# University of Aberdeen

# Equal Pay Statement August 2017

## Introduction

Embedding the principles of equality and diversity throughout all of the University’s employment practices is a key priority. Included within this priority is the University of Aberdeen’s commitment to ensuring staff are rewarded fairly through implementing the principle of equal pay for equal work and doing so without bias or prejudice.

The principles of Equality and Diversity are embedded throughout the University’s Strategic Plan 2015 – 2020. The University’s mission within the Strategic Plan includes the commitment to embed “*a culture of equality and diversity in which all staff and students thrive”.* The values included in the Strategic Plan commit the University to:

* Sustainable partnerships with stakeholders - driving a culture of inclusion and accessibility;
* Respect for all within and beyond the University;
* An empowered and ambitious community in which all can thrive.

The University firmly believes that implementing fair, transparent and objective pay processes is part of our wider commitment to delivering on the Strategic Plan. In order to maintain staff motivation and morale, it is imperative that the University community is content that staff are paid fairly for the work they undertake.

## Job Evaluation

The University recognises that it must use a fair and objective methodology for determining the pay of its staff and therefore has chosen the Higher Education Role Analysis (HERA) job evaluation system to determine pay.

HERA was developed by a consortium of higher education institutions to cover the vast range of jobs which can be found within the higher education sector.  The scheme has been rigorously tested at a national level to ensure that it is fit for purpose.

HERA analyses roles against 14 key elements which reflect the values of higher education, and the aspects of the roles identified as being the most important.  All roles are analysed against the same elements:

* Communication
* Teamwork and motivation
* Liaison and networking
* Service delivery
* Decision making processes and outcomes
* Planning and organising resources
* Initiative and problem solving
* Analysis and research
* Sensory and physical demands
* Work environment
* Pastoral care and welfare
* Team development
* Teaching and learning support
* Knowledge and experience

All staff should have confidence that the University operates a system of fair pay determination and we will continue to work with the Campus Trade Unions to promote the fair and transparent methodology for determining pay.

## Equal Pay Audit

The University recognises it has legal duties under equality legislation to ensure that staff are rewarded fairly. The Equality Act 2010 requires the University to publish information to demonstrate its compliance with the legal principle of equal pay for work of equal value.

In order to meet these requirements, the University undertakes an Equal Pay Audit every three years and publishes the results. The Equal Pay Audit is produced as part of the University’s commitment to monitoring progress on delivering equality and to provide appropriate pay analysis and recommendations in relation to reward management, policies and processes.

An Equal Pay Audit is a comparison of pay of staff doing equal work and identifies pay gaps. It involves undertaking a structured process of identifying pay differences, uncovering the reasons behind them and ultimately supporting the University to eliminate differences which cannot be objectively justified by factors such as recruitment pressures or role expansion.

There are a number of benefits of conducting an Equal Pay Audit including:

* Complying with legislation and meeting the Public Sector Equality Duty;
* Identifying, explaining and, where unjustifiable, eliminating pay inequalities;
* demonstrating to current and potential staff a commitment to fairness and equality;
* having rational, fair, transparent pay arrangements;
* Demonstrating the University’s values and strategic commitment to equality and diversity.

The University’s Equal Pay Audit analyses pay in relation to four equality characteristics: gender, ethnicity, disability and age. Further analysis has also been carried out in 2016 with regard to occupational segregation. This is the University’s fourth equal pay audit and the data used was extracted from the University’s HR/Payroll system on 31 August 2016. Detailed comparisons are not shown where this would enable individuals to be identified. The next audit is due to be published in 2019.

The Equal Pay Audit is shared with University Management committees and with Campus Trade Unions and recommendations or actions are taken forward in consultation with these groups.

The Director of Human Resources is responsible for ensuring that the University of Aberdeen’s employment pay policies and practices comply with equal pay legislation.

# Equal Pay Audit Report 2016

## Executive Summary

The report covers staff on the 51 point scale at the University of Aberdeen (2759 staff in August 2016). Staff salary data was extracted from HR systems on the 31st of August 2016. This data was used to carry out an equal pay audit as part of our commitment to staff and to meet the legal requirement that we ensure our pay systems and policies are delivering equal pay for work of equal value. This analysis considered the key equality characteristics of Gender, Age, Ethnicity and Disability and also reviewed further splits into full-time and part-time staff.

Staff on the University 51 point scale were considered as part of this exercise. The 51 point scale runs from Grade 1 (lowest salary) to Grade 9 (highest salary). Each grade, apart from Grade 9, has a minimum and maximum point with staff progressing up the scale based on annual increments until they reach the contribution points. The contribution points are awarded through the annual promotions exercise. Analysis of staff on contribution points was also carried out to assess their impact on any pay gaps.

Segregation within the workforce was analysed on two levels; a) vertical segregation based on pay grades and, b) horizontal segregation based on occupations. These are reported within the themes below.

