

# **2020-21 Equality and Diversity Information Report**

*University of Cambridge*

*Equality@admin.cam.ac.uk*

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UNIVERSITY OF  
CAMBRIDGE



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## **1. Foreword**

The Equality and Diversity Information Report 2020-21 provides an overview of equality information on our staff and student communities including gender and ethnicity pay gap data.

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

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

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

**Professor Kamal Munir**  
**Pro-Vice-Chancellor (University Community & Engagement)**  
**Chair of Equality, Diversity & Inclusion Committee**

## 2. Staff Overview

This section presents equality and diversity information for the academic year 2020-21 at the University of Cambridge for staff. Please refer to the [staff notes and definitions](#) section for a detailed explanation of the data provided.

At 31 March 2021 the University had 12,674 employees in four University staff groups (Table 1).

Table 1: Count by staff group

Staff Group	Number of employees (headcount)	Percentage of employees
Academic	1,788	14.0%
Academic-Related	2,751	21.7%
Assistant	3,965	31.3%
Researcher	4,180	33.0%
Total	12,674	100.0%

- The gender breakdown in the University was 52.7% female.
- 89.1% employees had a known disclosed ethnic background. Of these staff, 15.6% were Black, Asian and Minority Ethnic (BAME).
- 4.6% (579) of all employees disclosed having a disability.
- 23.2% of all Professors were female, and 9.5% of Professors were BAME.
- Assistant and Academic-Related staff are combined in the analysis in this report into Professional and Support Staff (PSS).

[Annex D](#) provides information and updates on various equality-based initiatives the University has implemented.

## 3. Diversity of Leadership

Within the University of Cambridge decision making is centred in the University's influential main committees and Councils of the Schools. Committees are comprised of appointed, elected and ex officio members and therefore individuals often sit on more than one committee. Female staff made up 40.7% of the Council (34.6% in 2020), which is the principal executive and policy-making body of the University. Members who disclosed their ethnicity as BAME comprised at most 12.0% of members on three committees. However, we do not currently collect diversity data on external committee members. Ethnicity data are also missing for some staff, with data not recorded for up to 45% of committee members (Table 2). 29.2% of Heads of Departments were female, and 4.3% had disclosed their ethnicity as BAME.

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

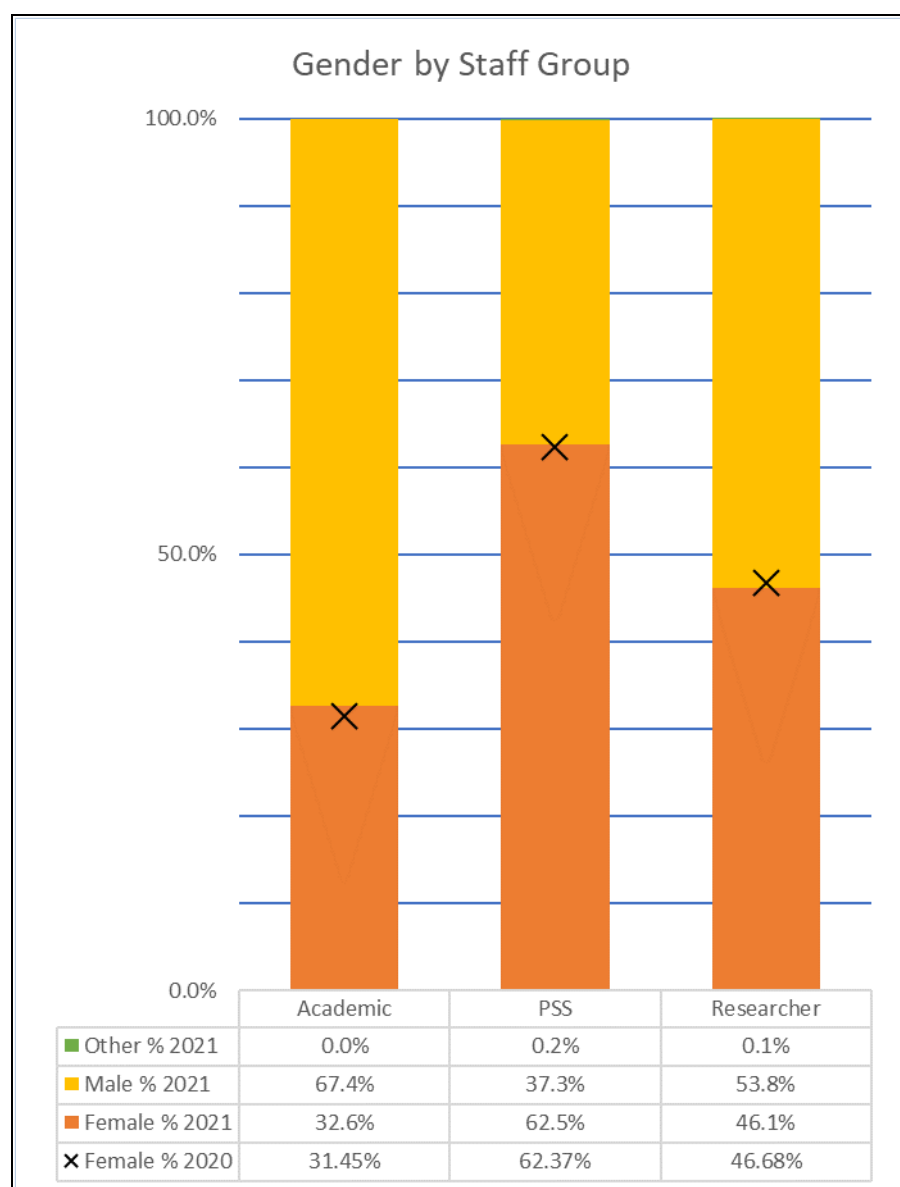
Committee	Percentage of Female	Percentage of BAME
Council	40.7%	12.0%
General Board of the Faculties	29.4%	0.0%
Council of the School of Arts and Humanities	42.9%	0.0%

Council of the School of the Biological Sciences	50.0%	0.0%
Council of the School of Clinical Medicine	27.3%	3.0%
Council of the School of the Humanities and Social Sciences	33.3%	6.7%
Council of the School of the Physical Sciences	20.0%	6.7%
Council of the School of Technology	19.0%	5.0%

#### 4. Staff Balance – by Gender

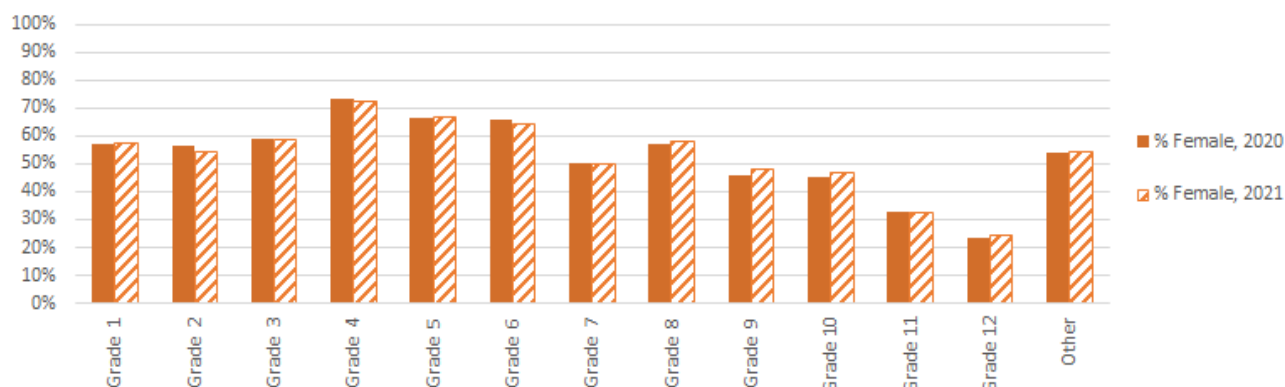
Figure 1 shows the number and proportion of female and male staff in each of the University's three staff groups. Females comprised 32.6% of Academic staff and 62.5% of PSS staff.

**Figure 1: Gender by staff group**



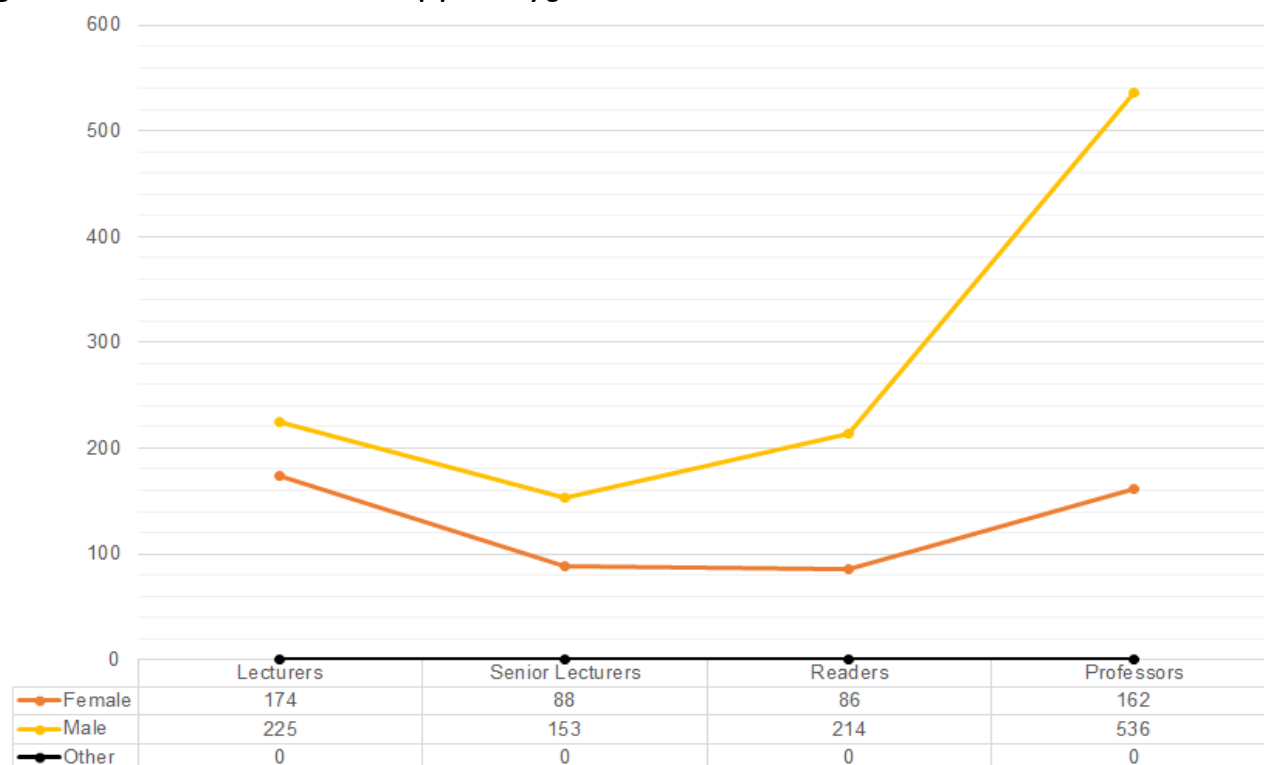
**Figure 2** highlights the distribution of staff by gender across the University's grading structure, with females concentrated in lower graded roles. Over the last year, however, the proportions of females in high graded roles has increased slightly.

**Figure 2 Staff grade and gender 2020 and 2021**



### Academic staff by gender

**Figure 3 Staff Numbers in the academic pipeline by gender**

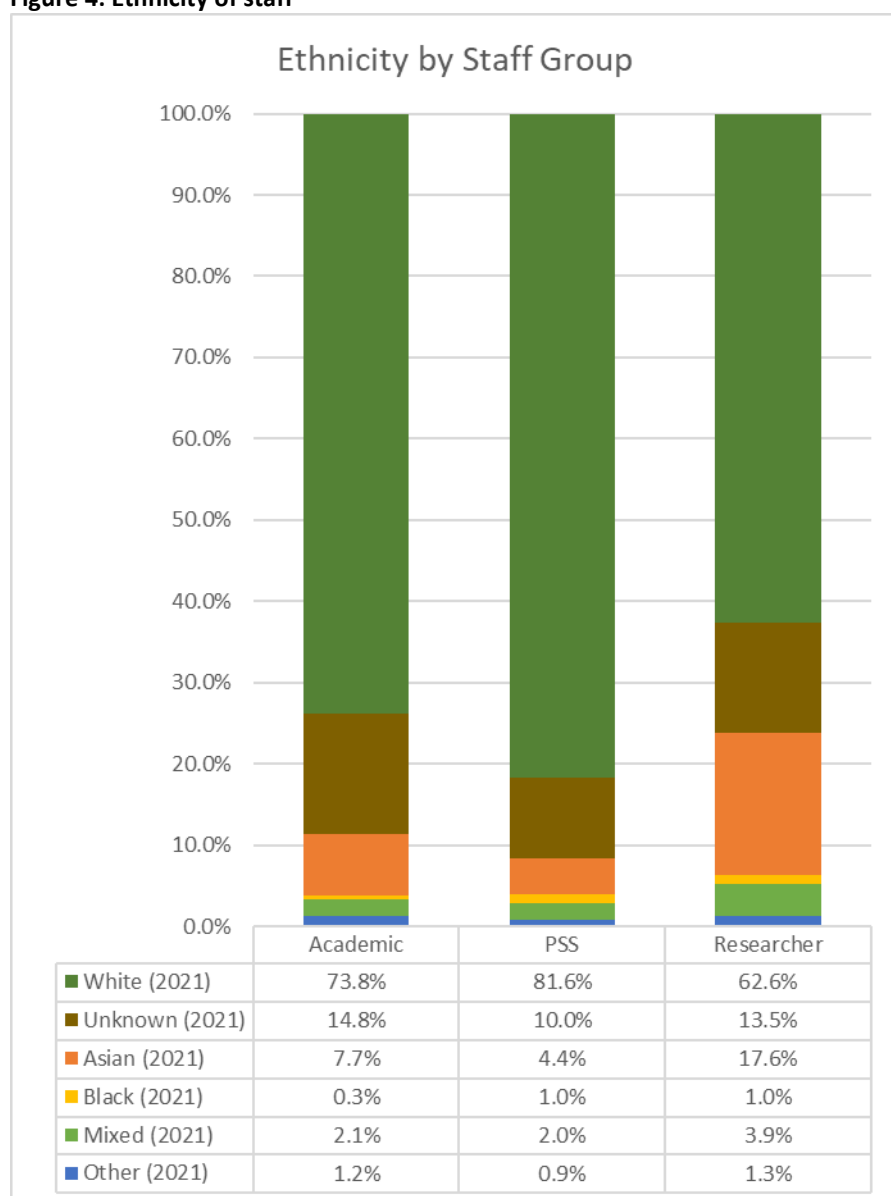


% Professors by gender	2020	2021
Female Professors	149	162
All Professors	669	698
% Female Professors	22.3%	23.2%
Russell Group Benchmark	30.3%	30.3%

In March 2021 there were 174 female University Lecturers (43.6%). 36.5% of Senior Lecturers and 27.7% of Readers were female (Figure 3). 23.2% of Professors were female, an increase from 16.8% in 2016.

## 5. Staff Balance – by Ethnicity

Figure 4: Ethnicity of staff



BAME staff comprised 15.6% of all staff employed within the University at 31 March 2021.

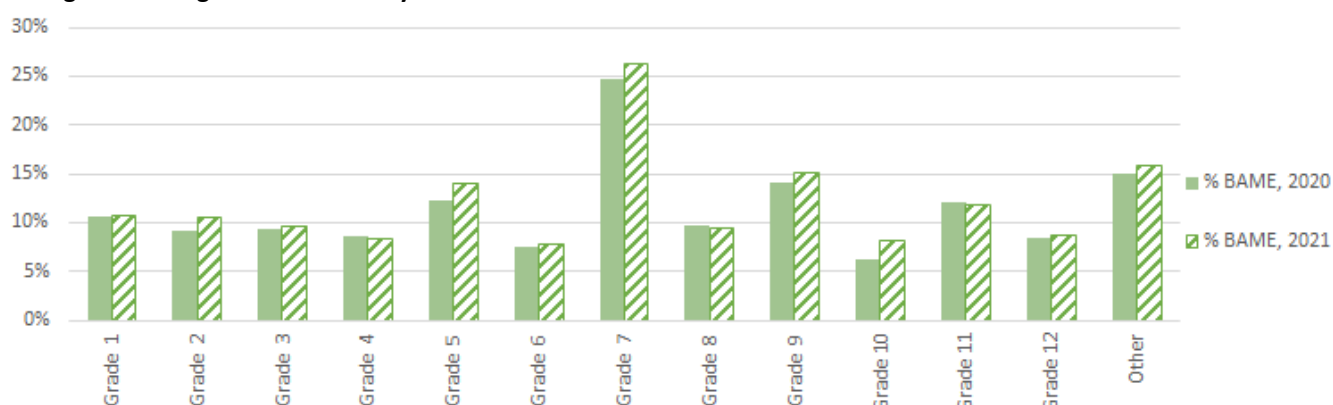
The proportion of BAME staff varied by staff type, from 11.3% for Academic roles, 8.3% for PSS and 23.8% for Research posts (Figure 4).

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

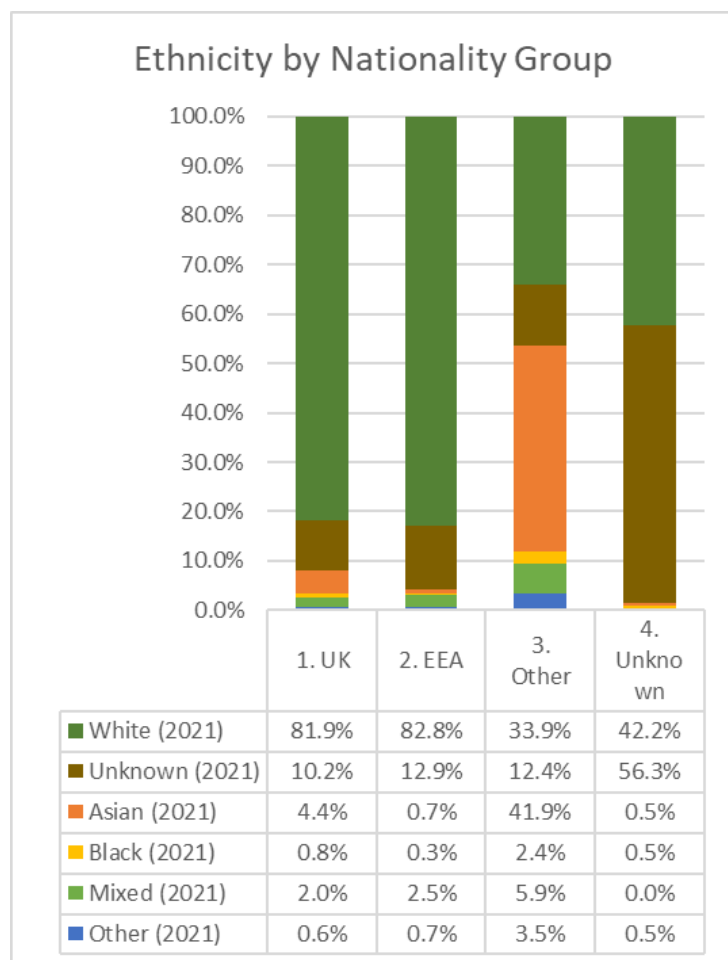
Disaggregating the broad BAME category, there are very small numbers of Black staff across all staff categories (academics, professional services staff and researchers).

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

Figure 5 Staff grade and ethnicity 2020 and 2021



**Figure 6 Ethnicity and nationality of all staff**



For staff with UK nationality, 7.8% declared their racial identity as BAME, compared to 4.2% for EEA staff. 53.7% of those from other nationalities were BAME (Figure 6).

The University has committed to achieving an ethnicity non-disclosure rate lower than 8% by end of 2021, and reduced to 5% or lower by 2022, through increasing BAME staff confidence to disclose race information to HR and increasing White staff perceptions that racial matters are equally relevant to them.

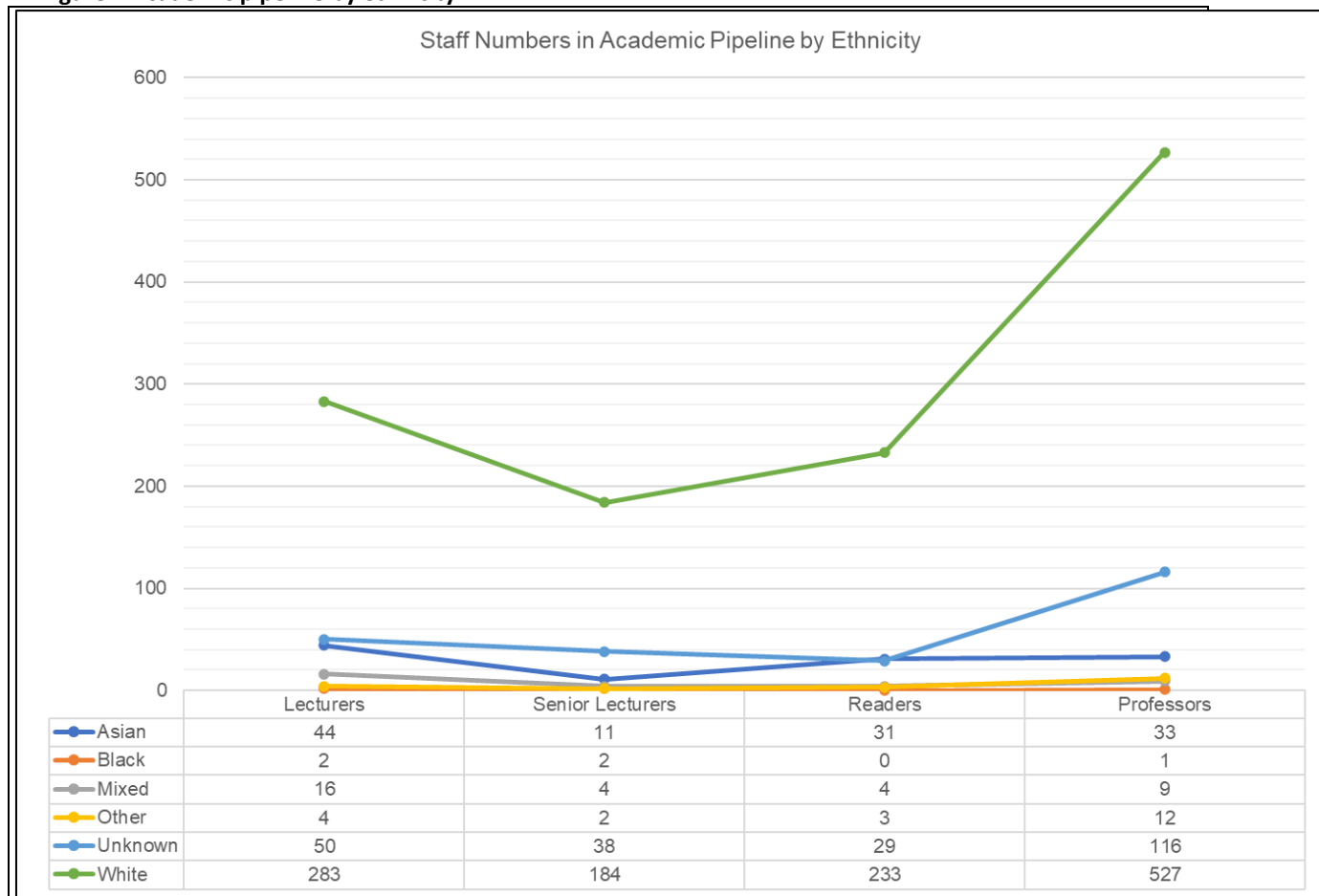
When ethnicity data was disaggregated, the largest grouping was White-British (50.9%) followed by White-Other (24.3%). There are no staff at the University who self-identified as Roma - Traveller, and the proportion of Black staff is less than 1 % (0.9%).

The non-disclosure rate for ethnicity was 10.9%, a reduction from 17.4% in 2016. Non-disclosure was highest in Academic roles, with the lowest rate of staff turnover.

