

University of London

Equal Pay Audit

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1. Introduction

- 1.1 The University of London has undertaken regular Equal Pay Audits following the implementation of a pay and grading review that it implemented in August 2005 in response to the National Framework Agreement. This is the third Equal Pay Audit that has been undertaken by NGA Human Resources following previous audits in 2010 and 2013.

2. Scope

- 2.1 This report will follow the same format as that adopted for the 2013 report. As in previous reports the analysis is based on all grades that apply to academic and support grades and included analyses related to gender, disability, ethnic origin, length of service, age and contract type in accordance with the JNCHES guidance. As in 2013 the report considers pay grades L01 to L09.
- 2.2 In addition to identifying the gender pay gap we also considered other issues in our previous report including pay progression, starting pay, the design of the grading structure and allowances. These issues have also been considered as part of this report and comparisons made with the position in 2010 and 2013 where appropriate.
- 2.3 This report is based on an analysis of those employees that are graded within grades L01 to L09 or their equivalents in salary terms and includes 782 employees who are covered by the terms of the National Framework Agreement.
- 2.4 Where referred to, all comparisons in terms of male and female earnings have been expressed as female earnings as a percentage of male earnings and based on full time equivalent salaries.
- 2.5 In accordance with the guidance issued by the Equalities and Human Rights Commission significant patterns of difference in pay i.e. 3.00% or more have been highlighted in yellow and significant pay gaps i.e. 5.00% or more have been highlighted in red throughout the report.

3. Composition of the Workforce

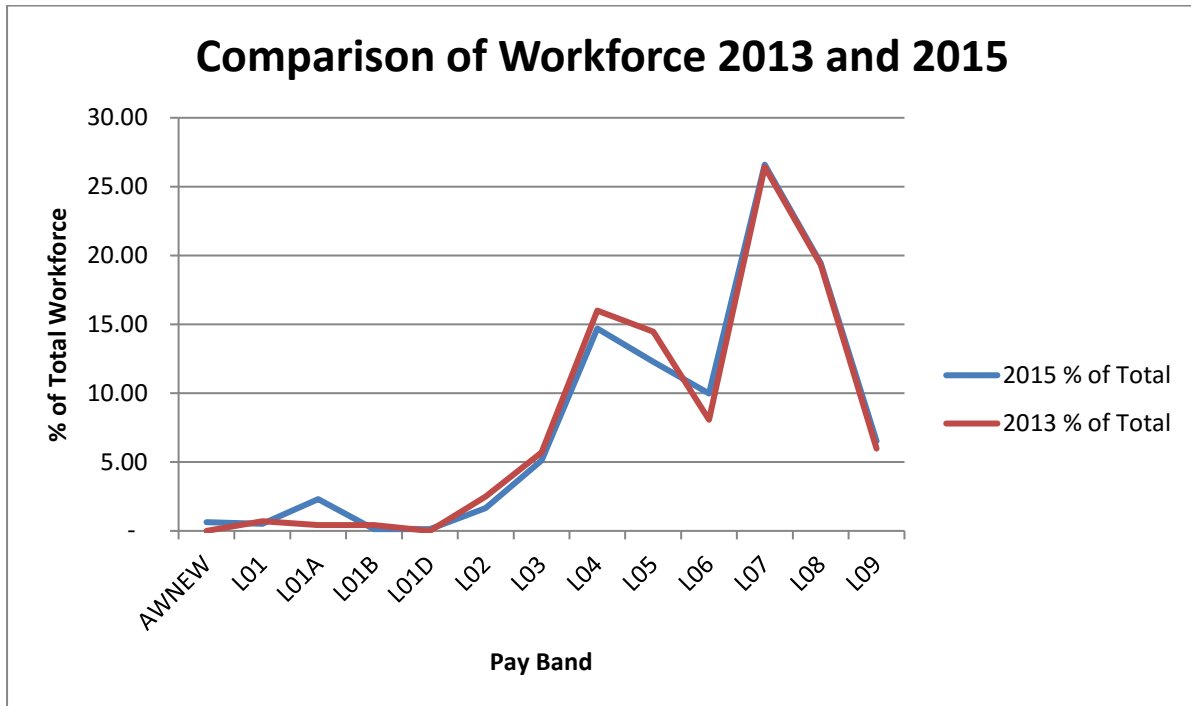
3.1 In undertaking any Equal Pay Audit it is essential that there is an analysis of the composition of the workforce as this helps to set any conclusions in the context. Table 1 illustrates the composition of the workforce within grades L01 to L09. The total number of employees has increased from 719 to 782 which is an increase of 8.76%.

All Employees – L01 to L09

3.2 The overall percentage of male employees is 43.99% compared to 45.34% in 2013. The overall percentage of female employees is 56.01% compared to 54.66% in 2013. The distribution of employees within the grading structure is typical of many similar organisations with fewer employees in the lower and upper grades with the majority of employees concentrated in grades L04 to L07 and have not changed significantly since 2013. In terms of both male and female employees the largest percentage of employees is within grade L07 which accounts for 27.85% of the female workforce and 25.00% of the male workforce.

Table 1 – Composition of the Workforce – Grading Profile L01-L09							
Equal Work Group	Total	Females			Males		
		Number	% of Grade	% of Females	Number	% of Grade	% of Males
AWNEW	5	0	-	-	5	100.00	1.45
L01	4	3	75.00	0.68	1	25.00	0.29
L01A	18	6	33.33	1.37	12	66.67	3.49
L01B	1	0	-	-	1	100.00	0.29
L01D	1	0	-	-	1	100.00	0.29
L02	13	8	61.54	1.83	5	38.46	1.45
L03	40	23	57.50	5.25	17	42.50	4.94
L04	115	74	64.35	16.89	41	35.65	11.92
L05	96	67	69.79	15.30	29	30.21	8.43
L06	78	48	61.54	10.96	30	38.46	8.72
L07	208	122	58.65	27.85	86	41.35	25.00
L08	152	65	42.76	14.84	87	57.24	25.29
L09	51	22	43.14	5.02	29	56.86	8.43
Total	782	438	56.01	100.00	344	43.99	100.00

3.3 The following chart illustrates the percentage of the total workforce by grade between 2013 and 2015. As can be seen there are no significant differences in the overall pattern of distribution



3.4 The use of a grading structure (with spine points) where all jobs are based on a single system of job evaluation is likely to reduce the gender pay gap as all jobs are compared against each other using a consistent approach. The proportion of the workforce by gender at certain grades is therefore an important issue when identifying the reason for any gender pay gap. A higher proportion of employees of either gender at the upper end of the grading structure will impact on the overall gender pay gap even if the pay gap at individual grades is relatively small. It should be noted that there is a higher percentage of the male workforce at grades L08 and L09 than female employees. Equally there are more male employees in the lowest grades AWNEW and L01.

Full and Part Time Employees – L01 – L09

3.5 A further analysis has been undertaken to identify the composition of the workforce based on full and part time working. Table 2 illustrates the distribution of the full time workforce. A higher percentage of the male workforce (85.17%) is full time compared to female employees (73.06%) although it can be seen that employees are employed predominantly on a full time basis. In comparison with 2013 the overall number of full time male employees has reduced from 312 to 293 and accounts for a lower percentage of the male workforce. The number of female full time employees has increased from 305 to 320 but accounts for a smaller percentage of the overall female workforce.