### Vertical Segregation

### Gender

The gender balance for the population under review is currently 56% female and 44% male. There has been very little change in the overall gender balance over the past four audit periods.

The overall (vertical) Gender Pay Gap (GPG) is currently 24%. This is based on a mean female salary of £34,272 per annum and a mean male salary of £45,334 per annum. When the GPG is calculated based on the median calculation this is also 24% and has reduced very slightly from 25% in 2013 and 36% in 2010.

Although the gender pay gap overall is 24%, the pay gap within grades shows acceptable gaps within the recommended 5% threshold. The pay gap within each grade does not exceed 2% (except in Grade 9 and 9 off scale).

However, when vertical segregation by grade is considered, it was observed that 50% of female staff were in Grades 6-9 whereas there were 70% of males within the same grades. Furthermore, females were more likely to be part-time (35%) compared to males (10%).

### Ethnicity and Race

The proportion of black and minority ethnic groups (BME) currently stands at 8% alongside 88% white and 4% unknown. The BME representation has increased slightly from our last audit conducted in 2013. The overall Ethnic Pay Gap (EPG) for 2016 is -3%. This is based on a mean White salary of £38, 873 and a mean BME salary of £40, 206. Hence, the pay gap is 3% in favour of the BME population.

### Disability

The number of employees with a declared disability is currently 103, representing 4% of the total population. For comparison, the number of employees declaring a disability from the 2013 review was 35, representing 1% of the total population. The overall Disability Pay Gap (DPG) is 16%, based on a mean salary of £33,140 per annum compared to a mean salary of £39,416 per annum for non-disabled staff. The number of colleagues who have a declared disability is low; although the overall Disability Pay Gap is 16%, the low numbers make it inappropriate to probe further due to data protection and confidentiality.

### Horizontal or occupational segregation

### Gender

Occupational Segregation analysis according to HESA SOC2010 Occupational Groups shows that within the University; Groups 1, 2 and 9 are characterised by comparable distribution of males and females. Groups 3 and 6 (Associate professional and Administrative roles), consist of a higher number of females while groups 4, 7, 5 and 8 are not characterised by a significantly higher distribution of any particular gender.

The Occupational Segregation Gender Pay Gap crosses the recommended 5% threshold for four different HESA occupational groups. The mean gap is in favour of males at 7.7% (median gap in favour of females at -7.7%) for Group 1 (Managers, Directors and Senior officials), 17.7% (median, 12.4%) for Group 2 (Professional occupations), 5.4% (median 23.1%) for Group 5 (Skilled trades occupations) and 18.4% (median 16.4%) for Group 9 (Elementary occupations).

### Ethnicity and Race

The proportion of black and minority ethnic groups (BME) currently stands at 8% alongside 88% white and 4% unknown. The BME representation has increased slightly from our last audit conducted in 2013. The overall Ethnic Pay Gap (EPG) for 2016 is -3%. This is based on a mean White salary of £38, 873 and a mean BME salary of £40, 206. Hence, the pay gap is 3% in favour of the BME population.

The Occupational Segregation Ethnicity Pay Gap crosses the recommended 5% threshold for two HESA occupational groups. The mean gap is in favour of White staff at 13.4% (median, 11.1%) for Group 2 (professional occupations) and 16.7% (median 17.2%) for Group 4 (Administrative and Secretarial occupations). Pay gap calculations could not be published for five groups due to low numbers of BME staff in those groups.

### Disability

The number of employees with a declared disability is currently 103, representing 4% of the total population. For comparison, the number of employees declaring a disability from the 2013 review was 35, representing 1% of the total population. The overall mean Disability Pay Gap (DPG) is 15% (median 21%), based on a mean salary of £33,140 per annum compared to a mean salary of £39,161 per annum for non-disabled staff.

The Occupational Segregation Disability Pay Gap crosses the recommended 5% threshold for three HESA occupational groups. The mean gap is in favour of non-disabled staff at 6.7% (median, 7.1%) for Group 2 (professional occupations), 8.1% (median 5.7%) for Group 3 (Associate professional and technical occupations), and 5.8% (median -4.6%) for Group 5 (Skilled trades occupations). Pay gap calculations could not be published for three groups due to low numbers of disabled staff in those groups.

In general terms the University does not have significant need for concern over Equal Pay when comparing Equal Pay for Equal Work. To ensure the University continues to meet Equal Pay obligations and sector benchmarks we have provided some key recommendations at the end of the report. Through these we will commit to avoiding unfair discrimination, to rewarding fairly the skills, experience and potential of all our staff and thereby increasing efficiency, productivity and competitiveness and enhancing the University’s reputation and image.

**University of Aberdeen**

**Equal Pay Audit – August 2016**

1. **Background**

1.1 The University conducts an Equal Pay Audit at least every three years analysing four equality strands: gender, ethnicity, disability and age. The University has now conducted its fourth equal pay audit based on data extracted from the HR/Payroll system as at 31 August 2016.

