

# University of Northampton Equal Pay Audit Report

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## 2. Executive Summary

This is the second equal pay audit that the University has undertaken since the implementation of the Pay Framework Agreement in 2007. The University utilises the Higher Education Role Evaluation (HERA) system to ensure that equal pay for work of equal value is consistent through the institution and underpins the commitment to Equality. Processes are in place to ensure that fair evaluation of posts are conducted and regular training supports the review of these processes.

The equal pay audit has been carried out using data that was drawn at 31<sup>st</sup> July 2014.

All University Staff Gender Pay Gap 2014	15.03%
2014 not including Senior Staff	13.06%
All University Staff Gender Pay Gap 2008	27.8%

The overall gender pay gap across the whole University has decreased significantly ( 12.77%) since the last time an equal pay audit was undertaken in 2008. It is lower than the average UK figure for 2014. The gender pay gap without the senior staff has also been shown as this is a small number of people on spot salaries that vary depending on position.

The pay gap is a result of significantly more females employed in the lower grades of the pay scale. ***There are no significant pay gaps where work of equal value is being done i.e. within the same grade.***

Within grades the largest pay gap is 2.89% and 4 out of 10 grades have a pay gap in favour of females and 1 grade has no pay gap at all.

### 3. Introduction

The University of Northampton supports the principle of equal pay for work of equal value and as such uses the Higher Education Role Analysis (HERA) system to evaluate all roles that fall within the range of the University pay spine. The University pay spine is based on the nationally agreed pay spine and is divided into 11 grades although grade 11 is currently not used. Within each grade are up to 8 incremental pay points to allow reward to be made to recognise experience at that level. The Equal pay audit allows us to make comparisons between staff undertaking work of an equal value as determined by the job evaluation process. We can also look at comparisons between different groups of staff, for example academic staff and professional services.

The last Equal pay audit took place in 2008. The data used for this audit was extracted on 31<sup>st</sup> July 2014. All staff as at 31<sup>st</sup> July 2014 were included apart from external examiners who are paid set fees. All part time salaries used have been grossed up to the full time equivalent to allow like for like comparison. The analysis has been done on basic salary only excluding any additional payments that are not consolidated in the salary but some analysis on additional payments is included later in the report.

The purpose of an equal pay audit is to;

- Identify if any pay inequities have arisen in the pay system,
- Analyse the nature of any inequities and diagnose the causes
- Identify any actions that need to be taken to deal with inequities

This will be achieved by;

- Comparing the pay of men and women who do same or broadly similar (like) work
- Comparing the pay of men and women who do work of equal value
- The findings will be considered by a working group and the Staff Equality Forum
- Any identified actions will be included in an equality action plan

Although an equal pay audit only requires an employer to report on gender and pay this report, as an illustration of good practice, also includes data on ethnicity, disability and age and contract type i.e. full time/ part time, fixed term/ permanent.

A -% demonstrates a pay gap in favour of women. The salaries of part time employees have been adjusted to full time equivalent for the purposes of the audit.




Government figures – according to the Annual Survey of Hours and Earnings 2014, compiled by the Office for National Statistics the gender pay gap for full time workers in 2014 was 9.4% based on a median hourly rate. The gender pay gap for all workers (full and part time) was 19.1% in 2014.

It is important to note that a pay gap across the institution does not necessarily indicate that male and female staff are being paid differently for work of equal value. It may be an indication that there are more female staff in lower paid roles and more men in more senior roles, therefore affecting the average pay for each gender.