Detailed Ethnicity	
Arab	0.4%
Asian or Asian British - Bangladeshi	0.2%
Asian or Asian British - Indian	3.1%
Asian or Asian British - Pakistani	0.4%
Black or Black British African	0.6%
Black or Black British Caribbean	0.2%
Chinese	3.7%
Gypsy - Traveller	0.0%
Mixed Ethnicity	2.7%
Other Asian Background	2.0%
Other Black background	0.1%
Other ethnic background	0.6%
Unknown	10.9%
White - British	50.9%
White - Other	24.3%



**Figure 7 Academic pipeline by ethnicity**



Professors by Ethnicity	2020	2021
Asian	4.8%	4.7%
Black	0.1%	0.1%
Mixed	1.5%	1.3%
Other	1.6%	1.7%
Unknown	16.7%	16.6%
White	75.2%	75.5%

In March 2021, for those staff whose ethnicity had been disclosed, BAME staff comprised 18.9% of University Lecturers, 9.4% of Senior Lecturers and, 14.0% of Readers (Figure 7).

9.5% of Professors were BAME, an increase from 7.1% in 2016. Of Professors from a racialised minority, the majority were Asian.

BAME Professors and benchmarks	2020	2021
BAME Professors	54	55
Ethnicity Not Disclosed	112	116
All Professors	669	698
% BAME Professors*	9.7%	9.5%
Russell Group Benchmark*	7.7%	7.7%

Disclosed Disability	
Blind / serious visual impairment	1.0%
Cognitive impairment	2.6%
Deaf / serious hearing impairment	5.7%
General learning disability	1.0%
Long-standing illness / health condition	24.7%
Mental health condition or difficulty	18.5%
Multiple disabilities	7.9%
Other type of disability	6.0%
Physical impairment / mobility issue	6.9%
Social/Communication Impairment	0.4%
Specific learning disability	25.2%

By March 2021 77.7% of staff had provided information regarding their sexual orientation. 4.7% disclosed their sexual orientation as LGBTQ.

While the University does collect data on transgender staff, this is not published due to low figures.

Disclosed Religion or Belief	
Any other religion or belief	0.9%
Buddhist	0.7%
Christian	21.0%
Hindu	1.5%
Jewish	0.6%
Muslim	1.4%
No Religion	37.4%
Prefer not to say	13.2%
Sikh	0.1%
Spiritual	0.8%
Unknown	22.5%

Across the higher education sector, the proportion of staff disclosing as disabled has nearly doubled within the last decade (from 3.2% in 2010/11 to 5.5% in 2019/20). In 2010/11 at the University of Cambridge 3.3% of staff had disclosed a disability. The figure in March 2021 was 4.6% of staff (579) an increase of 60 from 2020.

Of those with a declared disability, 25.2% had a specific learning disability, 24.7% a long-standing illness, and 18.5% a mental health condition.

Disclosed sexuality	
Bisexual	1.9%
Gay man	1.4%
Gay woman/lesbian	0.8%
Heterosexual	60.9%
Information refused	12.1%
Other	0.6%
Unknown	22.3%

77.5% of staff had provided information regarding their religion or beliefs.

21.0% identified as Christian, and 37.4% as having no religion.

## 6. Staff Recruitment

During the period 1 April 2020 to 31 March 2021 the University offered 2,548 positions to candidates, from 54,205 applicants. Increasing recruitment of female and BAME staff into Academic roles is a strategic goal of the University, articulated in the institution's Athena Swan Silver, and Race Equality Charter, action plans<sup>1</sup>. The University has committed to increasing the proportion of female and BAME applications by more than 5% by the end of 2021.

Of the posts filled, 2.7% were for Academic roles, 52.4% Researcher and the remainder, 44.9%, for professional and support roles – Academic-Related and Assistant posts.

### *Recruitment by gender*

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

Over this period, females comprised 36.5% of all applicants to Academic roles, and 49.3% of those offered a post. This represents an increase from 2018 where female applicants made up only 33.1% of those offered Academic positions.

These data also indicate that during this year success rate (the proportion of those offered posts compared to applications) differed by gender, with 2.5% of female Academic applicants receiving an offer compared to 1.6% of men. The number of applications for Research roles was much greater, with female applicants offered 44.1% of posts. Female applicants comprised 66.8% of those recruited into PSS roles over this time period.

### *Recruitment by ethnicity*

BAME applicants comprised 41.7% of all applications and 21.5% of those who received offers. When we consider nationality, individuals with British nationality comprised 16.7% of all BAME applications but 25.7% of BAME individuals offered a post at the University. These data also indicate that during this year success rate (the proportion of those offered compared to applications) differed by ethnicity, with 6.0% of White applicants receiving an offer compared to 2.4% of those from a BAME background. When disaggregating the BAME grouping, data shows similarities between the success rates of applicants from different racialised groups. Black applicants' success rate was 2% while Asian applicants' success rate was 2.2%.

As highlighted above, increasing the recruitment of those who identify as BAME is a strategic goal. The Race Equality Charter action plan committed to an increase in BAME UK applications for academic and research posts to 8% (above the national benchmark of BAME UK academics – 6.7%) by December 2022, and an increase in BAME applications for PSS roles from 21% to 30% by December 2022.

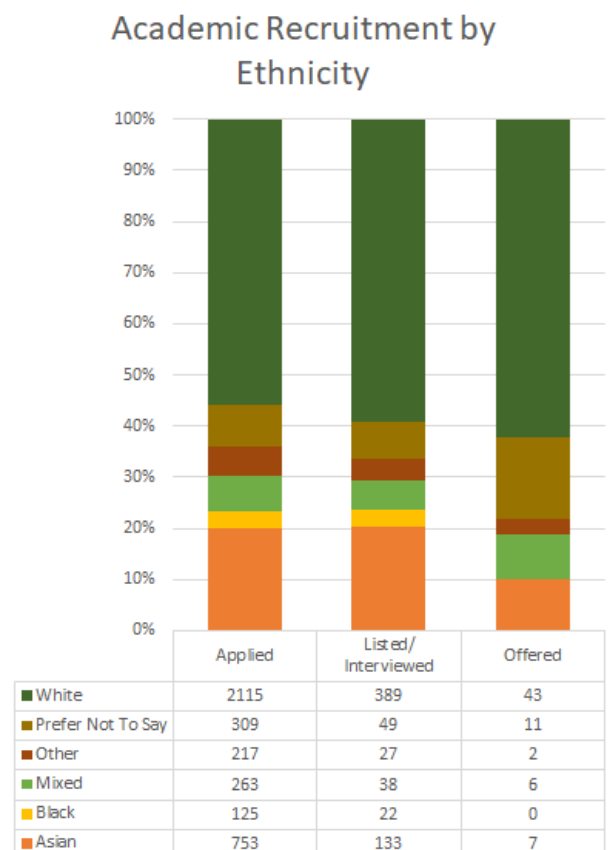
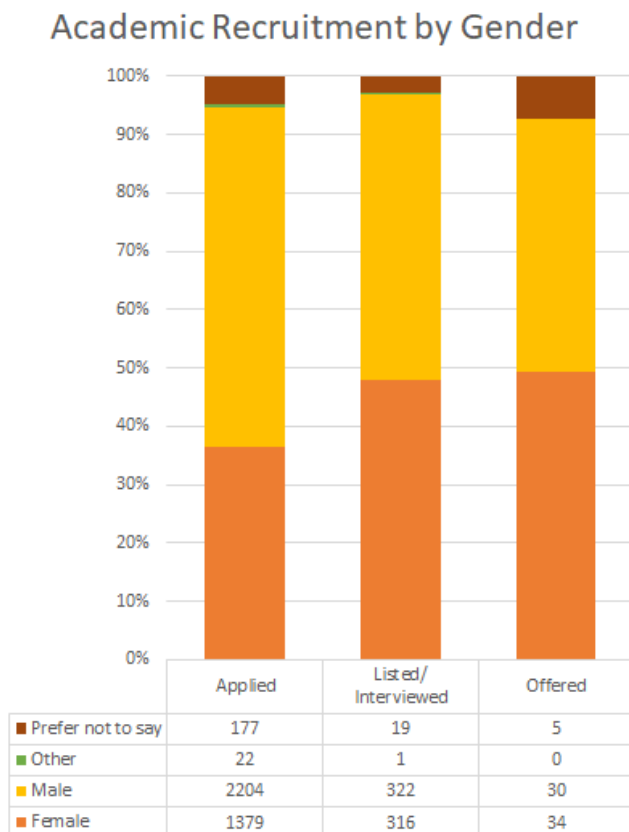
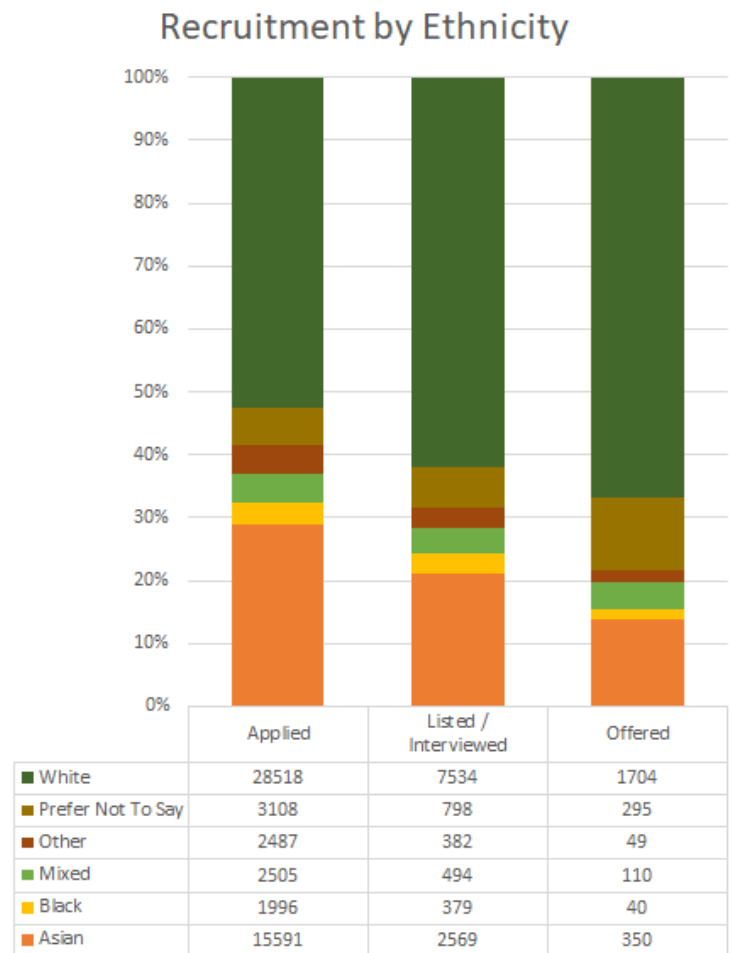
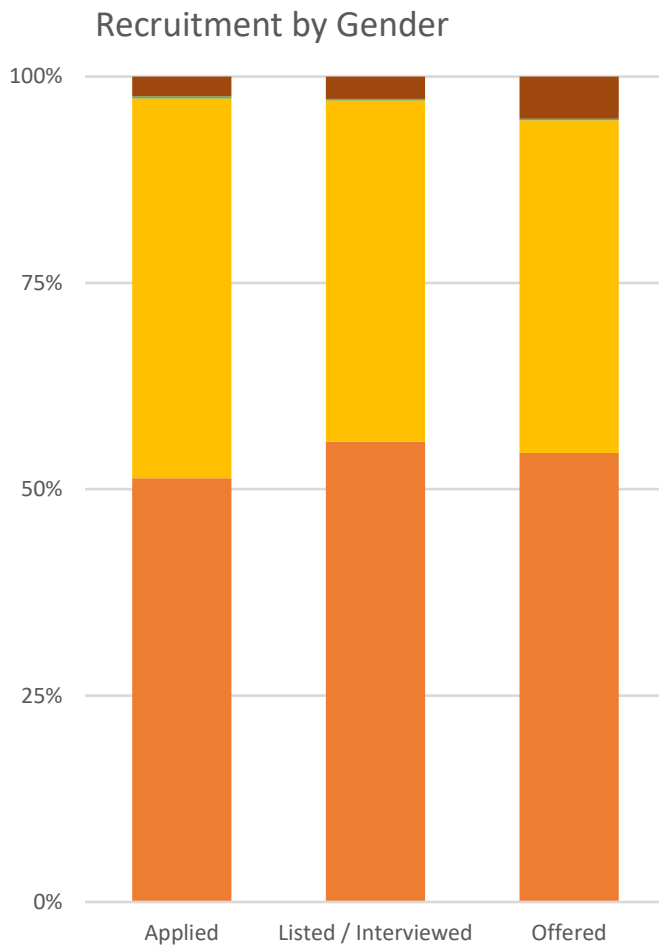
In 2020-21, 35.9% and 59.0% of applications for Academic and Research positions, respectively, were from BAME applicants – 4.3% and 5.5% from UK BAME applicants respectively.

21.7% of those offered Academic posts were BAME (7.3% UK BAME), and 31.1% of those offered Research posts (5.5% UK BAME). Those identifying as BAME comprised 24.3% of all PSS applications, and 10.3% of those offered positions.

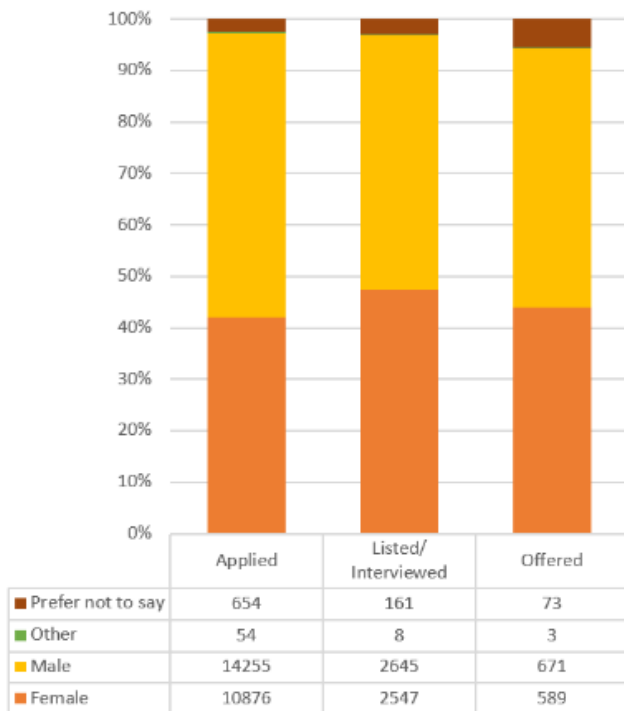
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<sup>1</sup> [https://www.equality.admin.cam.ac.uk/files/institutional\\_athena\\_swan\\_silver\\_application\\_nov\\_2018.pdf](https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf)  
<https://www.race-equality.admin.cam.ac.uk/strategic-initiatives-overview/race-equality-charter>

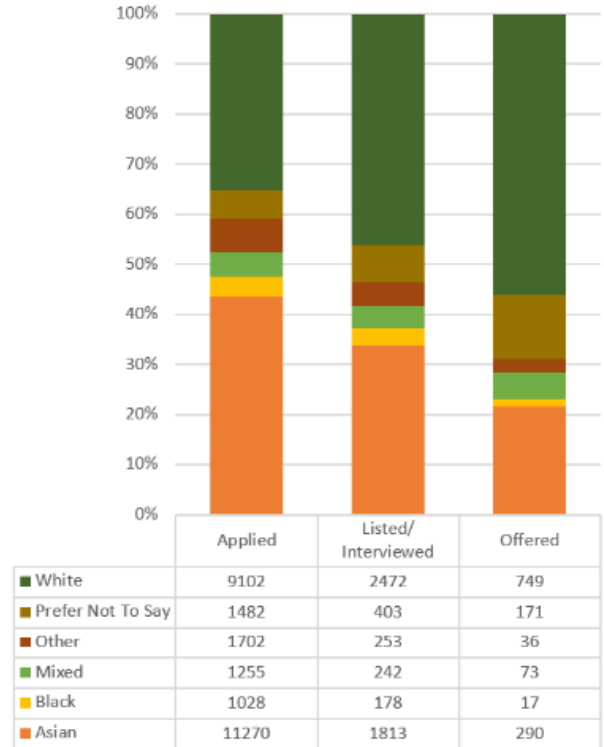
**Figure 8-15 Recruitment by gender and ethnicity**



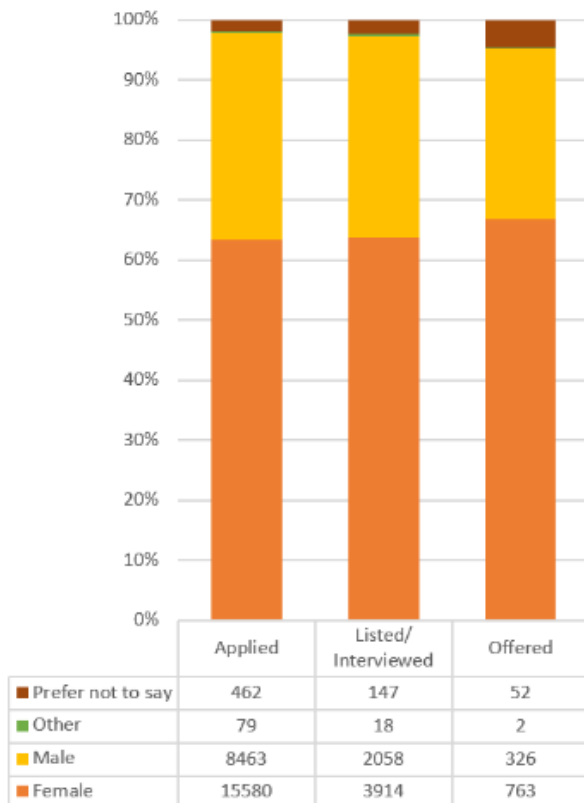
### Researcher Recruitment by Gender



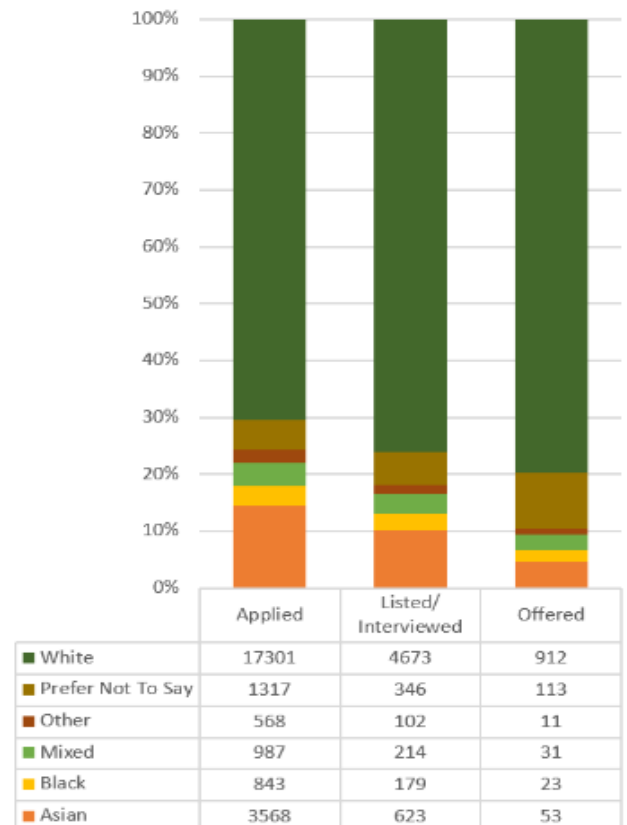
### Researcher Recruitment by Ethnicity



### PSS Recruitment by Gender



### PSS Recruitment by Ethnicity



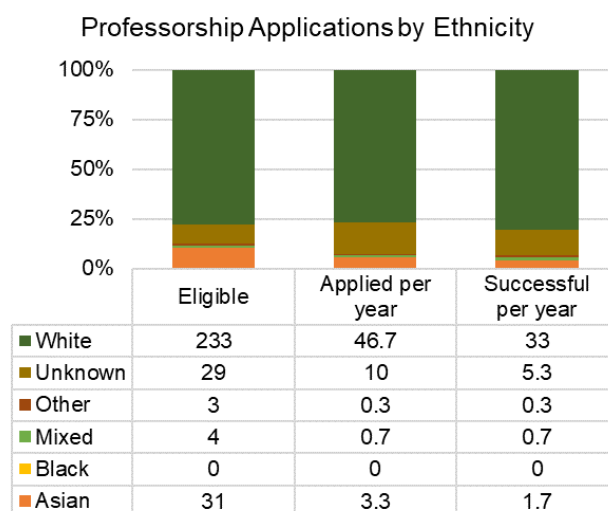
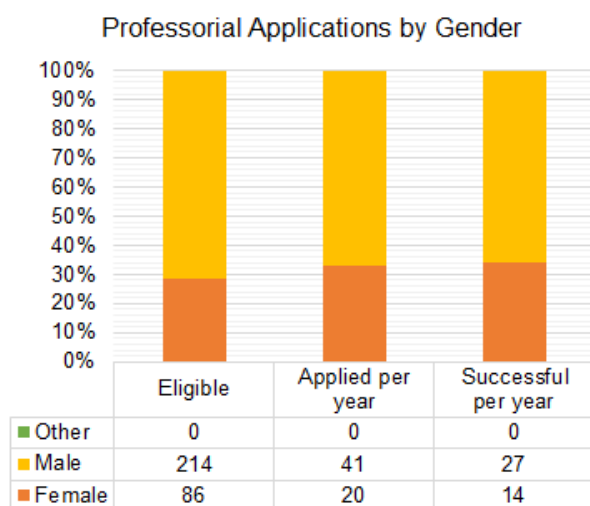
## 7. Academic Promotion

The University operated an annual Senior Academic Promotions (SAP) exercise for promotion to the offices of Senior Lecturer (SL), Reader, and Professor. Note from 2021-22 this has been replaced with the Academic Careers Pathway and new academic titles adopted.

### *Professorships*

Over the three year period from 2018-2020, there were 183 applicants for Professorships, with 42 and 81 successful female and male applicants respectively (data presented as yearly average below). This represents an average success rate of 70% and 65.9% respectively.

13 applicants were BAME, 8 of whom were successful in the promotions exercise. Over the same period there were 140 White applicants, with 99 successful (data presented as yearly average below). This shows a disparity, representing an average success rate of 61.5% for BAME and 70.7% for White applicants for professorships respectively. It is important to notice that there were no eligible Black applicants for Professorships, drawing attention to the institutional urgency to build the pipeline of Black scholars at the University through recruitment and promotion.

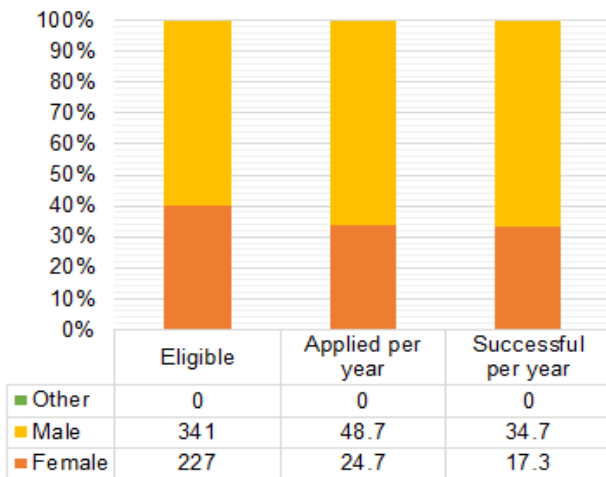


### *Readerships*

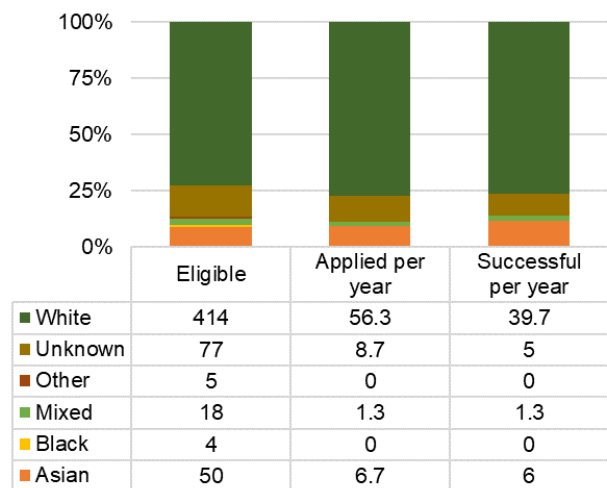
From 2018-2020, there were 220 applicants for Readerships, with 52 and 104 successful female and male applicants respectively (data presented as yearly average below). This represents an average success rate of 70.0% and 71.0% respectively.

During this period 25 applicants were BAME, 22 of whom were successful in the promotions exercise. Over the same period there were 169 White applicants, with 119 successful (data presented as yearly average below). This represents an average success rate of 88.0% and 70.4% respectively. Disaggregating the BAME grouping, it is important to see that none of the four eligible Black academics put themselves forward for promotion.