1. **Methodology**

2.1 This review calculates the pay gap using mean (the method used in previous reviews) and median salaries (minimising the influence of salary extremes especially when employee numbers are small). Figures presented throughout the report correspond to mean and median salary values.

2.2 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, mean and median 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. TheGrade 9 Off Scale 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 transferred staff with protected grades.

2.4 An additional analysis has been carried out on those staff sitting on contribution points within the salary grades. For each equality strand the number of people on a contribution point has been calculated and expressed as a percentage of the population within the grade.

2.5 Further analysis was carried out considering Standard Occupational Classification: SOC2010 - HESA .This analysis included the Principal and Vice Principals but excluded clinicians and TUPE transfers with protected grades.

1. **Gender**
   1. The percentage of female staff in Grades 1-5 is 68% (slight decrease from 2013, which was 70%) and female representation at Grades 6-9 is 47% (no change from 2013). The percentage of female staff in full-time posts currently stands at 48% and male at 52%; part-time staff percentage for females and males is respectively 81% and 19% (Table 1). The gender balance for the University currently stands at 56% female and 44% male (Table 2). There has been little change in the overall gender balance over the past four audit periods.

**Table 1 Table 2**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **University Population** | | | | |  | **University Gender Balance** | | |
| Grade | Full Time | | Part Time | |  | Grade | Female | Male |
| Female | Male | Female | Male |  | 1 | 135 | 37 |
| 1 | 16 | 18 | 119 | 19 |  | 2 | 56 | 50 |
| 2 | 19 | 37 | 37 | 13 |  | 3 | 205 | 102 |
| 3 | 112 | 88 | 93 | 14 |  | 4 | 167 | 74 |
| 4 | 121 | 73 | 46 | 1 |  | 5 | 210 | 93 |
| 5 | 157 | 89 | 53 | 4 |  | 6 | 337 | 221 |
| 6 | 246 | 199 | 91 | 22 |  | 7 | 239 | 242 |
| 7 | 168 | 231 | 71 | 11 |  | 8 | 130 | 207 |
| 8 | 109 | 197 | 21 | 10 |  | 9 | 13 | 34 |
| 9 | 12 | 33 | 1 | 1 |  | 9 Off | 55 | 152 |
| 9 Off | 45 | 129 | 10 | 23 |  | Total | 1547 | 1212 |
| Total | 1005 | 1094 | 542 | 118 |  | % Grades 1-5 | 68 | 32 |
| % of FT/PT Population | 48 | 52 | 82 | 18 |  | % Grades 6-9 | 47 | 53 |
| % of Total Population | 36 | 40 | 20 | 4 |  | % of Total | 56 | 44 |
| Total Population | 2759 | | | |  |  |  |  |

3.2 The overall (vertical) Gender Pay Gap (GPG) based on a mean female salary of £34,272 and a mean male salary of £45,334 currently stands at 24% (and 23% based on median calculation) (Table 3). The horizontal GPG at grade level shows acceptable gaps within the recommended 5% threshold, with the exception of the Grade 9 and Grade 9 Off Scale where the GPG (based on mean) is at 5% and 8%. The overall GPG (based on the mean) of 23% for 2016 (Table 3) has reduced very slightly from 2013 which was 25%, 28% in 2010 and 29% in 2007 (Table 4).

**Table 3**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Gap by Gender and Grade** | | | | | | | | | | |
| **Grade** | Number of Employees | | | | MEAN (FTE Salary £'s) | | | MEDIAN (FTE Salary £'s) | | |
|
| Female | Male | Total | % of total population | Female | Male | Gap | Female | Male | Gap |
| **1** | 135 | 37 | 172 | 6 | 15839 | 15831 | **0** | 15831 | 15831 | **0** |
| **2** | 56 | 50 | 106 | 4 | 17198 | 17217 | **-1** | 16960 | 17399 | **3** |
| **3** | 205 | 102 | 307 | 11 | 20548 | 20710 | **1** | 21220 | 21220 | **0** |
| **4** | 167 | 74 | 241 | 9 | 24544 | 25105 | **2** | 25298 | 25298 | **0** |
| **5** | 210 | 93 | 303 | 11 | 29337 | 29585 | **1** | 30175 | 30175 | **0** |
| **6** | 337 | 221 | 558 | 20 | 35978 | 36061 | **0** | 36001 | 37075 | **3** |
| **7** | 239 | 242 | 481 | 17 | 44985 | 45003 | **0** | 46924 | 46924 | **0** |
| **8** | 130 | 207 | 337 | 12 | 54440 | 55221 | **1** | 55998 | 55998 | **0** |
| **9** | 13 | 34 | 47 | 2 | 60925 | 63917 | **5** | 61179 | 64895 | **6** |
| **9 Off** | 55 | 152 | 207 | 8 | 85449 | 94165 | **8** | 78844 | 84387 | **6** |
| **All 9** | 68 | 186 | 254 | 9 | 76862 | 83515 | **8** | 72450 | 78733 | **8** |
| TOTAL | 1544 | 1207 | 2759 | 100 | 34272 | 45334 | **23** | 32004 | 41709 | **23** |