## 4. Findings

### 4.1. Gender pay gap by Grade

Grade	Female Average of Salary	Count of Female	Male Average of Salary	Count of Male	Total Average of Salary	Total Count of Gender	Gender Pay Gap
1	13621.00	22	13621.00	13	13621.00	35	0%
2	14760.00	6	14570.17	6	14665.08	12	-1.30%
3	16554.05	43	16557.04	28	16555.23	71	0.02%
4	19350.89	127	19871.00	17	19412.29	144	2.62%
5	23096.03	143	22617.58	43	22977.13	186	-2.12%
6	29522.71	304	30401.30	172	29840.18	476	2.89%
7	33531.67	93	33602.60	63	33560.31	156	0.21%
8	42431.32	236	42814.71	186	42600.30	422	0.90%
9	50440.97	31	50143.85	41	50271.78	72	-0.59%
10	59157.11	9	58985.04	28	59026.89	37	-0.29%
SEN	82628.58	12	100878.86	14	92455.65	26	18.09%
Grand Total	31242.80	1026	36772.11	611	33306.58	1637	15.03%

-  Pay Gap in favour of females
-  Pay Gap in favour of males but less than 1%
-  Pay Gap in favour of males

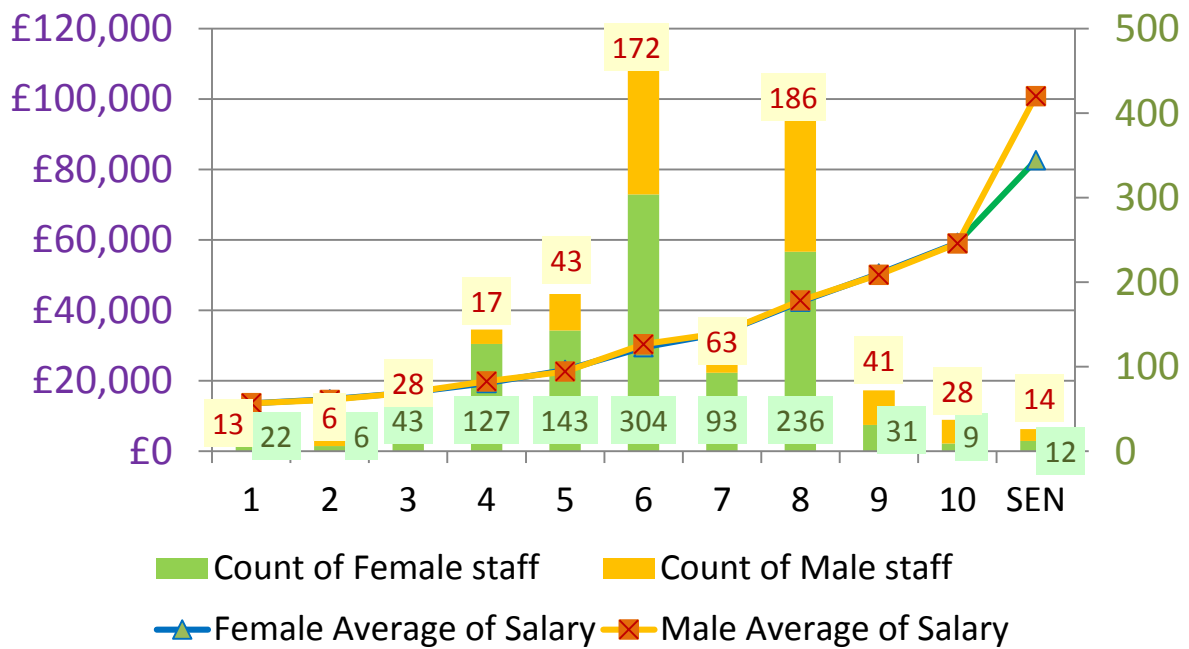
The data is broken down by grade to show the pay gaps where work has been rated as equivalent i.e. achieving a job evaluation score within a banding for the grade. Although there is a pay gap on average salary across the institution for all staff of 15.03%, the pay gaps where work has been rated as equivalent are much lower with the largest being only 2.8% and several being higher in favour of females. The pay gaps between male and females in each grade are not significant, one exception is those on a frozen salary but this is hard to quantify as the frozen salaries are spread through the whole range of the salary scale.

The larger pay gap across the whole University is largely due to the number of female employees in the lower graded jobs. Despite there being a staff profile of 63% female staff, 62% of these are in posts grade 7 and below, whereas only 45% of male employees fall within these grades.