Table 2 – Composition of the Workforce – Grading Profile Full Time Employees Only - L01-L09							
Equal Work Group	Total	Female			Male		
		Total Workforce	Full Time	% of Female Workforce	Total Workforce	Full Time	% of Male Workforce
AWNEW	5	0	0	-	5	0	-
L01	4	3	2	0.46	1	0	-
L01A	18	6	0	-	12	0	-
L01B	1	0	0	-	1	0	-
L01D	1	0	0	-	1	1	0.29
L02	13	8	6	1.37	5	5	1.45
L03	40	23	18	4.11	17	13	3.78
L04	115	74	66	15.07	41	38	11.05
L05	96	67	55	12.56	29	28	8.14
L06	78	48	43	9.82	30	30	8.72
L07	208	122	75	17.12	86	78	22.67
L08	152	65	41	9.36	87	76	22.09
L09	51	22	14	3.20	29	24	6.98
Total	782	438	320	73.06	344	293	85.17

3.7 Table 3 illustrates the number of part time employees. There has been an increase in the female part time workforce from 88 in 2013 to 118 in 2015 and accounts for 26.94% of the female workforce. There has been a significant increase in the male part time workforce increasing from 14 in 2013 to 51 in 2015.

Table 3 – Composition of the Workforce – Grading Profile Part Time Employees Only - L01-L09							
Equal Work Group	Total	Female			Male		
		Total Workforce	Part Time	% of Female Workforce	Total Workforce	Part Time	% of Male Workforce
AWNEW	5	0	0	-	5	5	1.45
L01	4	3	1	0.23	1	1	0.29
L01A	18	6	6	1.37	12	12	3.49
L01B	1	0	0	-	1	1	0.29
L01D	1	0	0	-	1	0	-
L02	13	8	2	0.46	5	0	-
L03	40	23	5	1.14	17	4	1.16
L04	115	74	8	1.83	41	3	0.87
L05	96	67	12	2.74	29	1	0.29
L06	78	48	5	1.14	30	0	-
L07	208	122	47	10.73	86	8	2.33
L08	152	65	24	5.48	87	11	3.20
L09	51	22	8	1.83	29	5	1.45
Total	782	438	118	26.94	344	51	14.83

4. Pay and Grading Structure

- 4.1 The current 'Pay and Grading Structural Map' is shown in Table 4. This represents the overall pay range for each grade within the University and is applied consistently across different roles. For example Clerical, Technical and Support Staff are paid within L01 to L07 whereas Research staff are paid within L07 to L09 using the pay ranges shown in Table 4.

Table 4. Overall Grading Structure - L01-L09							
Equal Work Group	Minimum Salary	Minimum SCP	Maximum Salary	Maximum SCP	Discretionary Points	Overall Maximum	Overall Maximum SCP
AWNEW	15,661		15,661		0	15,661	
L01A	16,360	1	16,360	1	1	16,664	2
L01B	16,664	2	16,664	2	1	17,038	3
L01C	17,038	3	17,038	3	1	17,366	4
L01D	17,763	5	17,763	5	1	18,172	6
L01E	16,360	1	17,366	4	2	18,172	6
L02	18,172	6	22,039	14	3	23,798	17
L03	20,438	11	24,436	18	3	26,464	21
L04	23,188	16	27,920	23	3	30,271	26
L05	27,182	22	31,102	27	3	33,749	30
L06	28,681	24	35,649	32	3	38,716	35
L07	32,841	29	39,801	36	3	43,254	39
L08	40,918	37	48,361	43	3	52,607	46
L09	49,735	44	60,579	51	3	65,959	54

- 4.2 The number of salary points within each level could be considered to be excessive and range from 6 to 9 within Levels L02 to L09. In addition to the points within the main grade; non-automatic discretionary increments are attached to all grades. It is also clear that there are overlapping points between each grade which could create an element of risk in terms of claims that an employee in a lower graded role receives a higher salary than someone in a higher graded role.
- 4.3 However, the length of the grades does create flexibility in terms of being able to respond to the range of markets that the University competes in for staff as well as enabling the University to recognise individual performance and contribution. Whilst it is understandable that there is a need to be able to be flexible it is equally important from an equality perspective that there are appropriate processes in place for managing progression and performance.
- 4.4 The University has issued clear guidelines and created appropriate procedures that are outlined in 'Reward Staff Performance'. This document clearly sets out the approach to a range of issues including accelerated increments and non-automatic discretionary points. Where possible we have considered how these factors are reflected in current pay.

5. Gender Pay Gap Analysis – L01 – L09

Background

- 5.1 Since the JNCHES pay agreement covering the period 2006-2009 Higher Education institutions have been encouraged to undertake Equal Pay Audits. However, the requirement to undertake an Equal Pay Audit and to identify whether there are significant gender pay gaps is derived from the Equality Act 2010, which embodied the requirements of the Equal Pay Act 1970.
- 5.2 The Equality Act 2010 prohibits direct discrimination in respect of a range of ‘Protected Characteristics’. These include gender, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief and sex and sexual orientation.
- 5.3 The purpose of this report is to undertake an Equal Pay Audit comparing the current position within previous audits undertaken in 2010 and 2013. The report has been produced based on a five step process outlined by the Equalities and Human Rights Commission. The five step process is as follows;

Step 1 – Decide the scope of the audit

Step 2 – Identify where groups are doing equal work; like work/rated equivalent

Step 3 – Collect pay data to identify pay gaps

Step 4 – Establish the causes of pay gaps

Step 5 – Develop an Equal Pay Action Plan

The Equality Act 2010 identifies three terms in respect of defining equivalent work. These are as follows;

‘Like Work’ is defined as work which is the same or broadly similar

‘Work of Equal Value’ is defined as work which is of broadly equal value when compared under headings such as effort, skill and decisions

‘Work rated as equivalent’ is defined as work which has achieved the same or a similar number of points under a job evaluation scheme

- 5.4 The University has a pay structure that is based on job evaluation outcomes so we are able to use ‘Work Rated as Equivalent’ as the basis of the report.
- 5.5 The Equalities and Human Rights Commission have identified two thresholds that need to be taken into account when assessing the gender pay gap. As a general guide, any differences of 5.00% or more, or 3.00% or more if there is a pattern of gaps favouring one sex, will require exploration and explanation. So, if any of the analysis reveals either:

- ‘Significant’ differences between the average basic pay or average total earnings of men and women performing equal work (any differences of 5.00% or more), or
- Patterns of basic pay difference e.g. women consistently earning less than men on average for equal work at most, or all, grades or levels in the organisation (differences of 3.00% or more)

Irrespective of whether the gender pay gap is less than 3.00% it should be noted that any pay difference may be open to legal challenge.