**Table 4**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Mean Pay Gap by Gender and Grade (Annual Comparisons)** | | | | |
| **Grade** | Mean Pay Gap % | | | |
|
| 2007 | 2010 | 2013 | 2016 |
| **1** | 2% | -1% | -2% | **0%** |
| **2** | -6% | -1% | -1% | **-1%** |
| **3** | 2% | 1% | 2% | **1%** |
| **4** | 5% | 5% | 2% | **2%** |
| **5** | 0% | 0% | 1% | **1%** |
| **6** | 1% | 1% | 1% | **0%** |
| **7** | 0% | 0% | 0% | **0%** |
| **8** | 2% | 1% | 1% | **1%** |
| **9** | 2% | 0% | 1% | **5%** |
| **9 Off** | 1% | 0% | 7% | **8%** |
| **Total** | 29% | 28% | 25% | **23%** |

3.3 A total of 119 females are in receipt of contribution point salary from an eligible population of 1492, hence an 8% representation. The total number of males in receipt of contribution point salary is 142 from an eligible population of 1060, representing 13% of the population (Table 5).

**Table 5**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Contribution Points By Gender & Grade** | | | | | | | | | |
| **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** | 135 | 37 | 172 | 133 | 37 | 2 | 0 | 1 | 0 |
| **2** | 56 | 50 | 106 | 53 | 50 | 3 | 0 | 5 | 0 |
| **3** | 205 | 102 | 307 | 190 | 79 | 15 | 23 | 7 | 23 |
| **4** | 167 | 74 | 241 | 152 | 50 | 15 | 24 | 9 | 32 |
| **5** | 210 | 93 | 303 | 184 | 79 | 26 | 14 | 12 | 15 |
| **6** | 337 | 221 | 558 | 327 | 207 | 10 | 14 | 3 | 6 |
| **7** | 239 | 242 | 481 | 207 | 220 | 32 | 22 | 13 | 9 |
| **8** | 130 | 207 | 337 | 114 | 162 | 16 | 45 | 12 | 22 |
| **9** | 13 | 34 | 47 | 13 | 34 | 0 | 0 | 0 | 0 |
| Total | 1492 | 1060 | 2552 | 1373 | 918 | 119 | 142 | 8 | 13 |

1. **Ethnicity**

4.1 The proportion of black and minority ethnic groups (BME) currently stands at 8% alongside 88% white and 4% unknown (Table 6). The BME representation has increased slightly from 7% in 2013. The proportion of BME groups throughout the Scottish public sector work force currently stands at 2% and is 6%[[1]](#footnote-1) on average for Scottish Universities. Statistics produced by HESA for 2014/15 show the UK BME population at 12.1%[[2]](#footnote-2).

**Table 6**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **University Ethnicity Balance** | | | | |
| **Grade** | Number of Employees | | | |
|  | BME (BME) | White (W) | Unknown (U) | Total |
| **1** | 8 | 161 | 3 | 172 |
| **2** | 5 | 97 | 4 | 106 |
| **3** | 14 | 287 | 6 | 307 |
| **4** | 10 | 226 | 5 | 241 |
| **5** | 19 | 272 | 12 | 303 |
| **6** | 67 | 460 | 31 | 558 |
| **7** | 59 | 399 | 23 | 481 |
| **8** | 41 | 280 | 16 | 337 |
| **9** | 2 | 42 | 3 | 47 |
| **9 Off** | 5 | 191 | 11 | 207 |
| **Total** | 230 | 2415 | 114 | 2759 |

4.2 The overall Ethnic Pay Gap (EPG) for 2016 is -3% (Table 7). This is based on a mean white salary of £38,873 and a mean BME salary of £40,206. In comparison, the EPG for 2013 was 3% and for 2010 was 5%. The horizontal EPG shows no grades which exceed the 5% threshold (excluding Grade 9 Off Scale where EPG is influenced by a small number of employees).

