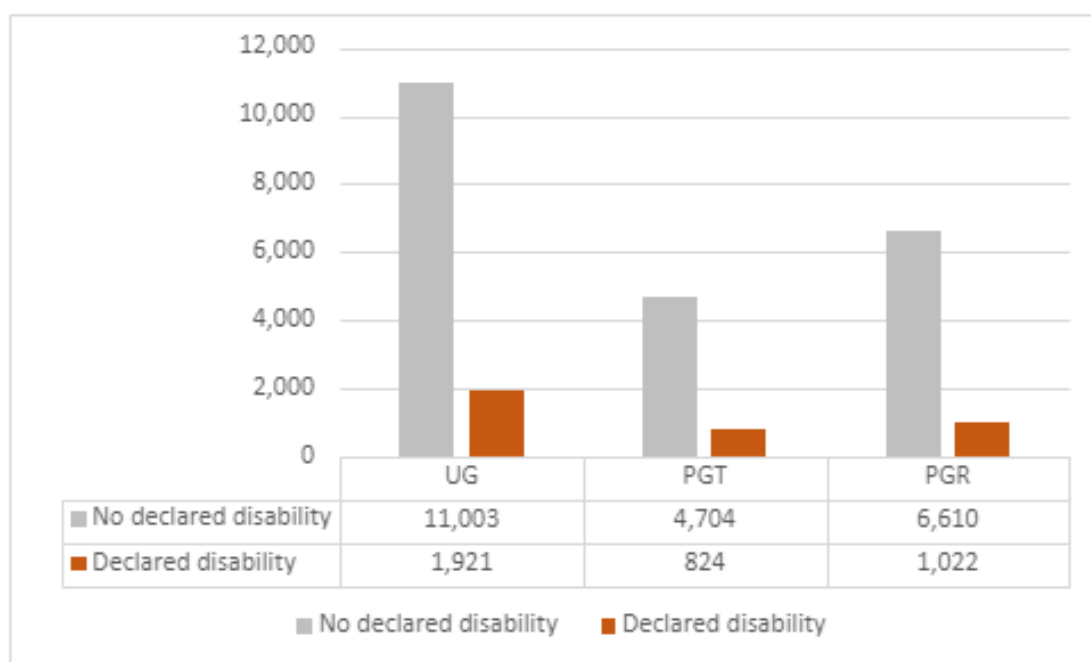


Figure 25: Student numbers by disability status (2021-22)

Undergraduate Admissions

Undergraduate Admissions by gender

In 2021 there were fewer applications to the University from prospective students who were female (49.1%). Female students made up 49.9% of those offered places (**Figure 26**). This compares against a Russell Group average of 55.4% for first year admissions in 2020-21.

Undergraduate Admissions by ethnicity (home students)

Students from a BAME background comprised 36.1% of home undergraduate applicants, up from 21.9% in 2015. 31.2% of all offers and 31.5% of all students who accepted a place in 2021-22 were BAME (**Figure 27**). This compares against a Russell Group average of 25.2% BAME for first year undergraduate admissions in 2020-21.

Undergraduate Admissions by disability

There were 2,006 applicants with a declared disability (8.8% of all undergraduate student applicants – an increase from 6.6% in 2017); of these 360 were accepted (8.9% of total undergraduate acceptances). This compares against a Russell Group average of 13.0% declared disability for first year undergraduate admissions in 2020-21.

27.3% of those students declaring a disability who were accepted into the

University disclosed a Specific Learning Disability (such as dyslexia). Disclosure of disability tends to increase post admission, with the Accessibility and Disability Resource Centre reporting that 35-40% of the students on their records disclosed after being admitted⁴.

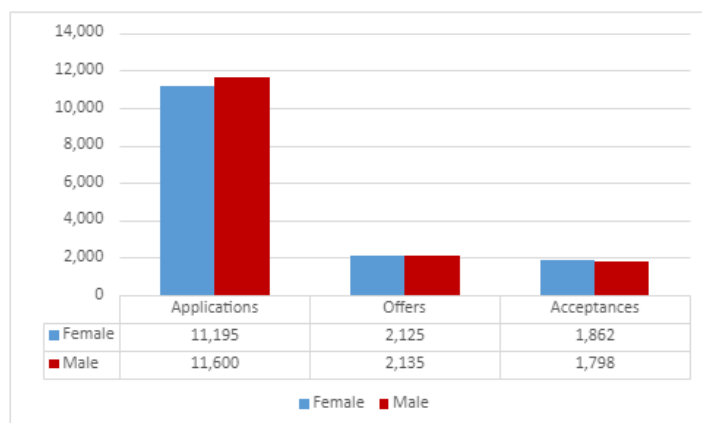


Figure 26: All undergraduate admissions by gender (October 2021)

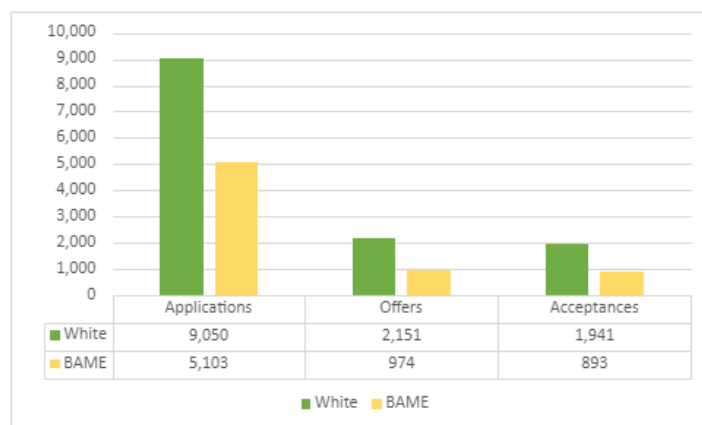


Figure 27: Home undergraduate admissions by ethnicity (October 2021)

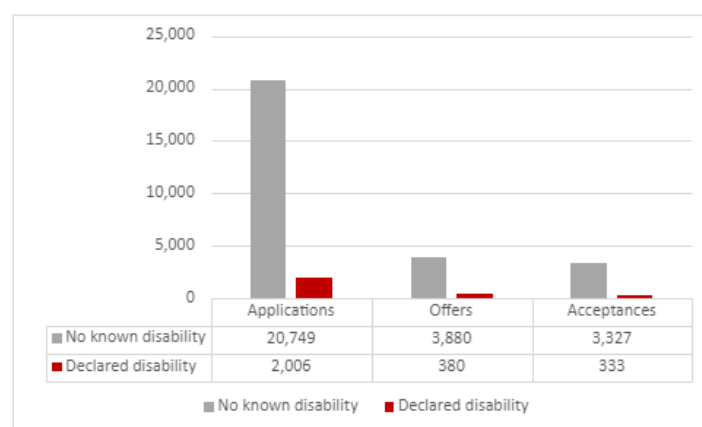


Figure 28: Undergraduate admissions by declared disability (October 2021)

⁴<http://www.disability.admin.cam.ac.uk>

Graduate Admissions

Graduate Admissions by gender

In 2021-22 there were 15,403 male, and 14,608 female, applicants (51.3% female) (**Figure 29**). This compares against a Russell Group average of 59.8% for first year postgraduate admissions in 2020-21. 31.8% of female applicants were offered admission, compared to 31.1% of male⁵.

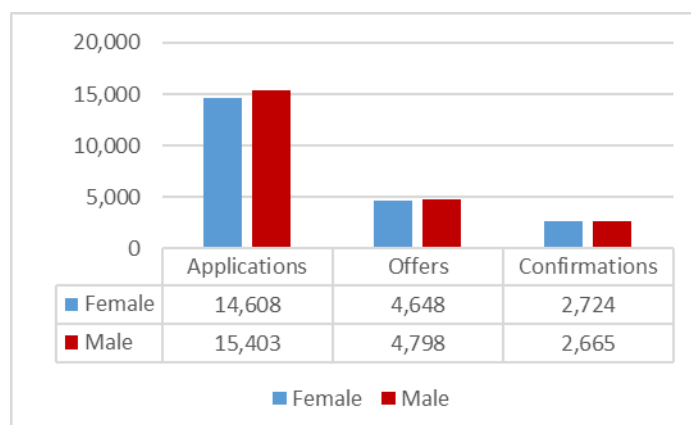


Figure 29: Graduate admissions by gender (2021-22)

Graduate Admissions by ethnicity

In 2021-22 applications were received from 10,612 White and 16,882 BAME students (61.4% of all applicants) (**Figure 30**). 23.3% of BAME applicants were offered admission, compared to 42.0% of White applicants.

This compares against a Russell Group average of 24.0% BAME for first year postgraduate admissions in 2020-21.

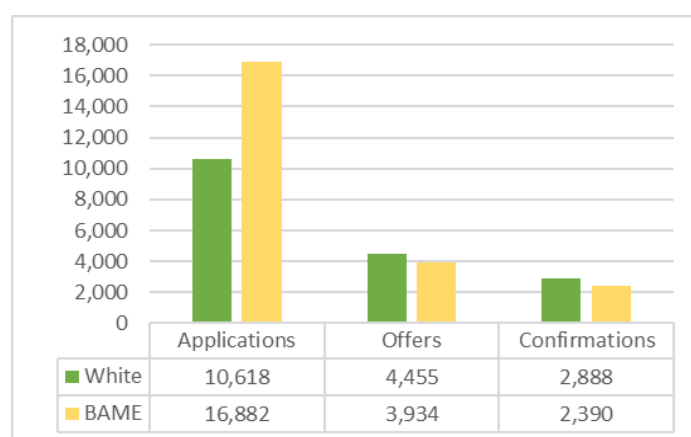


Figure 30: Graduate admissions by ethnicity (2021-22)

Graduate Admissions by disability

In 2021-22 applications were received from 2,676 students with a declared disability (9.5% of total student applications) (**Figure 31**). Of those who accepted offers from the University, 655 were disabled. It should be noted that success rates for students receiving offers varies considerably by disability, with an overall success rate of 38.0% compared to 29.5% for those without a disability.

This compares against a Russell Group average of 9.5% declared disability for first year postgraduate admissions in 2021-22.

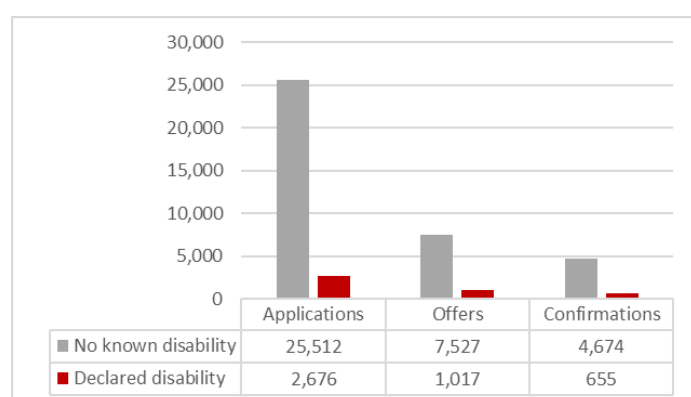


Figure 31: Graduate admissions by declared disability (2021-22)

⁵In line with a UK government directive the University now waives the application fee for any applicant who is a national of the OECD's Development Assistance Committee (DAC) [list of Overseas Development Aid](#) (ODA) recipients, groups 1 (Least Developed Countries) and 2 (Other Low Income Countries) only. This has led to a significant increase in applications for graduate study from these countries.

Undergraduate Degree Attainment

Undergraduate degree attainment by gender

The percentage of female students gaining first class examination results was 24.0% compared with 31.9% of males, a gender awarding gap of 7.9% (6.0% in 2020-21; Table 3). This gender awarding gap was reversed for 'good degrees' with 80.7% of men and 81.0% of females receiving an examination classification of 2:1 or above.

This compares against a Russell Group average gender awarding gap of 1.9% in favour of females receiving first class honours in 2020-21.

	Class I	Class I Division I	Class II Division II and lower
Male	31.9%	48.8%	19.3%
Female	24.0%	57.0%	19.0%

Table 3: UK domiciled students – undergraduate examination results by gender 2021-22

Undergraduate degree attainment by ethnicity

The percentage of White students gaining first class examination results was 30.2% compared with 21.4% of BAME students, an ethnicity awarding gap of 8.8% (8.9% in 2020-21; Table 4). This gap remained constant for first class or upper second-class honours degree, with 74.5% of BAME and 83.3% of White students receiving an examination classification of 2:1 or above.

This compares against a Russell Group average ethnicity awarding gap of 4.9%

in favour of White students receiving first class honours in 2020-21.

	Class I	Class I Division I	Class II Division II and lower
White	30.2%	53.1%	16.7%
BAME	21.4%	53.1%	25.5%

Table 4: UK domiciled students – undergraduate examination results by ethnicity 2021-22

Undergraduate degree attainment by disability

Table 5 shows that the percentage of students with no disability gaining first class examination results was 28.1% compared with 25.7% of students who had declared a disability, an awarding gap of 2.4% (3.3% in 2020-21). This gap reduced for first class or upper second-class honours degrees, with 81.4% of students with no declared disability and 78.1% of declared disabled students receiving an examination classification of 2:1 or above. Analysis of this data to a more granular level is complicated by small numbers.

This compares against a Russell Group average disability awarding gap of 3.4% in favour of students with no disability receiving first class honours in 2020-21.

	Class I	Class I Division I	Class II Division II and lower
No disability	28.1%	53.3%	18.6%
Declared Disability	25.7%	52.4%	21.9%

Table 5: UK domiciled students – undergraduate examination results by disability 2021-22

Staff – Definitions and Notes

This E&D Information Report is derived from the HR CHRIS⁶ system at a 31 March 2022 census date, with the exception of the recruitment data which covers the period 1 April 2021 to 31 March 2022.

Any person who holds a University office or post and has a University contract of employment is considered to be an employee. Employees are categorised as Academic, Professional Services Staff (which comprises Academic-Related and Assistant staff) or Researcher on the basis of the main duties of their post. Academic roles are further disaggregated into Academic staff types, namely Assistant Professor, Associate Professor, and Professor.

The staff numbers presented are of individual staff members (headcount) rather than full time equivalent (FTE). Full-time staff are defined for the purpose of this report as being employed at 1 FTE (full-time equivalent). Part-time staff are defined as being employed at less than 1 FTE.

Where staff had multiple contracts or in cases where contracts involve more than one activity, a set rule was applied for non-Academic staff. The individual was assigned to the position with the highest FTE, or if the FTEs were identical, the staff member was assigned to the position that they had held for the longest period of time. In

cases where Academic staff held both an Academic and Research post, they were assigned to their Academic role. Positions held in association with a substantive full-time appointment, including Associate Lectureships, Heads of Department and Chairs of Faculty Boards, were not counted.

Each post is assigned to a specific grade within the grading structure 1–12⁷. The grades overlap with staff groups so members of different staff groups can be employed on the same grade, but with different core roles and responsibilities. Staff are defined as having either permanent (open-ended) or fixed contracts. Those on fixed contracts are employed for a fixed term period or have an end date on their contract of employment due to limited funding available.

Where staff information categories would include numbers of less than five, information has not been included in accordance with Higher Education Statistics Agency (HESA) policy in order to protect the confidentiality of individuals⁸.

