

# Royal Holloway University Of London

## Equal Pay Audit 2014



**INVESTORS  
IN PEOPLE**



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## Glossary

BAME	Black, Asian and Minority Ethnic
EHRC	Equality and Human Rights Commission – the body responsible for the promotion and enforcement of equality and non-discrimination laws in England, Scotland and Wales, including the equal pay provisions of the Equality Act 2010
Equal Pay	The ‘equality of terms’ provisions in the Equality Act 2010 entitle a woman doing equal work with a man in the same employment to equality in pay and other terms and conditions.
Work rated as equivalent	There are various ways in which it can be established whether men and women are doing equal work. This institution uses a job evaluation scheme (HERA) to determine whether work carried out is rated as equivalent. Roles falling within the same grade or level have been rated as equivalent.
HERA	HERA (Higher Education Role Analysis) is the job evaluation scheme used to analyse roles found in Higher Education institutions. It was developed by a consortium of higher education institutions to cover the vast range of jobs found within the Higher Education sector.
Pay gap	This is the gap in pay between different groups of employees. The most common pay gap reported is that between men and women doing equal work. A positive value represents the extent to which female pay lags behind that for men doing equal work. This is sometimes expressed as the gender pay gap. The same protocol is applied when analysing pay for other groups, such as disability or ethnic group.
Pay Lead	Describe the relative position of female salaries to male (or indeed any other protected characteristic in relation to its comparator group), this shows a higher level of pay than the comparator's. In other words, the situation for which the legislation was designed is reversed e.g. female pay is higher than male's.
Overall pay gap	The overall pay gap figure can more accurately be described as an ‘equal opportunity gap’. It is unlikely to compare ‘like-with-like’, for example, men and women doing equal work - which is the basis for a pay audit. This is because men and women are likely to be spread unevenly throughout the jobs and levels in an organisation. The overall pay gap generally favours men because they tend to occupy more of the higher paid jobs and men are more heavily represented at senior levels.
Significant pay gap	The EHRC advises that any difference of 5% should be further investigated. Patterns of 3% differences favouring one protected group should also be investigated. The purpose of doing this is to identify, explain and eliminate unjustifiable pay gaps. This approach means that even where numbers are too small to be statistically significant it is still possible to identify potential systemic issues so they may be investigated further.

Mean	The arithmetic average of a set of values.
Median	The mid-point in a set of values used to compare sets of data where extreme values (at higher or lower ends of the range) have a disproportionate effect on the mean.
Base Pay	The full time equivalent pay for the pay point within the relevant pay scale. Full time equivalent pay is used to enable comparisons to be made on an equal basis.
Total Pay	This includes other elements pay: London allowance, Head of Department allowance, market supplements, honoraria and pay protection, where any of these is in payment. It excludes overtime.

# 1 Executive Summary

- 1.1 The mean overall gender pay gap for base pay has increased from 24.5% in 2012 to 25.8% in 2014. The overall pay gap figure can more accurately be described as an 'equal opportunity gap'. It does not compare men and women doing equal work - which is the basis for a pay audit. This is because men and women are spread unevenly throughout the jobs and grades within the institution. The overall pay gap generally favours men because they occupy more of the higher paid jobs and men are more heavily represented at senior levels.
- 1.2 Similarly, when considered by Staff Group, which include all grades represented by each Group, there is a gender pay gap across the board in favour of men. The exception is Administrative Group 1-5, where 88% of the population is female.
- 1.3 The grade level analysis, which compares jobs of equal value, identifies no significant gender pay gaps. The Equality and Human Rights Commission (EHRC) recommends that gaps of 3% - 5% should be monitored. In the case of Professor Band 1, Reader and Lecturer, the median pay for each of these grades shows no pay gap.

Grade	Mean
Prof Band1	4.2%
Prof Band2	0.8%
Prof Band3	0.3%
Prof Band4	-0.1%
Prof Band5	-
ACAD - Reader	3.7%
ACAD - Senior Lecturer	1.2%
ACAD - Lecturer	3.5%
RHUL 9	1.1%
RHUL 8	2.3%
RHUL 7	0.9%
RHUL 6	0.3%
RHUL 5	1.7%
RHUL 4	1.9%
RHUL 3	0.9%
RHUL 2	-1.9%
RHUL 1	0.0%

- 1.4 There are no significant gender pay gaps for mean base pay. Within the Academic Group differences between 3% and 5% for Reader and Lecturer might be explored further to check that length of time in grade is the main driver; however, it is not a major cause for concern given that overall for the Academic Group the mean length of time in grade for females was 3.4 years compared with 4.1 years for males.
- 1.5 The mean gender pay gap of 4.2% for base pay of Band 1 Professors can be explained by one extreme value (male).
- 1.6 There is a gender pay gap of 7.8% in mean base pay for Grade 6 Researchers. Given the even gender distribution of a group of 19, we recommend further analysis to assess whether the difference can be explained by length of time in grade (not available).



- 1.7 There is no significant gender pay gap in any RHUL grade and no gender pay gap exceeds 3%. Within RHUL 10, Grades 10A and 10B have a gender gap on base pay of greater than 3% and at Grade 10C females have a pay lead of 5.3% over the male counterparts. These roles are individually market-priced. The position in relation to total pay follows the same pattern.
- 1.8 Overall, there has been a slight increase in BAME representation since 2012 from 13.2% to 14.1% of the workforce. Over the whole workforce there is an equality of opportunity gap reflected in a 10.1% difference in pay, reflecting the greater proportions of BAME staff in Grades 1-9 than at higher levels. There are no significant differences in mean base or total pay at a grade level.
- 1.9 The number of employees who have reported a disability is small. Consequently, even at a grade level there are too few records to report mean or median pay. Although there are pay gaps in excess of 5% these are seemingly random, with variations ranging from a pay lead of 7% at RHUL 7 and pay gap of 6% at RHUL 8. Given the relatively small number identified as disabled, we would recommend that any opportunity is taken to encourage reporting of this and of other protected characteristics to enable meaningful analysis to be carried out and, potentially, action to be taken.
- 1.10 For staff working Part-Time at Grade levels where there is sufficient representation to be meaningful, there are no significant mean gender pay gaps. However, the mean base pay lead of 4.7% for females at RHUL 8 requires further investigation; it would appear that the difference can be attributed to length of time in grade.
- 1.11 Fixed Term employees have a pay lead on base pay at all grades where there are sufficient employees in the category to report fully. There is a significant pay gap at RHUL 8 between Fixed Term and Permanent employees that warrants further investigation.
- 1.12 There are no issues requiring further investigation in relation to hourly-paid Visiting Teachers and gender; the gender pay gap/pay lead does not exceed 3% at any grade. In relation to ethnic group, there is a significant pay gap of 10.6% in favour of white staff in Grade 9. This, however, is not reflected in the median difference and may therefore be reflected in length of time in the grade. Further investigation is required.
- 1.13 The proportion of males in receipt of overtime exceeds their proportion within the workforce at every grade except for RHUL 6. In terms of the payments received, the mean value of payments favours men at grades RHUL 1-5 and RHUL 9, and women at RHUL 6-8. We would recommend reviewing which roles qualify for overtime as a matter of good practice.
- 1.14 The analysis identified no significant differences with the current payment of Market Supplements and Performance Related Pay, although we would highlight the under-representation of minority ethnic and people with identified disabilities in these groups. We would recommend as a matter of good practice continuing monitoring to ensure the relevant policies continue to be applied robustly and consistently.
- 1.15 Female employees were more likely to receive a performance award. However, the mean value of an award received by males was always higher. Further investigation is required to understand the reasons for this.