**Table 7**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Gap by Ethnicity and Grade** | | | | | | | | | | |
| **Grade** | Number of Employees | | | | MEAN Salary (£'s) | | MEAN Gap (%) | MEDIAN Salary (£'s) | | MEDIAN Gap (%) |
|  | BME (BME) | White (W) | Unknown (U) | Total | BME | White | BME/White | BME | White | BME/White |
| **1** | 8 | 161 | 3 | 172 | 15831 | 15838 | **0** | 15831 | 15831 | **0** |
| **2** | 5 | 97 | 4 | 106 | 17285 | 17216 | **0** | 17898 | 16960 | **-6** |
| **3** | 14 | 287 | 6 | 307 | 19992 | 20632 | **3** | 20046 | 21220 | **6** |
| **4** | 10 | 226 | 5 | 241 | 24392 | 24755 | **1** | 25298 | 25298 | **0** |
| **5** | 19 | 272 | 12 | 303 | 28817 | 29446 | **2** | 28453 | 30175 | **6** |
| **6** | 67 | 460 | 31 | 558 | 35468 | 36100 | **2** | 34956 | 37075 | **6** |
| **7** | 59 | 399 | 23 | 481 | 43970 | 45167 | **3** | 42955 | 46924 | **8** |
| **8** | 41 | 280 | 16 | 337 | 54418 | 54951 | **1** | 54373 | 55998 | **3** |
| **9** | 2 | 42 | 3 | 47 | \*\* | 63052 | **\*\*** | \*\* | 64895 | **\*\*** |
| **9 Off** | 5 | 191 | 11 | 207 | 126273 | 91470 | **-38** | 142854 | 82274 | **-74** |
| **Total** | 230 | 2415 | 114 | 2759 | 40206 | 38873 | **-3** | 38184 | 34956 | **-9** |

4.3 A total of 12 employees from BME groups are in receipt of a contribution point from an eligible population of 223, representing 5%. The total number from White groups in receipt of a contribution point is 243 from an eligible population of 2182, representing 11% (Table 8). In 2013, 10 employees from BME groups were in receipt of a contribution point from an eligible population of 210, representing 5%. 294 employees from White groups were in receipt of contribution point from an eligible 2475, representing 12%.

**Table 8**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Contribution Points by Ethnicity and Grade** | | | | | | | | | | |
| **Grade** | Number of Employees | | | | Number on Normal Grade Point | | Number on Contribution Point | | % on Contribution Point | |
|  | BME (BME) | White (W) | Unknown (U) | Total | BME | White | BME | White | BME | White |
| **1** | 8 | 161 | 3 | 172 | 8 | 159 | 0 | 2 | 0 | 1 |
| **2** | 5 | 97 | 4 | 106 | 5 | 94 | 0 | 3 | 0 | 3 |
| **3** | 14 | 287 | 6 | 307 | 14 | 250 | 0 | 37 | 0 | 13 |
| **4** | 10 | 226 | 5 | 241 | 10 | 187 | 0 | 39 | 0 | 17 |
| **5** | 19 | 272 | 12 | 303 | 17 | 235 | 2 | 37 | 11 | 14 |
| **6** | 67 | 460 | 31 | 558 | 65 | 438 | 2 | 22 | 3 | 5 |
| **7** | 59 | 399 | 23 | 481 | 57 | 348 | 2 | 51 | 3 | 13 |
| **8** | 41 | 280 | 16 | 337 | 35 | 228 | 6 | 52 | 15 | 19 |
| **Total** | 223 | 2182 | 100 | 2505 | 211 | 1939 | 12 | 243 | 5 | 11 |

1. **Disability**

5.1 The number of employees with a declared disability is currently 103, representing less than 4% of the total population. For comparison, the number of employees declaring a disability from the 2013 review was 35, representing 1% of the total population.

5.2 The overall Disability Pay Gap (DPG) is 15.4%, based on a mean salary of £33,140 compared to £39,161 for non-disabled (Table 9). In comparison, the DPG for 2013 was 11% and a mean salary of £31,972 compared to non-disabled salary £35,980.

**Table 9**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Gap by Disability and Grade** | | | | | | | | | |
| **Grade** | Number of Employees | | | MEAN Salary (£'s) | | MEAN Gap (%) | MEDIAN Salary (£'s) | | MEDIAN Gap (%) |
|  | Disabled | Non Disabled | Unknown | Disabled | Non Disabled | BME/White | Disabled | Non Disabled | BME/White |
| **1** | 13 | 149 | 10 | 15831 | 15838 | **0** | 15831 | 15831 | **0** |
| **2** | 8 | 91 | 7 | 17067 | 17248 | **1** | 16960 | 17399 | **3** |
| **3** | 15 | 277 | 15 | 20427 | 20620 | **1** | 20624 | 21220 | **3** |
| **4** | 12 | 223 | 6 | 24635 | 24758 | **0** | 24589 | 25298 | **3** |
| **5** | 9 | 284 | 10 | 29321 | 29424 | **0** | 29301 | 30175 | **3** |
| **6** | 18 | 525 | 15 | 35342 | 36011 | **2** | 35479 | 36001 | **1** |
| **7** | 15 | 448 | 18 | 45319 | 44991 | **-1** | 45562 | 46924 | **3** |
| **8** | 8 | 313 | 16 | 54826 | 54900 | **0** | 55998 | 55998 | **0** |
| **9** | 1 | 45 | 1 | \*\* | 63010 | **\*\*** | \*\* | 64895 | \*\* |
| **9 Off** | 4 | 194 | 9 | 96432 | 92117 | **-5** | 89513 | 82079 | **-9** |
| **Total** | 103 | 2549 | 107 | 33140 | 39161 | **15.4** | 28453 | 36001 | **21** |

\*\*Where there are less than 5 employees in a group the salary has not been disclosed to protect confidentiality. Hence, a pay gap calculation is not possible.