Basic Pay

- 5.6 The overall gender pay gap for employees in grades L01 to L09 is currently 6.46% whereby female pay is less than male pay. This represents a reduction from 9.30% in 2013 and is significantly less than the figure of 9.40% published by the Office for National statistics in November 2014 based on data collected for the Annual Survey of Household Earnings in April 2014.
- 5.7 In accordance with guidance published by the Equalities and Human Rights Commission any pay gap of 5.00% or more should be investigated. Although the overall pay gap is 6.46% there are no individual grades where the gender pay gap exceeds 5.00%.
- 5.8 When compared with the outcomes for individual grades for 2013, there are differences in excess of 3.00% at grade L03 whereas in 2013 there were differences in excess of 3.00% at grades L06 and L09. The gender pay gap at grade L06 and L09 has reduced below 3.00% and therefore does not raise any concerns. An analysis of grade L03 indicates that there are three male employees who are paid within the Discretionary points attached to the grade whereas there is only one female. If those on Discretionary Points are excluded then the gender pay gap would be 2.48%.

Table 5. Overall Gender Pay Gap based on Basic Pay Only - L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,661		
L01	3	16,664	1	16,664		
L01A	6	16,360	12	16,385	-25	-0.15
L01B	0		1	16,664		
L01D	0		1	17,763		
L02	8	19,660	5	19,974	-314	-1.57
L03	23	22,908	17	23,690	-782	-3.30
L04	74	25,602	41	25,844	-243	-0.94
L05	67	29,896	29	29,976	-80	-0.27
L06	48	33,336	30	32,383	952	2.94
L07	122	37,550	86	37,925	-375	-0.99
L08	65	46,889	87	46,836	54	0.11
L09	22	58,763	29	59,998	-1,235	-2.06
Overall	438	34,821	344	37,225	-2,403	-6.46

Total Pay

- 5.9 In addition to identifying the gender pay gap based on basic pay it is equally important to consider the effect of allowances and additional payments. As can be seen from Table 6 when all allowances are included the overall gender pay gap increases by 0.49% from 6.46% to 6.95%. The overall gender pay gap based on Total Pay in 2013 was 10.29% so the current figure is a significant reduction in comparison. This also indicates that the values of the allowances that are currently payable are not significant.
- 5.10 Although there has been a reduction in the overall gender pay gap there are still significant differences grades L02 and L03. As with the overall pay gap the differences at L02 and L03 are less than those in 2013 and the significant pay gaps that existed in 2013 at L01, L01B and L09 have been reduced so that they are not a cause for concern or warrant any further investigation.

Table 6 – Gender Pay Gap based on Total Pay - L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Total Pay	Number	Average Total Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,768		
L01	3	16,703	1	16,712	-9	-0.05
L01A	6	16,423	12	16,480	-58	-0.35
L01B	0		1	16,685		
L01D	0		1	25,352		
L02	8	19,660	5	21,230	-1,570	-7.40
L03	23	22,984	17	24,388	-1,404	-5.76
L04	74	25,909	41	26,338	-429	-1.63
L05	67	30,192	29	30,277	-85	-0.28
L06	48	33,467	30	32,693	774	2.37
L07	122	37,666	86	38,153	-487	-1.28
L08	65	47,447	87	47,483	-36	-0.08
L09	22	60,750	29	61,676	-927	-1.50
Overall	438	35,153	344	37,778	-2,625	-6.95

- 5.11 The principal cause of the gender pay gap at grades L02 and L03 is the payment of contractual overtime. Whilst this is predominantly paid to male employees there is also one female who receives a payment for contractual overtime.
- 5.12 Typically overtime would be excluded from the calculation of the gender pay gap. Table 7 illustrates the overall gender pay gap based on total pay excluding overtime. As can be seen the overall figure increases from 6.46% to 6.70%. The reason for the gender pay gap at L03 is caused by the payment of Acting Up allowance. This is a further indication that the use of allowances is not a significant issue within the University but a more detailed analysis of allowances has been included in Section 6 of this report.

Table 7 – Gender Pay Gap based on Total Pay Excluding Contractual Overtime – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Total Pay	Number	Average Total Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,768		
L01	3	16,703	1	16,712	-9	-0.05
L01A	6	16,423	12	16,480	-58	-0.35
L01B	0		1	16,685		
L01D	0		1	17,763		
L02	8	19,660	5	19,974	-314	-1.57
L03	23	22,908	17	23,887	-978	-4.10
L04	74	25,818	41	26,154	-336	-1.29
L05	67	30,192	29	30,124	68	0.23
L06	48	33,467	30	32,456	1,011	3.11
L07	122	37,666	86	38,153	-487	-1.28
L08	65	47,447	87	47,483	-36	-0.08
L09	22	60,750	29	61,676	-927	-1.50
Overall	438	35,134	344	37,657	-2,524	-6.70

Full and Part Time Employment

- 5.13 A further analysis has been undertaken of the gender pay gap to identify if there are any significant differences between full and part time employees.

Full Time Employees

- 5.14 Table 8 illustrates the gender pay gap for full time employees only. In comparison with the 2013 audit the overall gender pay gap has increased from 9.90% to 11.10%. As in 2013 there are only two grades where the pay gap is more than 3.00% so it could be considered that there has been a general change in the overall position amongst full time employees. This could be caused by differences in starting pay which is considered later in this report, the rate of progression into the discretionary pay levels or changes in the composition of the workforce.

Table 8 – Gender Pay Gap based on Basic Pay Only – Full Time Employees L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L01	2	16,664	0			
L01D	0		1	17,763		
L02	6	19,944	5	19,974	-30	-0.15
L03	18	22,871	13	23,986	-1,115	-4.65
L04	66	25,363	38	25,929	-566	-2.18
L05	55	29,696	28	30,049	-353	-1.18
L06	43	33,299	30	32,383	916	2.83
L07	75	37,704	78	38,098	-394	-1.03
L08	41	47,587	76	47,152	435	0.92
L09	14	57,692	24	59,728	-2,035	-3.41
Overall	320	34,032	293	38,281	-4,249	-11.10

Part Time Employment

- 5.15 Based on the overall workforce in 2013 the gender pay gap for part time employees was 13.03%. Based on the current workforce within L01 to L09 this has increased to 18.63% but favours female employees. It is evident that there has been a significant increase in the number of both male and female employees notably at L07, L08 and L09 which contributes to the overall difference in pay.
- 5.16 In 2013 there were significant differences at grades L04 and L07. As can be seen from Table 9 there are now significant differences at L04 and L05 that favour female employees. It should also be noted that the number of male employees within these grades is small when compared to the female workforce within these grades. The difference at L05 is primarily due to their only being one male within this grade. The length of service of the male employee is considerably less than the female employees and therefore it is not unusual that the female employees are paid at a higher level within the grade as well as being paid within the discretionary points. The reason for the differences at L04 is similarly related to length of service with 2 of the 3 male employees within this grade having less than 1 years' service.