At the last equal pay audit in 2008 the University gender pay gap figure was 27.8% therefore there has been a reduction of 12.77% in the overall gender pay gap.

For those in senior positions there is a greater pay gap of 18.09%. It can be demonstrated that posts of equal value within this group are paid equally i.e. all at Deputy Dean level. The exclusion of the two most senior posts, both held by men, brings the gap much closer to 7.9%.

## Per Grade, Count of Male to Female Staff and Average Male to Female Salaries



This graph illustrates that there is very little difference between male and female average salaries throughout the grades.

## Male to Female ratio per grade



The majority of roles across the university are held by female staff (blue); however male staff generally occupy more of the higher graded roles.

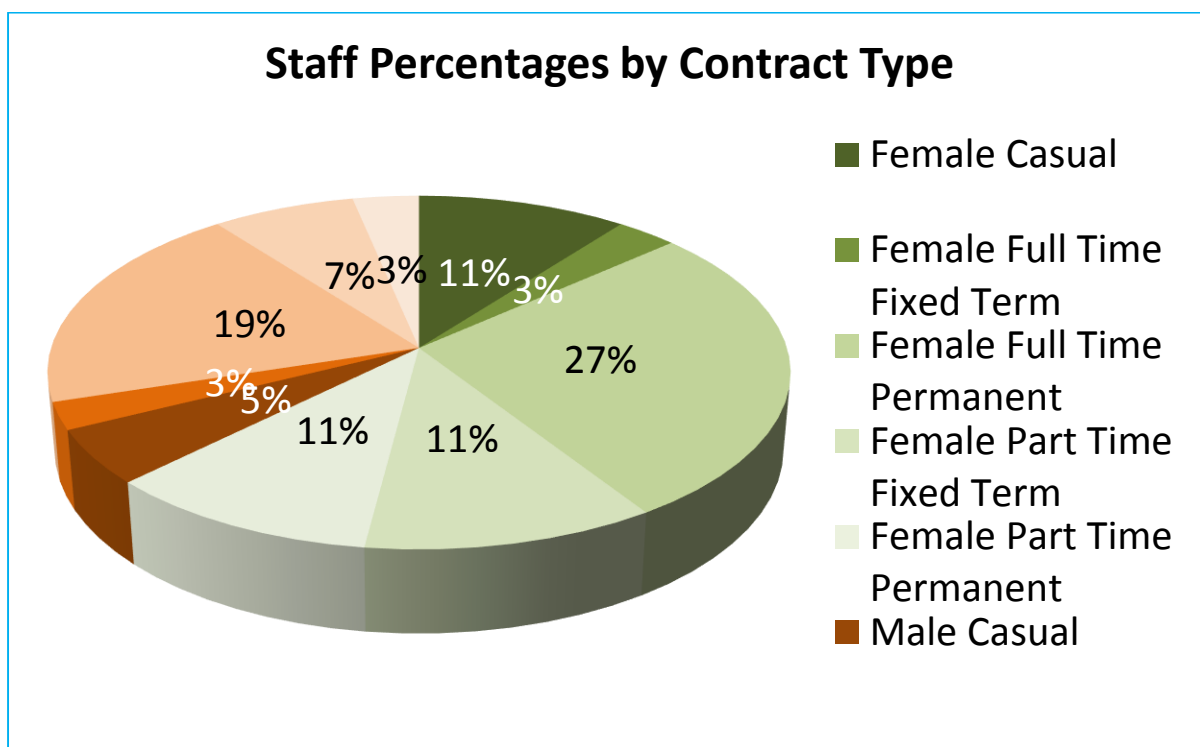
#### 4.2. Gender Pay Gap by Median Salary

Grade	Female Median Salary	Count of Female	Male Median Salary	Count of Male	Gender Pay Gap	Gender Pay Gap %
1	13621	22	13621	13	0	0%
2	14760	6	14760	6	0	0%
3	16577	43	16577	28	0	0%
4	19802	126	18708	16	-1094	-5.52%
5	23585	142	22583.5	43	-1001.50	-4.25%
6	30728	304	30728	171	0	0%
7	33562	93	34565	62	1003	2.9%
8	45053	236	45053	184	0	0%
9	49216	31	50688	41	1472	2.91%
10	58738	9	60496	28	1758	2.91%
<b>Median for University</b>	30728		34565		3837	11.11%

This table indicates the same data but analysed by median rather than average salary. The pay gap for the whole University comes down slightly to 11.11% using median salary. In half of the grades there is no pay gap at all and in the others the pay gap increases due to the steps within the incremental points. However the larger gaps are actually in favour of females.