Due to rounding to one decimal place, some total percentages may not equal 100%. No statistical testing has been conducted due to the small number of staff in many of the categories and protected groups.

⁶Cambridge Human Resources Information System

⁷ <http://www.hr.admin.cam.ac.uk/pay-benefits/salary-scales>

⁸ <http://www.hesa.ac.uk/index.php>

Disability (staff)

Disability is recorded within the CHRIS system using the HESA staff categories⁹. HESA has a number of disability fields for staff disclosure at either recruitment or during employment at the University.

Ethnicity (staff)

Ethnicity data has been combined for easier comparison. Staff or applicants who disclosed their ethnicity as the following have been aggregated as Black, Asian and Minority Ethnic (BAME):

- Arab
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Black or Black British African
- Black or Black British Caribbean
- Chinese
- Mixed Ethnicity
- Other Asian Background
- Other Black Background
- Other ethnic background

The University records White – British, White – Irish and White – Other, which for the purposes of this data has been aggregated as White.

Staff and applicant data on nationality have been aggregated into Non-UK and UK.

Recruitment data

Recruitment data cover applications submitted between 1st April 2021 and 31st March 2022.

Promotions data

For the ACP data provided, please note that:

- Eligible values are as at 31st March 2022
- Eligible for Grade 12 Professorships are current Professors (Grade 11)/Readers
- Eligible for Grade 11 Professorships are current Associate Professors (Grade 0)/Lecturers and Associate Professors (Grade 10)/Senior Lecturers
- Eligible for Grade 10 Associate Professorships are current Assistant Professors/Associate Professors (Grade 9)/Lecturers.
- Applied and Successful values are the average annual number over the last three rounds of academic promotions (2019, 2020, 2022)

Benchmarking

Where useful, data from the other Russell Group universities has been provided for benchmarking purposes. These data have been sourced from HESA via the Higher Education Information Database for Institutions (HEIDI) online tool. The latest available information was for 2020-21 year.

⁹For details on all HESA staff categories go to <http://www.hesa.ac.uk/dox/datacoll/C11025/11025.pdf?v=d41d8cd98f00b204e9800998ecf8427e>

Students – Definitions and Notes

The enclosed student figures are a summary of information sourced from reports and publications produced by the Business Information and Strategic Insights team, Postgraduate Admissions Office and the Cambridge Admissions Office. Further detailed information for all students is available from these sections. The information has been presented in line with the requirements of the Equality Act 2010 public sector equality duty which obliges higher education institutions to publish information about the people affected by its policies and practices; in this case students.

No significance testing has been performed due to the low numbers of students in many of the protected groups. All student figures are the latest available and in most cases are for the academic year 2021-22 unless otherwise specified. For full information and definitions on student figures please refer to the CamDATA website: www.admin.cam.ac.uk/univ/camdata/. Please note that due to rounding to one decimal place, some total percentages may not equal 100%.

Equal Pay Review 2022

Contents

1. Background	2
2. Key Findings	2
3. Main Report	3
3.1. Overall figures and trend analysis	3
3.2. Employee gender profile	5
3.3. Average Pay (Appendices A1 - B5)	6
3.4. Additional Payments (Appendices C1 – D2)	7
3.5. New Employees (Appendices E1 – E3)	10
3.6. Part-time Employees	10
3.7. Key Performance Indicators	10
4. Actions Arising from the 2021 Equal Pay Review and Progress	12
5. Appendices	14
Appendix A1: Gender pay gap by grade (basic pay) – all categories of staff	15
Appendix A2: Gender pay gap by grade (basic pay) – academic staff	16
Appendix A3: Gender pay gap by grade (basic pay) – academic-related staff	17
Appendix A4: Gender pay gap by grade (basic pay) – assistant staff	18
Appendix A5: Gender pay gap by grade (basic pay) – research staff	19
Appendix B1: Gender pay gap by grade (total pay) – all categories of staff	20
Appendix B3: Gender pay gap by grade (total pay) – academic-related staff	22
Appendix B4: Gender pay gap by grade (total pay) – assistant staff	23
Appendix B5: Gender pay gap by grade (total pay) – research staff	24
Appendix C1: Non-pensionable additional payments	25
Appendix C2: Pensionable additional payments (discretionary)	26
Appendix C3: Pensionable additional payments (linked to a role)	27
Appendix C4: Market related payments	28
Appendix D1: Contribution Increments by gender and occupational category	30
Appendix D2: Single Contribution Payments by gender and occupational category	31
Appendix E2: Scale points of new employees by gender (chart 2)	33
Appendix E3: Scale points of new employees in grade 9 by gender	34
Appendix F: Methodology	35

1. Background

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination and recognition and reward of the University's staff as its greatest asset. As part of this commitment the University analyses equal pay data annually. Previously the Equal Pay Report (EPR) has been published biennially; the Human Resources Committee agreed, with effect from 2021 to publish the EPR annually.

What is an Equal Pay Review?

An equal pay review is a statistical analysis of an organisation's pay and Human Resources data to identify any gender pay differences. It is recommended in the statutory Code of Practice (Equality and Human Rights Commission 2011) as an effective means of ensuring that a pay system delivers equal pay.

How was the Equal Pay Review 2022 conducted?

The Equal Pay Review 2022 was prepared in consultation with representatives from the University's trade unions, schools, faculties, departments (and equivalent) and the Human Resources Division, including the Equality, Diversity and Inclusion and HR Business & Analysis sections.

The review represents data collected as at 31st March 2022 and compares the number of employees by gender and the pay of men and women carrying out work of equal value or work rated as equivalent (grade). Consistent with previous years, this review includes in its analysis all University employees on the single salary spine in all grades (1 to 12), where their salary is determined by the University.

Any difference between the average pay of men and women is referred to as a gender 'pay gap', calculated by dividing the difference between the average pay of women and men by the average pay for men. A value above zero indicates the figure is in favour of men, and a value lower than zero indicates the gap is in favour of women. For further information on the methodology used in this Equal Pay Review please refer to Appendix F.

2. Key Findings

- Women occupy **53.8%** of positions, this has increased year on year for over 10 years.
- The gender pay gap including additional payments (total pay) is **17.6%** and excluding additional payments (basic pay) is **15.7%**. The base pay gap has **decreased** by 33% and the total pay gap has **decreased** by 25% since the first review was published in 2008.
- Men continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to women, and vice versa, but the percentage of women in grades 9 and above is **increasing**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps. Base pay gaps range from -1.1% to 3.8%. Total pay gaps range from -0.3% to 6.3%. While some grades show women are paid more than men for base pay, across all grades men's total pay is higher than women's total pay. The figures indicate that the higher proportion of men in the higher grades impacts the gender pay gap figures.
- Men continue to receive a **higher proportion of the total number and value of market related additional payments**. The gap in the average value of payments has **increased** since 2020.
- **Both genders** are **more likely** to be appointed above the grade minimum from Grade 6 upwards. Across most grades men are **more likely** to be appointed **above the grade minimum** than women.

3. Main Report

3.1. Overall figures and trend analysis

Employee gender profile by year and in comparison to the sector¹

Table 1: Comparison of University of Cambridge with UK workforce gender representation

Benchmark	Women (%)**								
	2014	2015	2016	2017	2018	2019	2020	2021	2022
Cambridge Equal Pay Review	49.9%	50.3%	50.8%	51.3%	52.1%	52.5%	53.4%	53.5%	53.8%
UK Higher Education Sector*	53.8%	54.0%	54.1%	54.2%	54.3%	54.3%	54.7%	54.7%	***

* Source: HESA - Staff at Higher Education Institutions in the UK (table 2)

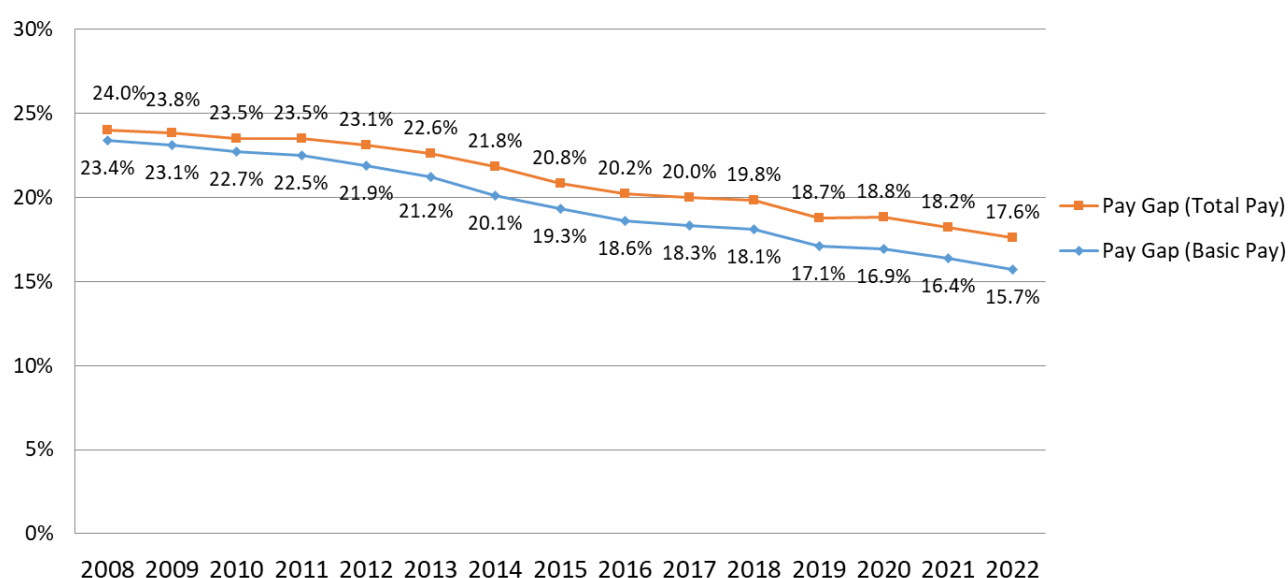
** From 2019/20 HEI's have not been required to report non academic staff numbers – HEI's not reporting are removed from the totals

***data not yet available

- The proportion of men and women at the University **has remained fairly equal** over time but since 2015 has shifted from a higher proportion of men to an increasingly **higher proportion of women**.
- Women now represent 53.8% (6,468 employees) of the workforce, the proportion of women has **increased** each year since 2013.
- The proportion of women at the University has remained **consistently lower** than in the UK Higher Education Sector, but the gap has **decreased** from high of 4.4% in 2012 to 1.2% in 2021.

Gender pay gap by year

Chart 1: Percentage Pay Gap by Year (illustration), University of Cambridge



- The overall mean gender basic pay gap has **decreased** year on year (down from 23.4% in 2008 to 15.7% in 2022).
- The overall mean gender total pay gap has **decreased** year on year (down from 24.0% in 2008 to 17.6% in 2022).

¹ Please note that benchmark comparators are provided for illustrative purposes as methodology for different sources may differ.

Table 2: Percentage Pay Gap by Year (full details), University of Cambridge

Year	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay Gap (Basic Pay)	Women	Men	Difference	Pay Gap (Total Pay)
2008	£28,183	£36,810	£8,627	23.4%	£28,247	£37,157	£8,910	24.0%
2009	£29,772	£38,703	£8,931	23.1%	£29,969	£39,336	£9,367	23.8%
2010	£30,253	£39,139	£8,886	22.7%	£30,452	£39,804	£9,352	23.5%
2011	£30,603	£39,488	£8,885	22.5%	£30,811	£40,260	£9,449	23.5%
2012	£31,023	£39,698	£8,675	21.9%	£31,230	£40,608	£9,378	23.1%
2013	£31,651	£40,180	£8,529	21.2%	£31,900	£41,223	£9,323	22.6%
2014	£32,111	£40,188	£8,076	20.1%	£32,384	£41,416	£9,032	21.8%
2015	£33,164	£41,117	£7,953	19.3%	£33,436	£42,243	£8,807	20.8%
2016	£33,734	£41,444	£7,710	18.6%	£34,091	£42,717	£8,626	20.2%
2017	£34,282	£41,973	£7,691	18.3%	£34,693	£43,359	£8,666	20.0%
2018	£34,976	£42,713	£7,738	18.1%	£35,414	£44,177	£8,763	19.8%
2019	£35,956	£43,394	£7,438	17.1%	£36,427	£44,833	£8,406	18.7%
2020	£36,800	£44,307	£7,507	16.9%	£37,295	£45,948	£8,653	18.8%
2021	£37,485	£44,838	£7,352	16.4%	£38,021	£46,497	£8,476	18.2%
2022	£38,504	£45,676	£7,173	15.7%	£39,100	£47,455	£8,355	17.6%

- The gender base pay gap has **decreased** by 32.4% and the total pay gap by 26.7% since the Equal Pay Review was first published in 2008.
- Average basic and total pay (£) values continue to **increase** each year for both genders.
- Average salaries of men have remained **consistently higher** than women's; in most years (11 out of 14 years) the difference has reduced. The average decrease was larger (£156), than the average increase (£140).
- Since 2008 average pay for women has **increased** by 36.6%, in comparison to men whose average has increased by 24.1%.

Table 3: Comparison of University of Cambridge mean base pay gap with UK public and private sectors

Benchmark	% pay gap (mean) basic pay in favour of men								
	2014	2015	2016	2017	2018	2019	2020	2021	2022
Cambridge Equal Pay Review	20.1%	19.3%	18.6%	18.3%	18.1%	17.1%	16.9%	16.4%	15.7%
UK public sector*	17.7%	17.9%	17.8%	17.7%	17.4%	15.7%	14.7%	14.6%	13.6%*
UK private sector*	22.6%	22.7%	21.9%	20.9%	20.6%	19.9%	16.8%	17.7%	16.7%*

Source: Office of National Statistics Annual Survey of Hours and Earnings gender pay gap table 13.12 (ONS may revise previous years data)

*Provisional data at the time of reporting

- The overall mean gender base pay gap at the University has remained **consistently higher** than the UK public sector over the last ten years, by an average of 1.5%. The lowest difference was seen in 2017 (0.6%), the gap currently stands at 2.1%.
- The overall mean gender pay gap at the University has remained **consistently lower** than the UK private sector by an average of 2.1% over the last ten years. The gap in the UK private sector reduced significantly (by 2.9%) in 2020, the ONS (The Office for National Statistics) noted this reduction was driven by a reduction in the pay gap for the '*managers, directors and senior officials occupation group*'.