Reader Applications by Gender



Readership Applications by Ethnicity



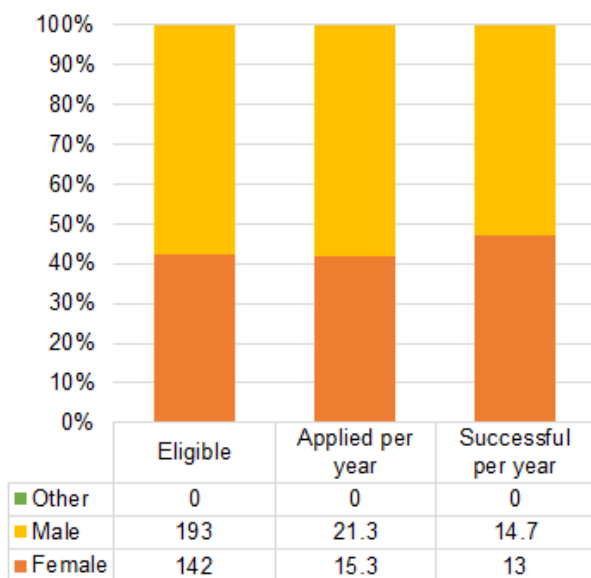
### Senior Lectureships

There were 110 applicants for Senior Lectureships, with 39 and 44 successful female and male applicants respectively (data presented as yearly average below) over the period 2018-2020. This represents an average success rate of 84.8% and 68.8% respectively.

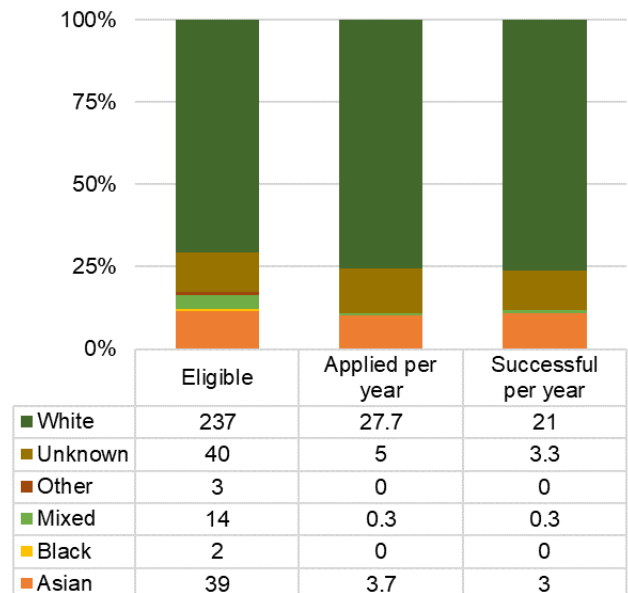
12 applicants for promotion were BAME, 10 of whom were successful in the promotions exercise. Over the same period there were 83 White applicants, with 63 successful (data presented as yearly average below). This represents an average success rate of 83.3% and 75.9% respectively.

It is again important to note that neither of the two eligible Black academics put themselves forward for promotion to Senior Lecturer.

Senior Lecturer Applications by Gender



Senior Lecturer Applications by Ethnicity



## 8. Gender and Ethnicity Pay Gaps

The tables below show the 2021 Gender Pay Gap for the University of Cambridge, as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and are based on data as at 31 March 2021. The figures show the pay gaps for the University Group, which includes the Academic University, Cambridge University Press and the University of Cambridge Local Examinations Syndicate (UCLES), a department of the University forming part of Cambridge Assessment. Individual reports for the Academic University, CUP and UCLES can be found in [Annex A](#).

In addition, Ethnicity Pay Gap for the Academic University is provided below. This information is currently not available for the University Group.

### Gender Pay Gap

We are pleased to report another reduction in our Group gender pay gap figures, both in the median and the mean. The median has reduced from 11.1% to 9.0%, a relative reduction of 18.9%, and the mean has reduced from 18.3% to 17.8%, a relative reduction of 2.7%. We can see from the pay quartile information that the proportions of female staff in the upper pay quartiles are increasing, which will be contributing to the reduction we see in the mean and median figures.

Please see [Annex A](#) for further information.

Gender Pay Gap		Pay Quartile Distribution				
Median	Mean	Women		Men		Total
		Number	Proportion	Number	Proportion	numbers
9.0%	17.8%					
(11.1%)	(18.3%)					
Upper	1,601	40.0%	2,406	60.0%	4,007	
	(1,525)	(38.5%)	(2,435)	(61.5%)	(3,960)	
Upper	2,132	53.2%	1,874	46.8%	4,006	
Middle	(2,101)	(53.1%)	(1,858)	(46.9%)	(3,959)	
Lower	2,306	57.5%	1,701	42.5%	4,007	
Middle	(2,293)	(57.9%)	(1,666)	(42.1%)	(3,959)	
Lower	2,490	62.2%	1,516	37.8%	4,006	
	(2,430)	(61.4%)	(1,529)	(38.6%)	(3,959)	
All	8,529	53.2%	7,497	46.8%	16,026	
Quartiles	(8,349)	(52.7%)	(7,488)	(47.3%)	(15,837)	

Gender Bonus Gap		Proportion of women and men receiving a bonus				
Median	Mean	Women		Men		Total numbers
		Number	Proportion	Number	Proportion	
22.6%	74.1%	1,138	12.7%	798	10.4%	1,936
(5.8%)	(54.2%)	(1,940)	(21.8%)	(1,567)	(20.1%)	(3,507)

2020 figures are shown in brackets

The University remains committed to addressing the root cause of its gender pay gap. Previous reports have explained various initiatives and actions we have undertaken with the goal of creating a culture where all can thrive, and our work in this area continues. [Annex D](#) provides an update on various equality-related objectives which the University has set for itself.



## Ethnicity Pay Gap

We are reporting the Ethnicity Pay Gap for the Academic University for the third time this year. We have seen reductions in both the median and mean figures this year, which remain low.

Ethnicity Pay Gap		Pay Quartile Distribution				
Median	Mean	BAME		White		Total
		Number	Proportion	Number	Proportion	numbers
0.0%	2.9%					
(0.3%)	(3.5%)					
<hr/>						
<b>Upper</b>		323	11.7%	2,440	88.3%	2,763
		(296)	(11.1%)	(2,376)	(88.9%)	(2,672)
<b>Upper</b>		524	19.0%	2,239	81.0%	2,763
<b>Middle</b>		(476)	(17.8%)	(2,195)	(82.2%)	(2,671)
<b>Lower</b>		507	18.3%	2,256	81.7%	2,763
<b>Middle</b>		(467)	(17.5%)	(2,204)	(82.5%)	(2,671)
<b>Lower</b>		354	12.8%	2,408	87.2%	2,762
		(308)	(11.5%)	(2,363)	(88.5%)	(2,671)
<b>All</b>		1,708	15.5%	9,343	84.5%	11,051
<b>Quartiles</b>		(1,547)	(14.5%)	(9,138)	(85.5%)	(10,685)

2020 figures are shown in brackets

As noted in relation to the gender bonus gap figures, the variable nature of these payments mean fluctuation is expected. This year we have seen some large changes in both the mean and median figures. The change in the mean is predominantly due to a high proportion of bonuses paid to BAME employees being high in value, skewing the average, whereas the majority of bonus payments made to White employees were significantly lower in value.

Ethnicity Bonus Gap		Proportion of BAME and White employees receiving a bonus				
Median	Mean	BAME		White		Total
		Number	Proportion	Number	Proportion	numbers
0.0%	-41.3%	53	3.0%	665	6.9%	718
(-12.5%)	(6.3%)	(58)	(3.5%)	(476)	(4.9%)	(534)

2020 figures are shown in brackets

## 9. Equal Pay Review

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

### What is an Equal Pay Review?

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

#### Key Findings from the Review

- Women occupy **53.5%** of positions, this has increased year on year since 2013.
- The gender pay gap including additional payments (total pay) is **18.2%** and excluding additional payments (basic pay) is **16.4%**. Both **base and total pay gaps** are at their **lowest levels** since Equal Pay Reviews have been conducted.
- Men continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to women, and vice versa, but the percentage of women in grades 9 and above is **increasing**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps. Base pay gaps range from -1.1% to 3.7%. Total pay gaps range from -0.1% to 6.4%. While some grades show women are paid more than men for base pay, across all grades men's total pay is higher than women's total pay. The figures indicate that the overall gender pay gaps continue to be impacted by the higher proportion of men in the higher grades.
- Men continue to receive a **higher proportion of the total number and value of market related additional payments**. The gap in the average value of payments has **increased** since 2020.
- **Both genders** are **more likely** to be appointed above the grade minimum at the higher grades (9 to 12) than the lower grades (2 to 4). Across all grades men are **more likely** to be appointed **above the grade minimum** than women.

Please see [Annex B](#) for the full Equal Pay Review.

## 10. Staff Statistical Information (SSI)

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

Please see [Annex C](#) for the SSI report.

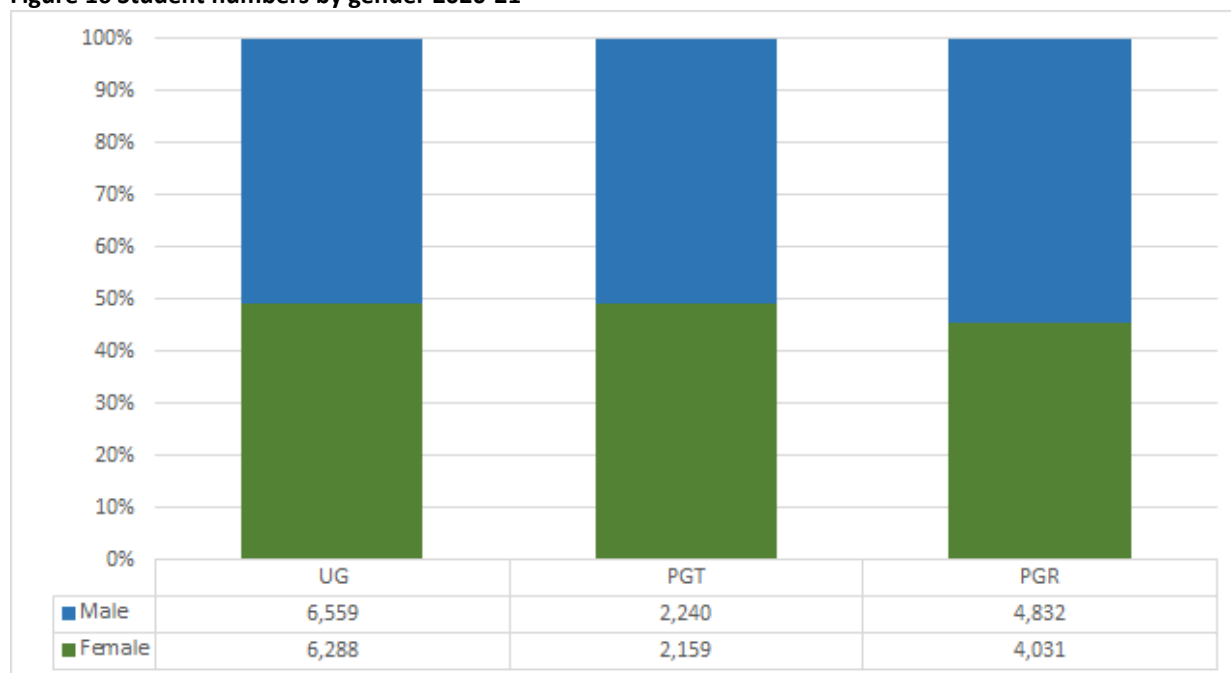
## 11.Student Overview

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

## 12. Student Numbers

### *Student Numbers by gender*

**Figure 16 Student numbers by gender 2020-21**



In 2020-21, female students comprised 48.6% of all undergraduate students (UG), 48.9% of all taught postgraduate students (PGT) and 45.3% of all research postgraduate students (PGR) (Figure 16). These proportions have been consistent over a number of years at the University. 0.6% of all students gave their gender as Other.

This proportion of female students compares against a Russell Group average of 54.3% of UG students, 60.4% of PGT students, and 47.9% of all PGR students in 2019-20.

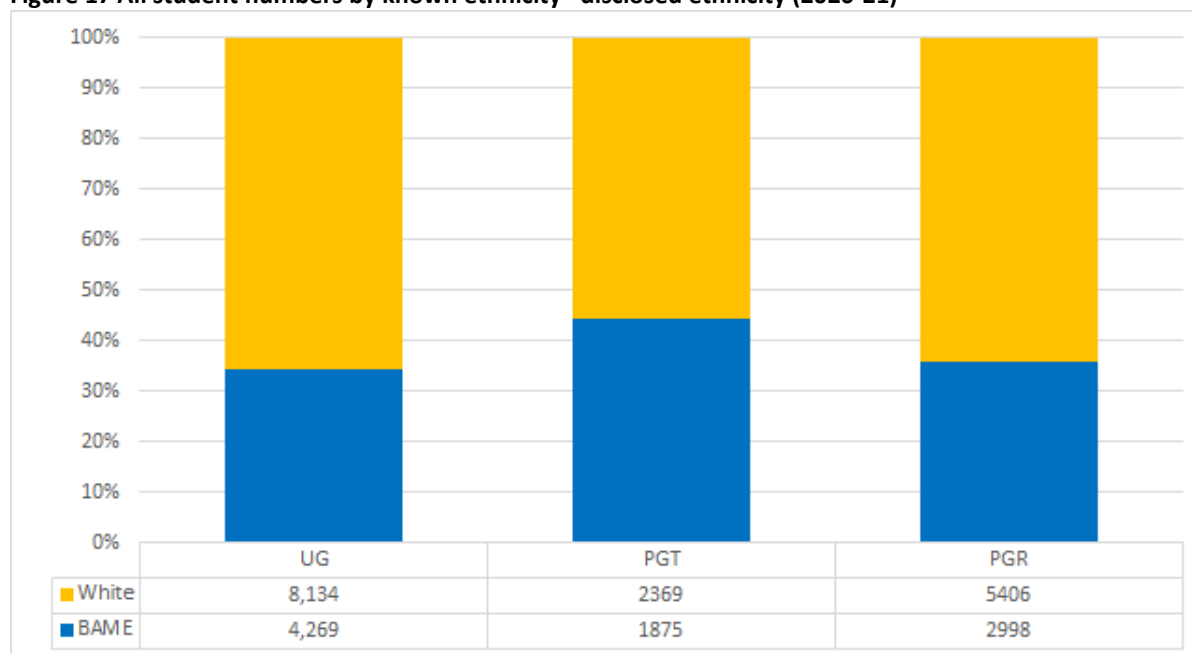
### *Student numbers by ethnicity*

Figure 17 shows that students from a BAME background made up 34.4% of all UG students who disclosed their ethnicity. 44.2% of PGT students and 35.7% of PGR students disclosed their ethnicity as BAME in 2020-21.

Of students domiciled in the UK, 27.3% of UG students, 26.3% of PGT students and 20.9% of PGR students were BAME.

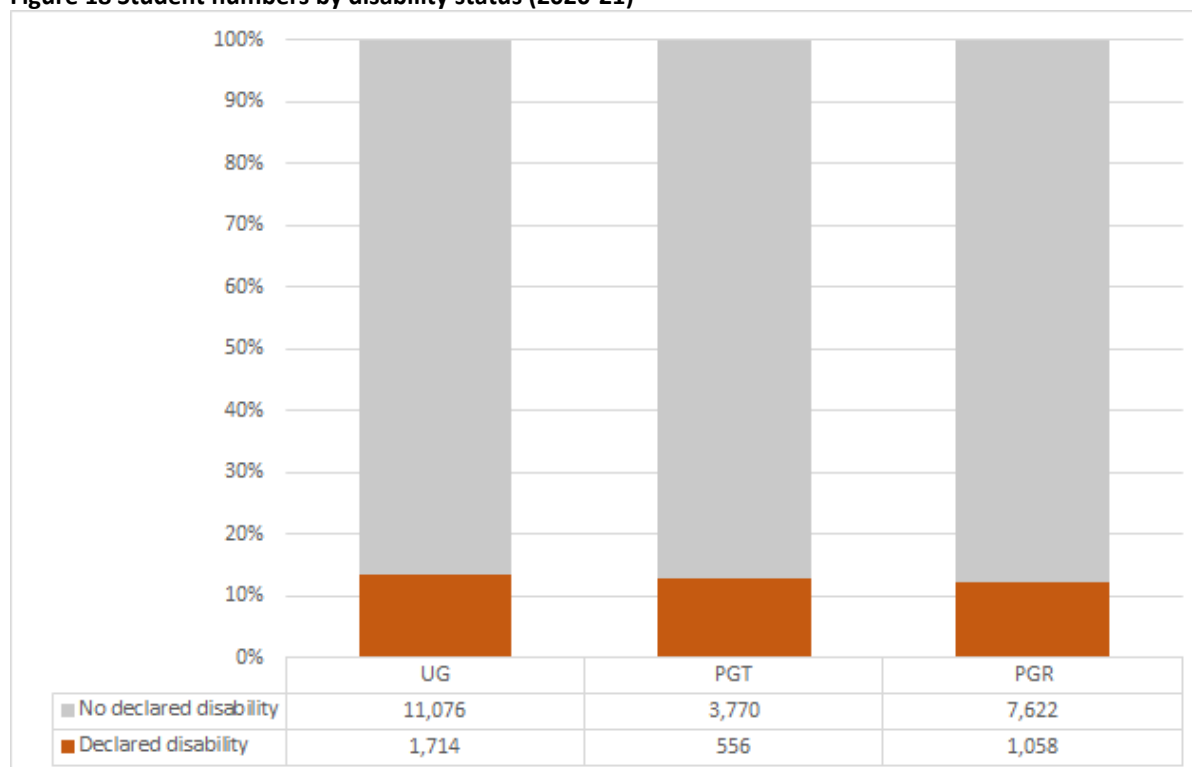
This compares against a Russell Group average of 18.0% of UG students, 8.8% of all PGT students and 9.2% of all PGR students being BAME in 2019-20.

**Figure 17 All student numbers by known ethnicity– disclosed ethnicity (2020-21)**



### *Student numbers by disability*

**Figure 18 Student numbers by disability status (2020-21)**



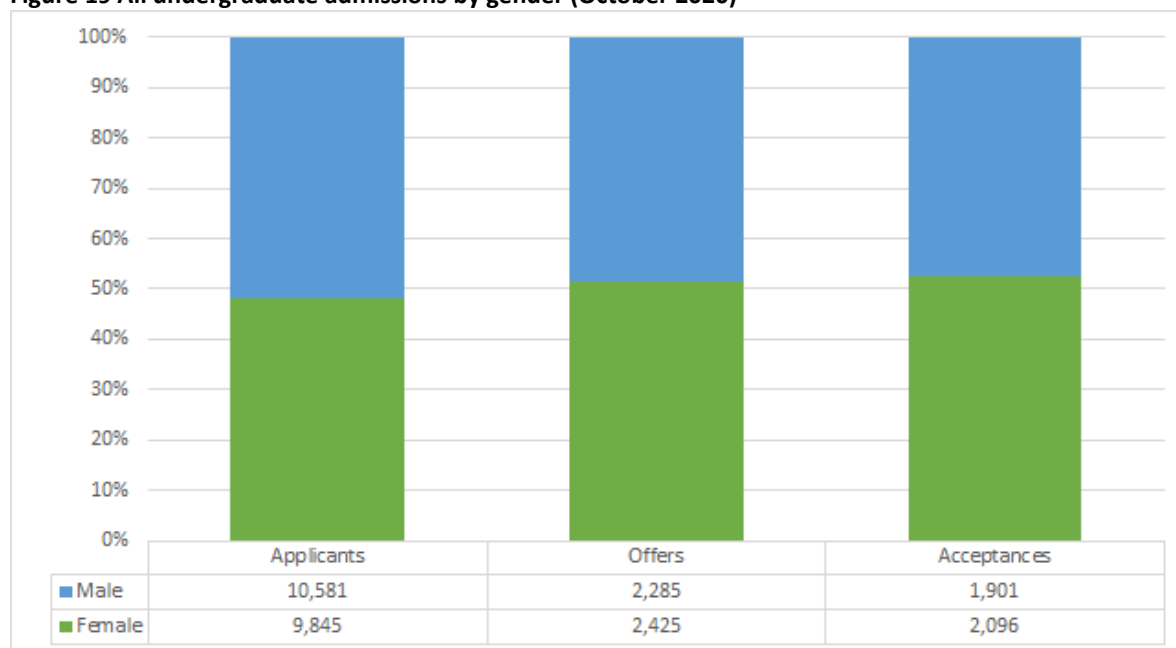
In 2020-21, students with a declared disability comprised 13.4% of all UG students, 12.9% of all PGT students and 12.2% of all PGR students. Of these students 32.0% disclosed a mental health condition, such as depression, schizophrenia or anxiety disorder, and 29.7% a Specific Learning Difficulty. This continues a steady increase in the proportion of students who have reported a disability since 2015-16.

This compares against a Russell Group average of 14.3% of UG students with a declared disability, 7.5% of all PGT students and 10.3% of all PGR students in 2019-20.

## 13.Undergraduate Admissions

### *Undergraduate Admissions by gender*

**Figure 19 All undergraduate admissions by gender (October 2020)**

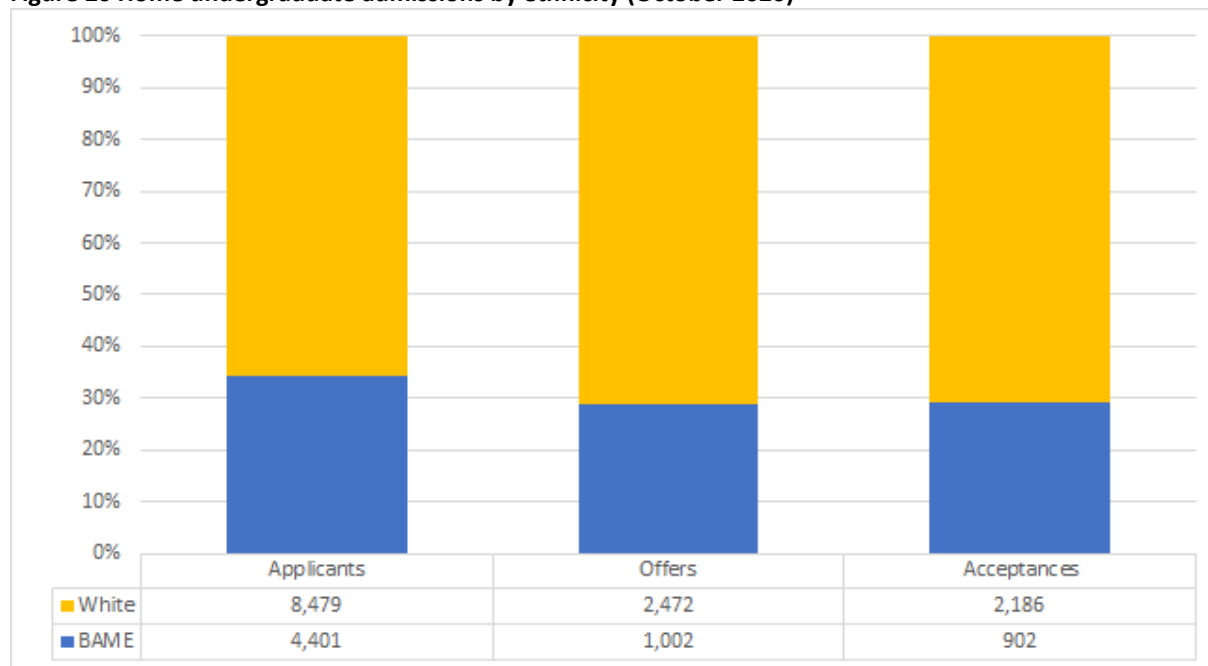


In 2020 there were fewer applications to the University from prospective students who were female (48.2%). However, female students were more likely to be offered places, making up 52.4% of all admissions (Figure 19). This compares against a Russell Group average of 55.0% for first year admissions in 2019-20.

