**University of Aberdeen**

**Equal Pay Review – March 2013**

1. **Background**
	1. The University conducted its first equal pay review in early 2007. At that time the equal pay review was based on only one equality strand, gender. It was agreed that the University would conduct further equal pay reviews at least every three years and would extend the reviews to include other equality strands. A second pay review was carried out in 2010 taking into consideration; gender, ethnicity and disability.
	2. The University has now conducted its third equal pay review based on data extracted from the HR/Payroll system as at March 2013. The data has been analysed to include a fourth equality strand, age.
2. **Methodology**

2.1 This review calculates the pay gap using mean (the method used in previous reviews) and median salaries (allows minimising the influence of salary extremes especially when employee numbers are small).

2.2 The Gender Pay Gap refers to the difference between men’s pay and women’s pay as a percentage of men’s pay[[1]](#footnote-1). The Disability pay gap is the difference between disabled pay and non-disabled pay as a percentage of non-disabled pay. The Ethnicity Pay Gap is the difference between black & minority ethnic (BME) pay and white pay as a percentage of white pay. HESA age groups were used in the analysis of age salaries. No pay gaps have been calculated for age groups as there is a strong correlation between age and position on the salary scale, however, the mean salaries for each age group have been published for comparison and discussion.

2.3 A horizontal pay gap has also been calculated for staff within the same grade structure. For the purposes of this reviewGrades 1-9 have been considered. The *‘*Grade 9 Off’ category refers to those staff who have been evaluated at the Grade 9 level but who are in receipt of salaries in excess of the Spine Point 54 maximum. . and are hence considered ‘off’ scale. The data used in this review excludes the salaries of; Principal, Vice Principals, Clinicians and TUPE transfers with protected grades and where there are less than 5 employees in any group the data has been withheld to protect confidentiality.

2.4 Year-on-year trends will be considered using the data from this review and the reviews conducted in 2010 and 2007.

2.5 An additional analysis has been carried out on contribution points. For each equality strand the number of people on a contribution point has been calculated and expressed as a percentage of the total population within the group.

1. **Summary of Results**

**3.1 Gender**

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| **TABLE 1 – PAY GAP BY GENDER & GRADE (2013)** |
| **Grade** | **Number of Employees** | **Mean Salary** | **Median Salary** |
| **FEMALE** | **MALE** | **FEMALE** | **MALE** | **GAP**  | **FEMALE** | **MALE** |  **GAP**  |
| **1** | 146 | 35 | £14,616 | £14,328 | -2% | £14,905 | £14,202 | -5% |
| **2** | 74 | 49 | £16,314 | £16,148 | -1% | £16,316 | £16,091 | -1% |
| **3** | 240 | 119 | £19,417 | £19,783 | 2% | £20,172 | £20,172 | 0% |
| **4** | 177 | 74 | £23,322 | £23,763 | 2% | £23,352 | £24,049 | 3% |
| **5** | 250 | 100 | £27,863 | £28,034 | 1% | £28,685 | £28,685 | 0% |
| **6** | 360 | 278 | £33,607 | £33,999 | 1% | £33,230 | £34,223 | 3% |
| **7** | 258 | 239 | £42,709 | £42,637 | 0% | £43,312 | £43,312 | 0% |
| **8** | 119 | 192 | £51,713 | £52,442 | 1% | £53,233 | £53,233 | 0% |
| **9** | 13 | 38 | £60,323 | £61,042 | 1% | £59,897 | £61,690 | 3% |
| **9 Off** | 40 | 145 | £80,970 | £85,677 | 5% | £73,121 | £79,942 | 9% |
| **TOTAL** | **1680** | **1277** | **£31,323** | **£41,962** | **25%** | **£28,685** | **£36,298** | **%21** |