5.3 A total of 10 disabled employees from an eligible population of 98 are in receipt of contribution point salary, representing 10%. There are 241 non-disabled employees in receipt of contribution point salary from an eligible population of 2310, also representing 10% of the population (Table 10).

**Table 10**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Contribution Points by Disability and Grade** | | | | | | | | | |
| **Grade** | Number of Employees | | | Number on Normal Grade Point | | Number on Contribution Point | | % on Contribution Point | |
|  | Disabled | Non Disabled | Unknown | Disabled | Non Disabled | Disabled | Non Disabled | Disabled | Non Disabled |
| **1** | 13 | 149 | 10 | 13 | 147 | 0 | 2 | 0 | 1 |
| **2** | 8 | 91 | 7 | 8 | 88 | 0 | 3 | 0 | 3 |
| **3** | 15 | 277 | 15 | 13 | 243 | 2 | 34 | 13 | 12 |
| **4** | 12 | 223 | 6 | 9 | 187 | 3 | 36 | 25 | 16 |
| **5** | 9 | 284 | 10 | 8 | 246 | 1 | 38 | 11 | 13 |
| **6** | 18 | 525 | 15 | 18 | 503 | 0 | 22 | 0 | 4 |
| **7** | 15 | 448 | 18 | 12 | 399 | 3 | 49 | 20 | 11 |
| **8** | 8 | 313 | 16 | 7 | 256 | 1 | 57 | 13 | 18 |
| **Total** | 98 | 2310 | 97 | 88 | 2069 | 10 | 241 | 10 | 10 |

1. **Age**

6.1 In accordance with the recommendation made by the Equality Challenge Unit[[3]](#footnote-3), 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).

6.2 The HESA age groups are represented at University of Aberdeen as follows; Group 1- 34 years & under (626 employees – 23%), Group 2 – 35-49 years (1163 employees – 42%), Group 3 – 50-65 years (907 employees – 33%) and Group 4 – 66 years and over (63 employees – 2%).The mean salaries for the groups are as follows; Group 1 (£27,781), Group 2 (£39,964), Group 3 (£45,276) and Group 4 (£48,080). (Table 11).

**Table 11**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Salaries by Age and Grade | | | | | | | | | | | | |
| **Grade** | Number of Employees | | | | Mean Salary | | | | Median Salary | | | |
| Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) | Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) | Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) |
| **1** | 59 | 39 | 60 | 14 | 15837 | 15831 | 15843 | 15831 | 15,831 | 15,831 | 15,831 | 15,831 |
| **2** | 45 | 22 | 35 | 4 | 16843 | 17264 | 17608 | 17472 | 16,537 | 17,180 | 17,898 | 17,898 |
| **3** | 100 | 98 | 103 | 6 | 19698 | 20645 | 21396 | 21324 | 19,485 | 21,220 | 21,220 | 21,220 |
| **4** | 74 | 81 | 85 | 1 | 23877 | 24829 | 25366 | 22494 | 23,879 | 25,298 | 25,298 | 22,494 |
| **5** | 101 | 121 | 78 | 3 | 28637 | 29593 | 30153 | 29060 | 28,453 | 30,175 | 30,175 | 30,175 |
| **6** | 178 | 255 | 116 | 9 | 34181 | 36567 | 37492 | 37364 | 33,944 | 37,075 | 38,184 | 38,184 |
| **7** | 65 | 285 | 127 | 4 | 42719 | 44948 | 46252 | 45324 | 42,955 | 45,562 | 46,924 | 46,924 |
| **8** | 4 | 184 | 144 | 5 | \*\* | 54262 | 55834 | 55050 | \*\* | 54,373 | 55,998 | 55,998 |
| **9** | 0 | 26 | 21 | 0 | \*\* | 62487 | 63836 | \*\* | \*\* | 63,009 | 64,895 | \*\* |
| **9 Off** | 0 | 52 | 138 | 17 | \*\* | 79276 | 95531 | 100418 | \*\* | 74,731 | 83,939 | 93,804 |
| **Total** | 626 | 1163 | 907 | 63 | 27781 | 39964 | 45276 | 48080 | 27,628 | 38,184 | 38,184 | 38,184 |

\*\*Where there are less than 5 employees in a group the salary has not been disclosed to protect confidentiality. Hence, a pay gap calculation is not possible.