### ***Undergraduate Admissions by ethnicity (Home students)***

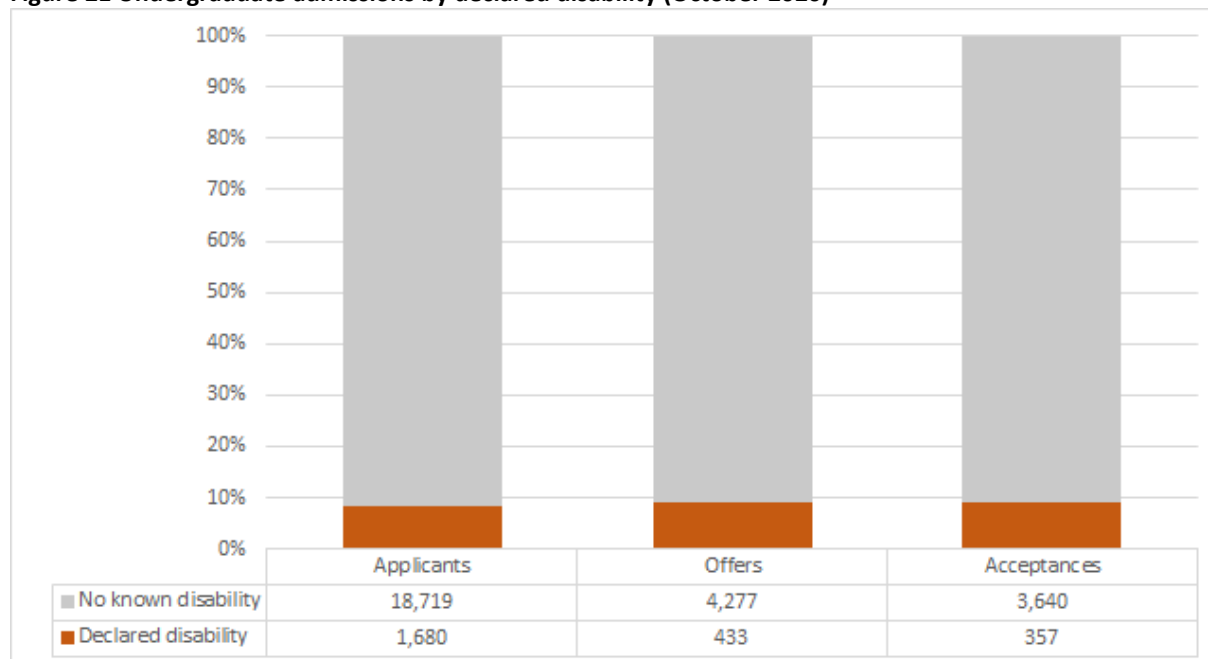
Students from a BAME background comprised 34.2% of home undergraduate applicants, up from 21.9% in 2015. 28.8% of all offers and 29.2% of all students who accepted a place in 2020-21 were BAME (Figure 20). This compares against a Russell Group average of 18.3% BAME for first year undergraduate admissions in 2019-20.

**Figure 20 Home undergraduate admissions by ethnicity (October 2020)**



### *Undergraduate Admissions by disability*

**Figure 21 Undergraduate admissions by declared disability (October 2020)**



There were 1,680 applicants with a declared disability (8.5% of all undergraduate student applicants – an increase from 6.6% in 2017); of these 357 were accepted (11.5% of total undergraduate acceptances). This compares against a Russell Group average of 12.3% applicants with a declared disability for first year undergraduate admissions in 2019-20.

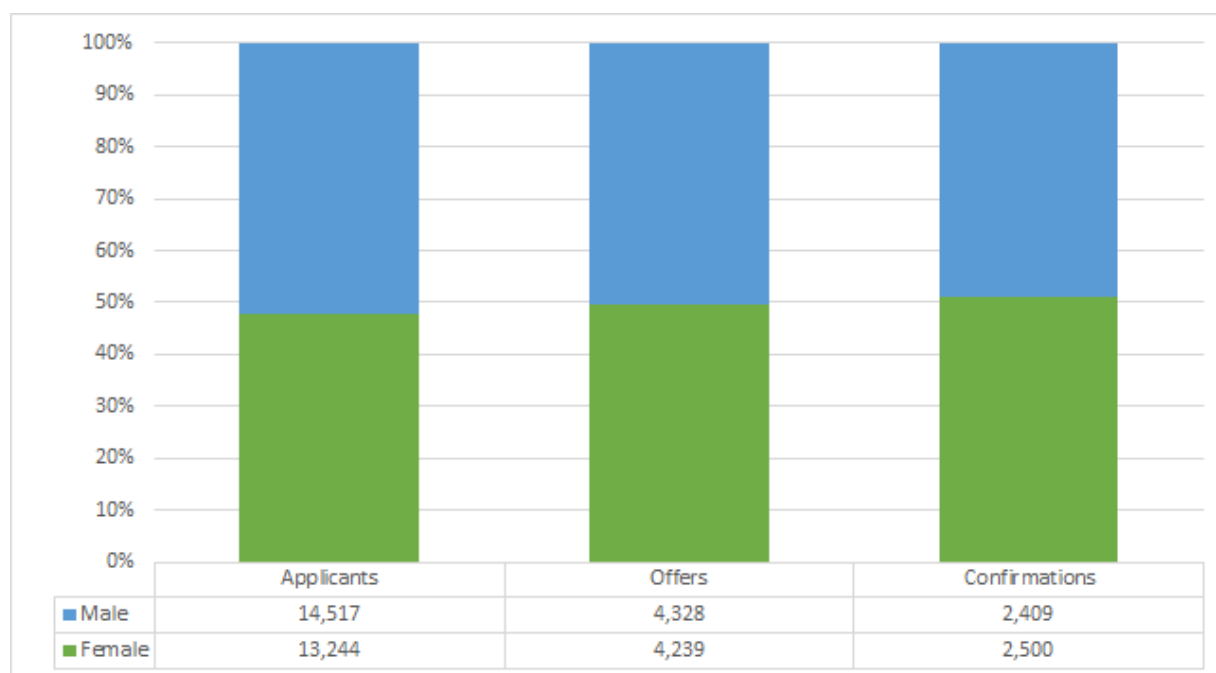
Of those who were accepted into the University who declared a disability, 29.7% disclosed a Specific Learning Disability (such as dyslexia). Disclosure of disability tends to increase post admission, with the Disability Resource Centre reporting that 35-40% of the students on their records disclosed after being admitted<sup>2</sup>.

<sup>2</sup> <http://www.disability.admin.cam.ac.uk>

## 14. Graduate Admissions

### *Graduate Admissions by gender*

**Figure 22 Graduate admissions by gender (2020-21)**



In 2020-21 there were 14,517 male, and 13,244 female, applicants (47.7% female) (Figure 22). This compares against a Russell Group average of 59.3% for first year postgraduate admissions in 2019-20.

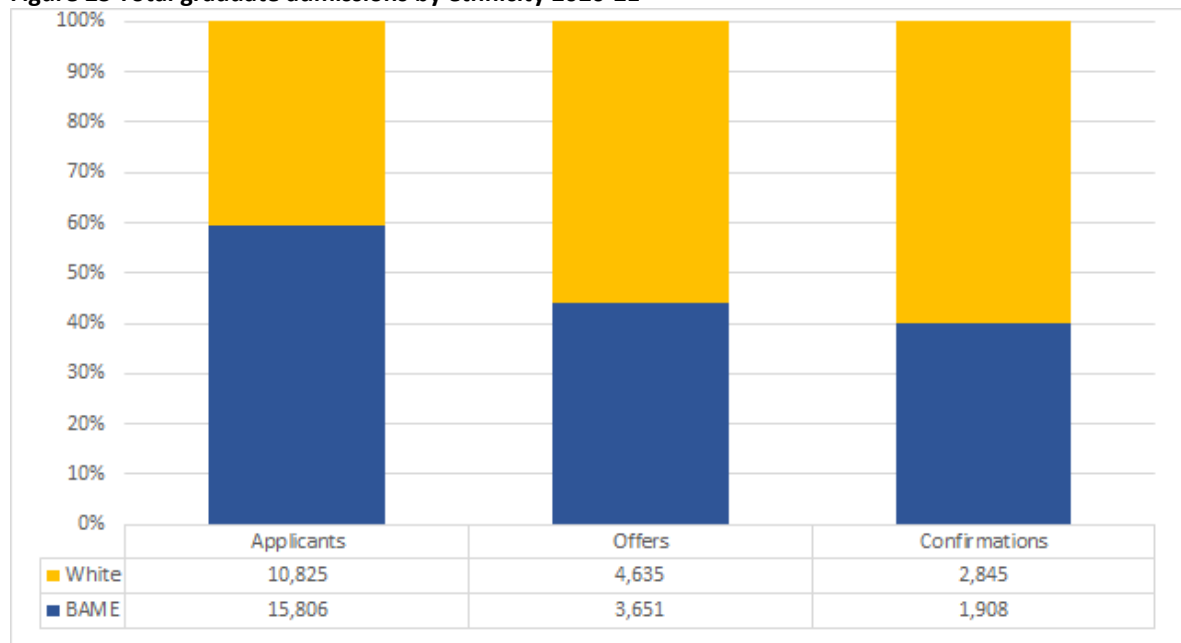
32.0% of female applicants were offered admission, compared to 29.8% of male.<sup>3</sup>

### *Graduate Admissions by ethnicity*

In 2020-21 applications were received from 10,825 White and 16,420 BAME students (60.2% of all applicants) (Figure 23). 23.7% of BAME applicants were offered admission, compared to 42.8% of White applicants.

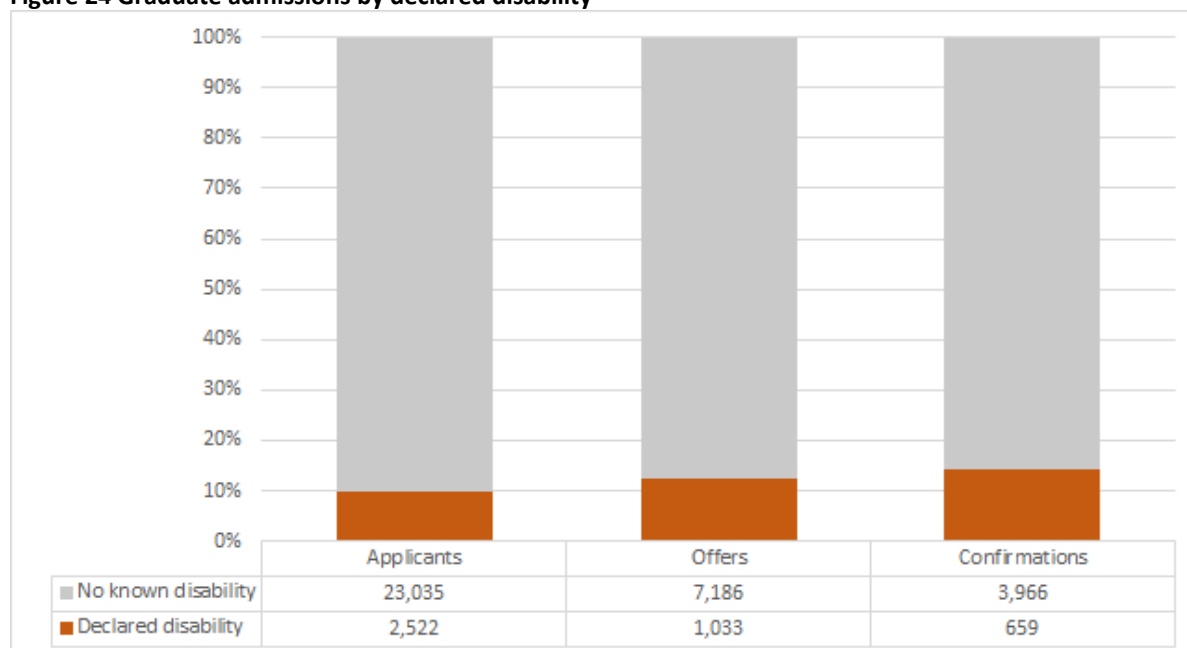
<sup>3</sup>In line with a UK government directive the University now waives the application fee for any applicant who is a national of the OECD's Development Assistance Committee (DAC) [list of Overseas Development Aid](#) (ODA) recipients, groups 1 (Least Developed Countries) and 2 (Other Low Income Countries) only. This has led to a significant increase in applications for graduate study from these countries.

**Figure 23 Total graduate admissions by ethnicity 2020-21**



### *Graduate Admissions by disability*

**Figure 24 Graduate admissions by declared disability**



In 2020-21 applications were received from 2,522 students with a declared disability (9.9% of total student applications (Figure 24). Of those who accepted offers from the University, 659 were disabled. The success rates for students receiving offers varied considerably by disability from 20% to 46.3%, compared to 35.2% for those without a disability.

This compares against a Russell Group average of 7.1% declared disability for first year postgraduate admissions in 2019-20.



## 15.Undergraduate Degree Attainment

### *Undergraduate degree attainment by gender*

**Table 3 UK domiciled students - undergraduate examination results by gender 2020-21.**

	<b>Class I</b>	<b>Class II Division I</b>	<b>Class II Division II and lower</b>
<b>Male</b>	38.4%	49.4%	12.2%
<b>Female</b>	32.4%	55.9%	11.7%

The percentage of female students gaining first class examination results was 32.4% compared with 38.4% of males, a gender awarding gap of 6.0% (Table 3). This gender awarding gap was reversed for 'good degrees' with 87.8% of men and 88.3% of females receiving an examination classification of 2:1 or above.

This compares against a Russell Group average gender awarding gap of 0.7% in favour of females receiving first class honours in 2019-20.

### *Undergraduate degree attainment by ethnicity*

**Table 4 UK domiciled students - undergraduate examination results by ethnicity 2020-21**

	<b>Class I</b>	<b>Class II Division I</b>	<b>Class II Division II and lower</b>
<b>White</b>	37.6%	52.2%	10.2%
<b>BAME</b>	28.7%	54.7%	16.6%

The percentage of White students gaining first class examination results was 37.6% compared with 28.7% of BAME students, an ethnicity awarding gap of 8.9% (6.7% in 2019-20) (Table 4). This gap reduced for 'good degrees' 83.4% of BAME and 89.8% of White students receiving an examination classification of 2:1 or above. It is important to note that the awarding gap for Black students in comparison with White students is high, at 23.7% in 2020-21.

This compares against a Russell Group average ethnicity awarding gap of 10.3% in favour of White students receiving first class honours in 2019-20.

### *Undergraduate degree attainment by disability*

**Table 5 UK domiciled students - undergraduate examination results by disability 2019-20**

	<b>Class I</b>	<b>Class II Division I</b>	<b>Class II Division II and lower</b>
<b>No Disability</b>	35.7%	52.9%	11.4%
<b>Declared Disability</b>	32.4%	52.9%	14.7%

Table 5 shows that the percentage of students with no disability gaining first class examination results was 35.7% compared with 32.4% of students who had declared a disability, an awarding gap of 3.3%. This gap reduced for 'good degrees' with 88.6% of students with no declared disability and 85.3% of declared disabled students receiving an examination classification of 2:1 or above. Analysis of this data to a more granular level is complicated by small numbers.

This compares against a Russell Group average disability awarding gap of 3.5% in favour of students with no disability receiving first class honours in 2019-20.

## **Staff - Definitions and Notes**

This E&D Information Report is derived from the HR CHRIS<sup>4</sup> system at a 31 March 2021 census date, with the exception of the recruitment data which covers the period 1 April 2020 to 31 March 2021.

Any person who holds a University office or post and has a University contract of employment is considered to be an employee. Employees are categorised as Academic, Academic-Related, Assistant or Researcher on the basis of the main duties of their post. Academic roles are further disaggregated into Academic staff type, namely University Lecturer, Senior Lecturer, Reader and Professor.

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

Where staff had multiple contracts or in cases where contracts involve more than one activity, a set rule was applied for non-Academic staff. The individual was assigned to the position with the highest FTE, or if the FTEs were identical, the staff member was assigned to the position that they had held for the longest period of time. In cases where Academic staff held both an Academic and Research post, they were assigned to their Academic role. Positions held in association with a substantive full-time appointment, including Associate Lectureships, Heads of Department and Chairs of Faculty Boards, were not counted.

Each post is assigned to a specific grade within the grading structure 1–12<sup>5</sup>. The grades overlap with staff groups so members of different staff groups can be employed on the same grade, but with different core roles and responsibilities. Staff are defined as having either permanent (open-ended) or fixed contracts. Those on fixed contracts are employed for a fixed term period or have an end date on their contract of employment due to limited funding available.

Where staff information categories would include numbers of less than five, information has not been included in accordance with Higher Education Statistics Agency (HESA) policy in order to protect the confidentiality of individuals<sup>6</sup>.

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

### *Disability (staff)*

Disability is recorded within the CHRIS system using the HESA staff categories<sup>7</sup>. HESA has a number of disability fields for staff disclosure at either recruitment or during employment at the University.

### *Ethnicity (staff)*

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

- Arab
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Indian

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<sup>4</sup> Cambridge Human Resources Information System

<sup>5</sup> <http://www.hr.admin.cam.ac.uk/pay-benefits/salary-scales>

<sup>6</sup> <http://www.hesa.ac.uk/index.php>

<sup>7</sup> For details on all HESA staff categories go to

<http://www.hesa.ac.uk/dox/datacoll/C11025/11025.pdf?v=d41d8cd98f00b204e9800998ecf8427e>

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

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

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

#### *Recruitment data*

Recruitment data cover applications submitted between 1st April 2020 and 31st March 2021.

#### *Promotions data*

For the SAP data provided, please note that:

- Eligible values are as at 31st March 2021.
- Eligible for Professorships are current Readers.
- Eligible for Readers are current Lecturers and Senior Lecturers.
- Eligible for Senior Lectureships are current Lecturers.
- Applied and Successful values are the average annual number over the last three rounds of SAP (2018- 2020).

#### *Benchmarking*

Where useful, data from the other Russell Group universities has been provided for benchmarking purposes. These data have been sourced from HESA via the Higher Education Information Database for Institutions (HEIDI) online tool. The latest available information was for 2018-19 year.

### **Students - Definitions and Notes**

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

No significance testing has been performed due to the low numbers of students in many of the protected groups. All student figures are the latest available and in most cases are for the academic year 2020-21 unless otherwise specified. For full information and definitions on student figures please refer to the CamDATA website: [www.admin.cam.ac.uk/univ/camdata/](http://www.admin.cam.ac.uk/univ/camdata/). Please note that due to rounding to one decimal place, some total percentages may not equal 100%.

## Annex A

### Gender Pay Gap – Academic University only

The Academic University has reduced both its median and mean gender pay gaps again this year. The median has reduced from 11.5% to 11.1%, a relative reduction of 3.5%, and the mean has reduced from 20.3% to 19.7%, a relative reduction of 3.0%. Progress towards a more even representation of female staff in the upper pay quartile has contributed to these changes. As shown in Figure 3 and the accompanying table on page 6 of this report, the proportions of female staff in our Grade 12 Professorial roles have increased between 2020 and 2021. In addition, as shown in Figure 2 on the same page, the proportions of female staff have increased in our more senior grades 8 to 12.

In 2020, the University limited its use of pay and progression schemes, as a result of the COVID-19 pandemic. These schemes are now being reintroduced, and we hope to see positive impacts of these on our gender pay gap in the coming years.

Gender Pay Gap		Pay Quartile Distribution	
Median	Mean	Women	Men
11.1%	19.7%	Proportion	Proportion
(11.5%)	(20.3%)		
		Upper	62.3%
		(36.0%)	(64.0%)
		Upper Middle	48.0%
		(51.5%)	(48.5%)
		Lower Middle	43.7%
		(56.4%)	(43.6%)
		Lower	36.7%
		(62.6%)	(37.4%)
		All	47.7%
		Quartiles	(48.4%)

*2020 figures are shown in brackets*

As has been noted in previous reports, the variable nature of bonus payments means fluctuations in our bonus gap figures are expected. Although we have seen a reduction in the median this year, our mean bonus gap has increased.

Bonuses are not widely used in the Academic University. Bonuses included contribution related payments for professional services staff, Excellence Awards for clinical staff, recruitment incentive payments made to small numbers of staff, and payments in certain parts of the University that are commercially focussed.

We have seen a slight increase in the number of bonuses paid this year, caused by a change made to our most widely used contribution related schemes as a result of the pandemic. The bonus gap for payments made as part of this scheme, which accounts for 71% of bonuses paid, is considerably smaller.

Gender Bonus Gap		Proportion of women and men receiving a bonus	
Median	Mean	Women	Men
13.7%	79.4%	6.0%	6.1%
(31.8%)	(69.0%)	(4.4%)	(4.8%)

*2020 figures are shown in brackets*

**Gender Pay Gap – Cambridge University Press only**

Gender Pay Gap		Pay Quartile Distribution	
Median	Mean	Women	Men
13.5%	18.2%	Proportion	Proportion
(13.8%)	(18.5%)		
		Upper	49.7%
		(49.4%)	(50.6%)
		Upper Middle	39.7%
		(61.7%)	(38.3%)
		Lower Middle	28.1%
		(71.1%)	(28.9%)
		Lower	30.8%
		(68.8%)	(31.2%)
		All	37.1%
		Quartiles	(37.3%)

Gender Bonus Gap		Proportion of women and men receiving a bonus	
Median	Mean	Women	Men
19.0%	17.0%	92.4%	91.8%
(68.3%)	(44.7%)	(79.3%)	(85.2%)

*2020 figures are shown in brackets*

**Gender Pay Gap – University of Cambridge Local Examinations Syndicate only**

Gender Pay Gap		Pay Quartile Distribution	
Median	Mean	Women	Men
6.9%	7.3%	Proportion	Proportion
(6.3%)	(6.9%)		
		Upper	54.1%
		(45.5%)	(54.5%)
		Upper Middle	45.5%
		(55.4%)	(44.6%)
		Lower Middle	39.8%
		(61.2%)	(38.8%)
		Lower	47.3%
		(51.2%)	(48.8%)
		All	46.7%
		Quartiles	(46.7%)

Gender Bonus Gap		Proportion of women and men receiving a bonus	
Median	Mean	Women	Men
43.4%	60.0%	1.2%	1.2%
(9.8%)	(17.2%)	(88.9%)	(89.1%)

*2020 figures are shown in brackets*

# Equal Pay Review 2021

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## 1. Background

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

### What is an Equal Pay Review?

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

### How was the Equal Pay Review 2021 conducted?

The Equal Pay Review 2021 was prepared in consultation with representatives from the University's trade unions, schools, faculties, departments (and equivalent) and the Human Resources Division, including the Equality, Diversity & Inclusion Section and HR Analytics.

The review represents data collected as at 31<sup>st</sup> March 2021 and compares the number of employees by gender and the pay of men and women carrying out work of equal value or work rated as equivalent (grade). Consistent with previous years, this review includes in its analysis all University employees on the single salary spine in all grades (1 to 12), where their salary is determined by the University.

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

## 2. Key Findings

- Women occupy **53.5%** of positions, this has increased year on year since 2013.
- The gender pay gap including additional payments (total pay) is **18.2%** and excluding additional payments (basic pay) is **16.4%**. Both **base and total pay gaps** are at their **lowest levels** since Equal Pay Reviews have been conducted.
- Men continue to occupy a **higher proportion** of the positions at the **higher end** of the pay scale compared to women, and vice versa, but the percentage of women in grades 9 and above is **increasing**.
- A breakdown of average salary **by grade** shows **smaller** gender pay gaps. Base pay gaps range from -1.1% to 3.7%. Total pay gaps range from -0.1% to 6.4%. While some grades show women are paid more than men for base pay, across all grades men's total pay is higher than women's total pay. The figures indicate that the overall gender pay gaps continue to be impacted by the higher proportion of men in the higher grades.
- Men continue to receive a **higher proportion of the total number and value of market related additional payments**. The gap in the average value of payments has **increased** since 2020.
- **Both genders** are **more likely** to be appointed above the grade minimum at the higher grades (9 to 12) than the lower grades (2 to 4). Across all grades men are **more likely** to be appointed **above the grade minimum** than women.