Table 9 - Gender Pay Gap based on Basic Pay Only – Part Time Employees L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,661		
L01	1	16,664	1	16,664		
L01A	6	16,360	12	16,385	-25	-0.15
L01B	0		1	16,664		
L02	2	18,809	0			
L03	5	23,044	4	22,731	314	1.38
L04	8	27,569	3	24,765	2,804	11.32
L05	12	30,811	1	27,920	2,891	10.35
L06	5	33,648	0			
L07	47	37,305	8	36,247	1,058	2.92
L08	24	45,698	11	44,650	1,048	2.35
L09	8	60,637	5	61,296	-660	-1.08
Overall	118	36,961	51	31,157	5,804	18.63

5.17 Tables 10 and 11 illustrate the position for full time and part time employees based on total pay. The analysis of total pay results in the same pattern of differences as seen for basic pay. This is most notable for full time employees where the gender pay gap at L02 and L03 increases above 5.00%. The reason for the increase at grades L02 and L03 is caused by the payment of contractual overtime to male employees.

Table 10 – Gender Pay Gap based on Total Pay - Full Time Employees Only - L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Total Pay	Number	Average Total Pay	Difference (£)	Pay Gap (%)
L01	2	16,699	0		16,699	
L01D	0		1	25,352	-25,352	
L02	6	19,944	5	21,230	-1,287	-6.06
L03	18	22,968	13	24,898	-1,931	-7.75
L04	66	25,708	38	26,462	-754	-2.85
L05	55	30,030	28	30,361	-331	-1.09
L06	43	33,446	30	32,693	753	2.30
L07	75	37,856	78	38,349	-492	-1.28
L08	41	48,322	76	47,894	429	0.89
L09	14	58,621	24	61,645	-3,024	-4.91
Overall	320	34,357	293	38,915	-4,559	-11.71

Table 11 - Total Pay - Part Time Employees Only - L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Total Pay	Number	Average Total Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,768	-15,768	
L01	1	16,712	1	16,712	-	
L01A	6	16,423	12	16,480	-58	-0.35
L01B	0		1	16,685	-16,685	
L02	2	18,809	0		18,809	
L03	5	23,044	4	22,731	314	1.38
L04	8	27,569	3	24,765	2,804	11.32
L05	12	30,936	1	27,920	3,016	10.80
L06	5	33,648	0		33,648	
L07	47	37,364	8	36,247	1,116	3.08
L08	24	45,952	11	44,650	1,302	2.92
L09	8	64,475	5	61,827	2,648	4.28
Overall	118	37,312	51	31,243	6,069	19.43

Permanent and Fixed Term Employment

Permanent Employees

5.18 A further analysis has been undertaken to identify if there are any significant differences in terms of the gender pay gap for permanent employees and fixed term employees. As can be seen from Table 12 the gender pay gap for permanent employees is comparable with that for the workforce as a whole in respect of basic pay. There are no grades where the gender pay gap exceeds 5.00% and therefore does not warrant any further investigation.

Table 12 - Basic Pay - Permanent Employees - L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,661	-15,661	
L01A	0		1	16,664	-16,664	
L01B	0		1	16,664	-16,664	
L01D	0		1	17,763	-17,763	
L02	3	21,127	3	21,175	-47	-0.22
L03	19	23,374	16	23,644	-270	-1.14
L04	54	26,140	34	26,260	-120	-0.46
L05	57	29,860	28	30,022	-162	-0.54
L06	48	33,336	27	32,766	570	1.74
L07	104	37,757	76	38,224	-466	-1.22
L08	57	47,357	80	47,128	229	0.49
L09	15	58,651	29	59,998	-1,347	-2.24
Overall	357	35,650	301	38,553	-2,903	-7.53

Fixed Term Employees

5.19 There has been an increase in the gender pay gap for fixed term employees as shown in Table 13. In 2013 the gender pay gap was 1.58% in favour of female employees and this has since increased to 11.35%. The most significant pay gap is at L05 and is 5.02%. The primary reason for this is that there is only one male post holder at this grade who is paid at the third point of the grade whereas the female employees are paid further up the grade and in one instance is paid at the third discretionary point. It is noticeable that the length of service of the female employees is also higher than that for the male employee.

Table 13 - Basic Pay - Fixed Term Employees – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L01	3	16,664	1	16,664	-	-
L01A	6	16,360	11	16,360	-	-
L02	5	18,779	2	18,172	607	3.34
L03	4	20,697	0		20,697	
L04	16	23,598	6	23,830	-232	-0.97
L05	7	30,120	1	28,681	1,439	5.02
L06	0		3	28,942	-28,942	
L07	16	36,503	10	35,660	844	2.37
L08	7	42,873	6	42,683	190	0.45
L09	6	59,022	0		59,022	
Overall	70	30,736	40	27,604	3,133	11.35

5.20 Since the last audit was undertaken in 2013 secondment has been added to the data as a classification. Table 14 outlines the differences in gender pay for this group and is shown in Table 14. The overall number of employees is 14 and the pay gap of 5.33% in favour of female employees reflects the composition of the workforce in terms of the grades of the roles they are undertaking.

Table 14 - Basic Pay - Secondments – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L03	0		1	24,436	-24,436	
L04	4	26,342	1	23,798	2,544	10.69
L05	3	30,041	0		30,041	
L07	2	35,167	0		35,167	
L08	1	48,361	1	48,361	-	
L09	1	58,889	0		58,889	
Overall	11	33,916	3	32,198	1,718	5.33

Employment Groups

5.21 A further analysis has been undertaken to identify if there are any specific employment groups within the overall workforce that contribute significantly to the overall gender pay gap. This analysis has been completed for the following groups of employees;

- Administrative, Managerial and Professional
- Academic, Research and Teaching
- Clerical, Technical and Support
- Manual and Skilled Trades
- Wardens

Administrative, Managerial and Professional

5.22 The overall gender pay gap for Administrative, Managerial and Professional staff is 5.32% compared to 6.11% in 2013. There are no grades at which the gender pay gap exceeds 5.00% and therefore there are no concerns within this group.

Table 15 - Administrative, Managerial and Professional - Basic Pay – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L04	1	27,920	0		27,920	
L05	3	29,495	0		29,495	
L06	0		3	29,203	-29,203	
L07	113	37,602	78	38,183	-581	-1.52
L08	64	46,845	83	47,003	-158	-0.34
L09	16	58,870	21	60,507	-1,637	-2.70
Overall	197	42,160	185	44,529	-2,369	-5.32

Academic, Research and Teaching

5.22 The overall gender pay gap for Academic, Research and Teaching staff is 1.10% compared to 0.61% in 2013 and is illustrated in Table 16. There are no significant concerns at grades L07 and L09 although the gender pay gap at L08 is 14.70% in favour of female employees. There is only one female employee in this grade compared to four male employees. The female employee is paid within the discretionary points and their length of service is longer than the male employees.

Table 16 – Academic, Research and Teaching – Basic Pay – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L07	9	36,896	8	35,411	1,485	4.19
L08	1	49,735	4	43,363	6,372	14.70
L09	6	58,477	8	58,663	-185	-0.32
Overall	16	45,791	20	46,302	-511	-1.10

Clerical, Technical and Support

5.23 The overall gender pay gap for this group has reduced from 1.95% in 2013 to 0.31% as shown in Table 17. There are no individual grades where the gender pay gap exceeds 5.00% so there is no need for further investigation.