3.2. Employee gender profile

By grade

Chart 2: Number of employees at each grade by gender

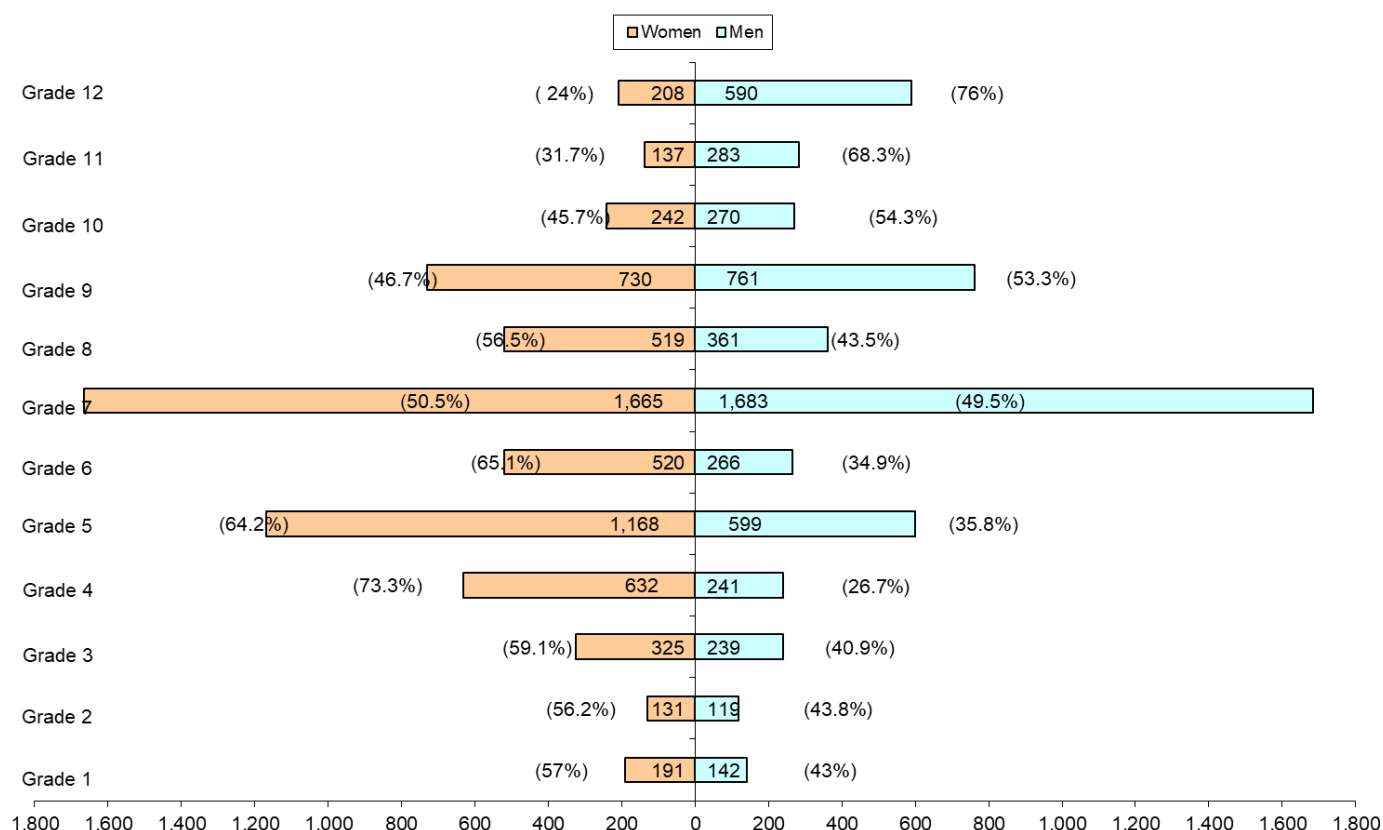


Table 4: Proportion of total gender population by grade

Gender	% of Total Gender Population by Grade												
	1	2	3	4	5	6	7	8	9	10	11	12	All
Women	3.0	2.0	5.0	9.8	18.1	8.0	25.7	8.0	11.3	3.7	2.1	3.2	100
Men	2.6	2.1	4.3	4.3	10.8	4.8	30.3	6.5	13.7	4.9	5.1	10.6	100

- **Men** continue to occupy a **higher proportion** of the positions in grades at the **higher end** of the pay scale (59.1%) of the positions in grades 9 to 12). This is a decrease of 1.3% from the 2020 report (60.4%).
- **Women** occupy a **higher proportion** of positions in grades 1 to 6 of the pay scale (64.8%). This has increased slightly over the previous reports (64.5% in 2021, and 64.4% in 2020).
- The **lowest proportion** of women continues to be in grade 12, but this proportion has **increased** to its highest level (26%), up from 16.5% in 2012, and nearly double the proportion compared to the 13.1% seen in the 2008 report.

By staff category (Appendices [A2](#) to [A5](#))

Staff category	Gender profile by Employment Type				
	Grade range	Women	Women %	Men	Men %
Academic	5 to 12	621	35.9%	1,110	64.1%
Research	5 to 12	1,703	46.0%	2,002	54.0%
Academic-Related	5 to 12	1,651	60.4%	1,081	39.6%
Assistant	1 to 8	2,494	64.7%	1,361	35.3%

Overall		6,468	53.8%	5,554	46.2%
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- While the **lowest proportion** of women are employed in **Academic** roles, the proportion continues to **increase** from the 27.1% seen in 2012, an increase of 32% over the period.
- The **Research** staff category has seen a **slight decrease** (0.2%) in the proportion of women (46.0% compared to 46.2% in 2021), this group has averaged 46.1% over the last ten years.
- The proportion of women in **Academic-Related** roles has increased in **each report** over the past ten years, from 49.9% in 2012 to 60.4% in this year's report.
- The **highest proportion** of women remain within the **Assistant** staff category, where women occupy 64.7% of positions. The proportion of women in this group has remained stable over the past ten years, with an average proportion of women of 63.6%.

3.3. Average Pay (Appendices [A1](#) - [B5](#))

Gender pay analysis by grade

Table 5: % Pay Gap by Grade in 2022

Grade	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay gap (%)	Women	Men	Difference	Pay gap (%)
1	£18,863	£18,865	£2	0.0%	£19,554	£19,657	£103	0.5%
2	£19,774	£19,892	£118	0.6%	£19,970	£20,075	£105	0.5%
3	£22,468	£22,702	£234	1.0%	£22,531	£23,765	£1,234	5.2%
4	£26,028	£26,266	£238	0.9%	£26,140	£26,546	£406	1.5%
5	£30,086	£30,312	£226	0.7%	£30,135	£30,421	£286	0.9%
6	£33,827	£34,511	£684	2.0%	£33,932	£34,732	£800	2.3%
7	£37,803	£37,744	£59	-0.2%	£37,901	£37,791	£110	-0.3%
8	£45,474	£47,279	£1,805	3.8%	£45,662	£47,470	£1,808	3.8%
9	£51,242	£51,623	£381	0.7%	£52,504	£52,810	£306	0.6%
10	£60,845	£60,905	£60	0.1%	£62,468	£63,136	£668	1.1%
11	£64,989	£64,256	£733	-1.1%	£67,800	£68,336	£536	0.8%
12	£90,324	£93,289	£2,965	3.2%	£97,731	£104,297	£6,566	6.3%
Overall	£38,504	£45,676	£7,172	15.7%	£39,100	£47,455	£8,355	17.6%

- Due to the higher proportion of men occupying positions at the higher end of the pay scale compared to women, the gender pay gap figures are **smaller within each grade** compared to the overall gender pay gaps, in most cases by a large margin.
- Compared to the 2021 report both the **base and total** pay gaps for each grade have **remained stable**. For **base pay**, the difference between 2021 and 2022 pay gaps ranges from a 0.5% decrease (grades 9 and 12) to a 0.5% increase (grade 6). The range for difference in the total pay gaps between 2021 and 2022 is from a decrease of 0.7% (grade 1) to an increase of 0.7% (grade 6).
- **Grade 8** has the highest **base pay** gap (3.8%) an increase from the 2021 report of 0.2% (3.6%).
- **Grade 12** has the highest **total** pay gap (6.3%), this has **decreased** by 0.1% from the 2021 report (6.4%).
- The **total pay gap** in grade 3 is primarily due to additional payments made to security staff in relation to the 24 hour patrol service, shifts and unsocial hours working required in the role.
- The awarding of market related supplements primarily influences the total pay gap at grade 12, the **majority** of which (65.7% based on number of awards, and 75.9% based on total value) are **awarded to men**.

Gender pay analysis by staff category

Table 6: % Pay gap by staff category

Staff category	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Average	Pay gap (%)	Women	Men	Average	Pay gap (%)
Academic	£60,402	£70,185	£66,675	13.9%	£63,437	£76,580	£71,865	17.2%
Research	£39,182	£41,637	£40,508	5.9%	£39,538	£42,111	£40,928	6.1%
Academic-Related	£46,218	£51,015	£48,116	9.4%	£46,820	£52,155	£48,931	10.2%
Assistant	£27,478	£27,389	£27,446	-0.3%	£27,627	£27,830	£27,699	0.7%
Overall	£38,504	£45,676	£41,817	15.7%	£39,100	£47,455	£42,960	17.6%

- The **Academic** staff category has both the **highest** basic pay gap (13.9%) and total pay gap (13.4%). Both have **increased** since 2021 (base pay by 3.2% and total pay by 3.8%). Both are at their highest level in the last 10 years.
- The **Academic-Related** staff group has the second highest base and total pay gap, both have **decreased** since the 2021 report (base pay by 0.9% and total pay by 1.6%).
- The **Research** staff category continues to show the **third highest** basic pay (5.9%) and total pay (6.1%) gaps. Both have **decreased** since the 2021 report (basic pay by 0.7% and total pay by 0.8%).
- The **Assistant** staff category continues to show the lowest basic pay (-0.3%) and total pay (0.7%) gaps. Both gaps are at the **lowest level** since 2012 when the gaps were 2% (base) and 3.5% (total).

3.4. Additional Payments (Appendices C1 – D2)

Additional payments comprise longer term pensionable payments and ad-hoc, shorter-term non-pensionable payments. Additional payments can be either discretionary e.g. additional hours, additional responsibility payments, or are linked to a role e.g. head of department or secretary of a faculty board. The levels are determined by the University through policy or custom and practice and are approved through governing bodies relevant to the payment. When additional payments are added to basic pay the overall pay gap **increases** from 15.7% to 17.6%. Further analysis is provided below:

Additional non-pensionable payments ([Appendix C1](#))

Table 7: Non-pensionable payments by gender

Non-pensionable payments	Women	Men	Total
Number	567 (45.1%)	690 (54.9%)	1257
Value	£736,362 (31.8%)	£1,580,377 (68.2%)	£2,316,739
Average payment value	£1,299	£2,290	£1,843

- Men received a **higher** proportion of the total **number** of non-pensionable additional payments (54.9%), this figure has decreased slightly over the last ten years (58% in 2012).
- Men also received a considerably **higher** proportion of the total **value** of non-pensionable additional payments (68.2%) a **decrease** both from 2021 (71.2%) and from the high of 83.2% (2014).
- On average, women were paid £991.70 **less** per non-pensionable payment than men. This gap has **decreased** since the 2021 report (£1,029.38) but is an increase compared to the 2020 report (£839.67).
- Compared to the 2021 report, the average value per payment has **increased** for women by more than men (23.2% compared to 10%).
- The average payment to women (£1,299) was 43.3% lower than the average payment to men (£2,290). The gap in payment values has **reduced** from the high of 71.3% that was seen in 2014 (£2,472 compared to £710).

Additional pensionable payments (Appendix [C2](#) and [C3](#))

Table 8: Pensionable payments by type and gender

Pensionable payments	Women		Men		Total	
	Number	Value	Number	Value	Number	Value
Discretionary	236	£470,809	170	£703,100	406	£1,173,909
Linked to a role	492	£2,243,465	474	£1,160,361	966	£3,403,826
Total Number	728	£271,4274	644	£1,863,461	1372	£4,577,735

- Women received a **higher** proportion of the total **number** of pensionable additional payments (51.7%), an **increase** compared to 2021 (49.1%) the **first time** in 10 years that women have received more than half of the payments (37.6% in the 2012 report).
- Men still received a **higher** proportion of the total **value** of pensionable additional payments (64.4%). The gap has **decreased** each year since the 21.4% seen in the 2012 report.
- For payments that are linked to a role, women received a **higher proportion** of these than men (58.1% compared to 41.9%), whereas men received **slightly more** payments that were not linked to their role (50.9% compared to 49.1%)
- For **payments linked to the role**, women were paid on average 51.7% **less** than men (a gap of £2,141), the gap was **smaller** where the **payment was not linked** to the role, with women being paid 46.3% **less** than men (£2,111).
- Across both types of pensionable payment, women were, on average paid £2,153.58 **less** per payment than men; this gap has **decreased** by £250.97 since 2021 (£2,404.55), but has **increased** from 2020 (£1,980.64).

Market related payments ([Appendix C4](#))

Market related payments are paid to secure the recruitment or retention of an individual where evidence indicates that similar posts outside the University command a higher salary. These payments are awarded under either the Market Pay (MP) or Advanced Contribution Supplement (ACS) schemes.

Table 9: Market related payments by gender and occupational category

Occupational Category	Women		Men	
	Recruitment	Retention	Recruitment	Retention
Academic	32 (£406,334.23)	45 (£691,679.24)	81 (£1,957,905.82)	119 (£2,925,035.03)
Academic-Related	34 (£351,000.09)	20 (£311,507.20)	36 (£531,604.28)	21 (£420,656.66)
Assistant				
Research	3 (£154,156.03)	4 (£14,685.94)	4 (£204,855.03)	3 (£32,773.01)
Total Number	69	69	121	143
Total Value	£911,490	£1,017,872	£2,694,365	£3,378,465
Combined Total	138		264	
Combined Value	£1,929,363		£6,072,830	

- Men received a higher proportion of the **number** of market related payments (65.7%), a **decrease** of 1.4% from the 2021 report (67.1%) and a decrease of 17.7% from the 2012 report (93.6%).
- Men receive a greater share of the total value of market pay received (75.9%), this has **increased slightly from** 2021 (75.2%), but has **decreased** significantly since 2012 (93.6%).
- On average women were paid £9,022 **less** per market related payment than men (£13,981 compared to £23,003), an increase of £2,200 from the 2021 report. This is the largest the gap has been in the previous 10 years.
- Average payments to women are 39% lower than those received by men. This gap has **increased** since 2016 (20.3%), but is lower than in 2012 (64%).
- The average payment value for women has **decreased slightly** since the 2021 report (0.9%), whereas the average payment for men **increased** by 10%.

- A **higher** proportion of awards to men were for **retention** purposes (54.2%), a slight decrease from the 56.7% in the 2021 report, for women payments were evenly split between recruitment and retention (50% each).
- The majority of market payment awards for women are at **grade 9** (40.6%), whereas for **men** the majority of awards are at **grade 12** (49.2%). Of the 163 awards in grade 12, men receive just under four times as many awards as women (79.8% for men compared to 20.2% for women).

Contribution payments (Appendices [D1](#) and [D2](#))

Contribution increments (a spine point movement within the employee's grade) and single contribution payments (a one-off payment of 2% or 3% of salary) are awarded under the annual Contribution Reward Scheme for Assistant and Academic-Related staff in grades 1 to 11 for exceptional contribution.