### 4.3. Staff numbers by Gender and Contract Type

Contract Type	Count of Employees
<b>Female</b>	<b>1027</b>
Casual	171
Full Time Fixed Term	50
Full Time Permanent	448
Part Time Fixed Term	183
Part Time Permanent	174
<b>Male</b>	<b>610</b>
Casual	82
Full Time Fixed Term	41
Full Time Permanent	317
Part Time Fixed Term	117
Part Time Permanent	54
<b>Grand Total</b>	<b>1637</b>



This illustrates the University workforce by contract type.

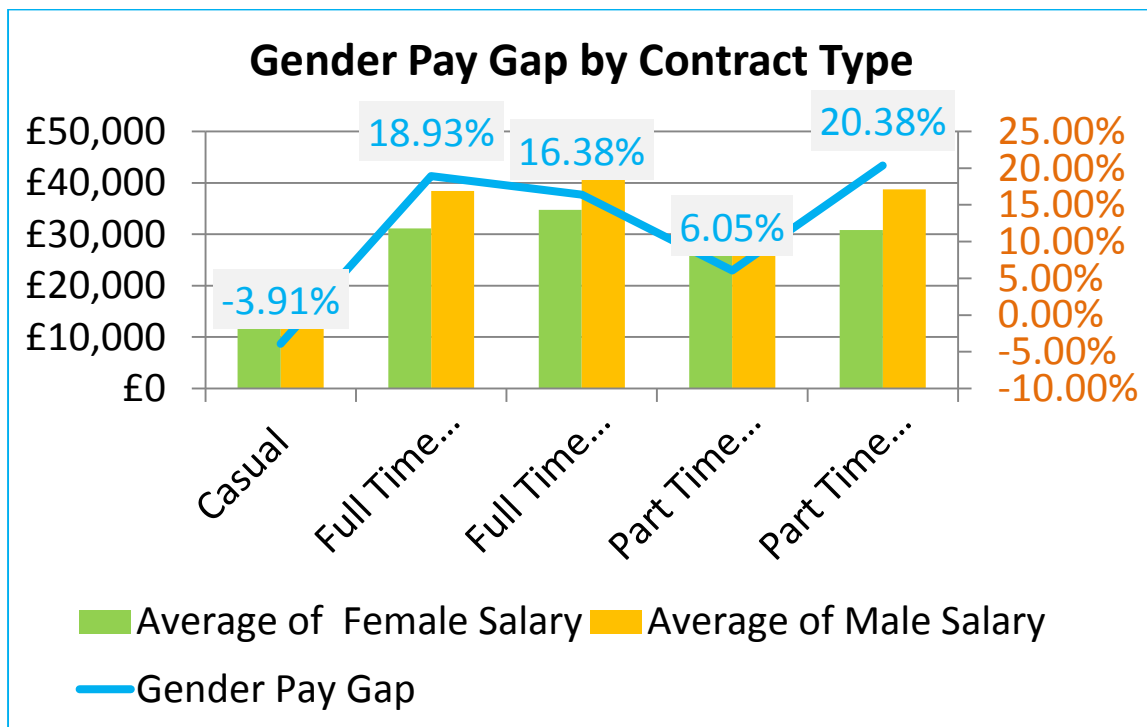
#### 4.4. Gender Pay Gap by Contract Type

Contract Type	Count of Females	Average of Female Salary	Count of Males	Average of Male Salary	Total Count of Employees	Total Average of Salary	Gender Pay Gap
Casual	171	23014.08	82	22148.62	253	22733.58	-3.91%
Full Time Fixed Term	50	31162.80	41	38441.34	91	34442.14	18.93%
Full Time Permanent	448	34755.64	317	41562.99	765	37581.67	16.38%
Part Time Fixed Term	183	31185.33	117	33193.68	300	31965.98	6.05%
Part Time Permanent	174	30834.72	54	38726.37	228	32703.79	20.38%

The pay gap for all full time staff is 16.53%, and is wider for those in fixed term positions at 18.93%. This is significantly more than the national figure of 9.4%.