## 2 Introduction

- 2.1 This report was commissioned by Royal Holloway University of London to establish whether or not there is evidence of gender pay differences amongst the Commission's employees, or of other pay inequities arising because of age, ethnicity, disability or work pattern.
- 2.2 The Gender Equality Duty, introduced from 6 April 2007, requires all public sector organisations to develop and publish a policy on developing and maintaining equal pay between female and male employees (as well as other equality groups, including full and part time staff, those with disabilities and ethnic minority staff). The Equality Act 2010 entitles a woman doing equal work with a man in the same employment to equality in pay and other terms and conditions.
- 2.3 The main focus of an equal pay review is to identify potential systemic inequalities in pay between groups (rather than pay differences between individuals). If significant pay gaps between the average basic pay of protected groups doing equal work are identified, further analysis is required to find out which aspects of the pay system are contributing to the pay gaps and why, to establish whether there is a genuine reason, or reasons, for the difference in basic pay that has nothing to do with the gender or ethnicity of the jobholder.
- 2.4 The basic components of an equal pay audit are:
- Comparing the pay of women and men doing equal work. Here, the University employs its workforce within a grading structure established through job evaluation and this provides the basis for analysis.
  - Identifying any equal pay gaps, including by differences between part-time and full-time workers' pay.
  - Eliminating those pay gaps that cannot satisfactorily be explained on grounds other than gender.
- 2.5 The Equality Act and the statutory code of practice published by the Equality and Human Rights Commission recommends that the most effective way of establishing whether a public authority's pay policies and pay systems are discriminatory is to undertake an equal pay audit. This should seek to establish whether there are significant differences in pay between equality groups and, if so, the extent to which these can be objectively justified and is due to factors other than membership of a particular equality group.
- 2.6 Any such differences, or "pay gaps", of more than 5% may be regarded as significant enough to warrant further investigation, as may a pattern of lesser differences (i.e. 3% or more) in favour of any particular group.
- 2.7 This audit follows the JNCHEs Guidance on Equal Pay Reviews (2007). It has been carried out using data extracted by Royal Holloway from its systems in November 2014. As far as possible, this data has been presented in a format that allows for ease of comparison with previous surveys, in particular the 2012 Equal Pay Audit. However, where categories are no longer used for other purposes, these have been removed. For this reason, the Staff Group categories "Manual and Ancillary", "Other" and "Technical" will not be found in this report.
- 2.8 The focus of this equal pay audit has been on: gender, ethnicity, disability status, contract status and hours of work. We have also considered the impact of age and length of time in grade.

- 2.9 As the data relating to date of appointment held by Royal Holloway is unreliable, analysis by length of service overall and of new starters were excluded from this audit.
- 2.10 This report contains:
- A description of the methodology used to carry out the audit (Annex A);
  - Analysis of pay differences between equality groups;
  - Analysis of the workforce to identify possible causes of any pay differences.
- 2.11 In terms of scope, this report includes permanent and fixed term employees, but excludes casual staff.
- 2.12 Royal Holloway operates a grading structure comprising ten grades, plus five Professorial grades. Grade 10 is further sub-divided into four sub-grades: Grades 10A, 10B and 10C and RHUL10. The breakdown within Grade 10 is represented within the staffing profile, but the numbers are insufficient to be presented separately in the pay analysis.
- 2.13 Additionally, there is a grade (AR-RES-NS) used to denote externally funded Research Fellows, the pay levels for which are externally determined. The roles in this grade are included in the staff profile, but excluded from the pay analysis. In addition, one researcher graded within the normal structure, but paid on a spot rate outside the pay band, has been excluded from the analysis to avoid skewing the overall data for that grade. This case has been flagged to review the justification for the rate of pay.
- 2.14 The role of Principal has not been included in this analysis.

## 3 Pay Gaps

### Gender

- 3.1 The mean overall gender pay gap on basic pay has increased since 2012 from 24.5% to 25.5%. There are significant gender pay gaps within all Staff Groups except Grades 1-5. This reflects the uneven distribution of men and women within each Staff Group, with generally more men in the higher grades and more women in the lower grades. However, the median pay gap, which compares the pay level at the mid point in the group, has reduced from 31.8% to 29.8%. As this is less affected by the extremes, it suggests a more general narrowing of the pay gap when comparing work of equal value.
- 3.2 However, the key comparison is between staff within the same grade, as determined through the institution's agreed analytical job evaluation scheme, HERA. This is well illustrated by looking at the academic grades where there is a mean difference of 13.8%, but at the median the difference is lower at 8.5%. The main reason for the scale of the mean difference is that just 8% and 4% women are at the highest paid levels of Professor and Reader compared with 24% and 7% respectively of the male academic population.
- 3.3 The gender pay gap in Table 1 is more properly described as an equal opportunity gap as it represents pay differences across different grades. The distribution of male and female incumbents across the Staff Groups is set out at Table 2.