Table 10: Amount of Contribution Increments awarded by gender

Contribution points awarded	Women		Men	
	Number	%	Number	%
1 Point	257	65.2%	137	34.8%
2 Points	107	69.0%	48	31.0%
3 Points	13	65.0%	7	35.0%
Total	377	66.3%	192	33.7%

- A **higher** proportion of employees receiving contribution increments were **women** (66.3%), a **small decrease** compared with 2020 (68.6%) when the scheme last ran.
- The number of men and women who received **2 or 3 increments increased** compared to the 2020 round, with women receiving **11.2%** more awards (120 compared to 62), and men 6.9% more awards (55 compared to 30) at this level.
- There was **no significant difference** between the level of successful awards based on working pattern, with 91.9% part-time employees and 91.7% of full-time employees successfully applying.
- **Part-time** women were as likely to receive an award (91% successful) when compared to full-time women (93.1% successful). For men there was a **larger gap** with 90% of full-time men being successful compared to 100% of part-time men.

Table 11: Single contribution payment type by gender

Single Contribution Payment	Women		Men	
	Number	%	Number	%
2% Team Award	149	51.9%	138	48.1%
3% Individual Award	244	65.1%	131	34.9%
Total	393	59.4%	269	40.6%

- A **higher proportion** of employees receiving single contribution payments were **women** (59.4%), although this was broadly proportionate with the gender split of the eligibility pool, with women making up 56.8% of eligible employees
- **Part time employees** were **slightly more likely** to be awarded a single contribution payment, with 91% of part time employees receiving an award compared to 87.5% of full time employees.
- **Part time** women were just as likely to receive an award (91.2% successful) when compared to full time women (93% successful). For men there was a **larger gap** with 81.6% of full time men being successful compared to 94.1% of part time men.

3.5. New Employees (Appendices [E1](#) – [E3](#))

- Of the 2,108 employees recruited to the University from 1 April 2021 to 31 March 2022, 55.7% (1,175) were women and 44.2% (933) were men.
- Women were **more likely** than men to be appointed in **grades 1 to 6**, with 55.3% (650) of women and 44.7% (525) of men appointed to these grades.
- In **grades 7 to 12** there were 1,112 new appointments. The proportion of women appointed in these grades has **decreased** slightly from the 2021 report (51.7% down to 44.7%).
- The proportion of men appointed in grades 7 to 12 has **decreased** to 63% from 67.2% seen in 2021.
- Across all grades, 72.1% of employees were appointed above the bottom point of the grade. Of these, men were **more likely** to be appointed **above** the grade minimum compared to women (79.0% compared to 66.5% respectively). The proportion of those appointed above the bottom point has decreased since 2021 for both genders.
- The average market payment value is higher for those with over 1 years' service (£19,352) compared to the average payment to an employee with less than 1 years' service (£18,907).

3.6. Part-time Employees

Table 12: % Pay gap by full-time and part-time

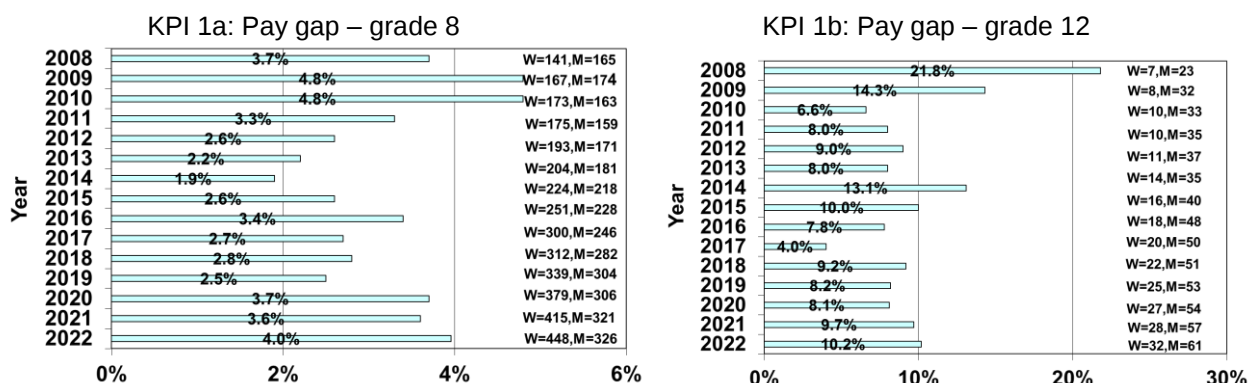
Working Hours	Population		Average (mean) basic pay			
	Women	Men	Women	Men	Difference	Pay gap (%)
Full-Time	4,535	4,859	£40,002	£45,969	£5,967	13.0%
Part-Time	1,933	695	£34,988	£43,630	£8,642	19.8%

- 21.9% of the workforce work part-time hours (2,628 out of 12,022 employees)
- A **higher proportion** of women occupy part-time positions (16.1%) compared to men (5.8%).
- Women** are more likely to be employed part-time, with 29.9% of women (1,933 out of 6,468) and 12.5% (695 out of 5,554) of men working part-time hours.
- Part-time men earn on **average 94.9%** of the full-time men's average salary, this gap is **smaller** than that for part-time women who earn on **average 87.5%** of the women's average full-time salary. The gap for both has narrowed over time, however the gap for men has narrowed by a greater amount (7.2%) compared to women (1.7%).
- The gender pay gap for part-time employees is **higher** than for full-time positions (19.8% compared to 13% respectively).
- The full-time gap has **decreased** to 13.0% from the 13.4% seen in the 2021 report (and 19% seen in 2012), the part-time pay gap stands at 19.8%, a **decrease** from 2021 (21.7%) and lower than the 2012 report (20.7%).

3.7. Key Performance Indicators

The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

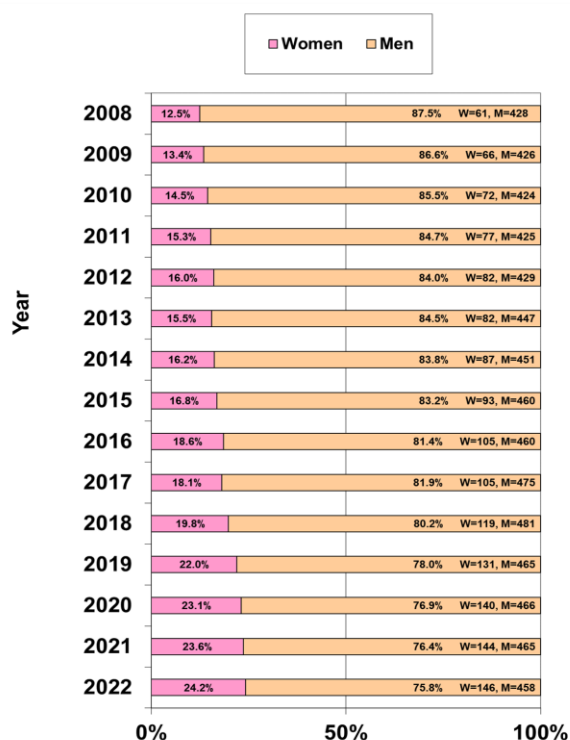
Key Performance Indicator 1: The mean pay gap for grade 8 and 12 Academic-Related staff



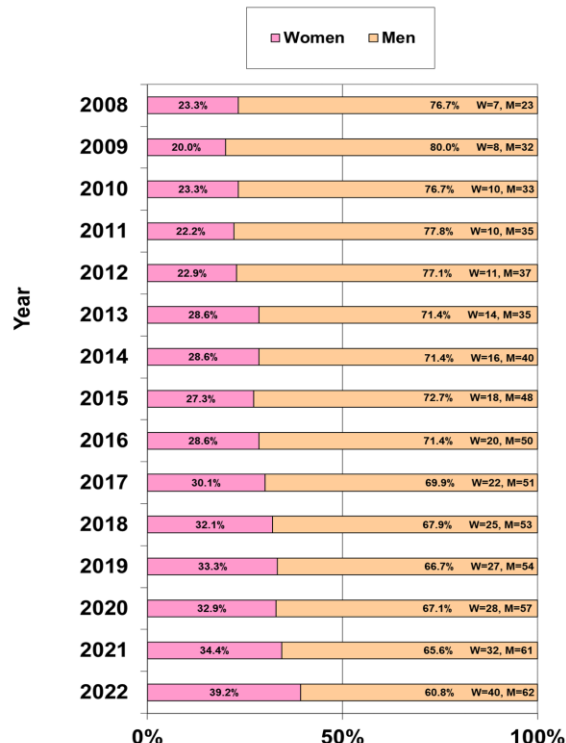
- The gender pay gap in respect of grade 8 Academic-Related staff (KP1 a) **increased** to its highest level since 2010, but remains within the established EHRC (Equality and Human Rights Commission) tolerance level of 5%.
- The gender pay gap in respect of grade 12 Academic-Related staff has **decreased** since the 2008 report, however there has been a gradual increase in both the 2021 (9.7%) and 2022 report (10.2%).

Key Performance Indicator 2: Gender representations of Academic and Academic-Related staff in grade 12

KPI 2a: Gender representation – grade 12 Academic staff



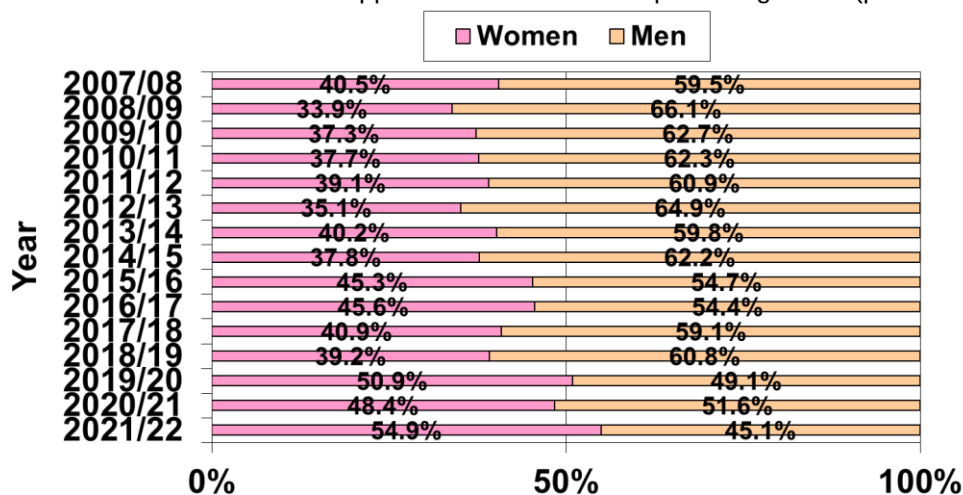
KPI 2b: Gender representation – grade 12 Academic-Related staff



The majority of Academic and Academic-Related grade 12 positions continue to be occupied by men. The proportion of those positions occupied by women has **increased**, and women now make up over a third (39.2%) of Academic-Related staff and just under a quarter of Academic staff at this level.

Key Performance Indicator 3: Gender distribution of new employees appointed within the top half of grade 9

KPI 3: Gender distribution of new appointments within the top half of grade 9 (points 55 – 61)



- Women in grade 9 were more likely to be appointed to the top half of the grade compared to men, this is only the second report since 2007/08 where more women have been appointed to the top half of the grade.

4. Actions Arising from the 2021 Equal Pay Review and Progress

As a result of the findings of the 2021 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

1. For the Gender Equality Steering Group (GESG)/the University to take action to address the gender balance of staff across all categories and in particular, the under-representation of women at senior grades.

Whilst the 2022 Equal Pay Review indicates a continued improvement in the representation of women at higher levels (including grades 11 and 12), the overall trend of men occupying a higher proportion of the positions at the higher end of the pay scale compared to women, and vice versa, continues. It would therefore be beneficial for this recommendation to continue and therefore remains in the 2022 recommendations below.

Addressing culture is key to supporting change and as part of this work, **unconscious bias training** has been rolled out to all staff. It is mandatory for those whose roles involve recruitment or promotion decision making. This is supported by regular face-to-face awareness-raising sessions with specialists and adaptation of the generic Equality and Diversity online training module to include information on unconscious bias. The Women's Staff Network provides regular sessions on various aspects of professional development. This is the largest of the University's staff diversity networks. The University of Cambridge is a recipient of external funding from Elsevier and Winton Capital Management, to provide support for collaborative projects focusing on advancing women in STEMM careers, skills development and career progression.

Further action is being undertaken to address both the vertical and horizontal segregation that occurs within the University; specific examples include work on gender neutral language within the recruitment process, and an increased focus on family friendly policies, such as the implementation in October 2019 of improved emergency leave for dependants, which provides employees with up to 5 working days' paid leave in any rolling 12-month period in recognition of the challenges to employees when care arrangements for dependents break down unexpectedly.

In addition, further work is being undertaken that will focus on a range of areas including team leader training, as well as systems and processes linked to both career progression and pay progression.

2. For GESG to explore in further detail the following areas to help determine any contributing factors and further action required:

- a. Any pay gaps greater than 5%.
- b. Gender differences in starting salaries.
- c. Gender differences in additional payments.
- d. Gender pay gap differences in working arrangements (part-time compared to full-time working patterns).

The **University's Silver Athena Swan action plan**² incorporates high level objectives in relation to addressing equality in staff pay and related reward structures by responding to findings identified.

This Equal Pay Review will continue to provide a focus for discussion by the **GESG** which oversees progress in this area and will investigate whether any gender related issues can be determined to explain gaps above the 5% threshold.

² https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf

The gender pay gap for new starters is lower than the overall pay gap:

Table 13: Gender pay gap for new starters

Staff category	Men	Average base pay	Women	Average Base pay	Pay Gap for new starters	Pay gap (from table 6)
Academic	34	£59,298.29	29	£53,360.21	10.01%	13.9%
Research	560	£35,083.96	433	£33,417.76	4.75%	5.9%
Academic-Related	134	£43,568.90	231	£41,785.89	4.09%	9.4%
Assistant	176	£23,157.55	414	£24,550.83	-6.02%	-0.3%
Grand Total	904	£34,930.45	1107	£32,370.30	7.33%	15.7%

Pay gaps across all staff types are lower at the point of recruitment, increasing once individuals are in post. The long term trend isn't clear, and there is a need to fully understand at what length of service the gaps starts to increase. Overall, the largest contributors to the gender pay gap remain the Academic and Academic-Related staff categories.

3. Identify enhancements to the data that can be incorporated within future EPRs. This should cover both additional data not currently in the report and alterations to improve the relevance of existing data within the EPR. This may include (but is not limited to) data on starting salaries and additional payments.

Work is being undertaken to review the content and structure of the Equal Pay Report, including additional sources of data and well as the addition of areas not currently covered. Areas currently under consideration include further segmentation by grade and employment type, new starters, and additional payments. Additional discussions will be required with stakeholders to determine the ability to extract and analyse information as part of any revised report.

GESG is asked to suggest areas they may wish to include in any revised report. Each suggestion would need to be analysed its suitability to include, based on factors such being able to obtain and meaningfully analyse the data suggested

4. Consider how the EPR sits in relation to the Mandatory Gender Pay Gap (GPG) report, identify any synergies, and areas where variations can add value to the purpose and content of the EPR.