### 3. Main Report

#### 3.1. Overall figures and trend analysis

##### Employee gender profile by year and in comparison to the sector<sup>1</sup>

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

Benchmark	Women (%)								
	2013	2014	2015	2016	2017	2018	2019	2020	2021
Cambridge Equal Pay Review	49.5%	49.9%	50.3%	50.8%	51.3%	52.1%	52.5%	53.4%	53.5%
UK Higher Education Sector*	53.9%	53.8%	54.0%	54.1%	54.2%	54.3%	54.3%	54.7% **	***

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

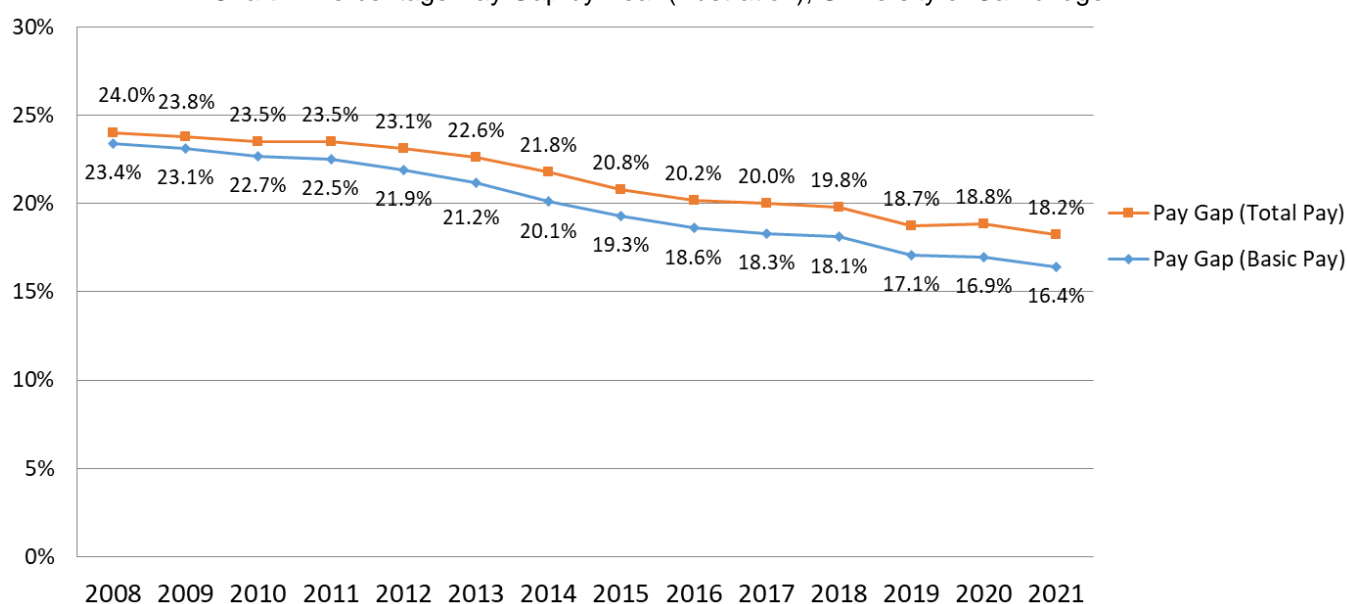
\*\* From 2019/20 HEI's have not been required to report non academic staff numbers – HEIs not reporting are removed from the totals

\*\*\*data not yet available

- The proportion of men and women at the University **has remained fairly equal** over time but since 2015 has shifted from a higher proportion of men to an increasingly **higher proportion of women**.
- Women now represent 53.5% (6,368 employees) of the workforce, the proportion of women has **increased** each year since 2013.
- The proportion of women at the University has remained **consistently lower** than in the UK Higher Education Sector, but the gap has **decreased** from high of 4.4% in 2012 to 1.3% in 2020.

##### Gender pay gap by year

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



- The overall mean gender basic pay gap has **decreased** year on year (down from 23.4% in 2008 to 16.4% in 2021).
- The overall mean gender total pay gap has **decreased** year on year (down from 24.0% in 2008 to 18.2% in 2021).

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



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

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

- Average basic and total pay (£) values have **increased** each year for both genders.
- Gender pay gaps have **reduced** since the Equal Pay Review started, although average salaries of men have remained **consistently higher** than women's; in most years the difference has reduced, and has decreased by 13% overall since 2008.
- Since 2008 average pay for women has **increased** by 24.8%, in comparison to men whose has increased by 17.9%.

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

Benchmark	% pay gap (mean) basic pay in favour of men								
	2013	2014	2015	2016	2017	2018	2019	2020	2021
Cambridge Equal Pay Review	21.2%	20.1%	19.3%	18.6%	18.3%	18.1%	17.1%	16.9%	16.4%
UK public sector*	17.4%	17.7%	17.9%	17.8%	17.7%	17.4%	15.7%	14.5%*	**
UK private sector*	24.7%	22.6%	22.7%	21.9%	20.9%	20.6%	19.9%	18.1%*	**

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

\*Provisional data at the time of reporting

\*\* Data not yet available

- The overall mean gender pay gap at the University has remained **consistently higher** than seen in the UK public sector since Equal Pay Reviews have been conducted. The lowest difference was 0.6% in 2017, the gap since then has increased to 2.4%.
- The overall mean gender pay gap at the University has remained **consistently lower** than that in the UK private sector over the same period; the difference has remained fairly stable, however the gap reduced substantially from 2.8% in 2019 to 1.2% in 2020, largely due a 1.8% drop in the private sector pay gap.

### 3.2. Employee gender profile

#### By grade

Chart 2: Number of employees at each grade by gender

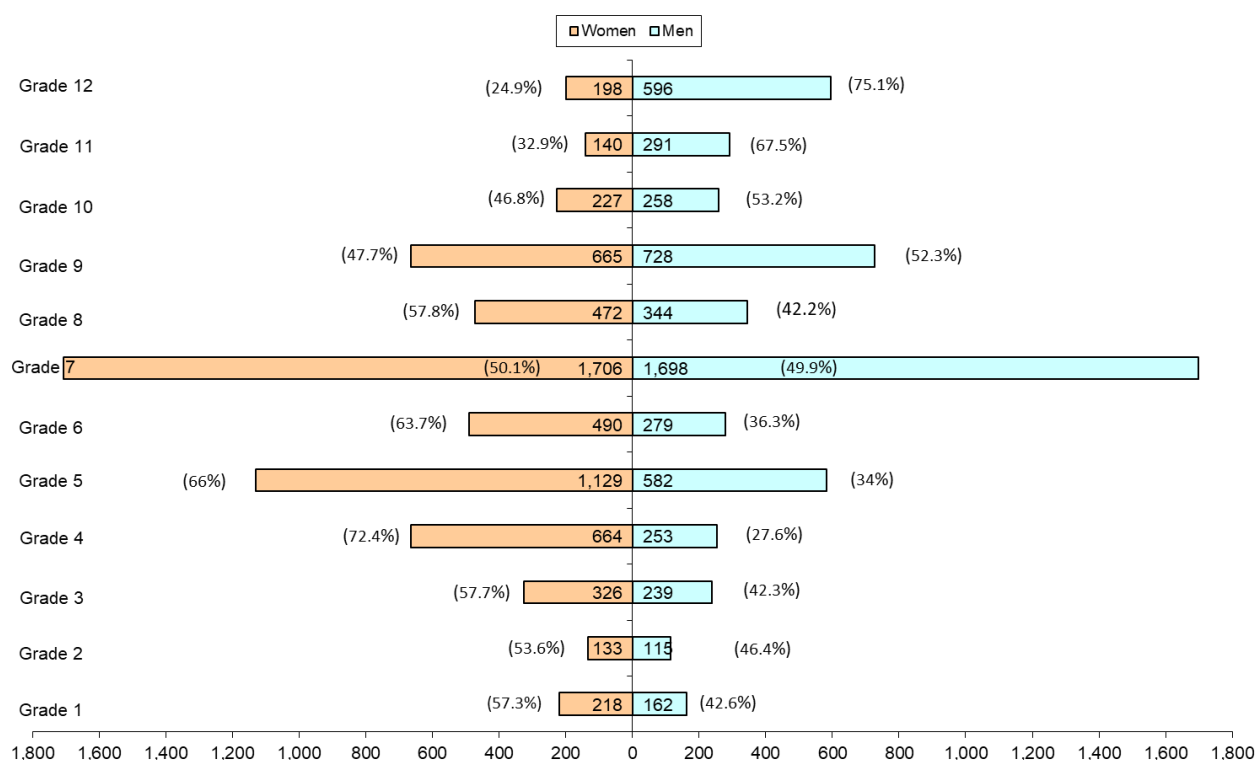


Table 4: Proportion of total gender population by grade

Gender	% of Total Gender Population by Grade												
	1	2	3	4	5	6	7	8	9	10	11	12	All
Women	3.4	2.1	5.1	10.4	17.7	7.7	26.8	7.4	10.4	3.6	2.2	3.1	100
Men	2.9	2.1	4.3	4.	10.5	5.0	30.6	6.2	13.1	4.7	5.2	10.7	100

- **Men** continue to occupy a **higher proportion** of the positions in grades at the **higher end** of the pay scale (60.4% of the positions in grades 9 to 12).
- **Women** occupy a **higher proportion** of positions in grades 1 to 6 of the pay scale (64.5%) an increase of 0.1% from the 2020 report.
- Men are most likely to occupy positions in grades 9 to 12 (61.3% of grades 9 to 12 were occupied by men in 2020, this has reduced by 0.9% to stand at 60.4% in this report).
- The **lowest proportion** of women continues to be in grade 12, but this proportion has **increased** (from 21% in 2018 to 25% in 2021), this figure has increased each report since 2018.

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

Staff category	Gender profile by Employment Type				
	Grade range	Women	Women %	Men	Men %
Academic	5 to 12	502	33.1	1016	66.9
Research	5 to 12	1743	46.2	2033	53.8
Academic Related	5 to 12	1621	59.6	2720	40.4
Assistant	1 to 8	2502	64.2	1397	35.8
Overall		6368	53.5	5545	46.5

- While the **lowest proportion** of women are employed in **Academic** roles, the figure continues to **increase** from 29.6% seen in 2016.
- The **Research** staff category has seen a **slight decrease** (0.7%) in the proportion of women (46.2% compared to 46.9% in 2020).
- The proportion of women in the **Academic-Related** category **increased** by 0.9% since the 2020 report and 3.1% when compared to the 2018 report (56.8%).
- The staff category with the **highest proportion** of women is the **Assistant** staff category, where 64.2% of positions are occupied by women, a decrease from 2020 (64.5%), but an **increase** from the 63.3% seen in 2018.

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

#### Gender pay analysis by grade

Table 5: % Pay Gap by Grade in 2021

Grade	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay gap (%)	Women	Men	Difference	Pay gap (%)
1	£17,777	£17,750	-£27	-0.2%	£18,665	£18,883	£218	1.2%
2	£19,429	£19,570	£141	0.7%	£19,681	£19,753	£71	0.4%
3	£22,092	£22,245	£152	0.7%	£22,189	£23,438	£1,249	5.3%
4	£25,633	£25,803	£171	0.7%	£25,720	£26,025	£306	1.2%
5	£29,785	£30,032	£248	0.8%	£29,856	£30,149	£293	1.0%
6	£33,289	£33,798	£509	1.5%	£33,400	£33,959	£559	1.6%
7	£37,207	£37,176	-£30	-0.1%	£37,278	£37,238	-£41	-0.1%
8	£44,869	£46,561	£1,691	3.6%	£45,018	£46,751	£1,733	3.7%
9	£50,239	£50,836	£597	1.2%	£51,396	£51,947	£551	1.1%
10	£59,714	£59,852	£138	0.2%	£61,051	£61,835	£784	1.3%
11	£64,010	£63,345	-£666	-1.1%	£66,587	£67,295	£707	1.1%
12	£88,432	£91,815	£3,383	3.7%	£95,170	£101,717	£6,546	6.4%
Overall	£37,485	£44,838	£7,353	16.4%	£38,021	£46,497	£8,476	18.2%

- Due to the higher proportion of men occupying positions at the higher end of the pay scale compared to women, the gender pay gap figures are **much smaller within each grade** compared to the overall gender pay gap.
- Since the 2020 report both the **base and total** pay gaps for each grade have **remained stable**. For **base pay** the difference ranges from a 0.2% increase (grade 3) to a 0.3% decrease (grades 7 and 9). For total pay the range is an increase of 0.4% (Grade 1) to a decrease of 0.4% (grade 7).
- **Grade 12** has the highest **base and total** pay gaps, with the base pay gap increasing by 0.1% from the 2020 figure (3.6%), while the total pay remains the highest, the actual gap has **decreased by 0.2%** from the 2020 report (from 6.6%)
- The **total pay gap** in grade 3 is primarily due to additional payments made to security staff in relation to the 24 hour patrol service, shifts and unsocial hours working required in the role.
- The **total pay gap** at grade 12 is primarily impacted by the awarding of market related supplements, the majority of which (79.9%) are awarded to men.

## Gender pay analysis by staff category

Table 6: % Pay gap by staff category

Staff category	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Average	Pay gap (%)	Women	Men	Average	Pay gap (%)
<b>Academic</b>	£63,849	£71,524	£68,986	10.7%	£67,073	£77,472	£74,033	13.4%
<b>Research</b>	£38,442	£41,155	£39,903	6.6%	£38,718	£41,605	£40,273	6.9%
<b>Academic Related</b>	£44,766	£49,922	£46,849	10.3%	£45,290	£51,331	£47,731	11.8%
<b>Assistant</b>	£26,813	£26,790	£26,805	-0.1%	£26,997	£27,287	£27,101	1.1%
<b>Overall</b>	£37,485	£44,838	£40,908	16.4%	£38,021	£46,497	£41,966	18.2%

- The **Academic** staff category has the **highest** basic pay gap (an increase of 0.7% from that seen in 2020) and the **highest** total pay gap (13.4%). This has **increased** since 2020 (12.8%) but is still **lower** than 2018 (13.8%).
- The **Academic Related** staff group has the second highest base and total pay gap, both have **increased** by 0.3% since the 2020 report.
- The **Research** staff category continues to show the **third highest** basic pay (6.6%) and total pay (6.9%) gaps. Both have **increased** in the 2018 (basic pay - 6.3% and total pay 6.8%) and 2020 (basic pay - 6.0% and total pay 6.5%) reports.
- The **Assistant** staff category continues to show the lowest basic pay (-0.1%) and total pay (1.1%) gaps. The base pay gap is unchanged from the 2020 report and total pay is 0.1% higher. Both remain lower than in 2018 (0.2% and 1.4% respectively).

### 3.4. Additional Payments (Appendices C1 – D2)

Additional payments comprise longer term pensionable payments and ad-hoc, shorter-term non-pensionable payments. Additional payments can be either discretionary e.g. additional hours, additional responsibility payments, or are linked to a role e.g. head of department or secretary of a faculty board. The levels are determined by the University through policy or custom and practice and are approved through governing bodies relevant to the payment. When additional payments are added to basic pay the overall pay gap **increases** from 16.4% to 18.2%. Further analysis is provided below:

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

Table 7: Non-pensionable payments by gender

Non-pensionable payments	Women	Men	Total
<b>Number</b>	641 (44.4%)	803 (55.6%)	1444
<b>Value</b>	£675,446 (28.7%)	£1,672,743 (71.2%)	£2,348,189
<b>Average payment value</b>	£1,053.74	£2,083.12	£1,626.17

- Men received a **higher** proportion of the total **number** of non-pensionable additional payments (55.6%), this figure is slightly lower than in 2020.
- Men also received a considerably **higher** proportion of the total **value** of non-pensionable additional payments (71.2%) an **increase** from 2018 (70.7%) and 2020 (69.4%).
- On average, women were paid £1,029.38 **less** per non-pensionable payment than men. This gap has increased since the 2018 report (£1,000.44) and 2020 (£839.67).
- Average value per payment has decreased for women by 5.5% since the 2020 report, whereas it has **increased** for men by 6.6% in the same period.

## Additional pensionable payments (Appendix C2 and C3)

Table 8: Pensionable payments by type and gender

Pensionable payments	Women		Men		Total	
	Number	Value	Number	Value	Number	Value
Discretionary	200	£361,786	178	£872,216	378	£1,234,002
Linked to a role	491	£1,129,184	539	£2,398,915	1030	£3,528,099
<b>Total Number</b>	<b>691</b>	<b>£1,490,970</b>	<b>717</b>	<b>£3,271,131</b>	<b>1,408</b>	<b>£4,762,101</b>

- Men received a **higher** proportion of the total **number** of pensionable additional payments (50.9%), a slight **decrease** compared to 2020 (52.5%) and 2018 (55%).
- Men also received a **higher** proportion of the total **value** of pensionable additional payments (68.7%), a **slight decrease** from the proportion seen in 2020 (69%) and 2018 (71.1%).
- On average, women were paid £2,404 **less** per pensionable payment than men; this gap has **increased** by £476 since 2018 (when the difference was £1,928).
- Average payment amounts have increased for both genders but women have seen a **smaller proportional increase** in the average payment value compared to the 2020 values (9.5% compared to 13.8% for men).

## Market related payments (Appendix C4)

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

Table 9: Market related payments by gender and occupational category

Occupational Category	Women		Men	
	Recruitment	Retention	Recruitment	Retention
Academic	28 (£512,431)	39 (£558,400)	75 (£1,477,896)	107 (£2,651,415)
Academic Related	25 (£275,297)	24 (£332,999)	28 (£407,811)	28 (£579,544)
Assistant				
Research	2 (£16,744)	3 (£10,658)	4 (£13,550)	5 (£33,515)
<b>Total Number</b>	<b>55</b>	<b>66</b>	<b>107</b>	<b>140</b>
<b>Total Value</b>	<b>£804,472</b>	<b>£902,057</b>	<b>£1,899,256</b>	<b>£3,264,474</b>
<b>Combined Total</b>	<b>121</b>		<b>247</b>	
<b>Combined Value</b>	<b>£1,706,529</b>		<b>£5,163,730</b>	

- Men received a higher proportion of both the total **number** of market related payments (67.1%), a **decrease** compared to 2018 (69.5%) and 2020 (67.9%) and the **value** of market payments (75.1%), although this has also **decreased** from the proportion seen in both 2018 (77.7%) and 2020 (76.8%).
- On average women were paid £6,802 **less** per market related payment than men (£14,104 compared to £20,905), this has **decreased** from the difference in 2020 (£7,328) and is a slight **increase** from 2018 (£6,545).
- Average payments to women are 33% lower than those received by men. This gap has increased since 2016 when the difference was 20.3%; over the previous 5 years the difference in average payments has **increased** by 12.7%.
- The average payment value for women has **increased** by 8.8% whereas for men the increase is 3.1% (average values have increased by £1,146 for women and £621 for men since 2020).
- A **higher** proportion of payments to both genders were for **retention** purposes (56%), a slight decrease from the 57.7% seen in 2018 (and 57.8% in 2020). Both genders received more payments based on retention (56.7% for men and 54.6% for women).
- The majority of market payment awards for women are at **grade 9** (35.5%), whereas for **men** the majority of awards are at **grade 12** (49.8%).
- 20.3% of employees at grade 12 have a market pay award (161 out of 360). This percentage is the same as in 2020.

- The proportion of women at grade 12 with a market pay award has **increased** to 21.1%, up from 20% in 2020 and 15.7% in 2018.

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

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

Due to COVID-19 pandemic, the University Council determined a limit on the use of the University's reward and progression schemes in the academic year 2020/21. As a result, the Contribution Reward Scheme for Assistant and Academic-Related staff in grades 1-11 was amended for the 2021 scheme year, and was only available to Assistant staff in grades 1 to 5. In addition, eligible employees could only apply for Single Contribution Payments to be paid at 3% of base salary.

Table 10: Amount of Contribution Increments awarded by gender

Not applicable for the period covered by this report

Table 11: Single contribution payment type by gender

Single Contribution Payment	Women		Men	
	Number	%	Number	%
3% Individual Award	352	61.5%	220	38.5%
<b>Total</b>	352	61.5%	220	38.5%

- A **higher proportion** of employees receiving single contribution payments were **women** (61.5%), although this was proportionate with the gender split of the eligibility pool
- Part Time employees** were less likely to be awarded a single contribution payment, with 77% of part time men and 74% of part time women successfully applying, compared with full time staff of which 82% of men and 83% of women were successful.

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

- Figures in this section have been impacted by the lower than usual numbers of employees recruited due to COVID-19 related recruitment restrictions. 594 fewer employees were recruited during the 2021 reporting period compared to during the 2020 reporting period.
- Of the 1,465 employees recruited to the University from 1 April 2020 to 31 March 2021, 52.7% (772) were women and 47.3% (693) were men.
- Women** were more likely than **men** to be appointed in **grades 1 to 6**, with 48.3% (373) of women and 32.7% (227) of men appointed to these grades.
- The proportion of men who were appointed to grades 1 to 6 (32.7%) is **lower** than in both 2020 (39.8%) and 2018 (38.7%).
- In **grades 7 to 12** there were 865 new appointments. The proportion of women appointed in these grades has increased from 42% in 2018 to 51.7% (399) in this report, and the proportion of men has **increased to 67.2%** (466) from 60.1% seen in 2020 and the 55.6% seen in 2018.
- Across all grades, 77.8% of employees were appointed above the bottom point of the grade. Of these, men were **more likely** to be appointed **above** the grade minimum compared to women (83.1% compared to 73.1% respectively). The percentage point gap between them has **decreased** from 15.5% in 2020 but **increased** compared to 7.5% seen in 2018).
- The average market payment value is higher for those with over 1 years' service (£19,352 compared to £16,047). However, over the past year women with less than 1 years' service have a higher average payment than those with more than 1 years' service, with a difference in payments of £3,682.



### 3.6. Part-time Employees

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

Working Hours	Population		Average (mean) basic pay			
	Women	Men	Women	Men	Difference	Pay gap (%)
Full-Time	4,462	4,893	£39,000	£45,035	£6,035	13.4%
Part-Time	1,906	652	£33,940	£43,357	£9,418	21.7%

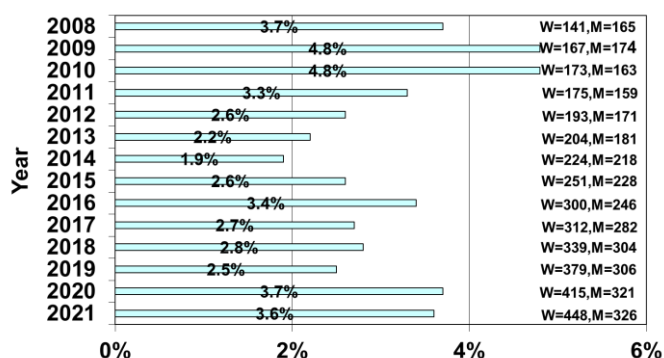
- 21.5% of the workforce work part-time hours (2,258 out of 11,913 employees)
- A **higher proportion** of women occupy part-time positions (16.0%) compared to men (5.5%).
- **Women** are more likely to be employed part-time, with 29.9% of women (1,906 out of 6,368) and 11.8% (652 out of 4,893) of men working part-time hours.
- Part-time men earn on **average 96.3%** of the full-time men's average salary, this gap is **smaller** than that for part-time women who earn on **average 87%** of the women's average full-time salary. Both have narrowed since the 2018 report which showed gaps of 85.2% and 92% respectively.
- The gender pay gap for part-time employees is **higher** than for full-time positions (21.7% compared to 13.4% respectively).
- The full-time gap has **decreased** to 13.4% from 13.9% seen in the 2020 report (and 15% seen in 2018), the part-time pay gap stands at **21.7%, an increase** from both the 2020 (20.8%) and 2018 (20.6%) reports.

### 3.7. Key Performance Indicators

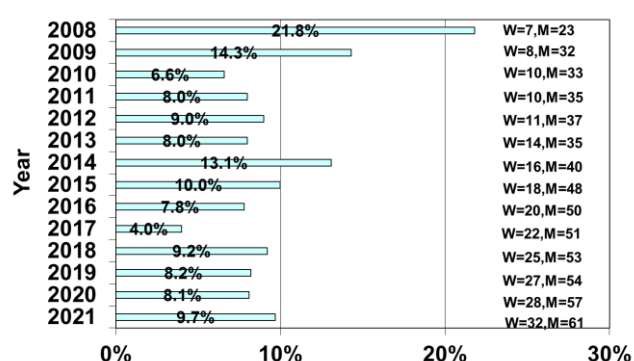
The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

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

KPI 1a: Pay gap – grade 8 Academic-Related staff



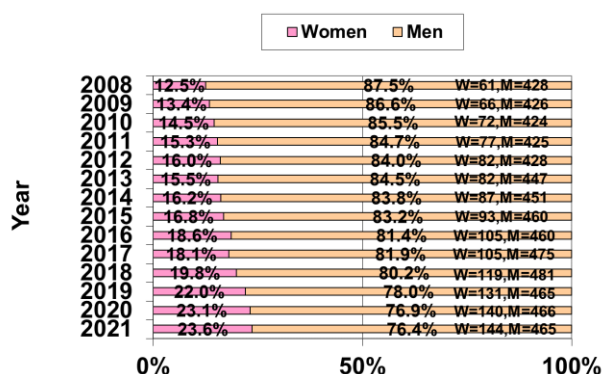
KPI 1b: Pay gap – grade 12 Academic-Related staff



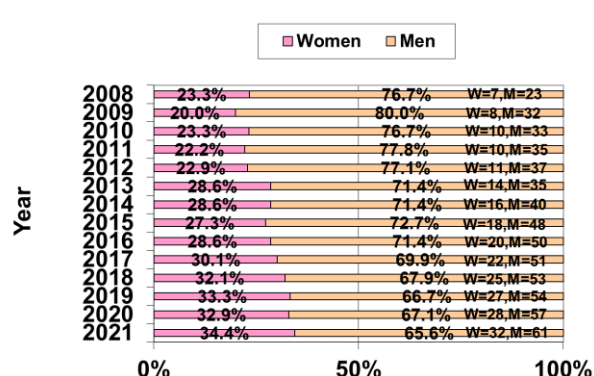
- The gender pay gap in respect of grade 8 Academic-Related staff (KPI 1a) **decreased** from its highest level in 2009 and 2010 at a steady rate in the subsequent years up until 2014. It has increase slightly since then, but remains within the established EHRC tolerance level of 5%
- The gender pay gap in respect of grade 12 Academic-Related staff has **decreased** since the 2018 report; over the longer term the gap has **decreased** significantly from the 21.8% seen in 2008.