Table 1: Staff Group

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
All	£35,635	£47,823	£12,187	25.5%	£32,277	£45,954	£13,677	29.8%	74.5%	70.2%
ACAD	£52,430	£60,818	£8,388	13.8%	£50,200	£54,841	£4,641	8.5%	86.2%	91.5%
AD1-5	£20,320	£20,785	£465	2.2%	£20,490	£20,781	£291	1.4%	97.8%	98.6%
AD6-10	£37,926	£42,358	£4,433	10.5%	£35,256	£37,394	£2,138	5.7%	89.5%	94.3%
RES	£35,307	£37,332	£2,025	5.4%	£33,242	£35,256	£2,014	5.7%	94.6%	94.3%

Table 2: Staff Group by gender cross tabulation

Staff Group by gender	Count		
	Female	Male	Total
ACAD	221	373	594
% within Staff Group	37.2%	62.8%	100.0%
% within gender	25.7%	48.0%	36.3%
% of total	13.5%	22.8%	36.3%
AD1-5	285	100	385
% within Staff Group	74.0%	26.0%	100.0%
% within gender	33.1%	12.9%	23.5%
% of total	17.4%	6.1%	23.5%
AD6-10	294	206	500
% within Staff Group	58.8%	41.2%	100.0%
% within gender	34.1%	26.5%	30.5%
% of total	17.9%	12.6%	30.5%
RES	61	98	159
% within Staff Group	38.4%	61.6%	100.0%
% within gender	7.1%	12.6%	9.7%
% of total	3.7%	6.0%	9.7%
Total	861	777	1638
Percentage of Total	52.6%	47.4%	100.0%

## Academic Group

- 3.4 There were significant gender pay gaps looking at both mean and median base pay within the Academic Group. However, this contains various grades, within which women are more heavily represented at lower grades and, therefore, pay levels (see Table 8).
- 3.5 Table 3 breaks out the Academic Group into its component parts. Pay gaps that exceed 5% require further explanation. Within the Academic Group, Professors and "Other" both fall outside this parameter. However, both are comprised of various grades and do not compare roles of equal value.

Table 3: Academic Group - Gender Pay Gap (Base Pay)

	Mean				Median				Mean female as % of male	Median female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
ACAD	£52,430	£60,818	£8,388	13.8%	£50,200	£54,841	£4,641	8.5%	86.2%	91.5%
ACAD - Prof	£72,402	£79,488	£7,087	8.9%	£71,715	£76,235	£4,520	5.9%	91.1%	94.1%
ACAD - Reader	£52,319	£54,324	£2,005	3.7%	£54,841	£54,841	£0	0.0%	96.3%	100.0%
ACAD - Senior Lecturer	£52,510	£53,174	£664	1.2%	£54,841	£54,841	£0	0.0%	98.8%	100.0%
ACAD - Lecturer	£42,902	£44,478	£1,576	3.5%	£44,640	£45,954	£1,315	2.9%	96.5%	97.1%
ACAD - Other	£37,259	£39,912	£2,653	6.6%	£35,256	£38,511	£3,255	8.5%	93.4%	91.5%

- 3.6 Table 4 shows that at the level of jobs rated as equivalent, that is Reader, Senior Lecturer and Lecturer, the mean pay gap in base pay for each level is less than 5%. However, for Reader and Lecturer the gaps fall within the 3% - 5% range, at which level the ECHR suggests monitoring is required. There is no difference in median pay for Reader or Senior Lecturer and the pay gap for Lecturer is less than 3%. Within the academic group, males have been at the current grade for longer than females at the same

level and this may provide some of the explanation for the pay gap. At RHUL 8, mean time in grade for female incumbents was 2.6 years and for males 3.2 years, whilst at RHUL 9 it was 4.0 and 4.6 years respectively. Further investigation is required to confirm that length of time in grade provides a non-gender related justification for the difference. In the absence of that explanation, continuing monitoring would be advised.

- 3.7 Within the “Other” group, RHUL grades 7, 8 and 9 are represented. Within the Professor group there are five different pay levels. As with the Academic group overall, the difference in base pay at the Professor level (8.9% pay gap) can be largely attributed to the different levels within the Professor group.

Table 4: Gender by Professorial band

	Prof Band1	Prof Band2	Prof Band3	Prof Band4	Prof Band5	Grade Total
Female						
Total	8	23	6	12	0	49
% within Staff Group	16.3%	46.9%	12.2%	24.5%	0.0%	100.0%
% within gender	38.1%	35.4%	23.1%	18.8%	0.0%	25.7%
% of grade	4.2%	12.0%	3.1%	6.3%	0.0%	25.7%
Male						
Total	13	42	20	52	15	142
% within Staff Group	9.2%	29.6%	14.1%	36.6%	10.6%	100.0%
% within gender	61.9%	64.6%	76.9%	81.3%	100.0%	74.3%
% of grade	6.8%	22.0%	10.5%	27.2%	7.9%	74.3%
Band Total	21	65	26	64	15	191

- 3.8 When the pay gaps are considered individually, there is no significant gap in mean pay at any Professorial grade. However, one pay gap may warrant further investigation. There is a gap of 4.2% in mean pay at Band 1. Given that the median shows no pay gap, it is likely that the mean has been influenced by one extreme value. The length of time in post for the grade overall does not show significant variation being 2.5 and 2.8 years for men and women respectively (Table 82).

Table 5: Professors – Gender Pay Gap (Base Pay)

	Mean				Median				Mean female as % of male	Median female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
All Profs	£72,402	£79,488	£7,087	8.9%	£71,715	£76,235	£4,520	5.9%	91.1%	94.1%
Prof Band1	£61,400	£64,088	£2,688	4.2%	£61,792	£61,792	£0	0.0%	95.8%	100.0%
Prof Band2	£69,460	£70,036	£576	0.8%	£69,888	£71,715	£1,828	2.5%	99.2%	97.5%
Prof Band3	£75,720	£75,952	£232	0.3%	£76,235	£76,235	£0	0.0%	99.7%	100.0%
Prof Band4	£86,515	£86,432	-£83	-0.1%	£86,863	£86,863	£0	0.0%	100.1%	100.0%
Prof Band5		£99,946	£99,946	-		£97,310	£97,310	-	0.0%	0.0%

- 3.9 As seen in Table 4 the majority of female Professors is in Band 2, whereas the majority of male Professors is in Band 4. Band 5, the highest base pay band, is only populated by males.
- 3.10 Looking at total pay (Table 6), the position is similar to that for base pay, with a substantial apparent pay gap at the Professorial grades. However, it is only at Professor Band 2 that there is cause for concern. Here mean total pay gap exceeds 5% and is, therefore, considered significant. There is no pay gap at the median. The difference can be explained by the absence of any female Professors in Band 2 working in a Department for which a market supplement is in payment to all male Professors at that level.