Table 17 – Clerical, Technical and Support – Basic Pay – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L01	3	16,664	1	16,664	-	-
L02	8	19,660	4	20,106	-446	-2.22
L03	23	22,908	17	23,690	-782	-3.30
L04	73	25,570	41	25,844	-275	-1.06
L05	64	29,914	29	29,976	-61	-0.21
L06	48	33,336	27	32,737	599	1.83
Overall	219	27,924	119	27,837	87	0.31

Manual and Skilled Trades

5.24 The overall gender pay gap for Manual and Skilled Trade has reduced from 9.75% in 2013 to 2.03% in 2015 as shown in Table 19. There are no grades where the gender pay gap exceeds 5.00% so there is no need for further investigation. The number of employees in this group is 21 and is predominantly male with the majority of employees paid at L01A which is a single point grade with one discretionary point. One male employee is paid at the discretionary point and this is the reason for the gender pay gap at this level.

Table 19 – Manual and Skilled Trades – Basic Pay – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Count	Average Basic Pay	Count	Average Basic Pay	Difference (£)	Pay Gap (%)
L01A	6	16,360	12	16,385	-25	-0.15
L01B	0		1	16,664	-16,664	
L01D	0		1	17,763	-17,763	
L02	0		1	19,446	-19,446	
Overall	6	16,360	15	16,700	-340	-2.03

Wardens

5.25 An additional group of Wardens has been added since 2013. As shown in Table 20 there are no issues in terms of gender pay as the group is entirely male.

Table 20 – Wardens – Basic Pay L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
AWNEW	0		5	15,661		
Overall	0		5	15,661		

Discretionary Increments

5.26 The pay structure includes a number of discretionary increments that are attached to all grades ranging from one additional point at the lower end increasing to three at the upper end. The number of employees that currently receive a discretionary increment is shown in Table 21 and has reduced from 112 in 2013 to 93.

5.27 Although there has been an increase in the percentage of this group that are female the actual number of female employees in receipt of a discretionary increment has reduced from 55 in 2013 to 53.

5.28 It is important to ensure that wherever a scheme such as discretionary points are applied that there are appropriate controls in place to ensure that they are applied correctly. The University has published guidance on discretionary increments and also has clear procedures in place to manage these accordingly. Appendix B lists all new starters since October 2014 and this clearly shows that discretionary increments have not been applied to new starters which further indicate that such increments are used as stated for outstanding and sustained performance over a period of at least one year.

Table 21 - Employees with Discretionary Increments – L01-L09							
Equal Work Group	Organisation	Females			Males		
	Total	Number	% of Grade	% of Females	Number	% of Grade	% of Males
L01A	1	0	-	-	1	100.00	2.50
L02	2	2	100.00	3.77	0	-	-
L03	4	1	25.00	1.89	3	75.00	7.50
L04	7	6	85.71	11.32	1	14.29	2.50
L05	11	9	81.82	16.98	2	18.18	5.00
L06	8	7	87.50	13.21	1	12.50	2.50
L07	28	13	46.43	24.53	15	53.57	37.50
L08	29	14	48.28	26.42	15	51.72	37.50
L09	3	1	33.33	1.89	2	66.67	5.00
Total	93	53	56.99	100.00	40	43.01	100.00

Table 21a illustrates the number of male and female employees within each grade and the discretionary point they are currently paid at.

Table 21a – Employees by Discretionary Point , Grade and Gender									
Equal Work Group	Total	Females				Males			
		Total	1st Point	2nd Point	3rd Point	Total	1st Point	2nd Point	3rd Point
L01A	1	0				1	1		
L02	2	2	2			0			
L03	4	1	1			3	3		
L04	7	6	4		2	1	1		
L05	11	9	5	3	1	2		2	
L06	8	7	3		4	1	1		
L07	28	13	5	4	4	15	9	4	2
L08	29	14	4	3	7	15	5	1	9
L09	3	1	1			2	2		
Total	93	53	25	10	18	40	22	7	11

5.29 Table 22 illustrates the gender pay gap when considering only those employees that currently receive a discretionary increment. The gender pay gap for this group has reduced from 13.61% in 2013 to 8.41% in 2015. Although this is still higher than the figure of 6.46% for the workforce as a whole it is clear that the appropriate procedures are in place to manage this scheme. There are no individual grades where the gender pay gap exceeds 5.00% so this does not require any further investigation.

Table 22 - Employees with Discretionary Increments - Basic Pay – L01-L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Count	Average Basic Pay	Count	Average Basic Pay	Difference (£)	Pay Gap (%)
L01A	0		1	16,664	-16,664	
L02	2	22,605	0		22,605	
L03	1	25,092	3	25,092	-	-
L04	6	29,211	1	28,681	530	1.85
L05	9	32,452	2	32,841	-389	- 1.18
L06	7	37,826	1	36,640	1,186	3.24
L07	13	41,998	15	41,543	455	1.10
L08	14	50,406	15	51,553	-1,147	-2.22
L09	1	62,321	2	62,321	-	-
Overall	53	39,932	40	43,600	-3,668	-8.41

Other Equality Groups

Ethnic Origin

5.30 The overall number of employees from minority ethnic groups has increased since the 2013 audit. In 2013 there were 127 (18.25% of the workforce for whom data was available) employees from Asian, Black or Mixed ethnic groups whereas this figure has increased to 151 or 19.30%. The overall gender pay gap has reduced from 9.11% to 6.78% and is consistent with that for the L01 – L09 workforce as a whole. The gender pay gap has also reduced within each of the three groupings with the exception of the Black group which has increased from 1.03% to 3.18%

Table 23 – Ethnic Groups – Basic Pay						
Ethnic	Females		Males		Female Pay Compared to	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
Asian	37	33,186	29	33,552	-365	-1.09
Black	41	30,682	18	29,737	945	3.18
Mixed	14	34,595	12	36,921	-2,325	-6.30
White	334	35,626	265	38,418	-2,791	-7.27
Overall	426	34,905	324	37,444	-2,540	-6.78

5.31 A further analysis has been undertaken to compare the earnings of female employees based on their ethnic group with white males as shown in Table 24. The comparison with white males is based on the fact that white males are the predominant group. Although the gender pay gap for female employees from all ethnic groups has reduced when compared to white males, the overall figures are still significant.

Table 24 – Comparison of White Male Earnings to Female Ethnic Groups			
Ethnic Group		Female Pay Compared to Male Pay	
	Average Basic Pay	Difference (£)	Pay Gap (%)
White Males	38,418		
Asian Females	33,186	-5,232	- 13.62
Black Females	30,682	-7,736	-20.14
Mixed Females	34,595	-3,823	- 9.95

The following table illustrates the grading profile of female employees from ethnic minority groups. As can be seen the distribution of female employees is comparable to that for the workforce as whole although there is a concentration of employees at L04. The distribution of female employees will affect the gender pay gap.