Mandatory Gender Pay Gap (GPG) reporting is now fully established within the University, the fifth report having been published in March 2022 (based on data as at March 2021). The focus and methodology of the Equal Pay Report (EPR) differs from that of the GPG, and as such, careful communication of the differences may be required. Further consideration is needed to identify the interaction between the reports, and consideration should be given to whether changes to the format or focus of the EPR would be beneficial and ensure the EPR remains relevant and informative (*which is linked to action 3 above*)

5. To monitor KPI 1a and 1b, with a view that if there is no significant increase that reporting on this is stopped. Continue monitoring KPI 1a and 1b, to assess if there is any impact on either of these resulting from both COVID-19 and Brexit. The suitability of these KPIs to be continued should be reviewed as part of the 2022 EPR

KPI 1a has decreased from the peak seen in 2010, with some fluctuations in the percentage across the following years. The rate currently sits at the highest level since 2014, whether this increase is a long term trend, or part of the normal fluctuation of the rate remains to be seen. Given the recent increase in the gap for the KPI, it is suggested that the suitability be reviewed again during the 2024 report, to assess the pattern, and to determine is the issue continues to require monitoring.

KPI 1b has shown a long term downward trend from the 21.8% seen in 2008, with the level now showing at 10.2%, while the proportion of women in grade 12 now stands at nearly 40% (up from 30% in 2008). Given that over the last 5 years the gap has remained fairly stable, the suggestion is that monitoring of KPI1b and KPI2b are ceased following this report. Gender balance at this grade would continue to be reported as part of the Staff Statistical Information report, and representation could be monitored via that report.

5. Appendices

Appendices A1 to F are provided in the remainder of this document.

Appendix A1 Gender pay gap by grade (basic pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1*	191	142	333	57.4%	42.6%	100.0%	100.0%	£18,863	£62	£18,865	£66	£18,864	0.0%	£18,852	£0	£18,852	£0	£18,852	0.0%
2	131	119	250	52.4%	47.6%	5.3%	4.2%	£19,774	£941	£19,892	£899	£19,830	0.6%	£19,623	£1,748	£20,092	£1,748	£19,623	2.3%
3	325	239	564	57.6%	42.4%	12.3%	11.3%	£22,468	£1,306	£22,702	£1,288	£22,567	1.0%	£22,254	£1,801	£23,487	£1,801	£22,847	5.2%
4	632	241	873	72.4%	27.6%	13.1%	16.2%	£26,028	£1,654	£26,266	£1,681	£26,094	0.9%	£26,341	£2,245	£27,116	£2,245	£26,341	2.9%
5	1,168	599	1,767	66.1%	33.9%	15.2%	14.9%	£30,086	£2,084	£30,312	£1,929	£30,163	0.7%	£30,497	£2,650	£30,497	£2,650	£30,497	0.0%
6	520	266	786	66.2%	33.8%	15.2%	21.1%	£33,827	£2,451	£34,511	£2,332	£34,059	2.0%	£34,304	£3,920	£35,326	£2,017	£35,326	2.9%
7	1,665	1,683	3,348	49.7%	50.3%	9.8%	9.2%	£37,803	£3,337	£37,744	£3,320	£37,773	-0.2%	£37,467	£5,601	£37,467	£6,623	£37,467	0.0%
8	519	361	880	59.0%	41.0%	11.8%	17.7%	£45,474	£4,926	£47,279	£4,750	£46,215	3.8%	£44,706	£9,369	£48,835	£6,862	£46,042	8.5%
9	730	761	1,491	49.0%	51.0%	19.2%	20.2%	£51,242	£4,473	£51,623	£4,410	£51,436	0.7%	£53,348	£5,929	£53,348	£5,929	£53,348	0.0%
10	242	270	512	47.3%	52.7%	35.1%	31.5%	£60,845	£2,479	£60,905	£2,173	£60,877	0.1%	£60,022	£3,646	£60,022	£1,796	£60,022	0.0%
11	137	283	420	32.6%	67.4%	100.0%	100.0%	£64,989	£2,894	£64,256	£1,971	£64,495	-1.1%	£63,668	£0	£63,668	£0	£63,668	0.0%
12*	208	590	798	26.1%	73.9%	100.0%	100.0%	£90,324	£19,513	£93,289	£21,938	£92,516	3.2%	£84,263	£28,286	£85,505	£34,491	£85,505	1.5%
Band 1	119	300	419	28.4%	71.6%	100.0%	100.0%	£78,362	£6,260	£77,705	£5,414	£77,891	-0.8%	£73,779	£9,242	£73,779	£6,826	£73,779	0.0%
Band 2	40	124	164	24.4%	75.6%	100.0%	100.0%	£98,953	£7,507	£100,560	£7,498	£100,168	1.6%	£99,095	£14,419	£99,095	£14,851	£99,095	0.0%
Band 3	22	77	99	22.2%	77.8%	100.0%	100.0%	£119,405	£8,396	£118,365	£8,285	£118,596	-0.9%	£118,294	£13,972	£118,294	£13,972	£118,294	0.0%
Band 4	7	25	32	21.9%	78.1%	100.0%	100.0%	£149,461	£16,870	£148,932	£17,850	£149,048	-0.4%	£141,216	£16,029	£145,447	£25,797	£145,447	2.9%
no band	20	64	84	23.8%	76.2%	100.0%	100.0%	£91,555	£17,299	£100,348	£27,168	£98,254	8.8%	£89,462	£35,302	£92,061	£36,361	£92,061	2.8%
Total	6,468	5,554	12,022	53.8%	46.2%	21.2%	30.4%	£38,504	£14,991	£45,676	£21,372	£41,817	15.7%	£35,326	£14,678	£40,333	£21,004	£37,467	12.4%

* all points on these grades are discretionary

Appendix A2 Gender pay gap by grade (basic pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Woman standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
6	18	5	23	78.3%	21.7%	£34,046	£2,313	£34,338	£1,698	£34,110	0.8%	£35,326	£2,940	£35,326	£1,022	£35,326	0.0%
7	60	37	97	61.9%	38.1%	£36,691	£3,703	£36,349	£3,819	£36,561	-0.9%	£36,382	£6,430	£36,382	£8,583	£36,382	0.0%
8	26	14	40	65.0%	35.0%	£44,428	£4,035	£45,010	£4,436	£44,632	1.3%	£42,792	£7,554	£46,063	£7,249	£43,434	7.1%
9	197	238	435	45.3%	54.7%	£50,374	£3,921	£51,567	£3,200	£51,027	2.3%	£53,348	£5,929	£53,348	£3,052	£53,348	0.0%
10	87	160	247	35.2%	64.8%	£60,530	£1,502	£60,529	£1,496	£60,529	0.0%	£60,022	£0	£60,022	£0	£60,022	0.0%
11	87	198	285	30.5%	69.5%	£63,625	£279	£63,649	£185	£63,642	0.0%	£63,668	£0	£63,668	£0	£63,668	0.0%
12	146	458	604	24.2%	75.8%	£87,773	£17,666	£89,953	£19,010	£89,426	2.4%	£80,605	£19,640	£80,605	£31,342	£80,605	0.0%
Total	621	1,110	1,731	35.9%	64.1%	£60,402	£19,375	£70,185	£21,471	£66,675	13.9%	£60,022	£14,833	£63,668	£24,914	£63,668	5.7%

* data not displayed due to a gender population of less than 5

Appendix A3 Gender pay gap by grade (basic pay) – academic-related staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	15	11	26	57.7%	42.3%	£28,953	£1,295	£27,802	£1,312	£28,466	-4.1%	£28,756	£1,274	£27,116	£808	£28,340	-6.0%
6	82	29	111	73.9%	26.1%	£33,708	£2,778	£35,404	£2,884	£34,151	4.8%	£34,304	£3,920	£35,326	£2,078	£34,304	2.9%
7	586	291	877	66.8%	33.2%	£37,742	£3,630	£38,018	£3,631	£37,834	0.7%	£37,467	£6,623	£37,467	£5,601	£37,467	0.0%
8	473	335	808	58.5%	41.5%	£45,425	£4,982	£47,297	£4,771	£46,201	4.0%	£44,706	£9,369	£48,835	£6,862	£46,042	8.5%
9	271	206	477	56.8%	43.2%	£52,120	£4,368	£52,873	£4,420	£52,445	1.4%	£53,348	£5,378	£53,348	£4,647	£53,348	0.0%
10	154	107	261	59.0%	41.0%	£61,028	£2,884	£61,493	£2,836	£61,219	0.8%	£60,022	£3,646	£60,022	£3,646	£60,022	0.0%
11	30	40	70	42.9%	57.1%	£68,565	£3,588	£66,577	£3,284	£67,429	-3.0%	£69,557	£5,574	£65,573	£5,889	£67,536	-6.1%
12	40	62	102	39.2%	60.8%	£98,102	£24,262	£109,232	£26,392	£104,867	10.2%	£90,742	£33,189	£102,065	£36,944	£96,217	11.1%
Total	1,651	1,081	2,732	60.4%	39.6%	£46,218	£12,919	£51,015	£18,219	£48,116	9.4%	£42,149	£14,332	£48,835	£14,016	£44,706	13.7%

Appendix A4: Gender pay gap by grade (basic pay) – assistant staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	191	142	333	57.4%	42.6%	£18,863	£62	£18,865	£66	£18,864	0.0%	£18,852	£0	£18,852	£0	£18,852	0.0%
2	131	119	250	52.4%	47.6%	£19,774	£941	£19,892	£899	£19,830	0.6%	£19,623	£1,748	£20,092	£1,748	£19,623	2.3%
3	325	239	564	57.6%	42.4%	£22,468	£1,306	£22,702	£1,288	£22,567	1.0%	£22,254	£1,801	£23,487	£1,801	£22,847	5.2%
4	632	241	873	72.4%	27.6%	£26,028	£1,654	£26,266	£1,681	£26,094	0.9%	£26,341	£2,245	£27,116	£2,245	£26,341	2.9%
5	756	332	1,088	69.5%	30.5%	£30,159	£1,990	£30,659	£1,847	£30,311	1.6%	£30,497	£2,650	£31,406	£1,792	£30,497	2.9%
6	421	232	653	64.5%	35.5%	£33,831	£2,399	£34,404	£2,252	£34,034	1.7%	£34,304	£2,982	£35,326	£2,017	£35,326	2.9%
7	32	46	78	41.0%	59.0%	£39,078	£3,208	£39,688	£2,751	£39,437	1.5%	£39,739	£3,995	£40,927	£3,180	£40,927	2.9%
8	6	10	16	37.5%	62.5%	£48,454	£3,315	£48,799	£3,354	£48,669	0.7%	£48,858	£6,039	£48,858	£3,910	£48,858	0.0%
Total	2,494	1,361	3,855	64.7%	35.3%	£27,478	£5,260	£27,389	£6,241	£27,446	-0.3%	£27,116	£7,919	£27,116	£9,152	£27,116	0.0%

Appendix A5: Gender pay gap by grade (basic pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	397	256	653	60.8%	39.2%	£29,991	£2,261	£29,969	£1,919	£29,983	-0.1%	£30,497	£3,482	£30,497	£2,858	£30,497	0.0%
6	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7	987	1,309	2,296	43.0%	57.0%	£37,865	£3,114	£37,655	£3,221	£37,745	-0.6%	£37,467	£5,601	£37,467	£6,623	£37,467	0.0%
8	14	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
9	262	317	579	45.3%	54.7%	£50,986	£4,812	£50,853	£4,981	£50,913	-0.3%	£51,799	£5,929	£51,799	£7,306	£51,799	0.0%
10	<5	<5	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
11	20	45	65	30.8%	69.2%	£65,553	£3,302	£64,865	£2,875	£65,077	-1.1%	£63,668	£4,373	£63,668	£3,868	£63,668	0.0%
12	22	70	92	23.9%	76.1%	£93,110	£18,343	£100,997	£27,136	£99,111	7.8%	£90,742	£36,923	£93,419	£35,526	£93,419	2.9%
Total	1,703	2,002	3,705	46.0%	54.0%	£39,182	£10,176	£41,637	£14,629	£40,508	5.9%	£37,467	£7,618	£38,587	£7,845	£37,467	2.9%

* data not displayed due to a gender population of less than 5

Appendix B1: Gender pay gap by grade (total pay) – all categories of staff

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	191	142	333	57.4%	42.6%	100.0%	100.0%	£19,554	£723	£19,657	£689	£19,598	0.5%	£19,377	£1,040	£19,658	£1,224	£19,517	1.4%
2	131	119	250	52.4%	47.6%	5.3%	4.2%	£19,970	£1,015	£20,075	£807	£20,020	0.5%	£19,675	£1,391	£20,092	£1,164	£19,881	2.1%
3	325	239	564	57.6%	42.4%	12.3%	11.3%	£22,531	£1,320	£23,765	£3,294	£23,054	5.2%	£22,254	£1,801	£23,487	£2,187	£22,847	5.2%
4	632	241	873	72.4%	27.6%	13.1%	16.2%	£26,140	£1,705	£26,546	£2,099	£26,252	1.5%	£26,341	£2,245	£27,116	£2,440	£26,341	2.9%
5	1,168	599	1,767	66.1%	33.9%	15.2%	14.9%	£30,135	£2,094	£30,421	£2,140	£30,232	0.9%	£30,497	£2,650	£30,497	£2,650	£30,497	0.0%
6	520	266	786	66.2%	33.8%	15.2%	21.1%	£33,932	£2,477	£34,732	£2,415	£34,203	2.3%	£34,304	£3,770	£35,326	£2,996	£35,326	2.9%
7	1,665	1,683	3,348	49.7%	50.3%	9.8%	9.2%	£37,901	£3,465	£37,791	£3,371	£37,845	-0.3%	£37,467	£5,601	£37,467	£6,623	£37,467	0.0%
8	519	361	880	59.0%	41.0%	11.8%	17.7%	£45,662	£5,035	£47,470	£4,850	£46,404	3.8%	£45,271	£9,369	£48,835	£6,862	£47,419	7.3%
9	730	761	1,491	49.0%	51.0%	19.2%	20.2%	£52,504	£6,388	£52,810	£6,221	£52,660	0.6%	£53,348	£7,524	£53,348	£6,108	£53,348	0.0%
10	242	270	512	47.3%	52.7%	35.1%	31.5%	£62,468	£5,677	£63,136	£7,943	£62,820	1.1%	£60,022	£3,646	£60,022	£3,646	£60,022	0.0%
11	137	283	420	32.6%	67.4%	100.0%	100.0%	£67,800	£7,342	£68,336	£11,362	£68,161	0.8%	£63,668	£5,889	£63,668	£3,942	£63,668	0.0%
12	208	590	798	26.1%	73.9%	100.0%	100.0%	£97,731	£29,929	£104,297	£36,880	£102,585	6.3%	£90,346	£33,641	£91,819	£41,331	£90,702	1.6%
Band 1	119	300	419	28.4%	71.6%	100.0%	100.0%	£83,228	£14,170	£85,281	£19,778	£84,698	2.4%	£78,262	£11,726	£78,262	£13,787	£78,262	0.0%
Band 2	40	124	164	24.4%	75.6%	100.0%	100.0%	£108,445	£20,668	£111,100	£25,760	£110,453	2.4%	£105,121	£14,315	£105,121	£17,991	£105,121	0.0%
Band 3	22	77	99	22.2%	77.8%	100.0%	100.0%	£130,750	£29,652	£140,420	£42,993	£138,271	6.9%	£125,485	£13,768	£129,248	£28,881	£125,485	2.9%
Band 4	7	25	32	21.9%	78.1%	100.0%	100.0%	£168,756	£36,041	£174,192	£30,652	£173,003	3.1%	£171,216	£36,945	£168,583	£35,216	£169,900	-1.6%
no band	20	64	84	23.8%	76.2%	100.0%	100.0%	£101,416	£39,486	£109,487	£40,034	£107,565	7.4%	£91,554	£35,302	£100,580	£52,175	£97,762	9.0%
Total	6,468	5,554	12,022	53.8%	46.2%	21.2%	30.4%	£39,100	£16,749	£47,455	£26,331	£42,960	17.6%	£35,326	£14,907	£40,927	£21,616	£37,467	13.7%