3.11 The mean pay gap for total pay at Professor Band 1 decreases to less than 3% as a result of the payment of one market supplement to a female Band 1 Professor (Table 7 refers).

Table 6: Academic Group - Gender Pay Gap (Total Pay)

	Mean				Median				Mean female as % of male	Median female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
ACAD	£55,368	£64,751	£9,383	14.5%	£52,334	£56,975	£4,641	8.1%	85.5%	91.9%
ACAD - Prof	£76,726	£85,568	£8,843	10.3%	£73,849	£88,997	£15,148	17.0%	89.7%	83.0%
ACAD - Reader	£54,794	£56,945	£2,151	3.8%	£56,975	£56,975	£0	0.0%	96.2%	100.0%
ACAD - Senior Lecturer	£55,413	£56,126	£713	1.3%	£56,975	£56,975	£0	0.0%	98.7%	100.0%
ACAD - Lecturer	£45,279	£46,786	£1,507	3.2%	£46,773	£48,088	£1,315	2.7%	96.8%	97.3%
ACAD - Other	£39,393	£42,046	£2,653	6.3%	£37,390	£40,645	£3,255	8.0%	93.7%	92.0%

Table 7: Professors – Gender Pay Gap (Total Pay)

	Mean				Median				Mean female as % of male	Median female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
ACAD - Prof	£76,726	£85,568	£8,843	10.3%	£73,849	£88,997	£15,148	17.0%	89.7%	83.0%
Prof Band1	£66,034	£66,222	£188	0.3%	£63,926	£63,926	£0	0.0%	99.7%	100.0%
Prof Band2	£74,654	£76,551	£1,898	2.5%	£73,849	£73,849	£0	0.0%	97.5%	100.0%
Prof Band3	£77,854	£82,201	£4,347	5.3%	£78,369	£78,369	£0	0.0%	94.7%	100.0%
Prof Band4	£90,315	£93,258	£2,942	3.2%	£88,997	£88,997	£0	0.0%	96.8%	100.0%
Prof Band5		£105,413	£105,413	100.0%		£99,444	£99,444	100.0%	0.0%	0.0%

3.12 Table 8 sets out the gender distribution within the Academic Group.

Table 8: Academic Group by gender cross tabulation (Academic breakdown)

Staff Group by gender (Academic breakdown)	Female	Male	Total
ACAD – Professor	49	142	191
% within Staff Group	25.7%	74.3%	100.0%
% within gender	22.2%	38.1%	32.2%
% of total	8.2%	23.9%	32.2%
ACAD – Reader	22	40	62
% within Staff Group	35.5%	64.5%	100.0%
% within gender	10.0%	10.7%	10.4%
% of total	3.7%	6.7%	10.4%
ACAD - Senior Lecturer	63	97	160
% within Staff Group	39.4%	60.6%	100.0%
% within gender	28.5%	26.0%	26.9%
% of total	10.6%	16.3%	26.9%
ACAD – Lecturer	60	69	129
% within Staff Group	46.5%	53.5%	100.0%
% within gender	27.1%	18.5%	21.7%
% of total	10.1%	11.6%	21.7%
ACAD – Other	27	25	52
% within Staff Group	51.9%	48.1%	100.0%
% within gender	12.2%	6.7%	8.8%
% of total	4.5%	4.2%	8.8%

## Research

- 3.13 In terms of mean base pay for the Research Staff Group, the only grade for which there appears to be an issue is RHUL 6 (see Table 9). In the absence of reliable information about date to grade it has only been possible to compare mean pay between Departments where both male and female employees are represented. There appears to be no consistent pattern and we would recommend that further review be carried out on a case by case basis as the total population of the group is small and evenly distributed (10 female; 9 male).

Table 9: Research Base Pay by Gender

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
All Research	£35,307	£37,332	£2,025	5.4%	£33,242	£35,256	£2,014	5.7%	94.6%	94.3%
RHUL 6	£26,787	£29,049	£2,263	7.8%	£26,274	£30,434	£4,160	13.7%	92.2%	86.3%
RHUL 7	£34,227	£34,340	£113	0.3%	£33,242	£33,242	£0	0.0%	99.7%	100.0%
RHUL 8	£41,723	£42,818	£1,094	2.6%	£39,685	£39,685	£0	0.0%	97.4%	100.0%
RHUL 9		-	-	100.0%		-	-	100.0%	0.0%	0.0%

- 3.14 The picture is the same for this group when looking at total pay (Table 10), as the only additional payment is London allowance.

Table 10: Research Total Pay by Gender

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
All Research	£37,371	£39,312	£1,941	4.9%	£35,376	£37,390	£2,014	5.4%	95.1%	94.6%
RHUL 6	£28,921	£31,183	£2,263	7.3%	£28,408	£32,568	£4,160	12.8%	92.7%	87.2%
RHUL 7	£36,361	£36,442	£81	0.2%	£35,376	£35,376	£0	0.0%	99.8%	100.0%
RHUL 8	£43,858	£44,952	£1,094	2.4%	£42,981	£42,981	£0	0.0%	97.6%	100.0%
RHUL 9		-	-	100.0%		-	-	100.0%	0.0%	0.0%

## Grades RHUL 1 -10

- 3.15 There are no significant mean pay gaps for base pay within grades other than the aggregated RHUL 10, which is comprised of four different grades (Table 11). Grades 10A-C all show a difference greater than 3% between males and females; indeed, in the case of Grade 10C this is a pay lead for women of 5.3% (Table 12 refers).