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

KPI 2a: Gender representation – grade 12  
Academic staff



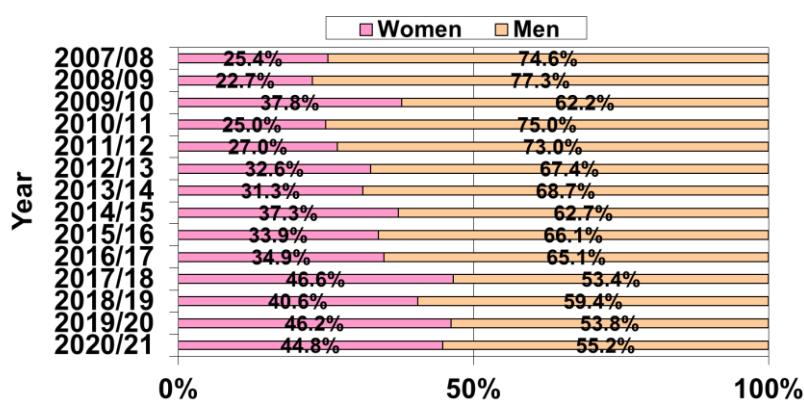
KPI 2b: Gender representation – grade 12  
Academic-Related staff



- The majority of Academic and Academic-Related grade 12 positions continue to be occupied by men. The proportion of those positions occupied by women has generally **increased**, and women now make up nearly a quarter of Academic staff and a third of Academic-Related staff at grade 12.

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

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



- Men in grade 9 remain more likely to be appointed to the top half of the grade compared to women.
- The proportion of women appointed in the top half of grade 9 has **increased** over the period in which Equal Pay Reviews have been conducted, but has fluctuated since the high of 46.6% seen in 2017/18.



#### 4. Actions Arising from the 2020 Equal Pay Review and Progress

As a result of the findings of the 2020 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

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

Whilst the 2020 Equal Pay Review indicates a continued improvement in the representation of women at higher levels (including grades 11 and 12), the overall trend of men occupying a higher proportion of the positions at the higher end of the pay scale compared to women, and vice versa, continues. It would therefore be beneficial for this recommendation to continue and has therefore been included in the 2020 recommendations below.

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

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

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

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

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

The Equality and Diversity Strategy incorporates high level objectives in relation to addressing equality in staff pay and related reward structures by responding to findings identified.

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

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

Table 13: Gender pay gap for new starters

Staff category	Men	Average base pay	Women	Average Base pay	Pay Gap for new starters	Pay gap (from table 6)
Academic	29	£59,752.79	25	£56,748.08	5.0%	10.7%
Research	528	£35,395.55	433	£33,374.55	5.7%	6.6%
Academic-Related	102	£47,566.03	148	£41,991.94	11.7%	10.3%
Assistant	103	£24,742.96	217	£24,735.13	0.0%	-0.1%
<b>Grand Total</b>	<b>762</b>	<b>£36,516.67</b>	<b>823</b>	<b>£33,334.03</b>	8.7%	16.4%

While the pay gap for Academic Staff is high at the point of recruitment, it does appear to reduce over time, whereas the pay gap for Academic-Related staff appears to grow over time. However, the long term trend would need to be fully understood, as the 2018 report showed a higher gap for new starters which then reduced over time. Overall, the largest contributors to the gender pay gap remain the Academic and Academic-Related staff categories.

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

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

*GESG is asked to suggest areas they may wish to include in any revised report. Each suggestion would need to be analysed for feasibility to include, based on factors such as the ability to obtain and meaningfully analyse the relevant data.*

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

Mandatory Gender Pay Gap (GPG) reporting is now fully established within the University, the fourth report having been published in March 2021 (based on data as at March 2020). The focus and methodology of the Equal Pay Report (EPR) and differs from that of the GPG, as such careful communication of the differences may be required. Further consideration is needed to identify the interaction between the reports, and consideration given to whether changes to the format or focus of the EPR would be beneficial and ensure the EPR remains relevant and informative (*which is linked to action 3 above*)

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

KPI 1a has decreased from the peak seen in 2010, with some fluctuations in the percentage across the following years. The rate currently sits at the highest level since 2014, whether this increase is a long term trend, or part of the normal fluctuation of the rate remains to be seen. If the rate remains at the same level or reduces then it is suggested that the monitoring of KPI 1a is stopped after the 2022 report.

KPI 1b has shown a long term downward trend from the 21.8% seen in 2008, with the level now showing at 8.1%, while the proportion of women in the grade now stands at nearly 50% (up from 30% in 2008). Given the long term decrease in the pay gap at this grade, the suggestion is that monitoring of this KPI is stopped following this report. Gender balance at this grade would continue to be reported as part of the Staff Statistical Information report, and representation could be monitored via that report.

## 5. Appendices

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

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

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	218	162	380	57.4%	42.6%	16.1%	11.1%	£17,777	£242	£17,750	£212	£17,765	-0.2%	£17,682	£0	£17,682	£0	£17,682	0.0%
2	133	115	248	53.6%	46.4%	5.3%	6.1%	£19,429	£961	£19,570	£930	£19,494	0.7%	£19,612	£1,788	£20,130	£1,421	£19,612	2.6%
3	326	239	565	57.7%	42.3%	11.3%	8.8%	£22,092	£1,263	£22,245	£1,212	£22,157	0.7%	£21,814	£1,831	£22,417	£1,831	£22,417	2.7%
4	664	253	917	72.4%	27.6%	13.3%	14.6%	£25,633	£1,600	£25,803	£1,617	£25,680	0.7%	£25,941	£2,254	£25,941	£2,254	£25,941	0.0%
5	1,129	582	1,711	66.0%	34.0%	15.2%	14.8%	£29,785	£1,938	£30,032	£1,826	£29,869	0.8%	£30,046	£2,611	£30,942	£2,611	£30,046	2.9%
6	490	279	769	63.7%	36.3%	13.1%	14.7%	£33,289	£2,266	£33,798	£2,162	£33,473	1.5%	£33,797	£3,862	£34,804	£2,939	£33,797	2.9%
7	1,706	1,698	3,404	50.1%	49.9%	9.4%	7.8%	£37,207	£3,243	£37,176	£3,149	£37,191	-0.1%	£36,914	£5,518	£36,914	£5,518	£36,914	0.0%
8	472	344	816	57.8%	42.2%	8.9%	16.3%	£44,869	£4,724	£46,561	£4,596	£45,582	3.6%	£45,361	£9,231	£48,114	£6,760	£46,718	5.7%
9	665	728	1,393	47.7%	52.3%	16.7%	19.5%	£50,239	£4,265	£50,836	£4,362	£50,551	1.2%	£52,559	£5,841	£52,559	£5,841	£52,559	0.0%
10	227	258	485	46.8%	53.2%	33.0%	29.1%	£59,714	£2,372	£59,852	£2,134	£59,788	0.2%	£59,135	£3,487	£59,135	£1,770	£59,135	0.0%
11	140	291	431	32.5%	67.5%	*	*	£64,010	£2,741	£63,345	£2,008	£63,561	-1.1%	£62,727	£0	£62,727	£0	£62,727	0.0%
12	198	596	794	24.9%	75.1%	*	*	£88,432	£18,695	£91,815	£21,670	£90,972	3.7%	£81,794	£24,942	£84,241	£33,981	£84,241	2.9%
Band 1	113	306	419	27.0%	73.0%	*	*	£77,150	£6,063	£76,518	£5,184	£76,688	-0.8%	£72,689	£9,105	£72,689	£6,725	£72,689	0.0%
Band 2	39	121	160	24.4%	75.6%	*	*	£96,542	£6,823	£98,549	£7,374	£98,060	2.0%	£94,795	£11,195	£97,631	£14,632	£97,631	2.9%
Band 3	19	79	98	19.4%	80.6%	*	*	£116,314	£8,193	£116,276	£8,423	£116,283	0.0%	£116,546	£15,364	£116,546	£16,961	£116,546	0.0%
Band 4	8	25	33	24.2%	75.8%	*	*	£142,937	£15,811	£147,735	£18,029	£146,572	3.2%	£139,129	£14,442	£143,298	£25,415	£143,298	2.9%
no band	19	65	84	22.6%	77.4%	*	*	£88,056	£15,849	£100,060	£26,339	£97,344	12.0%	£84,241	£24,987	£92,038	£38,293	£92,038	8.5%
Total	6,368	5,545	11,913	53.5%	46.5%	17.7%	27.1%	£37,485	£14,580	£44,838	£21,199	£40,908	16.4%	£34,804	£14,462	£39,152	£20,694	£35,845	11.1%

\* all points on these grades are discretionary

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

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Woman standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	< 5	0	*	100.0%	0.0%	£34,804	£0	-	-	£34,804	-	£34,804	£0	-	-	£34,804	-
7	8	< 5	*	*	*	£38,017	£0	£39,170	£1,630	£38,248	2.9%	£38,017	£0	£39,170	£1,153	£38,017	2.9%
8	< 5	< 5	*	*	*	£46,476	£5,330	£44,353	£7,355	£45,627	-4.8%	£49,553	£4,616	£44,353	£5,201	£49,553	-11.7%
9	168	202	370	45.4%	54.6%	£49,409	£3,795	£50,791	£2,959	£50,163	2.7%	£52,559	£5,841	£52,559	£3,006	£52,559	0.0%
10	90	149	239	37.7%	62.3%	£59,147	£1,941	£59,324	£1,711	£59,257	0.3%	£59,135	£1,717	£59,135	£0	£59,135	0.0%
11	88	196	284	31.0%	69.0%	£62,686	£273	£62,708	£184	£62,701	0.0%	£62,727	£0	£62,727	£0	£62,727	0.0%
12	144	465	609	23.6%	76.4%	£86,343	£16,993	£88,411	£18,591	£87,922	2.3%	£80,604	£19,349	£79,414	£27,868	£79,414	-1.5%
Total	502	1,016	1,518	33.1%	66.9%	£63,849	£17,937	£71,524	£20,416	£68,986	10.7%	£60,020	£20,130	£62,727	£17,970	£62,727	4.3%

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

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

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	20	7	27	74.1%	25.9%	£28,290	£1,594	£27,433	£1,576	£28,068	-3.1%	£28,331	£2,461	£26,715	£398	£27,511	-6.0%
6	99	47	146	67.8%	32.2%	£33,406	£2,579	£34,110	£2,685	£33,632	2.1%	£33,797	£3,862	£34,804	£2,509	£33,797	2.9%
7	596	295	891	66.9%	33.1%	£37,021	£3,444	£37,374	£3,633	£37,138	0.9%	£36,914	£6,525	£38,017	£6,022	£36,914	2.9%
8	448	326	774	57.9%	42.1%	£44,794	£4,744	£46,479	£4,618	£45,504	3.6%	£45,361	£9,231	£48,114	£6,760	£46,718	5.7%
9	259	213	472	54.9%	45.1%	£50,961	£4,109	£51,808	£4,519	£51,343	1.6%	£52,559	£4,445	£52,559	£4,578	£52,559	0.0%
10	136	105	241	56.4%	43.6%	£60,106	£2,555	£60,662	£2,418	£60,348	0.9%	£59,135	£3,592	£59,135	£3,592	£59,135	0.0%
11	31	45	76	40.8%	59.2%	£67,324	£3,430	£65,455	£3,370	£66,217	-2.9%	£68,529	£5,975	£64,604	£5,802	£66,538	-6.1%
12	32	61	93	34.4%	65.6%	£96,866	£24,504	£107,237	£27,553	£103,668	9.7%	£88,063	£43,099	£100,557	£37,133	£94,795	12.4%
Total	1,621	1,099	2,720	59.6%	40.4%	£44,766	£12,186	£49,922	£17,901	£46,849	10.3%	£41,526	£12,639	£48,114	£13,809	£44,046	13.7%

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

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	218	162	380	57.4%	42.6%	£17,777	£242	£17,750	£212	£17,765	-0.2%	£17,682	£0	£17,682	£0	£17,682	0.0%
2	133	115	248	53.6%	46.4%	£19,429	£961	£19,570	£930	£19,494	0.7%	£19,612	£1,788	£20,130	£1,421	£19,612	2.6%
3	326	239	565	57.7%	42.3%	£22,092	£1,263	£22,245	£1,212	£22,157	0.7%	£21,814	£1,831	£22,417	£1,831	£22,417	2.7%
4	664	253	917	72.4%	27.6%	£25,633	£1,600	£25,803	£1,617	£25,680	0.7%	£25,941	£2,254	£25,941	£2,254	£25,941	0.0%
5	729	331	1,060	68.8%	31.2%	£29,817	£1,821	£30,136	£1,816	£29,917	1.1%	£30,046	£2,611	£30,942	£2,611	£30,046	2.9%
6	390	232	622	62.7%	37.3%	£33,255	£2,184	£33,734	£2,041	£33,434	1.4%	£33,797	£3,862	£34,804	£2,939	£33,797	2.9%
7	33	51	84	39.3%	60.7%	£38,804	£2,777	£38,845	£2,954	£38,829	0.1%	£40,322	£3,408	£40,322	£2,305	£40,322	0.0%
8	9	14	23	39.1%	60.9%	£46,504	£3,008	£48,027	£3,406	£47,431	3.2%	£46,718	£2,753	£49,553	£4,192	£48,114	5.7%
Total	2,502	1,397	3,899	64.2%	35.8%	£26,813	£5,335	£26,790	£6,378	£26,805	-0.1%	£26,715	£7,875	£26,715	£9,128	£26,715	0.0%

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

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	380	244	624	60.9%	39.1%	£29,801	£2,135	£29,966	£1,795	£29,866	0.6%	£30,046	£2,611	£30,046	£2,611	£30,046	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,069	1,350	2,419	44.2%	55.8%	£37,255	£3,138	£37,067	£3,024	£37,150	-0.5%	£36,914	£5,518	£36,914	£6,525	£36,914	0.0%
8	12	< 5	14	*	*	£46,064	£4,937	£51,842	£3,237	£46,889	11.1%	£47,457	£7,077	£51,842	£2,289	£49,553	8.5%
9	238	313	551	43.2%	56.8%	£50,039	£4,618	£50,203	£4,875	£50,132	0.3%	£51,034	£7,198	£51,034	£7,198	£51,034	0.0%
10	< 5	< 5	*	*	*	£57,418	£0	£58,289	£1,692	£58,115	1.5%	£57,418	£0	£59,135	£846	£59,135	2.9%
11	21	50	71	29.6%	70.4%	£64,669	£3,008	£63,940	£2,731	£64,155	-1.1%	£62,727	£3,811	£62,727	£3,328	£62,727	0.0%
12	22	70	92	23.9%	76.1%	£89,842	£16,900	£100,988	£26,293	£98,323	11.0%	£88,063	£26,428	£96,213	£37,470	£92,038	8.5%
Total	1,743	2,033	3,776	46.2%	53.8%	£38,442	£9,562	£41,155	£14,467	£39,903	6.6%	£36,914	£7,506	£36,914	£7,729	£36,914	0.0%

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

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

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	218	162	380	57.4%	42.6%	16.1%	11.1%	£18,665	£734	£18,883	£741	£18,758	1.2%	£18,733	£1,065	£19,071	£751	£18,837	1.8%
2	133	115	248	53.6%	46.4%	5.3%	6.1%	£19,681	£967	£19,753	£820	£19,714	0.4%	£19,612	£981	£20,130	£941	£19,774	2.6%
3	326	239	565	57.7%	42.3%	11.3%	8.8%	£22,189	£1,408	£23,438	£3,362	£22,717	5.3%	£21,904	£1,831	£22,954	£1,989	£22,417	4.6%
4	664	253	917	72.4%	27.6%	13.3%	14.6%	£25,720	£1,610	£26,025	£1,971	£25,804	1.2%	£25,941	£2,254	£25,941	£2,254	£25,941	0.0%
5	1,129	582	1,711	66.0%	34.0%	15.2%	14.8%	£29,856	£2,046	£30,149	£2,023	£29,956	1.0%	£30,046	£2,611	£30,942	£2,611	£30,046	2.9%
6	490	279	769	63.7%	36.3%	13.1%	14.7%	£33,400	£2,312	£33,959	£2,253	£33,603	1.6%	£33,797	£3,862	£34,804	£2,203	£34,304	2.9%
7	1,706	1,698	3,404	50.1%	49.9%	9.4%	7.8%	£37,278	£3,324	£37,238	£3,231	£37,258	-0.1%	£36,914	£5,518	£36,914	£5,518	£36,914	0.0%
8	472	344	816	57.8%	42.2%	8.9%	16.3%	£45,018	£4,869	£46,751	£4,647	£45,748	3.7%	£45,361	£9,231	£48,312	£6,760	£46,718	6.1%
9	665	728	1,393	47.7%	52.3%	16.7%	19.5%	£51,396	£6,056	£51,947	£5,703	£51,684	1.1%	£52,559	£7,413	£52,559	£6,017	£52,559	0.0%
10	227	258	485	46.8%	53.2%	33.0%	29.1%	£61,051	£4,698	£61,835	£7,742	£61,468	1.3%	£59,135	£3,592	£59,135	£3,592	£59,135	0.0%
11	140	291	431	32.5%	67.5%	*	*	£66,587	£7,297	£67,295	£11,891	£67,065	1.1%	£62,727	£5,802	£62,727	£3,811	£62,727	0.0%
12	198	596	794	24.9%	75.1%	*	*	£95,170	£27,584	£101,717	£33,999	£100,084	6.4%	£89,362	£32,993	£89,388	£38,629	£89,362	0.0%
Band 1	113	306	419	27.0%	73.0%	*	*	£81,635	£13,607	£83,359	£18,078	£82,894	2.1%	£74,960	£11,552	£77,105	£11,552	£77,105	2.8%
Band 2	39	121	160	24.4%	75.6%	*	*	£108,818	£29,007	£109,822	£26,798	£109,577	0.9%	£103,567	£15,128	£103,567	£19,971	£103,567	0.0%
Band 3	19	79	98	19.4%	80.6%	*	*	£123,291	£15,791	£135,258	£34,362	£132,938	8.8%	£120,181	£15,883	£125,814	£30,946	£125,166	4.5%
Band 4	8	25	33	24.2%	75.8%	*	*	£160,932	£34,698	£170,646	£29,353	£168,291	5.7%	£154,913	£33,761	£166,092	£42,224	£162,812	6.7%
no band	19	65	84	22.6%	77.4%	*	*	£91,849	£18,964	£105,775	£32,913	£102,625	13.2%	£92,038	£27,431	£100,557	£42,951	£95,808	8.5%
Total	6,368	5,545	11,913	53.5%	46.5%	17.7%	27.1%	£38,021	£16,075	£46,497	£25,518	£41,966	18.2%	£34,804	£14,462	£39,152	£20,126	£35,845	11.1%

\* all points on these grades are discretionary



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

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	< 5	0	*	*	*	£34,804	£0	-	-	£34,804	-	£34,804	£0	-	-	£34,804	-
7	8	< 5	*	*	*	£38,073	£159	£39,170	£1,630	£38,292	2.8%	£38,017	£0	£39,170	£1,153	£38,017	2.9%
8	< 5	< 5	*	*	*	£46,476	£5,330	£44,502	£7,144	£45,686	-4.4%	£49,553	£4,616	£44,502	£5,051	£49,553	-11.4%
9	168	202	370	45.4%	54.6%	£51,225	£6,918	£52,999	£6,316	£52,193	3.3%	£52,559	£5,841	£52,559	£3,006	£52,559	0.0%
10	90	149	239	37.7%	62.3%	£61,229	£5,905	£61,451	£7,295	£61,367	0.4%	£59,135	£3,592	£59,135	£2,033	£59,135	0.0%
11	88	196	284	31.0%	69.0%	£64,355	£4,465	£66,289	£11,068	£65,689	2.9%	£62,727	£539	£62,727	£794	£62,727	0.0%
12	144	465	609	23.6%	76.4%	£93,139	£26,322	£98,257	£32,365	£97,047	5.2%	£84,241	£30,878	£86,763	£35,001	£86,763	2.9%
Total	502	1,016	1,518	33.1%	66.9%	£67,073	£22,989	£77,472	£30,035	£74,033	13.4%	£62,727	£20,130	£69,658	£25,969	£62,727	10.0%

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

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	20	7	27	74.1%	25.9%	£28,290	£1,594	£27,433	£1,576	£28,068	-3.1%	£28,331	£2,461	£26,715	£398	£27,511	-6.0%
6	99	47	146	67.8%	32.2%	£33,479	£2,541	£34,142	£2,702	£33,692	1.9%	£33,797	£3,862	£34,804	£3,029	£33,797	2.9%
7	596	295	891	66.9%	33.1%	£37,067	£3,449	£37,498	£3,734	£37,209	1.1%	£36,914	£6,525	£38,017	£5,653	£37,154	2.9%
8	448	326	774	57.9%	42.1%	£44,933	£4,892	£46,660	£4,672	£45,660	3.7%	£45,361	£9,231	£48,114	£6,760	£46,718	5.7%
9	259	213	472	54.9%	45.1%	£51,661	£5,047	£52,241	£4,911	£51,923	1.1%	£52,559	£6,017	£52,559	£5,913	£52,559	0.0%
10	136	105	241	56.4%	43.6%	£60,960	£3,719	£62,480	£8,442	£61,622	2.4%	£59,302	£3,592	£59,361	£4,257	£59,361	0.1%
11	31	45	76	40.8%	59.2%	£73,165	£10,488	£71,101	£10,133	£71,943	-2.9%	£68,529	£10,386	£68,136	£15,396	£68,529	-0.6%
12	32	61	93	34.4%	65.6%	£105,471	£35,369	£122,224	£39,919	£116,459	13.7%	£95,697	£37,682	£106,670	£58,138	£103,836	10.3%
Total	1,621	1,099	2,720	59.6%	40.4%	£45,290	£13,896	£51,331	£22,239	£47,731	11.8%	£41,526	£14,120	£48,114	£13,809	£44,046	13.7%

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

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	218	162	380	57.4%	42.6%	£18,665	£734	£18,883	£741	£18,758	1.2%	£18,733	£1,065	£19,071	£751	£18,837	1.8%
2	133	115	248	53.6%	46.4%	£19,681	£967	£19,753	£820	£19,714	0.4%	£19,612	£981	£20,130	£941	£19,774	2.6%
3	326	239	565	57.7%	42.3%	£22,189	£1,408	£23,438	£3,362	£22,717	5.3%	£21,904	£1,831	£22,954	£1,989	£22,417	4.6%
4	664	253	917	72.4%	27.6%	£25,720	£1,610	£26,025	£1,971	£25,804	1.2%	£25,941	£2,254	£25,941	£2,254	£25,941	0.0%
5	729	331	1,060	68.8%	31.2%	£29,920	£1,991	£30,320	£2,114	£30,045	1.3%	£30,046	£2,611	£30,942	£2,851	£30,286	2.9%
6	390	232	622	62.7%	37.3%	£33,376	£2,255	£33,922	£2,156	£33,580	1.6%	£33,797	£3,862	£34,804	£2,442	£34,537	2.9%
7	33	51	84	39.3%	60.7%	£39,243	£3,053	£39,592	£3,996	£39,455	0.9%	£40,322	£4,020	£40,322	£2,395	£40,322	0.0%
8	9	14	23	39.1%	60.9%	£47,389	£3,031	£48,457	£3,341	£48,039	2.2%	£47,264	£1,891	£49,553	£4,404	£48,609	4.6%
Total	2,502	1,397	3,899	64.2%	35.8%	£26,997	£5,272	£27,287	£6,361	£27,101	1.1%	£26,715	£7,875	£26,852	£10,019	£26,715	0.5%