For all part time and casual staff the pay gap is 7.68%.

The data shows that 87% of part time and casual contracts are grade 7 and below and of these 69% are female employees, demonstrating a higher number of female employees in these contract types.





#### 4.5. Employment Type and Pay

Employment Type	Gender	Average of Salary	Count of Employees	Gender Pay Gap by Employment Type
<b>Academic</b>		38280.11	850	5.77%
	Female	37273.36	475	
	Male	39554.61	375	
<b>Support</b>		25930.50	761	12.17%
	Female	24923.47	539	
	Male	28375.49	222	
<b>Senior</b>		92455.65	26	18.09%
	Female	82628.58	12	
	Male	100878.86	14	
<b>Grand Total</b>		33405.50	1637	

Of the University's Academic staff 56% are women. The academic structure spans fewer pay grades from 5 through to 10, resulting in a closer overall pay gap. Of all female academic staff 49% are in posts grade 8 or above.

Amongst Professional Services staff the gender pay gap is much wider at 12.17%. This may be due to the concentration of female staff in grades 4-6 (48% of Professional services staff), a pattern that is reflected in the University overall (See table 5 below).

Employees are appointed to the minimum salary point in the grade unless justification is given to appoint further up the scale in accordance with the University's Starting Salaries procedure.

#### 4.6. Professorial Pay at the University of Northampton

The average salary for a female professor is £60082.25

The average salary for a male professor is £57852.35

#### 4.7. Distribution through Grades by Gender

Grade	Inc Point	Female	Male	Grand Total	% Female in Grade	% Male in Grade
<b>1</b>		22	13	35	63%	37%
	1	22	13	35		
<b>2</b>		6	6	12	50%	50%
	4	6	6	12		
<b>3</b>		43	28	71	61%	39%
	5	1	3	4		
	6	3	5	8		
	7	2	2	4		
	8	28	16	44		
	10	9	2	11		
<b>4</b>		126	16	142	89%	11%
	11	13	2	15		
	12	14	4	18		
	13	17	5	22		
	14	7		7		
	15	75	5	80		
<b>5</b>		142	43	185	77%	23%
	16	10	6	16		
	17	21	8	29		
	18	25	7	32		
	19	13	1	14		
	20	6	1	7		
	21	9	1	10		
	22	58	19	77		
<b>6</b>		304	171	475	64%	36%
	23	24	7	31		
	24	20	14	34		
	25	24	10	34		
	26	17	6	23		
	27	13	11	24		
	28	8	7	15		
	29	18	15	33		
	30	180	101	281		
<b>7</b>		93	62	155	60%	40%
	31	18	13	31		
	32	17	8	25		
	33	22	7	29		
	34	11	11	22		
	35	24	23	47		

	36	1		1		
<b>8</b>		236	184	420	56%	44%
	36	21	11	32		
	37	15	10	25		
	38	19	15	34		
	39	15	5	20		
	40	19	19	38		
	41	18	9	27		
	42	9	9	18		
	43	117	105	222		
	44	3	1	4		
<b>9</b>		31	41	72	43%	57%
	44	3	9	12		
	45	2	5	7		
	46	9	1	10		
	47	2	6	8		
	48	4	4	8		
	49	11	16	27		
<b>10</b>		9	28	37	24%	76%
	50	1	4	5		
	51	1	6	7		
	52	3	1	4		
	53	3	17	20		
	54	1		1		
<b>RED</b>		2	5	7	29%	71%
	99	2	5	7		
<b>SEN</b>		12	14	26	46%	54%
	99	12	14	26		
	Grand Total	1026	611	1637		

The University has a population of 63% female overall. The spread through the grades is not equal throughout the University and can be seen to be more female concentrated at the lower grades. From grade 8 the proportion of female staff drops, in particular at grade 10 which is 24% female. Grade 10 includes 16 professors, 12 of which are male.