6.3 The percentage of each age group who are in receipt of a contribution point salary is Group 1 (2%), Group 2 (10%), Group 3 (19%) and Group 4 (5%).Further information regarding the correlation between contribution point and age (Table 12).

**Table 12**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Salaries by Age and Grade | | | | | | | | | | | | | |
| **Grade** | Number of Employees | | | | On Contribution Point | | | | % on Contribution Point | | | | |
| Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) | Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) | Group 1 (34 and under) | Group 2 (35-49) | Group 3 (50-65) | Group 4 (66 and over) |
| **1** | 59 | 39 | 60 | 14 | 1 | 0 | 1 | 0 | 2 | 0 | 2 | 0 |
| **2** | 45 | 22 | 35 | 4 | 0 | 1 | 2 | 0 | 0 | 5 | 6 | 0 |
| **3** | 100 | 98 | 103 | 6 | 0 | 8 | 29 | 1 | 0 | 8 | 28 | 17 |
| **4** | 74 | 81 | 85 | 1 | 5 | 8 | 26 | 0 | 7 | 10 | 31 | 0 |
| **5** | 101 | 121 | 78 | 3 | 6 | 14 | 20 | 0 | 6 | 12 | 26 | 0 |
| **6** | 178 | 255 | 116 | 9 | 1 | 11 | 11 | 1 | 1 | 4 | 9 | 11 |
| **7** | 65 | 285 | 127 | 4 | 2 | 29 | 23 | 0 | 3 | 10 | 18 | 0 |
| **8** | 4 | 184 | 144 | 5 | 0 | 30 | 31 | 0 | 0 | 16 | 22 | 0 |
| **Total** | 626 | 1085 | 748 | 46 | 15 | 101 | 143 | 2 | 2 | 9 | 19 | 4 |

1. **Horizontal or Occupational Segregation** 
   1. Research has shown that occupational segregation is one of the main causes of the pay gaps in the United Kingdom (Equality Challenge Unit, 2014). The University is committed to monitoring occupational segregation, ensuring equal access to training/development, supporting mobility for all staff as well as flexible working opportunities. The occupational segregation grouping adopted by HESA (SOC2010) is presented below in Table 13 together with definitions and staff examples.

Table 13



**Gender**

* 1. The spread of the University staff population across the 9 Standard Occupational Classification (SOC2010) groups can be identified in (Figure 1).

**Figure 1**

7.3 Groups 1 and 2 are characterised by comparable distribution of males and females. Groups 3, 6 and 9 consist of a slightly higher number of females while groups 4, 7, 5 and 8 are not characterised by a significantly higher distribution of a particular gender (Figure 1).

7.4 Examples of imbalanced groups’ composition using the University ‘Post Long Description’ (F/M):

**Group 4**: Income Assistant (3/0), Payroll officer (5/0), School Finance Person (5/3), Information Assistant (10/2), Senior Information Assistant (13/2), School Administrative Officer (7/1), Clerical Assistant (6/3), Personal Assistant (16/0), Receptionist (6/1), Secretary (81/4)

**Group 7**: Sales Assistant (3/0)

**Group 5**: Ground Person (2/17), Assistant Engineer/Electrician (0/6), Electrician (0/8), Engineer (0/6)

**Group 8**:Maintenance (0/3), Porter/Driver (0/11)

7.5 Further analysis of the pay and grade frequency distributions demonstrate these patterns of segregation as identified above. Female pay distribution is concentrated around the earlier grades (especially at Occ Group 4) and tapers out where salaries are above £60,000 per annum. However, male pay is more centrally distributed with a more gradual decline above salaries of £80,000 per annum. These patterns of pay and grade distribution are mostly responsible for the overall occupation gender pay gap described below.

7.6 The mean salary for females and males, across all grades is respectively £34,223 and 44,861 with the mean pay gap at 23.7% (Table 14). The median salary is £32,004 and £41,709 with median pay gap at 23.3%. With regards to the mean and median, the University pay gap is slightly higher than the Scottish HEI average results with the difference being less than 3%.

7.7 The Occupational Segregation Gender Pay Gap crosses the recommended 5% threshold for four different HESA occupational groups. The mean gap is in favour of males at 7.7% (median gap in favour of females at -7.7%) for Group 1 (Managers, Directors and Senior officials), 17.7% (median, 12.4%) for Group 2 (professional occupations), 5.4% (median 23.1%) for Group 5 (Skilled trade occupations) and 18.4% (median 16.4%) for Group 9 (Elementary occupations).

**Table 14**



**Ethnicity**

7.8 Occupational pay gap analysis by occupational grouping is difficult to assess for some of the HESA SOC2010 groups. This is due to low numbers of BME staff in some of the groups (e.g. Groups 1, 5, 6, 7 and 8). See Table 15.