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

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	380	244	624	60.9%	39.1%	£29,817	£2,140	£29,995	£1,838	£29,887	0.6%	£30,046	£2,611	£30,046	£2,611	£30,046	0.0%
6	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	1,069	1,350	2,419	44.2%	55.8%	£37,330	£3,253	£37,089	£3,040	£37,196	-0.6%	£36,914	£5,518	£36,914	£6,525	£36,914	0.0%
8	12	< 5	*	*	*	£46,064	£4,937	£51,842	£3,237	£46,889	11.1%	£47,457	£7,077	£51,842	£2,289	£49,553	8.5%
9	238	313	551	43.2%	56.8%	£51,228	£6,417	£51,068	£5,669	£51,137	-0.3%	£52,559	£8,625	£52,559	£8,224	£52,559	0.0%
10	< 5	< 5	*	*	*	£57,418	£0	£59,187	£2,849	£58,833	3.0%	£57,418	£0	£59,135	£1,744	£59,135	2.9%
11	21	50	71	29.6%	70.4%	£66,231	£5,405	£67,812	£15,477	£67,345	2.3%	£62,727	£5,802	£62,727	£4,628	£62,727	0.0%
12	22	70	92	23.9%	76.1%	£93,482	£19,504	£106,830	£32,542	£103,638	12.5%	£92,682	£26,866	£102,884	£40,909	£97,226	9.9%
Total	1,743	2,033	3,776	46.2%	53.8%	£38,718	£10,275	£41,605	£16,153	£40,273	6.9%	£36,914	£7,506	£36,914	£7,729	£36,914	0.0%

## Appendix C1: Non-pensionable additional payments

		No	£ average	£ total
Biological Safety Officer	Men	31	£755	£23,417
	Women	23	£538	£12,376
Bonus Payment	Men	5	£52,123	£260,613
	Women	< 5	*	£38,444
Chairman Degree Comm.	Men	< 5	*	£667
	Women	< 5	*	£10,000
Chair Payment	Men	39	£1,001	£39,058
	Women	9	£894	£8,043
Deputy Director/Head	Men	16	£2,068	£33,089
	Women	10	£719	£7,194
Laser Officer	Men	27	£689	£18,610
	Women	6	£577	£3,463
Librarian	Men			
	Women	< 5	*	£1,042
Radiation Officer	Men	< 5	*	£600
	Women			
Radiation Supervisor	Men	57	£739	£42,142
	Women	40	£984	£39,369
Safety Off/Adviser	Men	47	£372	£17,464
	Women	39	£356	£13,897
Secretary Payment	Men	5	£1,363	£6,814
	Women	< 5	*	£1,083
Other Payment	Men	571	£2,155	£1,230,270
	Women	508	£1,064	£540,533
Total	Men	803	£2,083	£1,672,743
	Women	641	£1,054	£675,446
	Total	1444	£1,626	£2,348,189

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

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

**Appendix C2: Pensionable additional payments (discretionary)**

		No	£ average	£ total
Admin Responsibility	Men	7	£4,464	£31,251
	Women	< 5	*	£1,875
Additional Responsibility	Men	113	£3,192	£360,723
	Women	178	£1,605	£285,741
Additional Hours	Men	28	£3,478	£97,374
	Women	< 5	*	£7,263
Other Payment	Men	30	£12,762	£382,869
	Women	17	£3,936	£66,907
Total	Men	178	£4,900	£872,216
	Women	200	£1,809	£361,786
	Total	378	£3,265	£1,234,002

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

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

		No	£ average	£ total
Chair Faculty Board	Men	8	£6,698	£53,585
	Women	5	£6,718	£33,590
Deputy Director/Head	Men	38	£5,124	£194,696
	Women	15	£6,542	£98,134
Director	Men	24	£7,375	£176,997
	Women	9	£7,471	£67,237
Head of Department	Men	44	£11,175	£491,689
	Women	14	£9,043	£126,599
Head of Division	Men	7	£5,143	£36,000
	Women			
Secretary Faculty Board	Men	< 5	*	£9,995
	Women	< 5	*	£3,635
Other Payment	Men	415	£3,460	£1,435,953
	Women	447	£1,790	£799,990
Total	Men	539	£4,451	£2,398,915
	Women	491	£2,300	£1,129,184
	Total	1030	£3,425	£3,528,099

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

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

### Appendix C4: Market related payments

Staff category	Supplement % of salary	Grade	Sub-Total		
			M	F	% F
Academic	≤5%	9	3	2	40%
		10	1	2	67%
		11	2	2	50%
		12	8	3	27%
	>5% ≤10%	9	9	4	31%
		10	4	3	43%
		11	1	2	67%
		12	24	4	14%
	>10% ≤15%	9	8	8	50%
		11	3		0%
		12	10	3	23%
	>15% ≤20%	9	20	6	23%
		10	1		0%
		11	4	5	56%
		12	14	3	18%
	>20% ≤25%	9	1		0%
		10	1		0%
		12	8		0%
	>25% ≤30%	9	1	1	50%
		10	1		0%
		11	2		0%
		12	3	1	25%
	>30% ≤35%	9	4	2	33%
		10		2	100%
		11	3		0%
		12	3	1	25%
	>35% ≤40%	9	2	3	60%
		10		1	100%
		11	1		0%
		12	2	1	33%
	>40% ≤45%	9		1	100%
		10	1	1	50%
		11	3		0%
		12	4		0%
	>45% ≤50%	10		1	100%
		12	2		0%
	>50% ≤55%	10	1		0%
		12	5		0%
	>55% ≤60%	9		1	100%
		10	1		0%
		12	1		0%
	>60% ≤65%	11	1		0%
		12	1		0%
	>65% ≤70%	12	1		0%
	>70% ≤75%	12	1		0%
	>75% ≤80%	10	1		0%
		12		1	100%
	>80% ≤85%	12	1		0%
	>85% ≤90%	12	2		0%
	>90% ≤95%	12	2		0%
	>95% ≤100%	12		1	100%
	>100% ≤105%	12	1	1	50%
	>105% ≤110%	12	1		0%
	>115% ≤120%	12	3		0%
	>120% ≤125%	11	1		0%
		12	1		0%
	>135% ≤140%	11	1		0%
		12	1		0%
	>170% ≤175%	12	1	1	50%
			£4,129,311	£1,070,831	

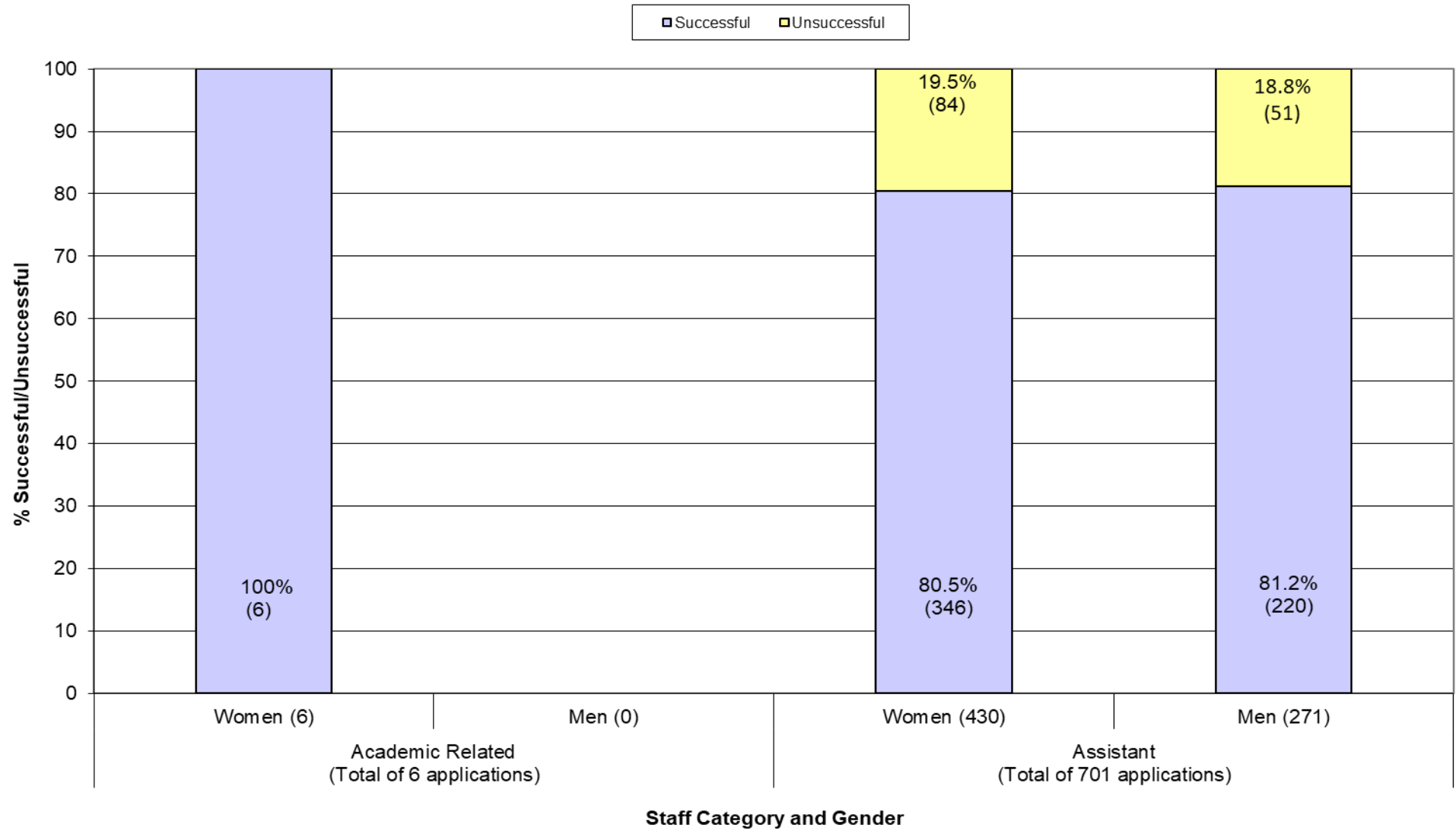


Academic Related	≤5%	7	1	100%	
		8	3	25%	
		9	1	0%	
		10	2	100%	
		11	1	0%	
	>5% ≤10%	7	1	0%	
		8	1	100%	
		9	3	67%	
		10	5	64%	
		11	1	0%	
	>10% ≤15%	12	2	50%	
		9	2	4	67%
		10	2	2	50%
		11	2	1	33%
	>15% ≤20%	12	5	0%	
		9	1	100%	
		10	2	100%	
		11	3	1	25%
	>20% ≤25%	12	1	3	75%
		9	1	100%	
		10	2	0%	
		11	4	1	20%
	>25% ≤30%	12	2	1	33%
		9	1	0%	
		10	1	0%	
		11	1	2	67%
	>30% ≤35%	12	2	1	33%
		8	1	100%	
		11	1	1	50%
		12	1	0%	
	>35% ≤40%	11	1	0%	
		12	1	100%	
	>40% ≤45%	9	1	100%	
		12	3	0%	
	>45% ≤50%	11	1	1	50%
		12	1	0%	
>55% ≤60%	11	1	100%		
	12	1	1	50%	
>60% ≤65%	12	1	0%		
>110% ≤115%	12	1	0%		
		£987,354	£608,296		
Research	≤5%	11	1	0%	
		12	1	2	67%
	>5% ≤10%	9	2	0%	
		10	1	0%	
		11	1	100%	
		12	2	0%	
	>10% ≤15%	9	1	1	50%
	>15% ≤20%	9	1	100%	
		11	1	0%	
		£47,066	£27,402		

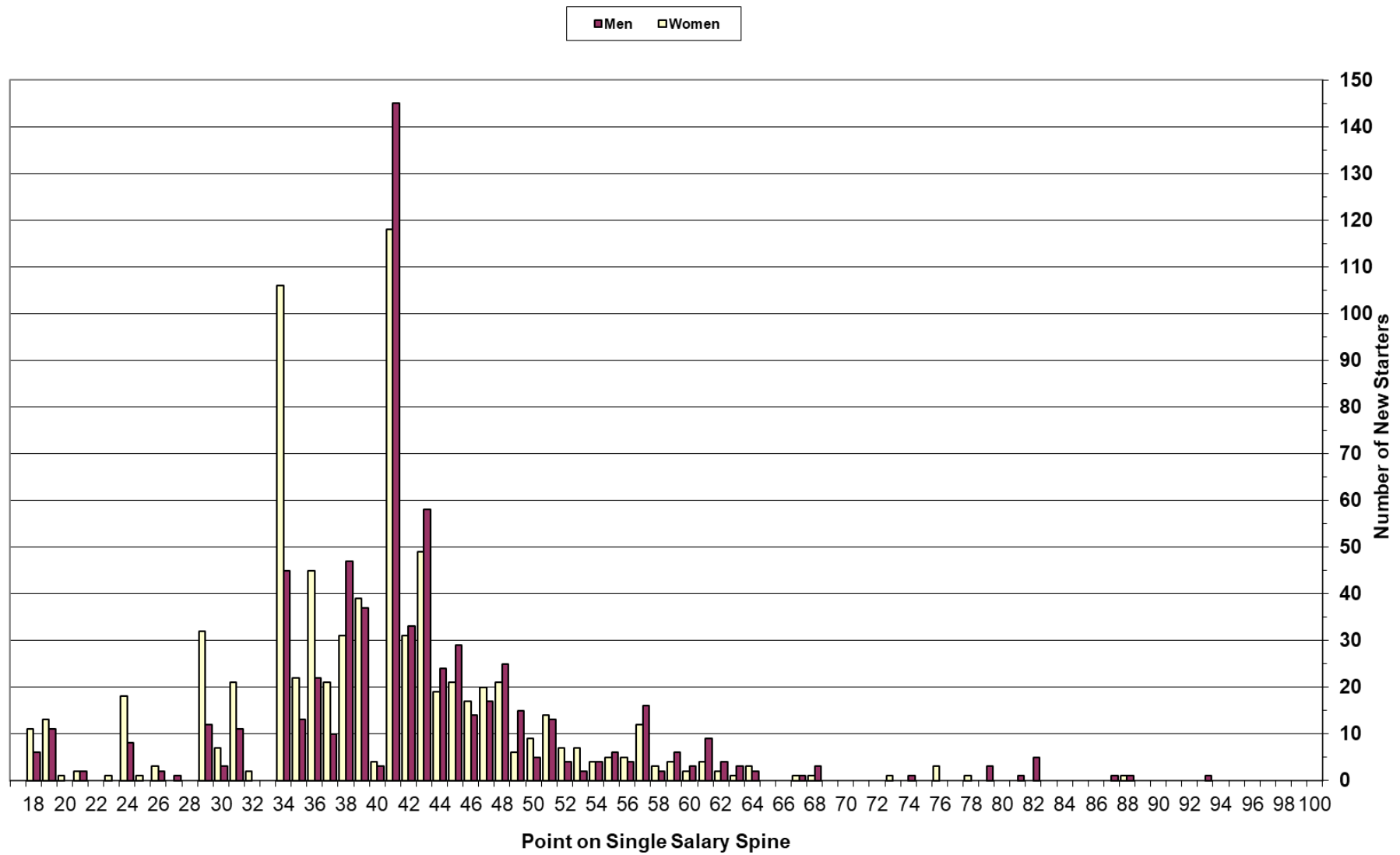
**Appendix D1: Contribution Increments by gender and occupational category**

This scheme did not run in 2020 due to COVID related pay restraint measures

## Appendix D2: Single Contribution Payments by gender and occupational category



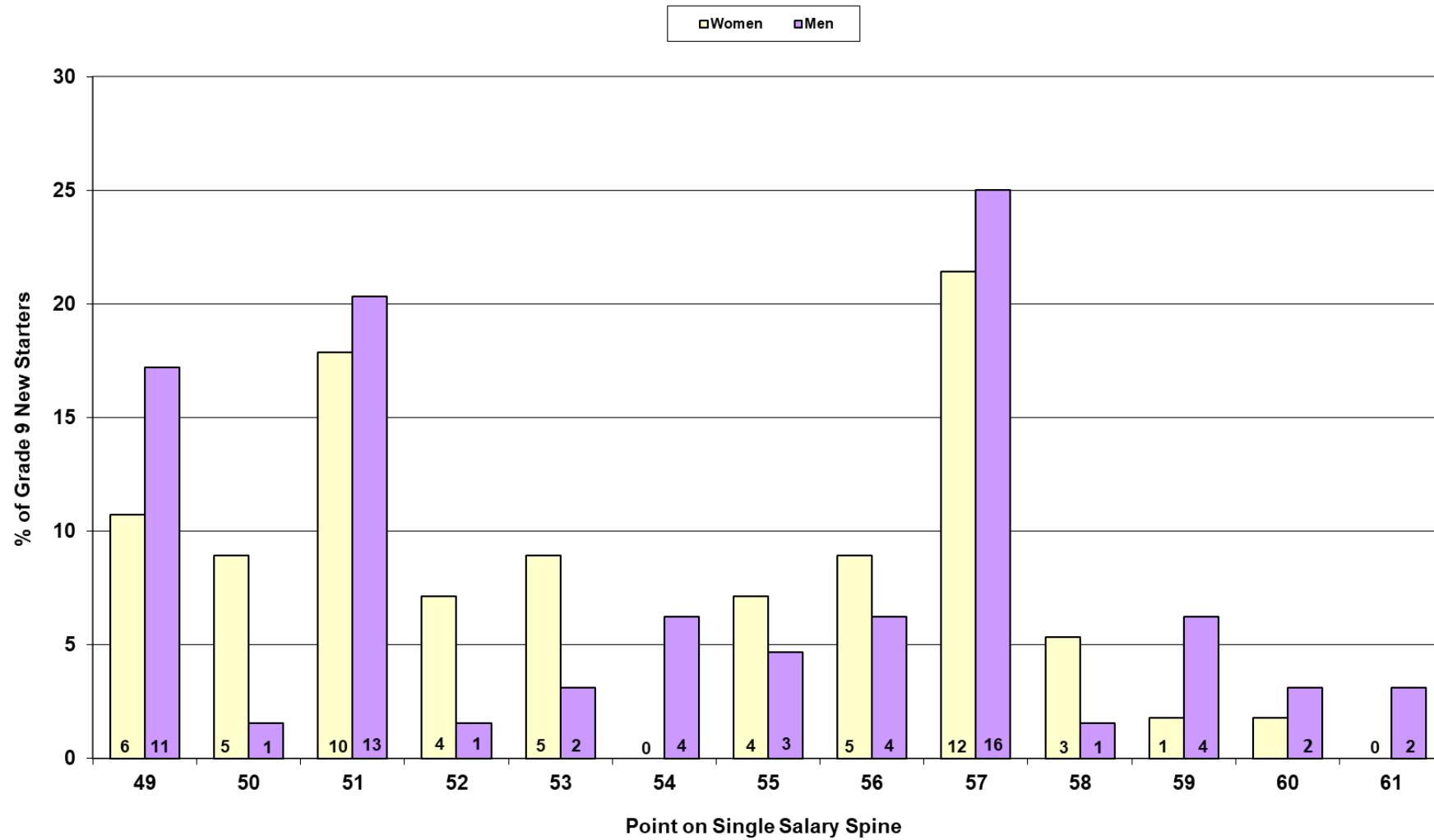
The 2020 scheme was limited to staff in grades 1 to 5 only due to COVID  
 Appendix E1: Scale points of new employees by gender (chart 1)



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

[illegible]

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



## Appendix F: Methodology

The methodology of this Equal Pay Review is consistent with previous reviews in order to analyse trends over time. The approach taken is in line with the relevant JNCHES<sup>2</sup> guidance and the Equality and Human Rights Commission advice that where a pay differential related to gender is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. For gender pay gaps of more than 5%, action is needed to address the issue and close the gap. Consistent with previous reviews, this review includes in its analysis all University on the single salary spine (i.e. excluding those on spot salaries or those whose pay is not determined by the University).

### Pay gap calculation

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

### Mean and median

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

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

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

### Standard deviation

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

### Interquartile range

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

### Data protection

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

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<sup>2</sup> Joint Negotiating Committee for Higher Education Staff

**Table 1(a) Number of academic and research staff on the single salary spine by grade, gender and scale point**

as at 31 March 2021

[illegible]



as at 31 March 2021

[illegible]

as at 31 March 2021

[illegible]

## School of Arts and Humanities

as at 31 March 2021

[illegible]

**School of the Biological Sciences**  
as at 31 March 2021

as at 31 March 2021

[illegible]

as at 31 March 2021

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
100																									1		1		100	
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80																									1		1		80	
79																										1		1	79	
78																									1		1		78	
77																									1	1	1	1	77	
76																									4	1	4	1	76	
75																									2	2	2	2	75	
74																									3		3		74	
73																									1		1		73	
72																													72	
71																									1	2	1	2	71	
70																									3		3		70	
69																									6		6		69	
68																									8	3	8	3	68	
67																										4	1	4	1	67
66																									1	1	1	1	66	
65																									2	1	2	1	65	
64																										1		1	64	
63																									13	8	13	8	63	
62																									2	1	2	1	62	
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as at 31 March 2021

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as at 31 March 2021

[illegible]



as at 31 March 2021

[illegible]

**School of the Physical Sciences**  
as at 31 March 2021

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																									1		1		100
99																										1			99
98																											1		98
97																													97
96																													96
95																													95
94																													94
93																									3		3		93
92																													92
91																													91
90																													90
89																									1		1		89
88																									1		1		88
87																									5		5	1	87
86																									1		1		86
85																									3		3		85
84																									4		4		84
83																									4		4		83
82																									5		5		82
81																									5		5		81
80																									6		6		80
79																									1		1		79
78																									3		3		78
77																									5		5		77
76																									4	2	4	2	76
75																									5	3	5	3	75
74																									4	1	4	1	74
73																									5	1	5	1	73
72																									4	1	4	1	72
71																									9	2	9	2	71
70																									11		11		70
69																									12	2	12	2	69
68																									46	13	46	13	68
67																													67
66																													66
65																									1		1		65
64																									3		3		64
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62																									57		5		62
61																									6	4	6		61
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59																									1		1		59
58																									2		2	1	58
57																									45		28		57
56																									6		1		56
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54																									5		3		54
53																									11		4		53
52																									9		2		52
51																									6		1		51
50																									4				50
49																									9		4		49
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47																									5		1		47
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44																									59		19		44
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42																									50		20		42
41																									37		14		41
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as at 31 March 2021

School of Technology

[illegible]

as at 31 March 2021

[illegible]

as at 31 March 2021

[illegible]

as at 31 March 2021

[illegible]

### General Board Institutions (NSIs)

as at 31 March 2021

[illegible]



as at 31 March 2021

**Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the year 1 April 2020 – 31 March 2021**

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	Men	28	£85,363	122	£615,863	133	£1,226,067	34	£139,246	109	£491,746	70	£268,952	133	£345,835	89	£98,060	718	£3,271,131
	Women	14	£38,386	150	£427,960	122	£479,757	37	£94,229	61	£116,055	37	£98,577	133	£136,197	137	£99,808	691	£1,490,970
Non-pensionable	Men	23	£26,978	140	£328,622	139	£167,485	79	£261,927	194	£214,437	85	£133,651	118	£525,330	25	£14,312	803	£1,672,743
	Women	19	£25,197	165	£217,717	136	£110,218	58	£62,694	99	£65,689	42	£68,335	85	£118,512	37	£7,084	641	£675,446
Total	Men	51	£112,341	262	£944,485	272	£1,393,553	113	£401,173	303	£706,183	155	£402,602	251	£871,165	114	£112,372	1521	£4,943,874
	Women	33	£63,583	315	£645,677	258	£589,976	95	£156,923	160	£181,745	79	£166,911	218	£254,709	174	£106,892	1332	£2,166,416
	Total	84	£175,924	577	£1,590,162	530	£1,983,528	208	£558,096	463	£887,928	234	£569,514	469	£1,125,874	288	£219,264	2853	£7,110,290