Table 24a – Grading Profile of Female Employees – Ethnic Minorities		
Equal Work Group	Females	
	Number	% of Females
L02	3	3.26
L03	5	5.43
L04	24	26.09
L05	15	16.30
L06	15	16.30
L07	16	17.39
L08	12	13.04
L09	2	2.17
Total	92	100.00

Disability

5.32 The number of employees that considered that they had a disability in 2013 was 33 or 4.67% of the workforce and has increased to 38 which is 4.95% of the workforce for whom data is available. The gender pay gap has reduced from 9.07% to 5.97% and is consistent with the overall pay gap for the workforce as a whole.

Table 25 – Gender Pay Gap – Disabled and Non-disabled Employees						
Disability	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
N	410	35,010	320	37,060	-2,050	-5.53
Y	20	33,445	18	38,821	-5,376	-13.85
Overall	430	34,937	338	37,153	-2,216	- 5.97

Age

5.33 A further analysis has been undertaken to identify the gender pay gap based on age. The 2013 audit identified that the gender pay gap was very narrow within the age group up to 29 but that there were significant differences in the other age bands, most notably in the bands age 60 and over.

5.34 As in 2013 the gender pay gap in the lowest age band is insignificant as it is less than 3.00% although it has increased slightly since 2013. The gender pay gap in the 30 to 39 age band has reduced from 10.21% to 6.94%. The pay gap has also reduced in all other age bands with the exception of the age 60 to 64 banding which has increased from 15.83% to 18.12%.

Table 26 – Gender Pay Gap – Age Range – L01-L09						
Age Range	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
Up to 29	99	26,015	55	26,566	-551	-2.07
30 to 39	144	34,487	112	37,061	-2,573	-6.94
40 to 49	97	39,868	96	40,297	-428	-1.06
50 to 59	75	40,571	60	40,356	215	0.53
60 to 64	17	35,484	15	43,339	-7,854	-18.12
65 Plus	6	32,803	6	42,248	-9,446	-22.36
Overall	438	34,821	344	37,225	-2,403	-6.46

5.28 Length of service may also be a contributory factor to any gender pay gap where there is an incremental pay structure. As can be seen from Table 27, the average length of service for males and females is similar within each age band with the exception of those in the 60 to 64 year and 65 plus age bands.

Table 27 – Gender Pay Gap – Age and Length of Service – L01-L09								
Age Range	Females			Males			Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Average LoS	Number	Average Basic Pay	Average LoS	Difference (£)	Pay Gap (%)
Up to 29	99	26,015	1.33	55	26,566	2.09	-551	-2.07
30 to 39	144	34,487	5.05	112	37,061	5.38	-2,573	-6.94
40 to 49	97	39,868	9.38	96	40,297	9.71	-428	- 1.06
50 to 59	75	40,571	12.69	60	40,356	13.55	215	0.53
60 to 64	17	35,484	18.12	15	43,339	21.60	-7,854	-18.12
65 Plus	6	32,803	17.50	6	42,248	22.50	- 9,446	-22.36
Overall	438	34,821	7.16	344	37,225	8.49	-2,403	-6.46

Individual Roles

- 5.35 As part of the analysis of the causes of the gender pay gap an assessment has also been undertaken based on the differences in pay where there are both male and female employees employed in the same role. A detailed analysis is included in Appendix A which includes only those roles where there is a pay gap of more than 5.00%.
- 5.36 This analysis indicates that in some instances there are significant gender pay gaps that could be due to length of service but could also be caused by differences in starting pay or the rate of progression through the grade.

6. Allowances

- 6.1 The range of allowances that have been taken into account when considering total pay is relatively small compared to many organisations. Although the allowances have little effect on the total gender pay gap it is important to also consider if there are any issues in terms of accessibility to allowances.
- 6.2 The following tables illustrate the average basic pay of those employees and the average value for male and female recipients of the allowances itself based on grades L01-L09.

Pay Protection – Red Circle

- 6.3 There are no employees currently in receipt of this allowance.

Acting Up

- 6.4 The number of employees receiving acting up payments has increased from 3 to 5 since 2013. The amounts for male and female employees are shown in the table below. The male employees that are currently in receipt of an Acting Up allowance are within the AWNEW and L03 and L04 grades whereas the female employee is in grade L09

Gender	Job Holders	Basic Pay	Acting Up
Female	1	69,959	8,000
Male	4	22,582	2,793
Overall	5	31,257	3,834

Contractual Overtime

- 6.5 There has been a reduction in the number of employees in receipt of contractual overtime from 23 in 2013 to 9 in 2015. The amounts for male and female employees are shown in the table below.

Gender	Job Holders	Basic Pay	Contractual Overtime
Female	2	24,117	4,261
Male	7	25,893	5,925
Overall	9	25,498	5,555

Responsibility Allowance

- 6.6 When the last audit was undertaken in 2013 there were 53 employees in receipt of a Responsibility Allowance. The number of employees currently in receipt of a Responsibility Allowance has increased to 63. There are similar numbers of male and females in receipt of a Responsibility Allowance and the average values are consistent between genders so this does not have a significant impact on the gender pay gap based on total pay.

Gender	Job Holders	Basic Pay	Responsibility Allowance – Full Time Value
Female	31	38,829	3,731
Male	32	46,598	3,375
Total	63	42,775	3,550

- 6.7 In view of the number of recipients of this allowance the following table has been incorporated into the report to illustrate the grades where employees receive a Responsibility Allowance.

Equal Work Group	Total	% of Total Recipients	Female	% of Female Recipients	Male	% of Male Recipients
L04	7	11.11	5	16.13	2	6.25
L05	9	14.29	7	22.58	2	6.25
L06	3	4.76	2	6.45	1	3.13
L07	10	15.87	5	16.13	5	15.63
L08	23	36.51	9	29.03	14	43.75
L09	11	17.46	3	9.68	8	25.00
Total	63	100.00	31	100.00	32	100.00

Special Allowance

- 6.8 There are currently three employees in receipt of a Special allowance that is likely to be related to market requirements as the post holders are either Heads of Service or are in Information Technology related roles.

Gender	Job Holders	Basic Pay	Special Allowance
Female	2	50,484	5,554
Male	1	52,607	7,970
Overall	3	51,192	6,359

Market Allowance

- 6.9 An additional allowance is currently payable that was not included in the 2013 Equal Pay Audit. The following table illustrates the number of recipients and value of the Market Allowance.

Gender	Job Holders	Basic Pay	Market Allowance
Female	9	16,461	55
Male	13	22,730	1,585
Overall	22	20,166	958

- 6.10 Based on the data provide it is not clear why the value of the Market Allowance for female employees is significantly lower than that for male employees or the rationale for the payments.