7.9 Where measurements are possible, the ethnicity pay gap by occupational groups exceeds the 5% threshold for two groups; Group 2 (Mean gap 13%, Median gap 11%) and Group 4 (Mean gap 16.7%, Median gap 17.2%). These gaps are in favour of the White population.

7.10 However, overall ethnicity mean pay gap is -3% (median, -9.2%) in favour of the BME population.

**Table 15**



Disability

7.11 Low numbers of disabled staff in some of the occupational groups prevents the calculation of disability pay gaps (DPG) for those groups (Table 16). Overall mean disability pay gap is 15.4% (median 21%) in favour of non-disabled staff.

7.12 The Mean and median disability pay gaps exceed the 5% recommended threshold for the following occupational groups; Group 2 (Mean 6.7%, median 7.1%) and Group 3 (Mean 8.1%, median 5.7). however, for Group 5 there is a mean DPG of 5.8% (in favour of non-disabled staff)and a median DPG of -4.6% (in favour of disabled staff).

**Table 16**



1. **Conclusion**

8.1 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 factor in weighting the overall gender gap in favour of males. With the exception of those on Grade 9 and Grade 9 Off Scale where the gap is 5% and 9%, there are no significant pay gaps across individual grades and none which exceed the 5% threshold. Females do appear to be disadvantaged when it comes to contribution point salaries. On average 13% of the male population are in receipt of a contribution point salary compared to 8% of females.

8.2 Analysis of Grade 9 Professorial staff when controlled by tenure in post demonstrates that there is no significant gender gap for staff with less than 10 years tenure. There is a pay gap for professorial staff with 10 or more years of tenure. This information is provided to the University’s Remuneration Committee (REMCOM) on an annual basis to assist in monitoring and addressing any gaps that may arise.

8.3 The overall Ethnicity Pay Gap (EPG) is within the threshold at -3% and there are no significant gaps across the grades (excluding Grade 9 Off Scale where the EPG stands at -38%). BME groups do appear disadvantaged on contribution points with 11% of White groups in receipt of a contribution point salary compared to only 5% of BME groups.

8.4 The number of colleagues who have a declared disability is low; it equates to less than 4% of the total population ofstaff at the University. Although the overall Disability Pay Gap is 16%, the low numbers make it difficult to probe further due to data protection and confidentiality. The low numbers also suggest that any conclusions drawn from the statistics relating to contribution points may be statistically insignificant.

8.5 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.

8.6 The Occupational Segregation gender pay gap crosses the recommended 5% threshold at four different HESA occupational groups. The gap is in favour of males at 19% for Group 2 (professional occupations), 5.4% for Group 5 (Skilled trade occupations) and 18.4% for Group 9 (Elementary occupations). The gap (mean calculation) is 9.6% in favour of females in Group 7 (Sales and customer services occupations).).

8.7 Due to low numbers of BME staff in some of the HESA occupational groups it is difficult to assess the occupational segregation ethnicity pay gap between BME and non-BME staff. Where measurements are possible, the ethnicity pay gap by occupational groups exceeds the 5% threshold for two groups; Group 2 (mean gap 13%, median gap 11%) and Group 4 (mean gap 16.7%, median gap 17.2%). However, overall ethnicity mean pay gap is -3% (median, -9.2%).

8.8 Similarly, due to the low numbers of declared disabled staff in some of the occupational groups it is difficult to calculate occupational segregation disability pay gaps. Overall the mean disability pay gap is 15.4% (median 21%). The mean and median disability pay gaps exceed the 5% recommended threshold for the following occupational groups; Group 2 (Mean 6.7%, median 7.1%) and Group 3 (mean 8.1%, median 5.7). however, for Group 5 there is a mean DPG of 5.8% (in favour of non-disabled staff)and a median DPG of -4.6% (in favour of disabled staff).

8.9 In general terms, the University does not have significant need for concern over Equal Pay when comparing Equal Pay for Equal Work. To ensure the University continues to meet Equal Pay obligations and the Equality Challenge Unit benchmarks for the sector the University may consider the following recommendations for further analysis/review.

1. **Recommendations**

* Further analysis could be carried out to determine the disproportion between males and females as well as ethnic groups on contribution point.
* A review of the promotion process could be carried out.
* A review of internal and external recruitment outcomes.
* Mandatory unconscious bias training for all recruiting managers.
* Continued commitment to Athena SWAN across the University to ensure that action plans are implemented and monitored.
* The University should consider whether some representation across the equality strands within their Committees and influential bodies would be beneficial in improving the monitoring and implementation of gender pay initiatives.

1. Scottish Census 2011, Census: 2011 [↑](#footnote-ref-1)
2. HESA , HESA: 2014/2015 [↑](#footnote-ref-2)
3. Equality Challenge Unit: Promoting Equality in Pay 2010 [↑](#footnote-ref-3)