Table 11: Mean Base Pay by Grade and Gender

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
RHUL10	£96,183	£104,773	£8,590	8.2%	97869	£105,130	£7,261	6.9%	91.8%	93.1%
RHUL 9	£53,162	£53,733	£571	1.1%	£54,841	£54,841	£0	0.0%	98.9%	100.0%
RHUL 8	£43,356	£44,382	£1,026	2.3%	£45,954	£45,954	£0	0.0%	97.7%	100.0%
RHUL 7	£34,600	£34,923	£323	0.9%	£33,242	£35,256	£2,014	5.7%	99.1%	94.3%
RHUL 6	£28,083	£28,175	£92	0.3%	£27,864	£27,864	£0	0.0%	99.7%	100.0%
RHUL 5	£22,761	£23,164	£403	1.7%	£22,685	£23,386	£701	3.0%	98.3%	97.0%
RHUL 4	£19,404	£19,617	£213	1.1%	£19,632	£20,490	£858.00	4.2%	98.1%	93.1%
RHUL 3	£17,306	£17,457	£151	0.9%	£17,780	£17,780	£0	0.0%	99.1%	100.0%
RHUL 2	£15,356	£15,076	£281	-1.9%	£15,356	£15,158	£199	-1.3%	101.9%	101.3%
RHUL 1	-	-	£0	0.0%	-	-	£0	0.0%	100.0%	100.0%



Table 12: Mean Base Pay by Gender - RHUL / Grade 10

Grade	Female as % of male	% Pay gap
RHUL 10	102.6%	-2.6%
GRADE10A	96.1%	3.9%
GRADE10B	96.6%	3.4%
GRADE10C	105.3%	-5.3%

3.16 There is a similar pattern in terms of total pay; indeed, the pay gaps marginally narrow – see Table 14. Although there is a broadly equal split between men and women at each level in RHUL / Grade 10, the number of incumbents is small. This means it is not possible to draw firm conclusions from the differences at Grade 10C where female employees have a pay lead of in excess of 5% for both base pay and total pay (Table 14); however, instances should be reviewed on a case by case basis to ensure that the differences can be fully justified for reasons other than gender.

Table 13: Total Pay by Gender and Grade

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Diff-erence	Pay Gap	Female	Male	Diff-erence	Pay Gap		
RHUL10	£98,317	£108,693	£10,376	9.5%	£100,003	£107,264	£7,261	6.8%	90.5%	93.2%
RHUL 9	£56,058	£56,584	£526	0.9%	£56,975	£56,975	£0	0.0%	99.1%	100.0%
RHUL 8	£45,631	£46,748	£1,117	2.4%	£48,088	£48,088	£0	0.0%	97.6%	100.0%
RHUL 7	£36,756	£37,099	£343	0.9%	£35,376	£37,390	£2,014	5.4%	99.1%	94.6%
RHUL 6	£30,200	£30,389	£189	0.6%	£29,998	£29,998	£0	0.0%	99.4%	100.0%
RHUL 5	£24,929	£25,686	£757	2.9%	£24,819	£25,520	£701	2.7%	97.1%	97.3%
RHUL 4	£21,506	£21,912	£405	1.9%	£21,766	£22,624	£858	3.8%	97.6%	93.8%
RHUL 3	£19,440	£19,591	£151	0.8%	£19,914	£19,914	£0	0.0%	99.2%	100.0%
RHUL 2	£17,490	£17,209	£281	-1.6%	£17,490	£17,291	£199	-1.1%	101.6%	101.1%
RHUL 1	-	-	£0	0.0%	-	-	£0	0.0%	100.0%	100.0%

Table 14: Mean Total Pay by Gender - RHUL / Grade 10

Grade	Female as % of male	% Pay gap
RHUL 10	102.6%	0.7%
GRADE10A	96.1%	3.8%
GRADE10B	96.6%	3.3%
GRADE10C	105.3%	-5.1%

## Ethnic Group

- 3.17 Over the whole workforce, BAME employees have a mean base pay gap of 10.1% and 10.8% for total pay (Tables 15 and 16). This reflects the greater proportions of BAME staff in Grades 1-9 than at higher levels. That said, there is no difference in median pay between these groups. As for the gender gap at group level, the scale of the pay gap indicates the scale of the challenge in terms of equality of opportunity as it reflects the skew towards lower grades of the distribution of BAME employees compared with their White colleagues.

Table 15: Staff Groups - Ethnicity Pay Gap (Base Pay)

	Mean				Median				Mean BAME as % of white	Median BAME as % of white
	BAME	White	Diff-erence	Pay Gap	BAME	White	Diff-erence	Pay Gap		
All Staff	£37,646	£41,874	£4,228	10.1%	£37,394	£37,394	£0	0.0%	89.9%	100%
ACAD	£50,860	£58,744	£7,884	13.4%	£46,641	£54,841	£8,200	15.0%	86.6%	85.0%
AD1-5	£19,527	£20,608	£1,080	5.2%	£18,549	£20,490	£1,941	9.5%	94.8%	90.5%
AD6-10	£37,197	£40,282	£3,085	7.7%	£35,256	£37,394	£2,138	5.7%	92.3%	94.3%
RES	£35,415	£36,497	£1,081	3.0%	£33,242	£35,256	£2,014	5.7%	97.0%	94.3%

Table 16: Staff Groups - Ethnicity Pay Gap (Total Pay)

	Mean				Median				Mean BAME as % of white	Median BAME as % of white
	BAME	White	Diff-erence	Pay Gap	BAME	White	Diff-erence	Pay Gap		
All Staff	£39,831	£44,667	£4,228	10.8%	£39,528	£39,528	£0	0.0%	89.9%	100%
ACAD	£53,180	£62,494	£7,884	14.9%	£49,462	£56,975	£8,200	13.2%	86.6%	85.0%
AD1-5	£21,661	£22,832	£1,080	5.1%	£20,683	£22,624	£1,941	8.6%	94.8%	90.5%
AD6-10	£39,331	£42,634	£3,085	7.7%	£37,390	£39,528	£2,138	5.4%	92.3%	94.3%
RES	£37,385	£38,525	£1,081	3.0%	£35,376	£37,390	£2,014	5.4%	97.0%	94.3%

## Academic Group

- 3.18 Tables 17 and 18 show that, at the level of jobs rated as equivalent (Reader, Senior Lecturer and Lecturer) the mean pay gaps for each level are less than 3% and there is no difference in median pay.
- 3.19 The category Other contains differing balances of RHUL 7 and RHUL 8, which results in the aggregate difference in excess of 5%. However, within the two grades represented (RHUL 7 and RHUL 8), the pay gaps are 2.4% and 1.2% respectively; there is no need for further investigation.