#### 4.8. Gender Pay Gap by Area

NB – this table excludes Senior Staff

School or Department	Average of Salary	Count of Employees	Gender Pay Gap by Area
<b>Business School</b>			8.73%
Female	31796.60	135	
Male	34839.51	115	
<b>Finance</b>			32.20%
Female	29089.68	28	
Male	42902.00	5	
<b>Human Resources</b>			-7.86%
Female	29879.90	20	
Male	27703.50	6	
<b>Infrastructure Services</b>			47.86%
Female	24867.78	9	
Male	47696.83	6	
<b>IT Services</b>			14.52%
Female	26820.86	7	
Male	31378.00	32	
<b>Learning and Teaching</b>			4.77%
Female	38507.50	4	
Male	40435.00	2	
<b>Library and Learning Services</b>			13.42%
Female	24559.18	57	
Male	28365.36	22	
<b>Marketing and Int Relations</b>			16.77%
Female	28736.61	44	
Male	34528.00	9	
<b>Office of the Vice Chancellor</b>			21.27%
Female	17752.54	13	
Male	22548.00	5	
<b>Research, Impact and Enterprise</b>			11.89%
Female	31377.43	7	
Male	35613.00	2	
<b>School of Education</b>			9.32%
Female	33419.10	121	
Male	36854.64	56	
<b>School of Health</b>			2.44%
Female	38300.89	144	
Male	39258.07	60	
<b>School of Science &amp; Tech</b>			17.04%

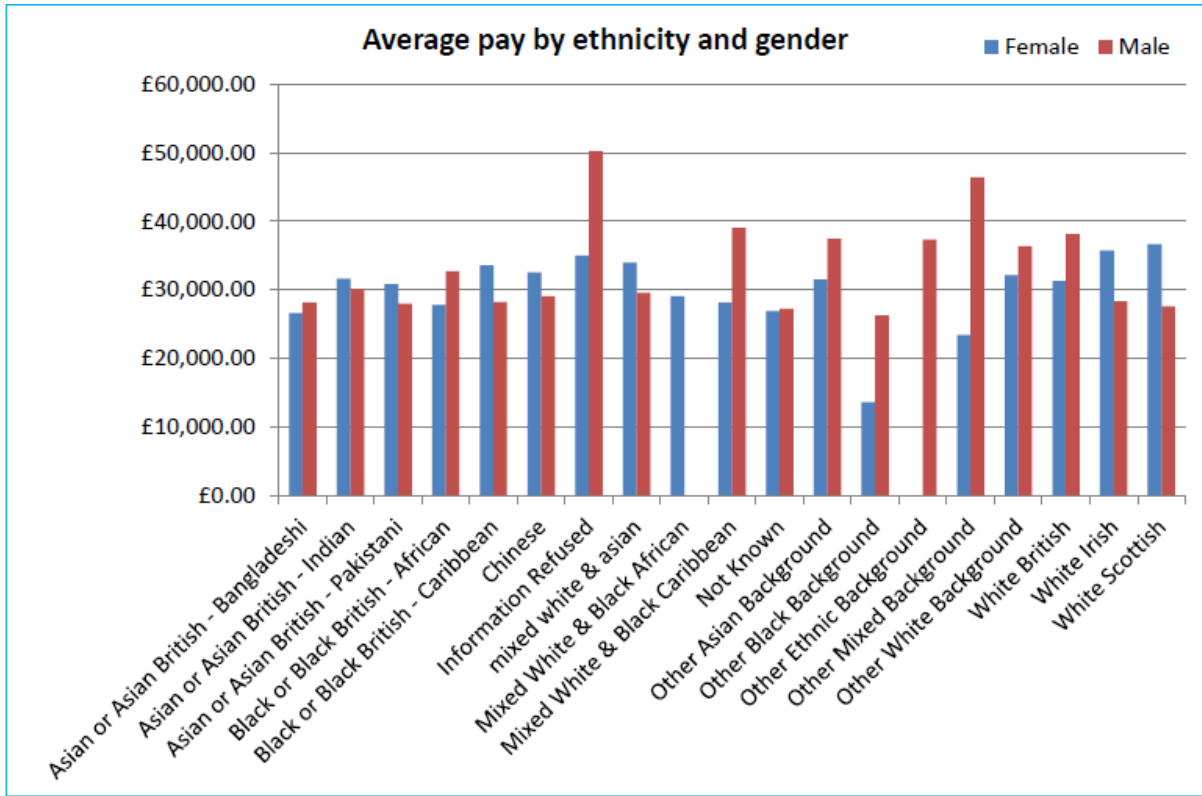
<b>Female</b>	31450.85	34	
<b>Male</b>	37911.51	72	
<b>School of Social Sciences</b>			12.17%
<b>Female</b>	35484.27	68	
<b>Male</b>	40401.58	64	
<b>School of the Arts</b>			4.27%
<b>Female</b>	34272.35	79	
<b>Male</b>	35799.25	71	
<b>Student Administration</b>			7.89%
<b>Female</b>	24309.14	242	
<b>Male</b>	26390.34	65	
<b>Grand Total</b>	32347.60	1604	