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| **TABLE 2 – PAY GAP BY GENDER & GRADE (YEAR COMPARISONS)** |
| **GRADE** | **Number of Employees 2013** | **Mean Salary 2013** | **2007 Pay Gap** | **2010 Pay Gap** | **2013 Pay Gap** |
| **FEMALE** | **MALE** | **FEMALE** | **MALE** | **GAP** | **GAP**  |  **GAP** |
| 1 | 146 | 35 | £14,616 | £14,328 | 2% | -1% | -2% |
| 2 | 74 | 49 | £16,314 | £16,148 | -6% | -8% | -1% |
| 3 | 240 | 119 | £19,417 | £19,783 | 2% | 1% | 2% |
| 4 | 177 | 74 | £23,322 | £23,763 | 5% | 6% | 2% |
| 5 | 250 | 100 | £27,863 | £28,034 | 0% | 0% | 1% |
| 6 | 360 | 278 | £33,607 | £33,999 | 1% | 0% | 1% |
| 7 | 258 | 239 | £42,709 | £42,637 | 0% | 0% | 0% |
| 8 | 119 | 192 | £51,713 | £52,442 | 2% | 0% | 1% |
| 9 | 13 | 38 | £60,323 | £61,042 | 2% | 1% | 1% |
| 9 off | 40 | 145 | £80,970 | £85,677 | 1% | 2% | 5% |
| Totals | **1680** | **1277** | **£31,323** | **£41,962** | 29% | 36% | **25%** |

3.1.1 The gender balance for the University currently stands at 57% female and 43% male. There has been little change in the overall gender balance over the past three review periods. The percentage of female staff in Grades 1-5 is 70% (no change from 2010) and female representation at Grades 6-9 is 47% (no change from 2010).

3.1.2 Table 1 demonstrates that the overall (vertical) Gender Pay Gap (GPG) based on a mean female salary of £31,323 and a mean male salary of £41,962 currently stands at 25% (21% based on median calculation). The gap is heavily influenced by the higher proportion of females in Grades 1-5 together with a higher proportion of males in Grades 6-9. The horizontal GPG at grade level shows acceptable gaps within the recommended 5% threshold, with the exception of the Grade 9 Off group where the GPG (based on mean) is 7%. The overall GPG of 25% for 2013 has reduced from 36% in 2010 and 29% in 2007 (Table 2).

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| **TABLE 3 – CONTRIBUTION POINTS BY GENDER & GRADE (2013)** |
| **Grade** | **Number of Employees** | **Number on Normal Grade Point** | **Number on Contribution Point** | **% on Contribution Point** |
| **FEMALE** | **MALE** | **TOTAL** | **FEMALE** | **MALE** | **FEMALE** | **MALE** | **FEMALE** | **MALE** |
| **1** | 146 | 35 | 181 | 145 | 35 | 1 | 0 | 1% | 0% |
| **2** | 74 | 49 | 123 | 66 | 49 | 8 | 0 | 11% | 0% |
| **3** | 240 | 119 | 359 | 215 | 84 | 25 | 35 | 10% | 29% |
| **4** | 177 | 74 | 251 | 166 | 54 | 11 | 20 | 6% | 27% |
| **5** | 250 | 100 | 350 | 225 | 84 | 25 | 16 | 10% | 16% |
| **6** | 360 | 278 | 638 | 340 | 264 | 20 | 14 | 6% | 5% |
| **7** | 258 | 239 | 497 | 223 | 211 | 35 | 28 | 14% | 12% |
| **8** | 119 | 192 | 311 | 98 | 146 | 21 | 46 | 18% | 24% |
| **TOTAL** | **1624** | **1086** | **2710** | **1491** | **965** | **146** | **159** | **9%** | **14%** |

3.1.3 A total of 146 females are in receipt of a contribution point from an eligible population of 1624, representing 9%. The total number of males in receipt of a contribution point is 159 from an eligible population of 1086, representing 14% (Table 3).