* all points on these grades are discretionary

Appendix B2: Gender pay gap by grade (total pay) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
6	18	5	23	78.3%	21.7%	£34,085	£2,339	£34,338	£1,698	£34,140	0.7%	£35,326	£2,940	£35,326	£1,022	£35,326	0.0%
7	60	37	97	61.9%	38.1%	£36,731	£3,726	£36,358	£3,820	£36,589	-1.0%	£36,382	£6,430	£36,382	£8,583	£36,382	0.0%
8	26	14	40	65.0%	35.0%	£45,118	£6,010	£45,103	£4,496	£45,113	0.0%	£43,025	£7,554	£46,063	£7,436	£43,434	6.6%
9	197	238	435	45.3%	54.7%	£52,556	£7,773	£53,913	£7,205	£53,299	2.5%	£53,348	£5,929	£53,348	£2,752	£53,348	0.0%
10	87	160	247	35.2%	64.8%	£62,723	£6,518	£63,404	£9,216	£63,164	1.1%	£60,022	£3,646	£60,022	£3,255	£60,022	0.0%
11	87	198	285	30.5%	69.5%	£65,906	£5,391	£67,874	£12,285	£67,274	2.9%	£63,668	£551	£63,668	£826	£63,668	0.0%
12	146	458	604	24.2%	75.8%	£94,929	£27,137	£101,399	£36,197	£99,835	6.4%	£85,505	£31,668	£90,702	£35,629	£89,313	5.7%
Total	621	1,110	1,731	35.9%	64.1%	£63,437	£24,174	£76,580	£32,687	£71,865	17.2%	£60,022	£24,944	£64,012	£23,855	£63,668	6.2%

Appendix B3: Gender pay gap by grade (total pay) – academic-related staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Woman	Male	Total	Woman	Male	Woman	Woman standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Woman	Woman inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	15	11	26	57.7%	42.3%	£29,113	£1,196	£27,802	£1,312	£28,558	-4.7%	£28,756	£858	£27,116	£808	£28,756	-6.0%
6	82	29	111	73.9%	26.1%	£33,721	£2,780	£35,453	£2,880	£34,174	4.9%	£34,304	£3,920	£35,326	£2,078	£34,489	2.9%
7	586	291	877	66.8%	33.2%	£37,846	£3,747	£38,122	£3,719	£37,938	0.7%	£37,707	£6,623	£37,638	£5,601	£37,707	-0.2%
8	473	335	808	58.5%	41.5%	£45,580	£4,993	£47,488	£4,871	£46,371	4.0%	£44,886	£9,369	£50,296	£6,862	£47,419	10.8%
9	271	206	477	56.8%	43.2%	£52,860	£5,102	£53,434	£5,494	£53,108	1.1%	£53,348	£4,647	£53,348	£6,291	£53,348	0.0%
10	154	107	261	59.0%	41.0%	£62,339	£5,176	£62,788	£5,683	£62,523	0.7%	£61,384	£3,646	£61,818	£3,766	£61,818	0.7%
11	30	40	70	42.9%	57.1%	£73,901	£9,883	£72,895	£10,441	£73,326	-1.4%	£70,598	£11,161	£68,522	£15,627	£69,557	-3.0%
12	40	62	102	39.2%	60.8%	£105,474	£33,534	£119,390	£35,383	£113,933	11.7%	£101,149	£39,487	£109,892	£47,517	£105,121	8.0%
Total	1,651	1,081	2,732	60.4%	39.6%	£46,820	£14,600	£52,155	£21,334	£48,931	10.2%	£43,434	£15,821	£50,296	£14,016	£44,706	13.6%

Appendix B4: Gender pay gap by grade (total pay) – assistant staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Woman	Male	Total	Woman	Male	Woman	Woman standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Woman	Woman inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	191	142	333	57.4%	42.6%	£19,554	£723	£19,657	£689	£19,598	0.5%	£19,377	£1,040	£19,658	£1,224	£19,517	1.4%
2	131	119	250	52.4%	47.6%	£19,970	£1,015	£20,075	£807	£20,020	0.5%	£19,675	£1,391	£20,092	£1,164	£19,881	2.1%
3	325	239	564	57.6%	42.4%	£22,531	£1,320	£23,765	£3,294	£23,054	5.2%	£22,254	£1,801	£23,487	£2,187	£22,847	5.2%
4	632	241	873	72.4%	27.6%	£26,140	£1,705	£26,546	£2,099	£26,252	1.5%	£26,341	£2,245	£27,116	£2,440	£26,341	2.9%
5	756	332	1,088	69.5%	30.5%	£30,224	£1,998	£30,843	£2,193	£30,413	2.0%	£30,497	£2,650	£31,406	£2,142	£30,497	2.9%
6	421	232	653	64.5%	35.5%	£33,956	£2,429	£34,650	£2,358	£34,203	2.0%	£34,304	£2,982	£35,326	£2,406	£35,326	2.9%
7	32	46	78	41.0%	59.0%	£39,577	£3,393	£40,184	£3,320	£39,935	1.5%	£39,998	£3,490	£40,927	£2,340	£40,927	2.3%
8	6	10	16	37.5%	62.5%	£49,461	£3,490	£49,173	£3,493	£49,281	-0.6%	£49,803	£5,226	£48,868	£4,857	£49,803	-1.9%
Total	2,494	1,361	3,855	64.7%	35.3%	£27,627	£5,219	£27,830	£6,280	£27,699	0.7%	£27,122	£7,919	£27,311	£10,090	£27,214	0.7%

Appendix B5: Gender pay gap by grade (total pay) – research staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	397	256	653	60.8%	39.2%	£30,002	£2,276	£29,986	£1,927	£29,996	-0.1%	£30,497	£3,482	£30,497	£2,858	£30,497	0.0%
6	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7	987	1,309	2,296	43.0%	57.0%	£37,950	£3,249	£37,673	£3,235	£37,792	-0.7%	£37,467	£5,601	£37,467	£6,623	£37,467	0.0%
8	14	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
9	262	317	579	45.3%	54.7%	£52,096	£6,434	£51,575	£5,643	£51,811	-1.0%	£53,348	£6,867	£53,348	£8,901	£53,348	0.0%
10	<5	<5	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
11	20	45	65	30.8%	69.2%	£66,884	£5,400	£66,318	£5,562	£66,492	-0.9%	£63,668	£5,889	£63,668	£3,868	£63,668	0.0%
12	22	70	92	23.9%	76.1%	£102,250	£38,292	£109,889	£39,167	£108,062	7.0%	£92,141	£35,803	£102,900	£52,899	£98,549	10.5%
Total	1,703	2,002	3,705	46.0%	54.0%	£39,538	£11,815	£42,111	£16,922	£40,928	6.1%	£37,467	£7,618	£38,587	£7,845	£37,467	2.9%

Appendix C1: Non-pensionable additional payments

		No	£ average	£ total
Biological Safety Officer	Men	34	£710	£24,124
	Women	24	£568	£13,637
Chairperson Degree Comm.	Men			
	Women	1	£30,000	£30,000
Chairperson Payment	Men	28	£352	£9,849
	Women	7	£310	£2,167
Deputy Director/Head	Men	11	£1,059	£11,653
	Women	8	£168	£1,341
Laser Officer	Men	26	£757	£19,674
	Women	5	£662	£3,308
Librarian	Men	1	£221	£221
	Women	1	£200	£200
Radiation Officer	Men	3	£89	£267
	Women			
Radiation Supervisor	Men	57	£758	£43,184
	Women	42	£997	£41,861
Safety Off/Adviser	Men	44	£404	£17,795
	Women	41	£359	£14,724
Secretary Payment	Men	1	£333	£333
	Women	1	£333	£333
Other Payment	Men	485	£2,996	£1,453,276
	Women	437	£1,439	£628,792
Total	Men	690	£2,290	£1,580,377
	Women	567	£1,299	£736,362
	Total	1257	£1,843	£2,316,739

Note 1: The row entitled 'Other Payment' includes non-pensionable payments not separately identified in other rows. This mainly includes assistant staff and research staff payments e.g. Early Morning Supplements and Marie Curie Allowances.

Note 2: There are a small number of bonus payments specifically agreed with individuals where the University wishes to tie their remuneration to the delivery of certain duties or outcomes.

Appendix C2: Pensionable additional payments (discretionary)

		No	£ average	£ total
Admin Responsibility	Men	7	£4,492	£31,441
	Women	<5	*	£1,875
Additional Responsibility	Men	99	£265	£26,203
	Women	213	£1,623	£345,673
Additional Hours	Men	31	£3,184	£98,697
	Women	<5	*	£4,668
Other Payment	Men	33	£16,568	£546,760
	Women	18	£6,589	£118,593
Total	Men	170	£4,136	£703,100
	Women	236	£1,995	£470,809
	Total	406	£2,891	£1,173,909

Note: The row entitled 'Other Payment' includes discretionary pensionable payments not separately identified in other rows.

Appendix C3: Pensionable additional payments (linked to a role)

		No	£ average	£ total
Chair Faculty Board	Men	9	£6,391	£57,516
	Women	6	£6,816	£40,893
Deputy Director/Head	Men	31	£6,055	£187,720
	Women	14	£6,799	£95,184
Director	Men	31	£8,066	£250,031
	Women	10	£7,783	£77,827
Head of Department	Men	42	£11,724	£492,411
	Women	16	£9,103	£145,646
Head of Division	Men	7	£8,258	£57,807
	Women			
Secretary Faculty Board	Men	<5	*	£12,816
	Women			
Other Payment	Men	369	£3,212	£1,185,164
	Women	428	£1,871	£800,812
Total	Men	492	£4,560	£2,243,465
	Women	474	£2,448	£1,160,361
	Total	966	£3,524	£3,403,826

* Data not displayed due to a gender population of less than 5.

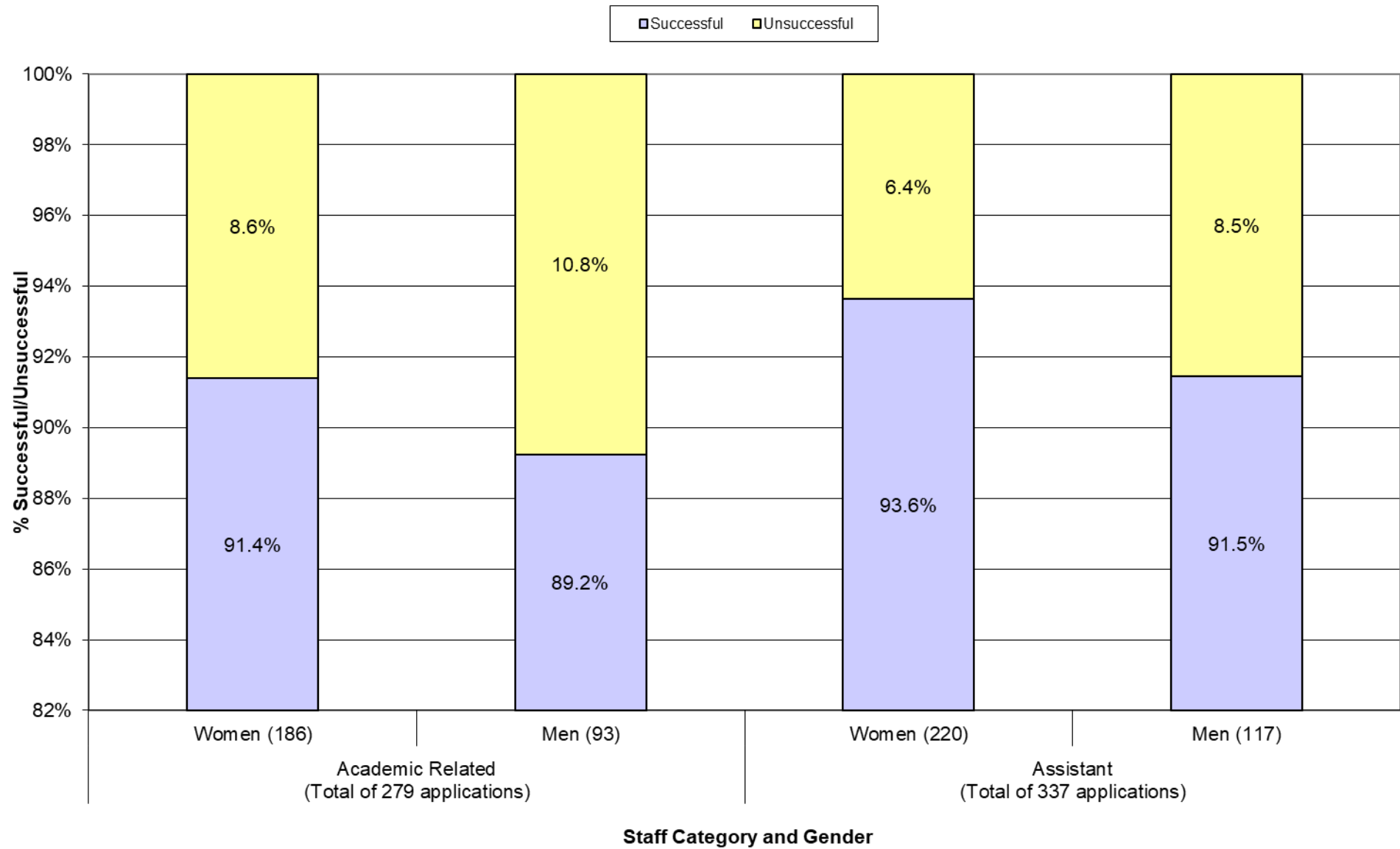
Note: The row entitled 'Other Payment' includes pensionable payments (linked to a role) not separately identified in other rows. This mainly includes assistant staff and research staff payments e.g. Shift Allowances, Wellcome Trust additional payments.