The table above demonstrates the gender pay gap within each department or school. It is worth noting that in some areas with significantly more females than males the pay gap is still mostly in favour of the males due to them holding the majority of senior roles in those areas.

#### 4.9. Ethnicity and Pay

<b>Ethnic Group</b>	<b>Average of salary</b>	<b>% of Sample</b>
<b>White</b>	33645.22	79.68%
<b>BME</b>	30567.14	18.55%
<b>Information Refused</b>	38381.00	0.43%
<b>Not Known</b>	27047.69	1.34%
		100.00%

The following chart breaks down average salary by ethnic group and gender.

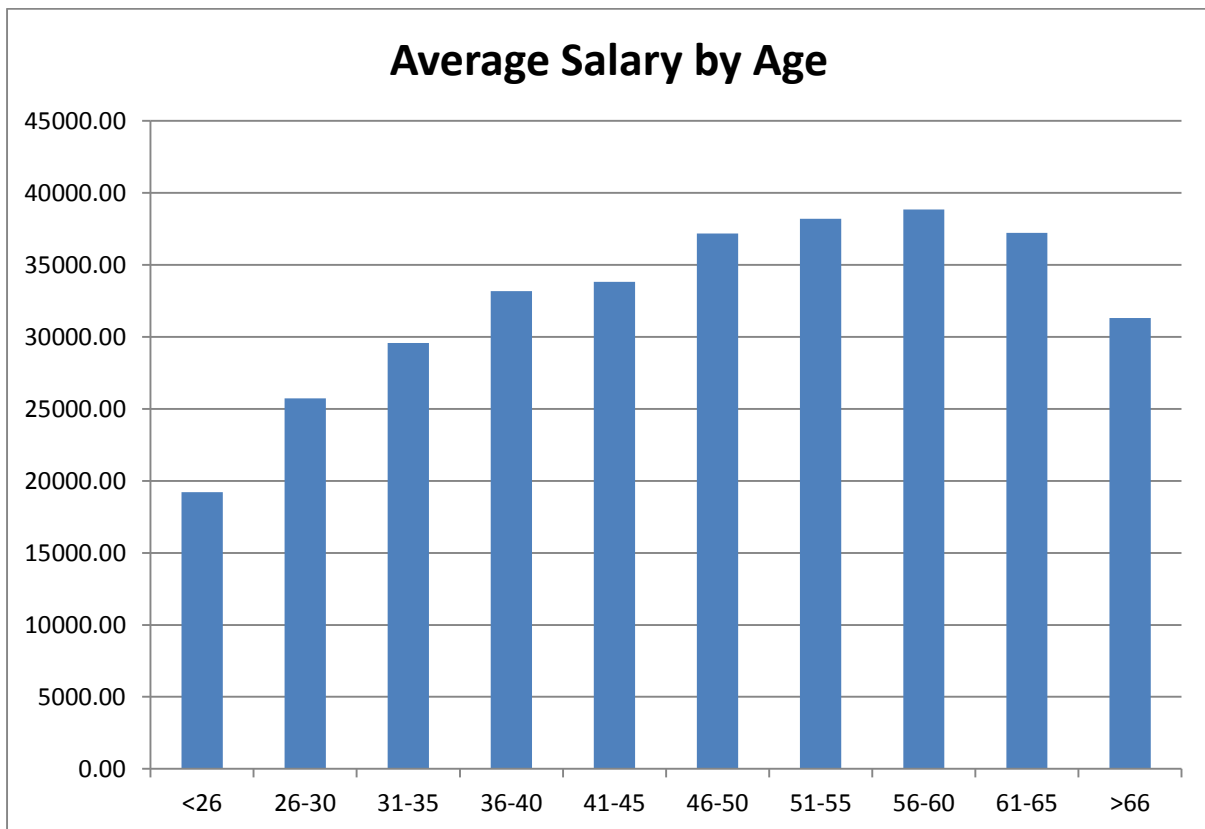


#### 4.10. Disability and Pay

Status	Average of Salary	Count of Employees
Disabled	33123.81	62
No Known Disability	33848.36	1242
Prefer Not to Say	32983.43	204
Not Known	29385.03	131

This table illustrates the average salary for disabled employees compared to those with no disability, those employees who have not disclosed and those for whom this data is not held.

#### 4.11. Age and Pay



#### Gender Pay Gap by Age

Age	Female Average Salary	Male Average Salary	Total Average Salary	Gender Pay Gap by Age
<26	19403.33	18923.63	19219.52	-2.53
26-30	25456.16	26370.05	25739.03	3.47
31-35	29318.41	30222.97	29579.34	2.99
36-40	32369.22	34533.35	33180.77	6.27
41-45	32627.69	35853.11	33826.52	9.00
46-50	34268.02	42450.49	37187.39	19.28
51-55	34836.92	44789.81	38215.42	22.22
56-60	35407.12	44016.56	38859.86	19.56
61-65	31997.45	43362.63	37217.01	26.21
>66	27186.50	33560.59	31310.91	18.99
<b>Grand Total</b>	31326.64	36902.28	33405.50	



## 5. Other Payments

### 5.1. Overtime

In 2014-15 a total of 7254 hours were paid in overtime to female employees  
A total of 2020 hours were paid to male employees

### 5.2. Honoraria

In 2014-15 a total of 68 female employees received honoraria payments  
A total of 54 male employees received honoraria payments

### 5.3. Pay Supplements

In 2014-15 a total of four employees received market supplement payments – 2 male and 2 female

## 6. Conclusion and Actions

The overall University gender pay gap has come down significantly since the last time an equal pay audit was undertaken and is also somewhat lower than the UK figure for 2014. There are no significant pay gaps where work of equal value is being done. The pay gap therefore is a result of significantly more females employed in lower graded jobs and more males in higher graded jobs. The University will undertake the following actions to assist in further reducing the overall pay gap:

- The University will review its recruitment procedures and training on recruitment and selection with a view to ensuring that there is nothing in the process that may cause gender bias. Training for managers on 'unconscious bias' is already planned for this year.
- A review of recent appointments and starting salaries will take place to ensure that the starting salaries procedure is being fairly and consistently applied. If any areas of concern are identified further training will be provided for managers in those areas.
- Recruitment metrics will be put in place which will include data on gender, ethnicity and disability so that the outcomes of resourcing initiatives can be measured.
- The University will promote its flexible working and family friendly initiatives to raise employee awareness.
- The university will continue to support female staff to progress in their careers with initiatives such as the Springboard programme.