7. Starting Pay

- 7.1 A potential contributor to the gender pay gap can be difference in starting pay. Appendix B lists all new starters since October 2014 in grades L01-L09 and shows how the salaries compare to the minimum and maximum of the grade.
- 7.2 In total there were 71 new starters of which 45 or 63.38% were female and 26 or 36.62% were male.
- 7.3 In terms of the position of their starting pay, 23 or 51.11% of females started at the grade minimum compared with 60.52% as reported in the 2013 audit.
- 7.4 In comparison 15 or 57.69% of male employees started at the grade minimum compared to 41.66% as reported in the 2013 audit. Although the majority of employees started at the minimum of the grade (38 or 53.52%) the overall number of both males and females starting above the grade minimum is significant but it remains likely that the reason for this is caused by market conditions.
- 7.5 Whilst it is likely that market conditions will create the need to appoint above the grade minimum (which is justifiable) it should be noted that no new starters were appointed within the discretionary points.
- 7.6 In comparison with the audit carried out in 2013 the overall gender pay gap for new starters has reduced from 13.80% to 4.43. Whilst there are differences that are greater than 5.00% at grades L06 and L09 the number of employees in these grades is relatively small. The difference in grade L06 which favours female employees is caused by 3 of 4 female employees being appointed above the grade minimum whereas 2 of the 3 male new starters at this grade were paid at the grade minimum. The reason for the difference at grade L09 which also favours female employees was due to the one female employee being paid at the grade maximum excluding the discretionary points.

Table 28 – Gender Pay Gap – New Starters – L01 – L09						
Equal Work Group	Females		Males		Female Pay Compared to Male Pay	
	Number	Average Basic Pay	Number	Average Basic Pay	Difference (£)	Pay Gap (%)
L01A	1	16,360	6	16,360	-	-
L02	3	18,597	0		18,597	
L03	7	20,734	1	20,438	296	1.45
L04	12	23,941	6	24,132	-192	-0.79
L05	4	27,954	0		27,954	
L06	4	31,373	3	29,211	2,162	7.40
L07	11	34,660	6	33,300	1,360	4.08
L08	2	42,696	1	44,474	-1,778	-4.00
L09	1	60,579	3	57,312	3,267	5.70
Overall	45	28,202	26	29,509	-1,306	- 4.43

8. Summary of Conclusions

The main analysis within the report is based on L01 to L09 and comparable grades.

Composition of the Workforce

- 8.1 Inevitably there have been some changes in the composition of the workforce that has an effect on the calculation of the gender pay gap. The workforce for L01 to L09 are 56.01% female and 43.99% male.

Although both male and female employees are represented in all grades, a higher proportion of the male workforce is concentrated at the upper levels of the grading structure.

Grading Structure

- 8.2 The grading structure is typical of those in use within similar organisations and creates an appropriate pay structure for the diverse range of roles. The length of some grades and the use of overlapping points can potentially cause equality issues and could be subject of a future review.

Discretionary increments have been applied to all grades and are based on a clear process and apply equally to male and female employees.

The process of awarding discretionary increments should continue to be regularly monitored to ensure it is applied fairly and consistently.

It is clear from an analysis of new starters that the discretionary points are used to reward sustained performance and contribution. No new starters have been appointed within the discretionary points attached to any grade.

Gender Pay Gap

Basic Pay

- 8.3 The overall gender pay gap is 6.46% and has reduced from 9.30% in 2013 and favours male employees. This is less than the figure for the economy as a whole which was 9.40% based on the latest figures published in November 2014 by the Office for National Statistics based on the Annual Survey of Household Earnings.

Total Pay

- 8.4 Allowances are not a significant part of the overall reward system. Although the overall gender pay gap increases to 6.95% when allowances are included for L01 to L09 this compares to 10.29% in 2013.

Full and Part time Employment

- 8.5 There has been an increase in the gender pay gap when considering full time employees only. The figure for 2013 was 9.90% and this has since increased to 11.10% although it should be noted that there are no significant gaps that exceed 5.00%. There has also been an increase when considering part time employees only.

Permanent and Fixed Term Employment

- 8.6 There are no issues amongst permanent employees and the overall gender pay gap for this group of employees is 7.53% compared to 9.24% in 2013. There are no significant pay gaps that exceed 5.00% for permanent employees

The gender pay gap for employees on fixed term contracts has increased from 1.58% in 2013 to 11.35% but favours female employees.

Employment Groups

- 8.7 There are no issues when considering the employment groups individually based on basic pay.

The overall gender pay gap for Administrative, Managerial and Professional staff has reduced from 6.11% in 2013 to 5.32% and favours male employees

The overall gender pay gap for Academic, Research and Teaching staff has increased from 0.61% to 1.10% but is insignificant but favours male employees.

The overall gender pay gap for Clerical, Technical and Support staff has reduced from 1.95% to 0.31% in 2013 and favours female employees.

The overall gender pay gap for Manual and Skilled Trades has reduced from 9.75% in 2013 to 2.03% in 2015 and favours female employees.

Ethnicity

- 8.8 The number of employees from black and minority ethnic groups accounts for 19.30% of the workforce for whom data is available and has increased from 18.25%.

There continue to be significant differences between ethnic minority female employees when compared with male white employees.

Disability

- 8.9 The overall gender pay gap has reduced from 9.07% in 2013 to 5.97% in 2015.

Age/Length of Service

- 8.10 The pattern of difference is similar to that in 2013 based on the individual age bands. There is no significance difference in the age band up to 29 and the pay differences have reduced in all other age bands with the exception of the 60 to 64 age band. .

Allowances

- 8.11 Allowances are not a significant part of the overall pay arrangements but the application of all allowances should continue to be monitored in terms of access and individual values.

Starting Pay

- 8.12 There are no concerns in respect of levels of starting pay. The majority of employees irrespective of gender start at the grade minimum. No employees with start date from 1st October 2014 have been appointed at a discretionary point indicating that the requirements to be awarded a discretionary increment are being maintained in accordance with the university procedures.

Further Monitoring

- 8.13 Equal Pay Audits should be undertaken on a regular basis to monitor changes in the gender pay gap for all equality groups in accordance with the JNCHES guidance.

Jobs where there is a pay gap of greater than 5% - Total Pay
Appendix A

Total Pay	Total Job Holders	Female	Male	Female Average	Male Average	Difference	%
162-Hall Manager	3	2	1	34,545	30,373	4,172	13.73
182-Student Services Officer	3	2	1	23,188	24,436	-1,248	-5.11
222-Library Assistant	7	4	3	24,436	23,103	1,333	5.77
253-Senior Careers Consultant (2nd)	2	1	1	44,474	40,918	3,556	8.69
258-Careers Consultant (Trainee Deputy Head)	2	1	1	39,140	43,418	-4,278	-9.85
288-Developer (Online Services)	2	1	1	39,801	35,649	4,152	11.65
296-Reservations Assistant	3	2	1	26,178	24,436	1,742	7.13
339-Senior ICT Support Engineer	6	1	5	40,918	37,189	3,729	10.03
370-Systems Administrator (Windows & VMWare)	2	1	1	39,801	37,663	2,138	5.68
390-Fees Officer	4	2	2	27,920	29,511	-1,591	-5.39
400-Learning Technologist	2	1	1	34,684	42,092	-7,408	-17.60
404-MI Technical and Reporting Developer	3	2	1	40,947	37,663	3,284	8.72
409-Senior Subject Matter Expert	3	1	2	48,361	45,227	3,135	6.93
424-Admissions Officer	4	3	1	24,969	27,920	-2,951	-10.57
431-Laws Editor	2	1	1	34,684	37,663	-2,979	-7.91
434-Production Editor	2	1	1	36,640	32,841	3,799	11.57
439-Reg. and Learning Resources Officer	6	3	3	30,556	28,981	1,575	5.44
465-Head of Section	4	1	3	48,361	38,218	10,143	26.54
473-Senior Examinations Officer	2	1	1	35,649	32,841	2,808	8.55