**3.2 Ethnicity**

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| **TABLE 4 – PAY GAP BY ETHNICITY & GRADE** |
| **Grade** | **Number of Employees** | **Mean Salary** | **Median Salary** |
| **BME** | **WHITE** | **BME** | **WHITE** | **Gap**  | **BME** | **WHITE** | **Gap**  |
| **1** | 9 | 170 | £14,393 | £14,572 | 1% | £14,202 | £14,905 | 5% |
| **2** | 6 | 117 | £16,270 | £16,247 | 0% | £16,316 | £16,091 | -1% |
| **3** | 9 | 348 | £18,778 | £19,561 | 4% | £18,523 | £20,172 | 8% |
| **4** | 13 | 238 | £23,068 | £23,473 | 2% | £23,352 | £23,352 | 0% |
| **5** | 29 | 315 | £27,214 | £27,979 | 3% | £27,047 | £28,685 | 6% |
| **6** | 81 | 552 | £33,376 | £33,838 | 1% | £33,230 | £34,223 | 3% |
| **7** | 41 | 450 | £41,709 | £42,748 | 2% | £42,055 | £43,312 | 3% |
| **8** | 22 | 285 | £52,552 | £52,144 | -1% | £53,233 | £53,233 | 0% |
| **9** | 1 | 49 | \* | £60,825 | \* | \* | £61,690 | \* |
| **9 Off** | 2 | 189 | \* | £85,674 | \* | \* | £79,790 | \* |
| **TOTAL** | **213** | **2713** | **£34,947** | **£35,929** | **3%** | **£33,230** | **£32,267** | **-3%** |

*\*Less than 5 employees in the group - data withheld to protect confidentiality*

3.2.1 The proportion of black and minority ethnic groups (BME) currently stands at 7% alongside 92% white and 1% unknown. The BME representation has reduced slightly from 7.69% in 2010 to 7.27% in 2013. The proportion of BME groups throughout the Scottish public sector workforce currently stands at 2%[[2]](#footnote-2) and is 6% on average for Scottish Universities[[3]](#footnote-3). Statistics produced by HESA for 2012 show the UK BME population at 10.5%2.

* + 1. The overall Ethnic Pay Gap (EPG) for 2013 is 3% (Table 4). This is based on a mean BME salary of £34,947 and a mean White salary of £35, 929. In comparison, the EPG for 2010 was 5%. The horizontal EPG shows no grades which exceed the 5% threshold.

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| **TABLE 5 – CONTRIBUTION POINTS BY ETHNICITY & GRADE** |
| **Grade** | **Number of Employees** | **Number on Normal Grade Point** | **Number on Contribution Point** | **% on Contribution Point** |
| **BME** | **WHITE** | **Total** | **BME** | **WHITE** | **BME** | **WHITE** | **BME** | **WHITE** |
| **1** | 9 | 170 | 179 | 9 | 169 | 0 | 1 | 0% | 1% |
| **2** | 6 | 117 | 123 | 6 | 109 | 0 | 8 | 0% | 7% |
| **3** | 9 | 348 | 357 | 9 | 288 | 0 | 60 | 0% | 17% |
| **4** | 13 | 238 | 251 | 13 | 207 | 0 | 31 | 0% | 13% |
| **5** | 29 | 315 | 344 | 29 | 275 | 0 | 40 | 0% | 13% |
| **6** | 81 | 552 | 633 | 80 | 519 | 1 | 33 | 1% | 6% |
| **7** | 41 | 450 | 491 | 39 | 389 | 2 | 61 | 5% | 14% |
| **8** | 22 | 285 | 307 | 15 | 225 | 7 | 60 | 32% | 21% |
| **TOTAL** | **210** | **2475** | **2685** | **200** | **2181** | **10** | **294** | **5%** | **12%** |

* + 1. A total of 10 employees from BME groups are in receipt of a contribution point from an eligible population of 210, representing 5%. The total number from White groups in receipt of a contribution point is 294 from an eligible population of 2475, representing 12% (Table 5).
	1. **Disability**

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| **TABLE 6 – PAY GAP BY DISABILITY & GRADE** |
| **Grade** | **Number of Employees** | **Mean Salary** | **Median Salary** |
| **DISABLED** | **NON DISABLED** | **DISABLED** | **NON DISABLED** | **Pay Gap**  | **DISABLED** | **NON DISABLED** | **Pay Gap**  |
| **1** | 1 | 180 | \* | £14,569 | \* | \* | £14,905 | \* |
| **2** | 3 | 119 | \* | £16,256 | \* | \* | £16,091 | \* |
| **3** | 4 | 355 | \* | £19,543 | \* | \* | £20,172 | \* |
| **4** | 3 | 247 | \* | £23,469 | \* | \* | £23,352 | \* |
| **5** | 2 | 347 | \* | £27,910 | \* | \* | £28,685 | \* |
| **6** | 14 | 622 | £32,289 | £33,811 | 5% | £31,331 | £34,223 | 8% |
| **7** | 3 | 493 | \* | £42,701 | \* | \* | £43,312 | \* |
| **8** | 4 | 307 | \* | £52,159 | \* | \* | £53,233 | \* |
| **9** | 0 | 51 | \* | £60,859 | \* | \* | £61,690 | \* |
| **9 Off** | 1 | 195 | \* | £85,858 | \* | \* | £79,790 | \* |
| **TOTAL** | **35** | **2916** | **£31,972** | **£35,980** | **11%** | **£30,424** | **£32,267** | **6%** |