Table 17: Academic Group – Ethnicity Pay Gap (Base Pay)

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
ACAD	£50,860	£58,744	£7,884	13.4%	£46,641	£54,841	£8,200	15.0%
ACAD - Prof	£78,015	£77,348	-£667	-0.9%	£76,235	£76,235	£0	0.0%
ACAD - Reader	£52,568	£53,995	£1,427	2.6%	£54,841	£54,841	£0	0.0%
ACAD - Senior Lecturer	£53,657	£52,802	-£855	-1.6%	£54,841	£54,841	£0	0.0%
ACAD - Lecturer	£44,616	£43,418	-£1,198	-2.8%	£45,954	£45,954	£0	0.0%
ACAD - Other	£36,771	£38,913	£2,142	5.5%	£38,511	£38,511	£0	0.0%

Table 18: Academic Group – Ethnicity Pay Gap (Total Pay)

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
ACAD	£52,889	£62,311	£9,422	15.1%	£49,462	£56,975	£7,513	13.2%
ACAD - Prof	£81,058	£83,094	£2,036	2.5%	£83,849	£82,059	-£1,790	-2.2%
ACAD - Reader	£54,702	£56,648	£1,947	3.4%	£56,975	£56,975	£0	0.0%
ACAD - Senior Lecturer	£55,754	£55,836	£82	0.1%	£56,975	£56,975	£0	0.0%
ACAD - Lecturer	£46,943	£45,769	-£1,175	-2.6%	£48,088	£48,088	£0	0.0%
ACAD - Other	£38,905	£41,047	£2,143	5.2%	£40,645	£40,645	£0	0.0%

3.20 There are no ethnic minority Professors at Bands 1 or 5. There are 11 within the group overall. Within this small sample, there is no apparent cause for concern as mean pay is broadly equal (Tables 19 and 20). The one area of caution flagged is at Professor Band 2, where the median pay gap exceeds 5%. An initial review by Department does not give cause for concern, indeed in Departments where there are both BAME and White Professors the differences are very limited. No further investigation required, although continual monitoring of differences between departments would be advised.

Table 19: Professors – Ethnicity Pay Gap (Base Pay)

Grade	BAME as a % of White	
	Mean Pay Gap	Median Pay Gap
ACAD - Prof	2.5%	-2.2%
Prof Band1	100%	100%
Prof Band2	-0.4%	5.1%
Prof Band3	-0.5%	0.0%
Prof Band4	-0.6%	0.0%
Prof Band5	100%	100%

3.21 The situation is broadly reversed in terms of total pay for Professor Band 4, where two Departments pay market supplements but there are no BAME employees at this level in those Departments.

Table 20: Professors – Ethnicity Pay Gap (Total Pay)

Grade	BAME as a % of White	
	Mean Pay Gap	Median Pay Gap
ACAD - Prof	-0.9%	1.2%
Prof Band1	100%	100%
Prof Band2	2.4%	4.9%
Prof Band3	2.8%	0.0%
Prof Band4	4.6%	0.0%
Prof Band5	100%	100%

## Research

3.22 The majority of BAME employees in the Research Group are in Grade 7. There are none in RHUL 9 and one in RHUL 8 and, therefore, no cause for concern given that the pay gaps for mean base and total pay fall within the 5% range. Tables 21 and 22 refer.

Table 21: Research Pay by Ethnicity

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
Research Base Pay	£35,415	£36,497	£1,081	3.0%	£33,242	£35,256	£2,014	5.7%
Research Total Pay	£35,376	£38,525	£3,149	8.2%	£37,385	£37,390	£5	0.0%

Table 22: Research Pay by Grade and Ethnicity

Grade	BAME as a % of White	
	Mean Pay Gap - Base Pay	Mean Pay Gap Total Pay
RHUL 6	-2.1%	-1.9%
RHUL 7	0.2%	0.2%
RHUL 8	3.9%	3.7%
RHUL 9	-	-

## Grades RHUL 1 -10

- 3.23 Where the numbers in any group are too small to maintain confidentiality, only the pay gap is reported in Tables 23 and 24.
- 3.24 There appears to be a significant mean pay gap within the aggregated RHUL / Grade 10, of 8.2%. When this is broken out to its constituent grades, there is no more than one in a grade and it is not therefore possible to draw conclusions other than the need for continuing vigilance and care when determining pay for roles at RHUL / Grade 10.
- 3.25 There is cause for concern at RHUL 4, where a mean base pay gap of 4.4% extends to 9.5% at the median and for total pay the pay gaps are 4.2% and 8.6% respectively. The difference would appear to be primarily associated with length of time on grade. However, further investigation is recommended to confirm this.

Table 23: Mean Base Pay by Grade and Ethnic Group

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
RHUL10				8.2%				1.5%
RHUL 9	£54,022	£53,469	-£553	-1.0%	£54,841	£54,841	£0	0.0%
RHUL 8	£44,169	£43,825	-£344	-0.8%	£45,954	£45,954	£0	0.0%
RHUL 7	£34,492	£35,081	£588	1.1%	£33,242	£35,256	£2,014	5.7%
RHUL 6	£27,627	£28,166	£540	1.9%	£27,864	£28,280	£416	1.5%
RHUL 5	£22,506	£22,942	£435	1.9%	£22,029	£22,685	£656	2.9%
RHUL 4	£18,883	£19,749	£866	4.4%	£18,549	£20,490	£1,941	9.5%
RHUL 3				-1.6%				0.0%
RHUL 2				1.4%				2.6%
RHUL 1				0.0%				0.0%

Table 24: Total Pay by Grade and Ethnic Group

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
RHUL10				7.6%				1.3%
RHUL 9	£56,156	£56,416	£260	0.5%	£56,975	£56,975	£0	0.0%
RHUL 8	£46,403	£46,172	-£231	-0.5%	£48,088	£48,088	£0	0.0%
RHUL 7	£36,626	£37,067	£440	1.2%	£35,376	£37,390	£2,014	5.4%
RHUL 6	£29,761	£30,287	£526	1.7%	£29,998	£30,413	£416	1.4%
RHUL 5	£24,640	£25,227	£587	2.3%	£24,163	£24,819	£656	2.6%
RHUL 4	£21,017	£21,937	£920	4.2%	£20,683	£22,624	£1,941	8.6%
RHUL 3				-1.4%				0.0%
RHUL 2				1.2%				2.3%
RHUL 1				0.0%				0.0%

## Disability

3.26 Just 28 people across the institution have self-identified as disabled. Analysis is consequently limited. As can be seen, at the group level there appear to be significant pay gaps, although there is not a consistent pattern, Table 25. As with other dimensions, the pay difference reduces when considered at the level of equal work – see Table 26.