Total Pay	Total Job Holders	Female	Male	Female Average	Male Average	Difference	%
482-Information Systems Service Desk Analyst	2	1	1	35,649	29,464	6,185	20.99
486-Student Advisory Officer	7	6	1	24,675	23,188	1,487	6.41
4-Management Accountant	2	1	1	39,801	42,092	-2,291	-5.44

New Starters since 01/10/2014
Appendix B

Gender	Job Title	Equal Work Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
M	Library Shelver	L01A	16,360	No	No	16,360	16,664
M	Temporary Library Shelver	L01A	16,360	No	No	16,360	16,664
M	Temporary Library Shelver	L01A	16,360	No	No	16,360	16,664
M	Temporary Library Shelver	L01A	16,360	No	No	16,360	16,664
M	Temporary Library Shelver	L01A	16,360	No	No	16,360	16,664
F	Part time Photographic Collection Asst	L01A	16,360	No	No	16,360	16,664
M	Temporary Library Shelver	L01A	16,360	No	No	16,360	16,664
F	Graduate Library Trainee	L02	18,172	No	No	18,172	23,798
F	Evening & Saturday Circulation Assistant	L02	18,172	No	No	18,172	23,798
F	Part time Library Assistant	L02	19,446	Yes	No	18,172	23,798
M	Library Assistant	L03	20,438	No	No	20,438	26,464
F	Temporary Library Assistant	L03	20,438	No	No	20,438	26,464
F	Recruitment Assistant	L03	20,438	No	No	20,438	26,464
F	Student Activities Admin	L03	20,438	No	No	20,438	26,464
F	Admin Assistant (Events and General)	L03	20,956	Yes	No	20,438	26,464
F	Project Coordinator (Maternity Cover)	L03	20,956	Yes	No	20,438	26,464
F	Administrative Assist. (Event & General)	L03	20,956	Yes	No	20,438	26,464
F	C2 & PDU Administrative Assistant	L03	20,956	Yes	No	20,438	26,464
F	Admissions Officer	L04	23,188	No	No	23,188	30,271
F	Student Services Support Officer	L04	23,188	No	No	23,188	30,271
F	Temporary Student Advisory Officer	L04	23,188	No	No	23,188	30,271
F	Finance Administrator	L04	23,188	No	No	23,188	30,271

Gender	Job Title	Equal Work Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
F	Finance Administrator	L04	23,188	No	No	23,188	30,271
F	Commercial Services Associate	L04	23,188	No	No	23,188	30,271
F	Temporary Examinations Officer	L04	23,188	No	No	23,188	30,271
M	Development Officer Administrator	L04	23,188	No	No	23,188	30,271
F	Publishing Assistant	L04	23,188	No	No	23,188	30,271
M	Research Assistant	L04	23,188	No	No	23,188	30,271
M	Services Co-ordinator	L04	23,798	Yes	No	23,188	30,271
F	Finance Officer	L04	24,436	Yes	No	23,188	30,271
M	IALS Digital Resources Assistant	L04	24,436	Yes	No	23,188	30,271
M	Junior Service Desk Analyst	L04	25,092	Yes	No	23,188	30,271
F	M25 Administrator	L04	25,092	Yes	No	23,188	30,271
M	Junior Service Desk Analyst	L04	25,092	Yes	No	23,188	30,271
F	Commercial Services Associate	L04	25,793	Yes	No	23,188	30,271
F	Payroll Administrator	L04	26,464	Yes	No	23,188	30,271
F	IT Procurement & Asset Mgmt Grad Trainee	L05	27,182	No	No	27,182	33,749
F	Recruitment Resourcer	L05	27,182	No	No	27,182	33,749
F	Institutions Development Officer, GNC	L05	27,182	No	No	27,182	33,749
F	Office Manager/PA Senate House Librarian	L05	30,271	Yes	No	27,182	33,749
F	Reporting Analyst	L06	28,681	No	No	28,681	38,716
M	Learning Technology Support Officer	L06	28,681	No	No	28,681	38,716
M	Project Planning Co-ordinator (Mat.Cvr)	L06	28,681	No	No	28,681	38,716
M	Marketing Officer	L06	30,271	Yes	No	28,681	38,716
F	Senior Recruitment Consultant	L06	31,102	Yes	No	28,681	38,716
F	Interim Financial Services Team Leader	L06	31,959	Yes	No	28,681	38,716

Gender	Job Title	Equal Work Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
F	Executive Assistant to the CEO & CFO	L06	33,749	Yes	No	28,681	38,716
M	Post-Doctoral Research Assistant	L07	32,841	No	No	32,841	43,254
M	Performance and Planning Officer	L07	32,841	No	No	32,841	43,254
F	Careers Consultant	L07	32,841	No	No	32,841	43,254
M	Postdoc Res. Fellow in Germanic Studies	L07	32,841	No	No	32,841	43,254
F	Systems Librarian	L07	32,841	No	No	32,841	43,254
F	Postdoctoral Fellow Francophone Studies	L07	32,841	No	No	32,841	43,254
M	Early Career Lect. Commonwealth Studies	L07	32,841	No	No	32,841	43,254
F	Archivist (part time)	L07	32,841	No	No	32,841	43,254
M	Postdoctoral Res Fell Caribbean Studies	L07	33,749	Yes	No	32,841	43,254
F	Careers Consultant	L07	33,749	Yes	No	32,841	43,254
F	Careers Consultant	L07	34,684	Yes	No	32,841	43,254
F	Careers Consultant	L07	34,684	Yes	No	32,841	43,254
M	Senior ICT Support Engineer	L07	34,684	Yes	No	32,841	43,254
F	Learning Technologist	L07	34,684	Yes	No	32,841	43,254
F	Quality Manager	L07	35,649	Yes	No	32,841	43,254
F	UoL Temp Agency Deputy Head	L07	36,640	Yes	No	32,841	43,254
F	Director: Centre for Law & Info Policy	L07	39,801	Yes	No	32,841	43,254
F	Marketing and Communications Manager	L08	40,918	No	No	40,918	52,607
F	Project Manager (Corporate)	L08	44,474	Yes	No	40,918	52,607
M	Procurement Manager	L08	44,474	Yes	No	40,918	52,607
M	Associate Director Info System & Service	L09	54,109	Yes	No	49,735	65,969
M	Assoc Dir:(Prog Mgmt & Admin)U'Grad Laws	L09	57,248	Yes	No	49,735	65,969
M	Snr Lect/Reader Latin American Studies	L09	60,579	Yes	No	49,735	65,969

Gender	Job Title	Equal Work Group	Basic Pay	Above Grade Minimum	Within Discretionary Zone	Grade Minimum	Grade Maximum
F	Interim Head of Communications	L09	60,579	Yes	No	49,735	65,969