*\*Less than 5 employees in the group - data withheld to protect confidentiality*

* + 1. The number of employees with a declared disability is currently 35, representing 1% of the total population. For comparison, the number of employees declaring a disability from the 2010 review was 30.
		2. The overall Disability Pay Gap (DPG) is 11%, based on a mean disabled salary of £31,972 compared to £35,980 for non-disabled (Table 6). In comparison, the DPG for 2010 was 8%. Due to small numbers and confidentiality, the horizontal DPG within grades could only be determined at Grade 6 where the DPG is 5%.

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| **TABLE 7 – CONTRIBUTION POINTS BY DISABILITY & GRADE** |
| **Grade** | **Number of Employees** | **Number on Normal Grade Point** | **Number on Contribution Point** | **% on Contribution Point** |
| **DISABLED** | **NON DISABLED** | **Total** | **DISABLED** | **NON DISABLED** | **DISABLED** | **NON DISABLED** | **DISABLED** | **NON DISABLED** |
| **1** | 1 | 180 | 181 | \* | 180 | \* | 1 | \* | 1% |
| **2** | 3 | 119 | 122 | \* | 114 | \* | 8 | \* | 7% |
| **3** | 4 | 355 | 359 | \* | 299 | \* | 60 | \* | 17% |
| **4** | 3 | 247 | 250 | \* | 219 | \* | 31 | \* | 13% |
| **5** | 2 | 347 | 349 | \* | 308 | \* | 41 | \* | 12% |
| **6** | 14 | 622 | 636 | 13 | 603 | 1 | 33 | 7% | 5% |
| **7** | 3 | 493 | 496 | \* | 433 | \* | 63 | \* | 13% |
| **8** | 4 | 307 | 311 | \* | 245 | \* | 66 | \* | 21% |
| **TOTAL** | **34** | **2670** | **2704** | **29** | **2401** | **2** | **303** | **6%** | **11%** |

*\*Less than 5 employees in the group - data withheld to protect confidentiality*

* + 1. A total of 2 disabled employees from an eligible population of 34 are in receipt of a contribution

point, representing 6%. There are 303 non-disabled employees on a contribution point from an eligible population of 2670 representing 11% (Table 7).

* 1. **Age**

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| **TABLE 8 – MEAN SALARIES BY AGE & GRADE** |
| **Grade** | **Number of Employees** | **Mean Salary** |
| **34 & Under** | **35-49** | **50-65** | **66 & Over** | **34 & Under** | **35-49** | **50-65** | **66 & Over** |
| **1** | 63 | 51 | 59 | 8 | £14,230 | £14,572 | £14,857 | £14,905 |
| **2** | 54 | 27 | 40 | \* | £15,911 | £16,340 | £16,602 | \* |
| **3** | 134 | 95 | 127 | \* | £18,687 | £19,750 | £20,254 | \* |
| **4** | 84 | 93 | 73 | \* | £22,788 | £23,570 | £24,056 | \* |
| **5** | 134 | 129 | 83 | \* | £27,270 | £28,077 | £28,663 | \* |
| **6** | 250 | 275 | 109 | \* | £32,448 | £34,373 | £35,264 | \* |
| **7** | 72 | 279 | 144 | \* | £39,942 | £42,690 | £43,976 | \* |
| **8** | 7 | 187 | 113 | \* | £48,362 | £51,661 | £53,205 | \* |
| **9** | \* | 25 | 25 | \* | \* | £60,492 | £61,624 | \* |
| **9 Off** | \* | 51 | 131 | 12 | \* | £80,839 | £85,992 | £105,574 |
| **Total** | 801 | 1212 | 904 | 40 | £26,686 | £37,568 | £41,187 | £52,592 |

*\*Less than 5 employees in the group - data withheld to protect confidentiality*

3.4.1 In accordance with the recommendation made by the Equality Challenge Unit3, the HESA age groupings have been used for this review. The groups are: Group 1 (aged 34 and under), Group 2 (35-49), Group 3 (50-65) and Group 4 (66 and over).