Table 25: Disability Pay Gap – Analysis by Staff Group

Grade	Mean Pay Gap – People with disability as % not disabled	
	Base Pay	Total Pay
ACAD	6.9%	3.2%
AD1-5	2.3%	2.5%
AD6-10	12.8%	12.6%
RES	-8.0%	-7.9%

Table 26: Disability Pay Gap – Grade Analysis

Grade	Mean Pay Gap – People with disability as % not disabled	
	Base Pay	Total Pay
GRADE10C	0%	0.0%
RHUL 6	3%	3.1%
RHUL 7	-7%	-6.9%
RHUL 8	6%	6.6%
RHUL 9	-1%	0.3%

3.27 Whilst there are significant pay gaps at two grades, these are in opposite directions; there appears to be no pattern to these pay differences. The differences may be explained in terms of length of time in grade, as there appears to be a direct relationship between relative length of time in the grade and mean pay for each group (Table 27 refers). For example, at RHUL 7 the pay lead for people with disability of 7% correlates with a mean length of time in grade of 4.6 years, compared with 3.3 years for those without. The situation is reversed at RHUL 8.

Table 27: Mean Length of Time in Grade

Grade	Mean Length of Time in Grade	
	Disabled	Not Disabled
Grade 10	2.3	2.4
RHUL 6	2.3	2.9
RHUL 7	4.6	3.3
RHUL 8	2.2	3.6
RHUL 9	5.7	4.1

## Employment Status

- 3.28 Fixed Term employees have a pay lead at all grades where there are sufficient employees in the category to report fully. There are significant pay gaps at RHUL 8 and RHUL 6 between Fixed Term and Permanent employees that warrant further investigation. In Tables 28 – 29, where a category was too small to report the mean pay value (fewer than five incumbents) this is denoted by “-”. Blanks indicate no representation.

Table 28: Employment Status by Staff Group and Academic Level

Grade	Mean			Median		
	Fixed Term	Permanent	% Pay gap	Fixed Term	Permanent	% Pay Gap
Academic	£39,287	£59,959	34.5%	£38,511	£54,841	29.8%
RHUL1-5 (excl ACAD and RES)	£19,834	£20,474	3.1%	£20,490	£20,490	0.0%
RHUL6-10 (excl ACAD and RES)	£30,671	£41,468	26.0%	£27,864	£37,394	25.5%
Research	-	-	10.3%	-	-	11.1%
ACAD - Professor	£69,808	£77,753	10.2%	£69,808	£76,235	8.4%
ACAD - Reader	-	-	14.2%	-	-	21.0%
ACAD - Senior Lecturer	£48,743	£52,939	7.9%	£48,743	£54,841	11.1%
ACAD - Lecturer	£40,074	£44,379	9.7%	£38,511	£45,954	16.2%
ACAD - Other	£36,622	£44,909	18.5%	£36,884	£45,954	19.7%

Table 29: Employment Status by Grade/Band

Grade	Mean			Median		
	Fixed Term	Permanent	% Pay gap	Fixed Term	Permanent	% Pay Gap
Prof Band1	-	-	-3.6%	-	£61,792.00	6.4%
Prof Band2						
Prof Band3	-	-	14.5%	-	-	14.8%
Prof Band4	-	-	13.6%	-	-	14.0%
Prof Band5		-			-	
RHUL10		-			-	
RHUL 9	£52,377	£53,556	2.2%	£54,841	£54,841	0.0%
RHUL 8	£40,631	£44,493	8.7%	£39,685	£45,954	13.6%
RHUL 7	£34,403	£35,611	3.4%	£33,242	£37,394	11.1%
RHUL 6	£27,154	£28,751	5.6%	£26,274	£29,552	11.1%
RHUL 5	£22,229	£22,913	3.0%	£21,710	£22,685	4.3%
RHUL 4	£18,882	£19,383	2.4%	£18,549	£19,632	5.5%
RHUL 3	-	-	7.1%	-	-	11.3%
RHUL 2		-			-	
RHUL 1		-			-	

## Position Status

- 3.29 Analysis of Part-Time compared with Full-Time (Position Status) is shown in Tables 30 – 39. Where a category was too small to report the mean pay value (fewer than five incumbents) this is denoted by “-“. Blanks indicate no representation.
- 3.30 The only significant pay gaps at grade level fall within the Professorial Bands (Tables 34 – 39 refer). The differences between Bands very widely, from a mean base pay lead for Part-Time Professors compared with Full-Time Professors at Band 1 of 33%, to a pay gap of 18% at Band 2. Given the very small number (2) of part-time Professors at these levels, this suggests that the differences may be role dependent and we would recommend a case by case review.

Table 30: Base Pay and Position Status by Staff Group

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
All	£34,769	£43,103	£8,334	19.3%	£30,888	£39,685	£8,797	22.2%
ACAD	£51,678	£58,901	£7,223	12.3%	£45,954	£54,841	£8,887	16.2%
AD1-5	£19,343	£20,957	£1,613	7.7%	£18,549	£20,781	£2,232	10.7%
AD6-10	£37,399	£40,261	£2,862	7.1%	£37,394	£37,394	£0.00	0%
RES	£34,258	£36,901	£2,643	7.2%	£32,277	£35,256	£2,979	8.5%

Table 31: Total Pay and Position Status by Staff Group

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
All	£37,239	£45,886	£8,647	18.8%	£33,022	£41,819	£8,797	21.0%
ACAD	£54,942	£62,524	£7,581	12.1%	£48,088	£56,975	£8,887	15.6%
AD1-5	£38,888	£45,502	£6,614	14.5%	£37,390	£46,144	£8,755	19.0%
AD6-10	£21,493	£23,200	£1,707	7.4%	£20,683	£22,915	£2,232	9.8%
RES	£36,290	£38,910	£2,620	6.7%	£34,411	£37,390	£2,979	8.0%