Appendix C4: Market related payments

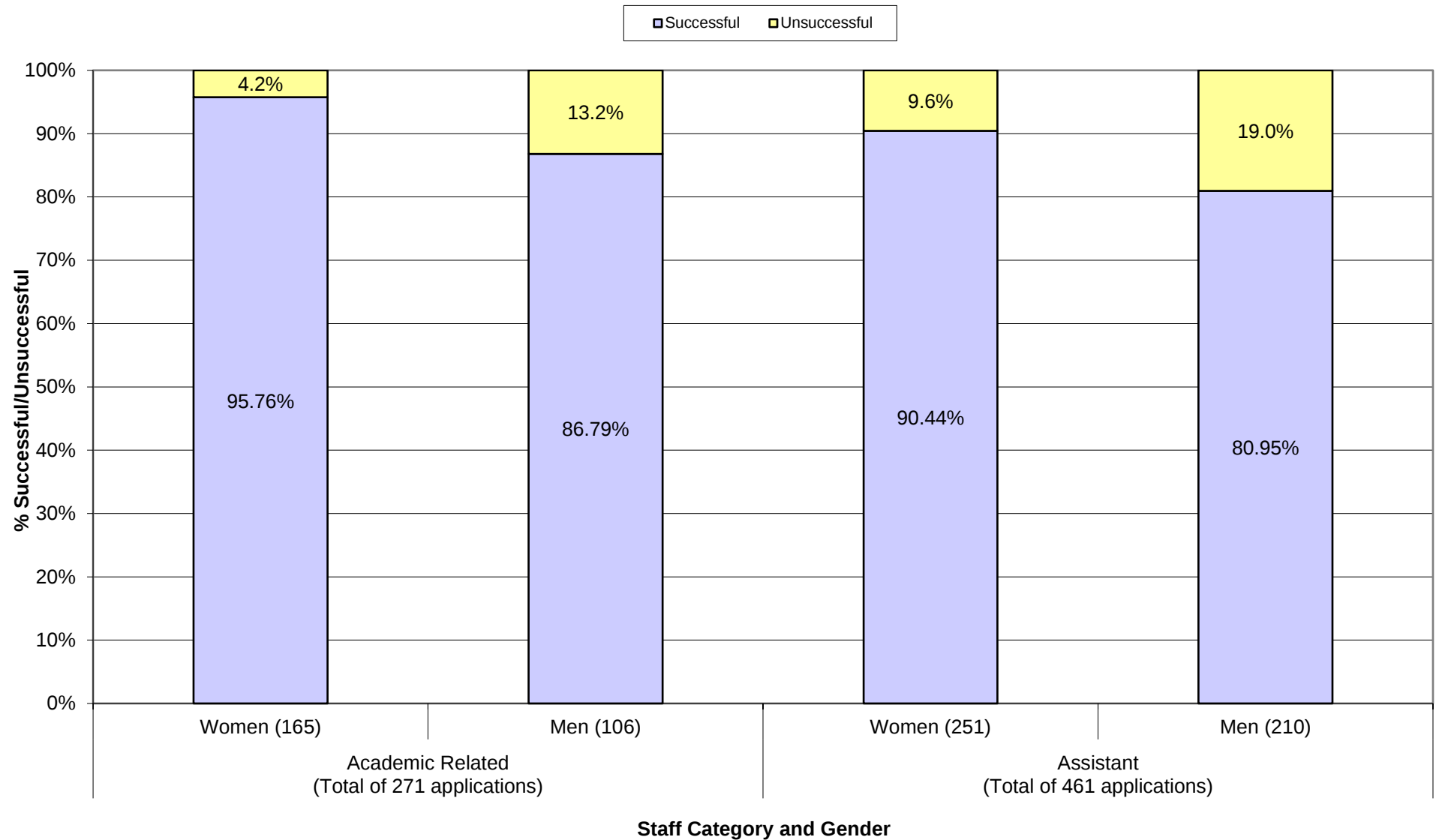
Staff category	Supplement % of salary	Grade	Sub-Total		
			M	W	% W
Academic	≤5%	9	2	2	50%
		10	1	1	50%
		11	3	2	40%
		12	7	3	30%
	>5% ≤10%	9	12	6	33%
		10	6	3	33%
		11	1	2	67%
		12	26	4	13%
	>10% ≤15%	9	10	11	52%
		11	2		0%
		12	10	2	17%
	>20% ≤0%	9	19	9	32%
		10	1		0%
		11	7	6	46%
		12	13	4	24%
	>20% ≤25%	9	2		0%
		10	1	1	50%
		12	9		0%
	>25% ≤30%	9		2	100%
		10	2		0%
		11	2		0%
		12	2	2	50%
	>35% ≤0%	8	1		0%
		9	4	1	20%
		11	3		0%
		12	3	1	25%
	>35% ≤40%	9	2	3	60%
		10		2	100%
		11	2	1	33%
		12	2	1	33%
	>45% ≤0%	9		1	100%
		10	1	1	50%
		11	2		0%
		12	6		0%
		12	1		0%
	>55% ≤0%	10	2		0%
		12	6		0%
	>60% ≤0%	9	1	1	50%
		10	1		0%
		12	1	1	50%
	>60% ≤65%	11	1		0%
		12	2		0%
	>65% ≤70%	12	1		0%
	>70% ≤75%	12	1		0%
	>75% ≤80%	10	1		0%
		12	1	1	50%
	>80% ≤85%	12	1		0%
	>85% ≤90%	11	1		0%
	>85% ≤90%	12	1		0%
	>90% ≤95%	12	2		0%
	>95% ≤100%	12	1	1	50%
	>100% ≤105%	12	1	1	50%
	>105% ≤110%	12	2		0%
	>115% ≤120%	12	3		0%
	>125% ≤0%	11	1		0%
		12	1		0%
	>135% ≤140%	11	1		0%
		12	1		0%
	>150% ≤155%	12	1		0%
	>230% ≤235%	12	1		0%
			£4,882,941	£1,098,013	

Academic Related	≤5%	7	1	1	50%
		8	1	1	50%
		9	3	5	63%
		10	1	2	67%
		11		1	100%
		12	1		0%
	>10% ≤0%	7	1		0%
		8		1	100%
		9	1	4	80%
		10	6	8	57%
		11	1		0%
		12	3	2	40%
	>10% ≤15%	8	1		0%
		9	1	4	80%
		10	1	1	50%
		11	2	2	50%
		12	4		0%
	>20% ≤0%	9	1	1	50%
		11	2	1	33%
		12	2	3	60%
	>20% ≤25%	9		2	100%
		10	2		0%
		11	4	1	20%
		12	3		0%
	>25% ≤30%	7		1	100%
		9	1	1	50%
		11	2	1	33%
		12		1	100%
		10	1	2	67%
		11		2	100%
		12	3		0%
	>35% ≤40%	10		1	100%
		11	2		0%
		12		1	100%
		10		1	100%
		11	1	1	50%
		12		1	100%
	>45% ≤50%	9	1		0%
		12	1		0%
		12	1	1	50%
	>60% ≤65%	10	1		0%
	>110% ≤115%	12	1		0%
			£952,261	£662,507	
	≤5%	12		2	100%
	>5% ≤10%	9		1	100%
		10	1		0%
		11		1	100%
		12	2		0%
	>15% ≤0%	9	1	1	50%
		12	1		0%
	>15% ≤20%	9		1	100%
	>120% ≤125%	12		1	100%
	>135% ≤140%	12	1		0%
			£237,628	£168,842	

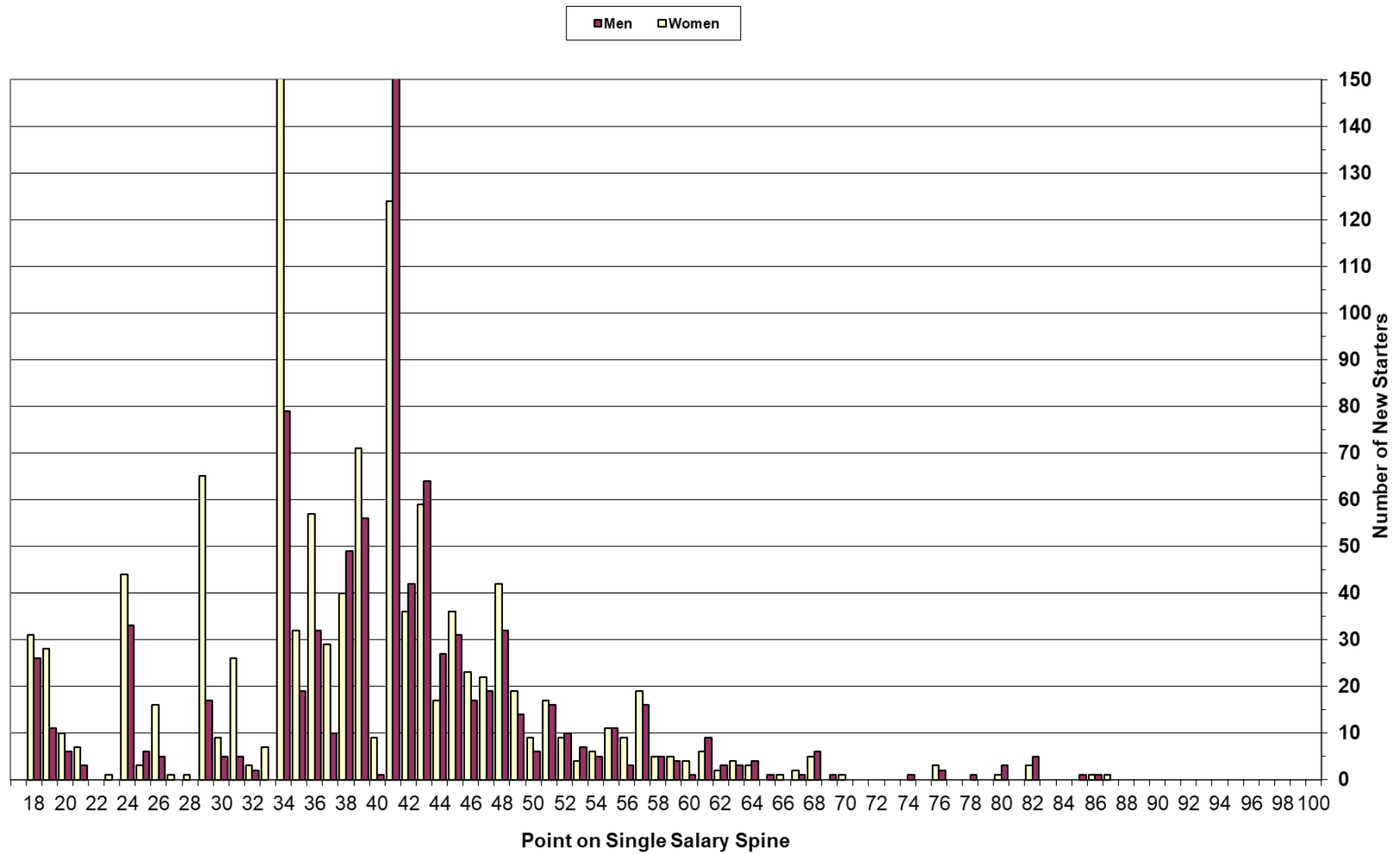
Appendix D1: Contribution Increments by gender and occupational category



Appendix D2: Single Contribution Payments by gender and occupational category



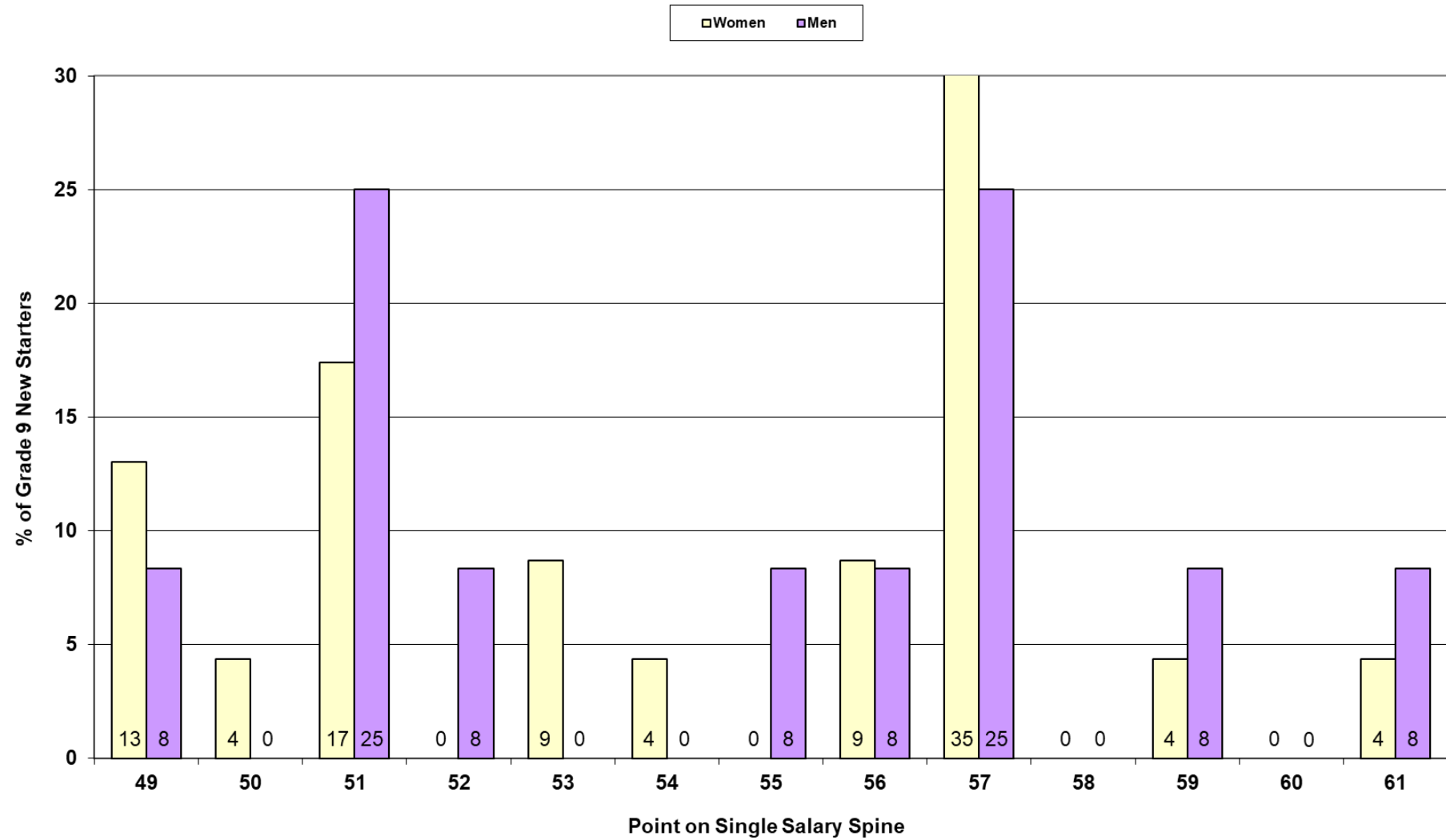
Appendix E1: Scale points of new employees by gender (chart 1)



Appendix E2: Scale points of new employees by gender (chart 2)

[illegible]

Appendix E3: Scale points of new employees in grade 9 by gender



Appendix F: Methodology

The methodology of this Equal Pay Review is consistent with previous reviews in order to analyse trends over time. The approach taken is in line with the relevant JNCHES³ guidance and the Equality and Human Rights Commission advice that where a pay differential related to gender is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. For gender pay gaps of more than 5%, action is needed to address the issue and close the gap. Consistent with previous reviews, this review includes in its analysis of all University staff on the single salary spine (i.e. excluding those on spot salaries or those whose pay is not determined by the University).