* + 1. The HESA age groups are represented at Aberdeen as follows; Group 1- 34 years & under (807 employees – 27%), Group 2 – 35-49 years (1212 employees – 41%), Group 3 – 50-65 years (904 employees – 31%) and Group 4 – 66 years and over (40 employees – 1%).
		2. The mean salaries for the groups are as follows; Group 1 (£26,686), Group 2 (£37,568), Group 3 (£41,187) and Group 4 (£52,592).

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| 1. **TABLE 9 – CONTRIBUTION POINTS BY AGE & GRADE**
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| **Grade** | **% On a Contribution Point** |
| **34 & Under** | **35-49** | **50-65** | **66 & Over** | **All** |
| **1** | 0% | 0% | 2% | 0% | 1% |
| **2** | 6% | 11% | 3% | \* | 6% |
| **3** | 2% | 17% | 31% | \* | 17% |
| **4** | 7% | 5% | 27% | \* | 12% |
| **5** | 5% | 12% | 22% | \* | 12% |
| **6** | 2% | 5% | 14% | \* | 5% |
| **7** | 1% | 12% | 19% | \* | 13% |
| **8** | 0% | 18% | 30% | \* | 22% |
| **TOTAL** | **3%** | **11%** | **21%** | **14%** | **11%** |

3.4.4 Table 9 above represents the percentage of each age group who are in receipt of a contribution point; Group 1 (3%), Group 2 (11%), Group 3 (21%) and Group 4 (14%).

1. **Conclusion**

4.1 It is important to note that the overall Gender Pay Gap is indicative of the uneven distribution of men and women across the pay grades. The under-representation of females at higher grades is a major factor in weighting the overall gender gap in favour of males. With the exception of those on the ‘Grade 9 Off’ scale where the gap is 7%, there are no significant pay gaps across individual grades and none which exceed the 5% threshold. The Remuneration Committee is currently considering the pay gap for those in the Grade 9 Off scale category. Females do appear to be disadvantaged when it comes to contribution points. On average 14% of the male population are in receipt of a contribution point compared to 9% of females.

4.2 The overall Ethnicity Pay Gap is within the threshold at 3% and there are no significant gaps across the grades. BME groups do appear disadvantaged on contribution points with 12% of White groups in receipt of a contribution point compared to only 5% of BME groups.

4.3 The number of colleagues who have a declared disability is low; it equates to only 1% of *all* staff at the University. Although the overall Disability Pay Gap is 11%, the low numbers makes it difficult to probe further due to data protection and confidentiality. At grade level, the only grade which can be reported is at Grade 6 where the gap is on the threshold of 5%. Similarly, the low numbers make it difficult to draw conclusions from the statistics relating to contribution points.

4.4 The difference in average salaries throughout the age groups is indicative of the well-established correlation between age, qualifications, training and grade. There are variances throughout the age groups in terms of those in receipt of contribution points and further work may be required to establish cause and effect.

4.5 The main conclusion from carrying out this Equal Pay Audit is that the University does not have any significant need for concern over equal pay issues when comparing equal pay for equal work. The main areas for further consideration are in relation to the under representation of females in the higher grades. Females account for 57% of the University’s population yet only 22% of the University’s top two tiers are female. Some further work may also be required to probe the apparent inconsistency in the receipt of contribution points amongst the equality strands.

**Further information**

Further information may be obtained from Debbie Dyker, Director of Human Resources, University of Aberdeen , telephone (27) 3732 or by email at d.j.dyker@abdn.ac.uk

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18th April 2013

1. The Gender Pay Gap – A Literature Review, JNCHES: 2011 [↑](#footnote-ref-1)
2. Analysis of Ethnicity from the 2001 Census: Scottish Government, 2001 [↑](#footnote-ref-2)
3. [↑](#footnote-ref-3)