**Table 10(b) Pensionable by payment type and gender**

		Total	
		No	£
Admin Responsibility	Men	7	£31,251
	Women	1	£1,875
Additional Responsibility	Men	113	£360,723
	Women	178	£285,741
Additional Hours	Men	28	£97,374
	Women	4	£7,263
Chairman Faculty Board	Men	8	£53,585
	Women	5	£33,590
Deputy Director/Head	Men	38	£194,696
	Women	15	£98,134
Director	Men	24	£176,997
	Women	9	£67,237
Head of Department	Men	44	£491,689
	Women	14	£126,599
Head of Division	Men	7	£36,000
	Women		
Secretary Faculty Board	Men	3	£9,995
	Women	1	£3,635
Other Payment	Men	446	£1,818,823
	Women	464	£866,897
Total	Men	718	£3,271,131
	Women	691	£1,490,970
	Total	1409	£4,762,101

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

		Total	
		No	£
Biological Safety Officer	Men	31	£23,417
	Women	23	£12,376
Bonus*	Men	5	£260,613
	Women	1	£38,444
Chairman Degree Comm.	Men	2	£667
	Women	1	£10,000
Chairman Payment	Men	39	£39,058
	Women	9	£8,043
Deputy Director/Head	Men	16	£33,089
	Women	10	£7,194
Laser Officer	Men	27	£18,610
	Women	6	£3,463
Librarian	Men		
	Women	2	£1,042
Radiation Officer	Men	3	£600
	Women		
Radiation Supervisor	Men	57	£42,142
	Women	40	£39,369
Safety Off/Adviser	Men	47	£17,464
	Women	39	£13,897
Secretary Payment	Men	5	£6,814
	Women	2	£1,083
Other Payment	Men	571	£1,230,270
	Women	508	£540,533
Total	Men	803	£1,672,743
	Women	641	£675,446
	Total	1444	£2,348,189

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

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
<b>Headship payments</b> (inc Chairman Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	<b>Men</b>	17	£70,919	27	£198,058	27	£226,715	15	£101,763	13	£155,619	24	£191,888	1	£18,000			124	£962,961
	<b>Women</b>	7	£29,337	13	£109,753	10	£71,773	7	£51,762	2	£19,838	5	£46,732					44	£329,195
<b>Additional Hours/Responsibility payments</b> (inc Admin Responsibility, Additional Responsibility, Additional Hours)	<b>Men</b>	2	£5,681	13	£23,697	27	£101,716	5	£11,158	11	£26,311	9	£10,185	71	£291,628	10	£18,970	148	£489,347
	<b>Women</b>	5	£3,077	19	£29,429	39	£64,102	8	£12,909	11	£23,723	13	£38,210	69	£103,258	19	£20,170	183	£294,879
<b>Other Payment</b>	<b>Men</b>	9	£8,763	82	£394,107	79	£897,637	14	£26,324	85	£309,816	37	£66,879	61	£36,207	79	£79,090	446	£1,818,823
	<b>Women</b>	2	£5,972	118	£288,778	73	£343,882	22	£29,558	48	£72,495	19	£13,636	64	£32,939	118	£79,638	464	£866,897
<b>Total</b>	<b>Men</b>	28	£85,363	122	£615,863	133	£1,226,067	34	£139,246	109	£491,746	70	£268,952	133	£345,835	89	£98,060	718	£3,271,131
	<b>Women</b>	14	£38,386	150	£427,960	122	£479,757	37	£94,229	61	£116,055	37	£98,577	133	£136,197	137	£99,808	691	£1,490,970
	<b>Total</b>	42	£123,749	272	£1,043,824	255	£1,705,825	71	£233,475	170	£607,801	107	£367,528	266	£482,032	226	£197,868	1409	£4,762,101

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
<b>Safety Payments</b> (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Off/Adviser)	<b>Men</b>	3	£819	54	£35,859	55	£36,186	8	£2,736	27	£15,606	13	£9,048	5	£1,979			165	£102,233
	<b>Women</b>	2	£546	30	£18,181	48	£26,324	11	£4,279	4	£2,183	2	£682	10	£16,639	1	£273	108	£69,107
<b>Bonus</b>	<b>Men</b>													5	£260,613			5	£260,613
	<b>Women</b>													1	£38,444			1	£38,444
<b>Headship payments</b> (inc Chairman Degree Comm., Chairman Payment, Deputy Director/Head, Head of Department, Secretary Payment)	<b>Men</b>	12	£18,704	2	£1,600	2	£10,452	12	£11,422	26	£22,927	8	£14,522					62	£79,627
	<b>Women</b>	4	£2,701	2	£2,300			13	£6,987	2	£4,334			1	£10,000			22	£26,321
<b>Extraneous payments</b> (inc Librarian)	<b>Men</b>																		
	<b>Women</b>			1	£600					1	£442							2	£1,042
<b>Other Payment</b>	<b>Men</b>	8	£7,455	84	£291,163	82	£120,848	59	£247,769	141	£175,904	64	£110,080	108	£262,738	25	£14,312	571	£1,230,270
	<b>Women</b>	13	£21,950	132	£196,636	88	£83,894	34	£51,429	92	£58,731	40	£67,653	73	£53,429	36	£6,811	508	£540,533
<b>Total</b>	<b>Men</b>	23	£26,978	140	£328,622	139	£167,485	79	£261,927	194	£214,437	85	£133,651	118	£525,330	25	£14,312	803	£1,672,743
	<b>Women</b>	19	£25,197	165	£217,717	136	£110,218	58	£62,694	99	£65,689	42	£68,335	85	£118,512	37	£7,084	641	£675,446
	<b>Total</b>	42	£52,175	305	£546,339	275	£277,704	137	£324,621	293	£280,127	127	£201,986	203	£643,842	62	£21,396	1444	£2,348,189

Figures are rounded to the nearest pound.



**Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 March 2021 by staff category, school (or equivalent) and gender**

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	9					1		1	1									2	1	33%
		10										1								1	100%
		11				1														1	100%
		12	1			2			1		1			1					5	1	17%
	>5% ≤10%	9		1		1	1	1		4	1		1						6	4	40%
		10				1	2												1	2	67%
		11									1									1	100%
		12	1					1		2			2						4	2	33%
	>10% ≤15%	9		1		3		1	1					1					4	5	56%
		12						1				1	1						2	1	33%
	>15% ≤20%	9				5	1	6	3	4		1	1	1					17	5	23%
		11				3	3		1	1									4	4	50%
		12				1	1		2		1			1					4	2	33%
	>20% ≤25%	9				1													1		0%
		10							1										1		0%
		12				2						1							3		0%
	>25% ≤30%	11	1											1					2		0%
		12				1	1												1	1	50%
	>30% ≤35%	9				3	2												3	2	40%
		12					1													1	100%
	>35% ≤40%	9		1		1	1												1	2	67%
		11				1													1		0%
	>40% ≤45%	10					1													1	100%
		12				1													1		0%
	>50% ≤55%	12				1													1		0%
>70% ≤75%	12				1													1		0%	
																		£743,503	£367,842		
	≤5%	12					1												1		100%
	>5% ≤10%	10							1										1		0%
	>10% ≤15%	9					1	1										1	1	50%	
	>15% ≤20%	9						1											1		100%
		11						1											1		0%
																		£20,130	£20,559		

	Male	Female
Academic	65	37
Academic Related	0	0
Assistant	0	0
Research	3	3
<b>Total Supplements</b>	<b>£763,633</b>	<b>£388,401</b>

**Table 11(c) Count of all staff newly awarded market pay between 1 April 2020 and 31 March 2021 by staff category, school (or equivalent) and gender**

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
	≤5%	11									1								1		0%
		9			1														1		0%
	>5% ≤10%	10							1										1		0%
		12			1		2				1								4		0%
		9							2		1								3		100%
	>10% ≤15%	11			1														1		0%
		12			1								1						2		0%
	>15% ≤20%	9			1														1		0%
		12			2		1				1								3	1	25%
	>30% ≤35%	11							1										1		0%
	>35% ≤40%	10								1									1		100%
	>40% ≤45%	9								1									1		100%
		11							1										1		0%
	>45% ≤50%	10								1									1		100%
		12					1												1		0%
	>50% ≤55%	12			1														1		0%
	>115% ≤120%	12							1										1		0%
	>170% ≤175%	12								1									1		100%
																			£411,777	£263,055	
	>5% ≤10%	9									1				1	1			1		0%
		10																	1	1	50%
		9									1	1							1	1	50%
	>10% ≤15%	11															1		1		0%
		12							1						2				3		0%
	>15% ≤20%	10													2				2		100%
		12							1						1				1	1	50%
		9									1								1		100%
	>20% ≤25%	11													1				1		100%
		12													2				2		0%
	>25% ≤30%	12													1				1		100%
	>30% ≤35%	11															1		1		100%
Research	>35% ≤40%	11									1								1		0%
	>110% ≤115%	12													1				1		0%
																				£249,793	£138,717
	≤5%	11											1						1		0%
		12									1								1		100%
	>5% ≤10%	9											1						1		0%
																				£4,052	£821

	Male	Female
Academic	19	8
Academic Related	12	9
Assistant	0	0
Research	2	1
Total Supplements	£665,622	£402,593

**Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 April 2020 and 31 March 2021 by staff category, school (or equivalent) and gender**

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities &		Physical Sciences		Technology		Biological		Clinical Medicine		Council		General Board		Sub-Total		% F
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	≤5%	12							1										1		0%
		9		1					1										1	1	50%
	>5% ≤10%	10				1														1	100%
		12	1				1												2		0%
	>10% ≤15%	9		1																1	100%
	>15% ≤20%	9			2				2				1						5		0%
		11				2			1										1	2	67%
	>20% ≤25%	10							1										1		0%
																			£92,104	£38,843	
	>5% ≤10%	10							1										1		0%
	>10% ≤15%	9					1													1	100%
	>15% ≤20%	9					1													1	100%
		11					1												1		0%
																			£13,554	£16,744	

	Male	Female
Academic	11	5
Academic Related	0	0
Assistant	0	0
Research	2	2
Total Supplements	£105,658	£55,587

**Table 12a, Count\* of all staff in receipt of a bonus payment\*\*\* during the year 1 April 2020 - 31 March 2021**  
**by Staff Category, School (or equivalent) and Gender, shown as a percentage of basic salary**  
Information provided from CHRIS

Staff category**	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	>25% ≤30%	12													1				1		100%
	>30% ≤35%	12													2				2		0%
	>50% ≤55%	12													1				1		0%
	>60% ≤65%	12													1				1		0%
	>65% ≤70%	12													1				1		0%
																			£260,614	£38,444	

	Male	Female
Academic	0	0
Academic Related	5	1
Assistant	0	0
Research	0	0
<b>Total Supplements</b>	<b>£260,614</b>	<b>£38,444</b>

**Notes:**

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

\*\* No Academic Staff are recorded in receipt of bonus payments.

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



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

Staff category**	Bonus range	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	£60,000-£79,999	12													3				3		0%
	£40,000-£59,999	12																			
	£20,000-£39,999	12													2	1			2	1	33%
	£00,000-£19,999	12																			
<b>Total</b>															<b>5</b>	<b>1</b>			<b>5</b>	<b>1</b>	<b>16.7%</b>

**Notes:**

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

\*\* No Academic Staff are recorded in receipt of bonus payments.

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

## Annex D – Equality Related Objectives

	2020-21	2019-20
<b>Objective 1: Mainstream inclusive practices, embedding responsibility for equality across University</b>		
<p><i>Target:</i></p> <p>1. <i>Identify and mitigate causes of the gender and ethnicity pay gaps</i></p>	<p>Previous Gender Pay Gap reports have identified that gender imbalances are the root cause of our gender pay gaps. Women are under-represented in more senior and higher paid roles, and over-represented in more junior and lower paid roles. <a href="#">Our previous reports</a> provide information on the various initiatives in place to address these imbalances.</p>	
<p>2. <i>Achieve Mainstreaming Inclusivity, actions to consistently and visibly embed inclusive practices into the everyday business of the University, namely:</i></p> <p>a. <i>Target: A 25% reduction in the gender pay gap over a 4 year period.</i></p>	<p><b>Gender pay gap:</b> Median: 9.0% Mean: 17.8%</p> <p>From the 2018 figures, this represents a <b>34%</b> reduction in the median GPG and <b>9%</b> reduction in the mean GPG</p>	<p><b>Gender pay gap:</b> Median: 11.1% Mean: 18.3%</p> <p><i>(2018 figures: Median: 13.7% Mean: 19.7%)</i></p>
<p>3. <i>Embed responsibility for race equality across the University</i></p>	<p><b>Ethnicity pay gap:</b> Median: 0.0% Mean: 2.9%</p> <p>In 2021, Equality and Diversity Information Dashboards were introduced both at University and School level. School-level information is shared with Heads of School.</p>	<p><b>Ethnicity pay gap:</b> Median: 0.3% Mean: 3.5%</p>

Objective 2: Ensure diverse staff recruitment and student admissions		
<p><i>Target:</i></p> <p>1. <i>Broadening Workforce Diversity: Actions to support attracting, selecting, recruiting and welcoming a diverse workforce, namely: Increase women applicant numbers by at least 5% at all levels.</i></p>	<p>Female applications for all posts: 51.4%</p> <p>Female applications for academic posts: 36.5%</p> <p>Female applications for research posts: 42.1%</p> <p>Female applications for PSS roles: 63.4%</p>	<p>Female applications for all posts: 52%</p> <p>Female applications for academic posts: 32%</p> <p>Female applications for research posts: 42%</p> <p>Female applications for PSS roles: 63%</p>
<p>2. <i>Achieve Diverse staff recruitment and student admissions, namely</i></p> <p>a. <i>Proportions of BAME<sup>1</sup> staff at the University to reach or exceed national benchmarks (moving target)</i></p>	<p><b>Cambridge</b>  BAME UK academics: 6.5%  BAME international academics: 6.8%</p> <p>BAME UK PSS: 5.7%  BAME international PSS: 3.6%</p> <p><b>National benchmark</b>  BAME UK academics: 7.7%  BAME international academics: 10.3%</p> <p>BAME UK PSS: 8.5%  BAME international PSS: 3.0%</p>	<p><b>Cambridge</b>  BAME UK academics: 6.5%  BAME international academics: 6.3%</p> <p>BAME UK PSS: 5.6%  BAME international PSS: 3.5%</p> <p><b>National benchmark</b>  BAME UK academics: 7.2%  BAME international academics: 9.6%</p> <p>BAME UK PSS: 9.7%  BAME international PSS: 3.3%</p>

<sup>1</sup> The University is aware of the limitations of the term 'BAME' and recognises that there is no agreement in the sector as regards what terminology should be used. It is our aim to tackle all forms of inequality including racism, and foster inclusion.

	<p>BAME Undergraduate Admissions:  Applicants: 34.2%  Offers: 28.8%  Acceptances: 29.2%  RG UG Admissions: 18.3%</p> <p>BAME Graduate Admissions:  Applicants: 60.2%  23.7% of BAME Applicants received offers, compared to 42.8% of White Applicants</p>	<p>BAME Undergraduate Admissions:  Applicants: 31.6%  Offers: 27.5%  Acceptances: 28.0%  RG UG Admissions: 17.4%</p> <p>BAME Graduate Admissions:  Applicants: 55.9%  24.2% of BAME Applicants received offers, compared to 43.9% of White Applicants</p>
<i>b. Increase in BAME UK applications for academic and research posts</i>	<p>BAME UK applications for academic posts: 4.1%  BAME UK applications for research posts: 4.7%</p>	<p>BAME UK applications for academic posts: 4.8%  BAME UK applications for research posts: 4.9%</p>
<i>c. Increase BAME applications for PSS roles</i>	<p>BAME applications for PSS roles: 25%</p>	<p>BAME applications for PSS roles: 21%</p>

Objective 3: Enhance career development, and increase transition to senior levels for women and racially minoritized staff		
<p><i>Target:</i></p> <p>1. <i>To achieve:</i></p> <p>a. <i>Increase in the proportion of women in the eligible pool who apply for promotion to levels comparable to men Target: The University has committed to increase the proportion of applications from pool of women who are eligible to apply for promotion to 9% by 2020.</i></p> <p>b. <i>To increase the proportion of women in Professor (Grade 12) roles, in line with the national benchmarks</i></p>	<p>Female academics comprised 36.5% of eligible pool, of whom 7.0% applied for academic promotion overall.</p> <p>- Female academics comprised 35% of the eligible pool for promotion to Professorships, of whom 5.4% applied (compared to 7.5% for male academics). - Female academics comprised 37.8% of the eligible pool for promotion to Readerships, of whom 9.9% applied (compared to 13.5% for male academics).</p> <p>23.2% of Professors were female. Russell Group Female Professors: 30.3%</p>	<p>Female academics comprised 35.5% of eligible pool, of whom 7.0% applied for academic promotion overall.</p> <p>- Female academics comprised 34.1% of the eligible pool for promotion to Professorships, of whom 6.6% applied (compared to 6.7% for male academics). - Female academics comprised 36.3% of the eligible pool for promotion to Readerships, of whom 9.3% applied (compared to 10.1% for male academics).</p> <p>22.8% of Professors were female. Russell Group Female Professors: 25.1%</p>
<p>2. <i>Achieve BAME representation at senior levels and in governance structures, namely:</i></p> <p>a. <i>Increase in BAME applicants for Grade 11 and Grade 12 Professorial roles to at least match proportions of BAME eligible pools.</i></p> <p>b. <i>The University to achieve the national benchmark in BAME Professors (Grade 12)</i></p>	<p>BAME eligible pool for Reader<sup>2</sup>: 16% BAME applications for Reader: 12%</p> <p>BAME eligible pool for Professor: 14% BAME applications for Professor: 8.6%</p> <p>UoC BAME Professors: 9.4% Russell Group BAME Professors: 7.7%</p>	<p>Promotions data unavailable.</p> <p>UoC BAME Professors: 8.8% Russell Group BAME Professors: 8.2%</p>

<sup>2</sup> In October 2021, new Academic titles were introduced at the University: Readers are now Professors (Grade 11).

Objective 4: Nurture a culture of mutual respect for staff and students of all backgrounds		
<p><i>Target:</i></p> <ol style="list-style-type: none"> <li>1. <i>Improving the support for and experience of BAME students and staff at the University, and Bringing about Culture Change, namely:</i> <ol style="list-style-type: none"> <li>a. <i>Decrease ethnicity non-disclosure to 8% by end of 2021, to 5% or lower by end of 2022</i></li> <li>b. <i>Race Equality Charter surveys to show that at least 80% BAME staff &amp; students feel that if they reported racial discrimination, the University would take action</i></li> <li>c. <i>Marked increase in reports of racism at the University by 2022 suggesting that people feel confident to report</i></li> </ol> </li> </ol>	<p><b>Current non-disclosure</b> (December 2021): Information refused: 5% No response: 6.2 %</p> <p>The survey is due to be conducted again in 2023.</p>	<p><b>Ethnicity non-disclosure (overall):</b> 8.7%</p>
<ol style="list-style-type: none"> <li>2. <i>Improve the support for and experience of disabled staff in the University, namely:</i> <ol style="list-style-type: none"> <li>a. <i>Increase the disclosure rate of disabled staff at the University</i></li> <li>b. <i>Set up and support a Disabled Staff network</i></li> </ol> </li> </ol>	<p>4.6% of staff disclosed as disabled</p> <p>The Disabled Staff Network was set up in December 2021, following a staff consultation carried out that year.</p>	<p>4.1% of staff disclosed as disabled</p>
<ol style="list-style-type: none"> <li>3. <i>Create a more positive climate of acceptance of LGBTQ+ students and staff.</i> <ol style="list-style-type: none"> <li>a. <i>Increase using examples in lectures of LGBTQ+ topics, encouraging staff to add pronouns to email signatures, posting LGBTQ+ friendly announcements and posters, and simply acknowledging the existence of LGBTQ+ people' perspectives and experiences. (Q+ Out at Cambridge)</i></li> </ol> </li> </ol>	<p>Run by the lgbtQ+ @cam initiative, <a href="#">Queer(y)ing the Curriculum</a> is a series exploring the question “how do we queer the curriculum”. Talks and events on LGBTQ+ topics have been held, run both by Q+ and by the Equality and Diversity team.</p>	

## Objective 5: Develop inclusive teaching and learning practices to support achievement and progression of all students

<p>Target:</p> <p>1. <i>Promoting a Flexible and Inclusive Working Culture: actions supporting a flexible working culture where staff and students are respectful and tolerant of each other, benefitting all staff but women in particular, namely the identification and elimination of gender awarding gaps.</i></p>		
<p>2. <i>Develop Inclusive Teaching and Learning Practices, namely the identification and elimination of ethnicity awarding gaps and:</i></p> <ul style="list-style-type: none"> <li>a. <i>Proportions of successful applications from Black, Pakistani and Bangladeshi groups increase</i></li> <li>b. <i>All interviewers to have completed E&amp;D, implicit bias, and race awareness training</i></li> <li>c. <i>Next Race Equality Charter student survey to show that at least 75% BAME students agree that lecturers are confident and competent in facilitating discussions around ethnicity and race</i></li> </ul>	<p>Work undertaken includes:</p> <ul style="list-style-type: none"> <li>a. Establishment of Inclusive Teaching and Learning Advisory Group (2019 – ongoing)</li> <li>b. <u>Guiding Principles for Inclusive Practice</u> published</li> <li>c. Developed a strand of work focusing on diversifying assessment and inclusive assessment practices, reporting to the Examination and Assessment Committee (commenced 2020 and ongoing)</li> <li>d. Projects to mitigate awarding gaps for Black British students and those with Disabled/Mental Health Conditions: <ul style="list-style-type: none"> <li>• <u>APP PAR Project</u></li> <li>• <u>Awarding Gap Consultation Team</u></li> </ul> </li> <li>e. Launched the <u>Mind the Gap Toolkit</u></li> <li>f. Launched the new <u>Black Advisory Hub</u></li> </ul>	<p>Developed a strand of work focusing on diversifying assessment and inclusive assessment practices, reporting to the Examination and Assessment Committee (commenced 2020 and ongoing)</p>

	<p>The percentage of successful of applications was:</p> <ul style="list-style-type: none"> <li>• 24.3% for Black-Caribbean students</li> <li>• 21.7% for Black-African students</li> <li>• 11.5% for Pakistani students, and</li> <li>• 18.4% for Bangladeshi students</li> </ul>	<p>The percentage of successful of applications was:</p> <ul style="list-style-type: none"> <li>• 14.9% for Black-Caribbean students</li> <li>• 15.5% for Black-African students</li> <li>• 11.1% for Pakistani students, and</li> <li>• 15.0% for Bangladeshi students</li> </ul>
<p>3. <i>Achieve the equality-related objectives set out in the Access and Participation Plan, namely:</i></p> <p>a. <i>To eliminate the unexplained gap in good degree outcomes (1 or 2:1) between White and Black students by 2024-25, with an ambition to eliminating the overall gap</i></p> <p>b. <i>To eliminate the gap in good degree outcomes (1 or 2:1) between disabled and non-disabled students by 2024-25, with specific focus on eliminating this gap for mental health disabilities.</i></p>	<p>The percentage of White students gaining first class examination results was 37.6% compared with 28.7% of BAME students, <b>an ethnicity awarding gap of 8.9%.</b></p> <p>This gap reduced for 'good degrees' with 83.4% of BAME and 89.8% of White students receiving an examination classification of 2:1 or above.</p> <p>The percentage of students with no disability gaining first class examination results was 35.7% compared with 32.4% of students who had declared a disability, <b>an awarding gap of 3.3%.</b></p> <p>This gap reduced for 'good degrees' with 88.6% of students with no declared disability and 85.3% of declared disabled students receiving an examination classification of 2:1 or above.</p>	<p>The percentage of White students gaining first class examination results was 49.4% compared with 42.7% of BAME students, <b>an ethnicity awarding gap of 6.7%.</b></p> <p>This gap reduced for 'good degrees' with 94.5% of BAME and 97.8% of White students receiving an examination classification of 2:1 or above.</p> <p>the percentage of students with no disability gaining first class examination results was 48.7% compared with 44.4% of students who had declared a disability, <b>an attainment gap of 4.3%.</b></p> <p>This gap reduced for 'good degrees' with 97.2% of students with no declared disability and 96.1% of declared disabled students receiving an examination classification of 2:1 or above.</p>



<i>c. To eliminate the gap in continuation rates between disabled and non-disabled students by 2024-25, with specific focus on eliminating this gap for mental health disabilities.</i>	Continuation data not currently available	Continuation data not currently available
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*Data sources: University Equality Dashboard for promotion data (average annual number over the last three rounds of SAP 2018-2020) and otherwise CHRIS data supplied by HR Analytics and for benchmarking Advance HE 2021 statistical report*