Pay gap calculation

The pay gap calculation is based on a percentage of the average salary for men, this is a standard equal pay approach and allows meaningful benchmarking with external organisations and publicly available statistics. A pay gap figure without a minus sign indicates that the pay gap shows higher average pay for men compared to women. A minus number indicates the opposite.

Mean and median

Average salaries and gender pay gaps can be calculated by either using the mean or median values. The mean is calculated by adding all values together and dividing by the number of values. The median is the middle value when each of the values are placed in order of smallest to largest.

The median can be a more appropriate method of measuring averages than the mean where there are outlying values within the data being analysed. The median is also helpful for benchmarking with national statistics (ONS) and other institutions who primarily use the median. However, a significant proportion of salaries on the University's pay scale are on the top service point of the grade, for both men and women. In this situation the median values for both genders will tend to be the same, masking any pay gap that may exist.

Therefore, for the purposes of this Equal Pay Review, the mean has continued to be used as the primary method of analysis and continues to inform the narrative of the report. Where the term average is used this will be the mean unless otherwise stated. The University may review this approach in future equal pay reports.

Standard deviation

A number of the appendices to this review include standard deviation calculations which are used to identify the dispersion of the values from the average (mean) salary value. A low standard deviation indicates that the pay totals are clustered around the average value whereas a high standard deviation indicates that the pay totals are spread over a wide range. This provides another helpful indicator on the conclusions that can be drawn from the comparisons but where the sample group size is less than 10, the standard deviation may be misleading.

Interquartile range

The appendices also include inter-quartile ranges where appropriate, expressing by how much the members of a group differ from the mean value for the group, in order to provide further insight into potential gender pay issues and for benchmarking purposes. The inter-quartile range is the difference between the upper quartile (i.e. the value of all payments three quarters of the way from lowest to highest) and the lower quartile (i.e. the value of all payments one quarter of the way from lowest to highest).

Data protection

The disclosure to third parties of data from equal pay reviews is covered by the Data Protection Act (1998). The results of an equal pay review can be disclosed as regards individuals or small groups as long as they are in a sufficiently anonymised form. Where fewer than five employees are identified in a particular category of the data the values have been removed and replaced by '<5' (less than five) where necessary. This is in accordance with HESA guidance.

³ Joint Negotiating Committee for Higher Education Staff

as at 31 March 2022

[illegible]

as at 31 March 2022

[illegible]

as at 31 March 2022

[illegible]

School of the Biological Sciences
as at 31 March 2022

as at 31 March 2022

[illegible]

as at 31 March 2022

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																									1		1		100
99																													99
98																									1				98
97																													97
96																													96
95																													95
94																													94
93																													93
92																													92
91																									2		2		91
90																										1		1	90
89																									1				89
88																													88
87																									2		2		87
86																									2	1		2	86
85																													85
84																										1			84
83																									1				83
82																									3		3		82
81																									3	3		3	81
80																									1				80
79																										1			79
78																									2		2		78
77																									1			1	77
76																									3	1		3	76
75																									2	2		2	75
74																									2				74
73																									1				73
72																													72
71																									1	2		1	71
70																									3				70
69																									7		7		69
68																									9	3		9	68
67																									3	1		3	67
66																												1	66
65																									2				65
64																													64
63																									12	8		12	63
62																									2			2	62
61																									12	13		12	61
60																									4	7		4	60
59																									4	6		4	59
58																									10	5		10	58
57																									34	29		34	57
56																									5	3		5	56
55																									7	13		7	55
54																									3	3		3	54
53																									6	12		6	53
52																									10	13		10	52
51																									12	19		12	51
50																									13	22		13	50
49																									15	18		15	49
48																									73	102		73	48
47																									6	5		6	47
46																									31	46		31	46
45																									37	39		37	45
44																									32	66		32	44
43																									11	15		11	43
42																									28	38		28	42
41																									39	43		39	41
40																									2	19		2	40
39																													

School of Clinical Medicine
as at 31 March 2022

Total	4	7	1	21	26	15	50	39	121	48	149	38	78	77	150	69	105	19	28	10	9	1	1		341	725	Total
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as at 31 March 2022

School of the Humanities and Social Sciences

as at 31 March 2022

[illegible]

School of the Physical Sciences
as at 31 March 2022

as at 31 March 2022

[illegible]

as at 31 March 2022

Total						57	28	2	7	264	90			131	53	47	8	47	12	127	17	675	215	Total
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as at 31 March 2022

[illegible]

General Board Institutions (NSIs)

as at 31 March 2022

[illegible]

as at 31 March 2022

Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the year 1 April 2021 – 31 March 2022

Table 10(a) Total pensionable and non-pensionable by school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	Men	24	£76,086	102	£613,935	80	£1,101,326	30	£128,086	94	£467,458	66	£302,126	53	£43,263	76	£57,945	525	£2,790,225
	Women	14	£56,654	117	£387,801	81	£507,207	29	£108,902	50	£95,943	22	£53,049	64	£19,896	115	£49,502	492	£1,278,955
Non-pensionable	Men	31	£23,839	125	£338,336	106	£127,144	70	£294,217	146	£195,631	83	£218,473	110	£305,252	19	£13,946	690	£1,516,839
	Women	40	£17,697	134	£233,981	119	£83,310	58	£85,499	53	£79,072	53	£132,415	87	£97,694	23	£6,695	567	£736,362
Total	Men	55	£99,925	227	£952,271	186	£1,228,470	100	£422,304	240	£663,089	149	£520,599	163	£348,515	95	£71,890	1215	£4,307,064
	Women	54	£74,352	251	£621,782	200	£590,517	87	£194,401	103	£175,014	75	£185,465	151	£117,590	138	£56,197	1059	£2,015,317
	Total	109	£174,276	478	£1,574,053	386	£1,818,987	187	£616,704	343	£838,103	224	£706,064	314	£466,105	233	£128,088	2274	£6,322,381

Table 10(b) Pensionable by payment type and gender

		Total	
		No	£
Admin Responsibility	Men	7	£31,441
	Women	1	£1,875
Additional Responsibility	Men	99	£26,203
	Women	213	£345,673
Additional Hours	Men	31	£98,697
	Women	4	£4,668
Chairperson Faculty Board	Men	9	£57,516
	Women	6	£40,893
Deputy Director/Head	Men	31	£187,720
	Women	14	£95,184
Director	Men	31	£250,031
	Women	10	£77,827
Head of Department	Men	42	£492,411
	Women	16	£145,646
Head of Division	Men	7	£57,807
	Women		
Secretary Faculty Board	Men	3	£12,816
	Women		
Other Payment	Men	402	£1,731,924
	Women	446	£919,406
Total	Men	525	£2,790,225
	Women	492	£1,278,955
Total		1017	£4,069,179

Table 10(c) Non-pensionable by payment type and gender

		Total	
		No	£
Biological Safety Officer	Men	34	£24,124
	Women	24	£13,637
Bonus*	Men	1	£63,538
	Women		
Chairperson Degree Comm.	Men		
	Women	1	£30,000
Chairperson Payment	Men	28	£9,849
	Women	7	£2,167
Deputy Director/Head	Men	11	£11,653
	Women	8	£1,341
Laser Officer	Men	26	£19,674
	Women	5	£3,308
Librarian	Men	1	£221
	Women	1	£200
Radiation Officer	Men	3	£267
	Women		
Radiation Supervisor	Men	57	£43,184
	Women	42	£41,861
Safety Off/Adviser	Men	44	£17,795
	Women	41	£14,724
Secretary Payment	Men	1	£333
	Women	1	£333
Other Payment	Men	485	£1,389,739
	Women	437	£628,792
Total	Men	690	£1,516,839
	Women	567	£736,362
Total		1346	£3,009,555

* Bonus payments are examined at a more granular level in tables 12a and 12b
Figures are rounded to the nearest pound.

Table 10(d) Pensionable by grouped payment type, school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chairperson Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Men	17	£66,108	25	£233,421	26	£267,300	16	£103,404	14	£155,759	24	£214,309	1	£18,000			123	£1,058,301
	Women	7	£35,532	12	£106,728	10	£89,293	10	£77,228	3	£22,890	4	£27,879					46	£359,549
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	Men	1	£2,137	10	£21,164	25	£92,803	5	£8,626	15	£27,826	11	£7,078	62	£15,615	8	£12,321	137	£156,340
	Women	3	£3,613	24	£41,985	35	£44,803	12	£11,071	17	£34,122	21	£45,264	75	£119,028	31	£52,329	218	£352,216
Other Payment	Men	7	£9,978	77	£380,514	54	£834,026	14	£24,682	80	£311,699	42	£87,818	52	£25,263	76	£57,945	402	£1,731,924
	Women	7	£21,122	105	£281,074	71	£417,914	19	£31,675	47	£73,053	18	£25,170	64	£19,896	115	£49,502	446	£919,406
Total	Men	24	£76,086	102	£613,935	80	£1,101,326	30	£128,086	94	£467,458	66	£302,126	53	£43,263	76	£57,945	525	£2,790,225
	Women	14	£56,654	117	£387,801	81	£507,207	29	£108,902	50	£95,943	22	£53,049	64	£19,896	115	£49,502	492	£1,278,955
	Total	38	£132,740	219	£1,001,736	161	£1,608,533	59	£236,988	144	£563,400	88	£355,176	117	£63,159	191	£107,447	1017	£4,069,179

Table 10(e) Non-pensionable by grouped payment type, school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Off/Adviser)	Men	1	£827	55	£35,390	54	£38,869	7	£2,892	29	£14,683	14	£10,308	4	£2,074			164	£105,044
	Women	2	£390	33	£21,935	46	£26,125	10	£4,591	6	£2,919	3	£1,930	11	£15,362	1	£276	112	£73,529
Bonus	Men													1	£63,538			1	£63,538
	Women																		
Headship payments (inc Chairperson Degree Comm., Chairperson Payment, Deputy Director/Head, Head of Department, Secretary Payment)	Men	8	£4,685	2	£400	1	£5,506	6	£1,560	16	£5,746	7	£3,939	1	£63,538			41	£85,374
	Women	3	£861	1	£300			10	£1,930	1	£500	1	£250	1	£30,000			17	£33,841
Extraneous payments (inc Librarian)	Men									1	£221							1	£221
	Women			1	£200													1	£200
Other Payment	Men	22	£18,328	68	£302,546	51	£82,769	57	£289,765	100	£174,981	62	£204,226	106	£303,178	19	£13,946	485	£1,389,739
	Women	35	£16,446	99	£211,546	73	£57,185	38	£78,977	46	£75,652	49	£130,235	75	£52,332	22	£6,419	437	£628,792
Total	Men	31	£23,839	125	£338,336	106	£127,144	70	£294,217	146	£195,631	83	£218,473	110	£305,252	19	£13,946	690	£1,516,839
	Women	40	£17,697	134	£233,981	119	£83,310	58	£85,499	53	£79,072	53	£132,415	87	£97,694	23	£6,695	567	£736,362
	Total	62	£47,678	235	£665,677	200	£245,418	140	£588,435	287	£388,931	164	£435,019	220	£610,505	38	£27,892	1346	£3,009,555

Figures are rounded to the nearest pound.

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 March 2022 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	9							1										1		100%
		10																			
		11			1	2													1	2	67%
		12	1		1				2		1	1							5	1	17%
	>5% ≤10%	9	1	1	3	1			1		1	1							5	3	38%
		10			1				1										2		0%
		11								1										1	100%
		12	1				1		2		2	2							6	2	25%
	>10% ≤15%	9		3	2		1	2	1										4	5	56%
		12				1	1		1		1		1						4	£1	20%
	>15% ≤20%	9		1	4		2	2	1		1								8	3	27%
		11				2														2	100%
		12			1		1	1	1		1	1							4	2	33%
	>20% ≤25%	9					1												1		0%
		10																			
		12			1		1												2		0%
	>25% ≤30%	11	1																1		0%
		12			1	1													1	1	50%
	>30% ≤35%	9			1	1													1	1	50%
		12																			
	>35% ≤40%	9		1					1											2	100%
		11																			
	>40% ≤45%	10																			
		12			2				1										3		0%
	>50% ≤55%	12			2				1										3		0%
	>70% ≤75%	12			1														1		0%
																			£1,508,502	£258,653	
Research	≤5%	12																			
	>5% ≤10%	10							1										1		0%
	>10% ≤15%	9					1												1		0%
	>15% ≤20%	11																			
																			£10,320		

	Male	Female
Academic	52	27
Academic Related	0	0
Assistant	0	0
Research	2	0
Total Supplements	£1,518,822	£258,653

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 April 2021 and 31 March 2022 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities &		Physical Sciences		Technology		Biological		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	9					1												1		0%
		11				1													1		100%
	>5% ≤10%	9	1		1	3	1		3		1	1							7	4	36%
		10			1				1										2		0%
	>10% ≤15%	12					1		2		2								5		0%
		9		2	3		2	2		3									5	7	58%
	>15% ≤20%	12					1				1								2		0%
		9		1	3	1	4	4	3		1	1							11	7	39%
	>20% ≤25%	11			4	2		1											4	3	43%
		12									1	1		1					1	2	67%
	>25% ≤30%	9				1		1											1		0%
		10																	1		100%
	>30% ≤35%	9				1								1					2		0%
		11	1																2		100%
	>35% ≤40%	12				1													1		100%
		9			3	1													3	1	25%
	>40% ≤45%	11			1														1		0%
		9			1														1		0%
																			£468,469	£327,795	

	Male	Female
Academic	46	28
Academic Related	0	0
Assistant	0	0
Research	0	0
Total Supplements	£468,469	£327,795

Table 12a, Count* of all staff in receipt of a bonus payment* during the year 1 April 2021 - 31 March 2022**
by Staff Category, School (or equivalent) and Gender, shown as a percentage of basic salary
Information provided from CHRIS

Staff category**	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	>25% ≤30%	12																			
	>30% ≤35%	12													2				2		0%
	>50% ≤55%	12																			
	>60% ≤65%	12																			
	>65% ≤70%	12																			
																			£63,538		

	Male	Female
Academic	0	0
Academic Related	2	0
Assistant	0	0
Research	0	0
Total Supplements	£63,538	£0

Notes:

* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.

** Only Academic Related Staff are recorded in receipt of contractual bonus payments.

*** A 'bonus' is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee's performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual's contractual arrangements with the University. Figures are rounded to the nearest pound.

Table 12b, Count* of all staff in receipt of a bonus payment* during the year 1 April 2020 - 31 March 2021**
by Staff Category, School (or equivalent) and Gender, shown in 20K bands relating to the amount of bonus paid.
Information provided from CHRIS

Staff category**	Bonus range	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	£60,000-£79,999	12																	1		0%
	£40,000-£59,999	12																			
	£20,000-£39,999	12																			
	£00,000-£19,999	12																			
Total																			1		0.0%

Notes:

* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.

** Only Academic Related Staff are recorded in receipt of contractual bonus payments.

*** A 'bonus' is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee's performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual's contractual arrangements with the University. Figures are rounded to the nearest pound.