Table 32: Base Pay and Position Status by Academic Level

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ACAD - Professor	£84,631	£76,764	-£7,867	-10.2%	£86,863	£74,690	-£12,173	-16.30%
ACAD - Reader	£55,662	£53,544	-£2,117	-4.0%	£55,662	£54,841	-£821	-1.50%
ACAD - Senior Lecturer	£53,841	£52,837	-£1,003	-1.9%	£54,841	£54,841	£0	0.00%
ACAD - Lecturer	£44,006	£43,683	-£323	-0.7%	£45,954	£45,954	£0	0.00%
ACAD - Other	£36,754	£43,368	£6,614	15.3%	£35,256	£44,011	£8,755	19.89%

Table 33: Total Pay and Position Status by Academic Level

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ACAD - Professor	£90,402	£82,375	-£8,026	-9.7%	£88,997	£80,194	-£8,803	-11.0%
ACAD - Reader	£57,795	£56,128	-£1,667	-3.0%	£57,795	£56,975	-£821	-1.4%
ACAD - Senior Lecturer	£57,919	£55,677	-£2,242	-4.0%	£56,975	£56,975	£0	0.0%
ACAD - Lecturer	£46,483	£45,990	-£493	-1.1%	£48,088	£48,088	£0	0.0%
ACAD - Other	£39,533	£42,635	£3,102	7.3%	£39,528	£39,528	£0	0.0%

Table 34: Base Pay and Position Status by Grade

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
Prof Band1				-33.2%				-31.8%
Prof Band2				17.7%				9.5%
Prof Band3				1.7%				2.0%
Prof Band4	£86,038	£86,542	£503	0.6%	£86,863	£86,863	£0	0.0%
Prof Band5				-6.8%				0.0%
RHUL10				3.1%				-0.1%
RHUL 9	£53,409	£53,528	£119	0.2%	£54,841	£54,841	£0	0.0%
RHUL 8	£43,623	£43,944	£321	0.7%	£45,954	£45,954	£0	0.0%
RHUL 7	£34,006	£34,918	£912	2.6%	£33,242	£35,256	£2,014	5.7%
RHUL 6	£28,200	£28,090	-£110	-0.4%	£28,695	£27,864	-£831	-3.0%
RHUL 5	£23,026	£22,847	-£180	-0.8%	£22,685	£22,685	£0	0.0%
RHUL 4	£19,835	£19,482	-£353	-1.8%	£20,490	£19,632	-£858	-4.4%
RHUL 3	£17,329	£17,381	£53	0.3%	£17,780	£17,780	£0	0.0%
RHUL 2				-2.5%				-2.7%
RHUL 1	£13,953	£13,953	£0	0.0%	£13,953	£13,953	£0	0.0%

Table 35: Total Pay and Position Status by Grade

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
Prof Band1				-29.9%				-30.7%
Prof Band2				21.6%				9.2%
Prof Band3				5.6%				2.0%
Prof Band4	£93,172	£92,599	-£574	-0.6%	£88,997	£88,997	£0	0.0%
Prof Band5				-8.7%				0.0%
RHUL10				4.0%				-0.1%
RHUL 9	£56,654	£56,361	-£293	-0.5%	£56,975	£56,975	£0	0.0%
RHUL 8	£45,871	£46,286	£415	0.9%	£48,088	£48,088	£0	0.0%
RHUL 7	£36,094	£37,100	£1,005	2.7%	£35,376	£37,390	£2,014	5.4%
RHUL 6	£30,334	£30,246	-£89	-0.3%	£30,829	£29,998	-£831	-2.8%
RHUL 5	£25,160	£25,155	-£5	0.0%	£24,819	£24,819	£0	0.0%
RHUL 4	£22,005	£21,667	-£338	-1.6%	£22,624	£21,766	-£858	-3.9%
RHUL 3	£19,463	£19,515	£53	0.3%	£19,914	£19,914	£0	0.0%
RHUL 2				-2.2%				-2.3%
RHUL 1	£16,087	£16,087	£0	0.0%	£16,087	£16,087	£0	0.0%

3.31 The analysis of Part-Time staff by gender within grade (Tables 38-39) suggests there is cause for concern at RHUL 8, where females have a pay lead over males of approaching 5% and significantly more in terms of median pay. This difference appears to be entirely explained by length of time in grade. We would recommend further investigation to confirm this finding.

Table 36: Base Pay by Staff Group and Gender of Part-Time Staff

Grade	Mean				Median			
	Female	Male	Difference	% Pay gap	Female	Male	Difference	% Pay Gap
All Part-Time Staff	£30,462	£46,528	£16,066	34.5%	£26,274	£38,511	£12,237	31.8%
Academic	£45,485	£59,109	£13,624	23.0%	£45,954	£45,954	£0	0.0%
RHUL1-5 (excl ACAD and RES)	£19,277	£20,089	£811	4.0%	£18,549	£19,970	£1,421	7.1%
RHUL6-10 (excl ACAD and RES)	£36,948	£38,858	£1,910	4.9%	£37,394	£32,277	-£5,117	-15.9%
Research	£31,902	£35,707	£3,805	10.7%	£29,276	£32,277	£3,002	9.3%
ACAD - Professor	£69,630	£90,257	£20,627	22.9%	£73,203	£86,863	£13,661	15.7%
ACAD - Reader	£56,482	£54,841	-£1,641	-3.0%	£56,482	£54,841	-£1,641	-3.0%
ACAD - Senior Lecturer	£53,507	£54,841	£1,334	2.4%	£54,841	£54,841	£0	0.0%
ACAD - Lecturer	£43,644	£44,935	£1,291	2.9%	£45,954	£45,954	£0	0.0%
ACAD - Other	£35,739	£37,883	£2,144	5.7%	£33,242	£38,511	£5,269	13.7%



Table 37: Total Pay by Staff Group and Gender of Part-Time Staff

Grade	Mean				Median			
	Female	Male	Difference	% Pay gap	Female	Male	Difference	% Pay Gap
All Part-Time Staff	£32,818	£49,312	£16,495	33.4%	£28,408	£40,645	£12,237	30.1%
Academic	£48,581	£62,576	£13,996	22.4%	£48,088	£48,088	£0	0.0%
RHUL1-5 (excl ACAD and RES)	£21,429	£22,223	£794	3.6%	£20,683	£22,104	£1,421	6.4%
RHUL6-10 (excl ACAD and RES)	£39,082	£40,992	£1,910	4.7%	£39,528	£34,411	£-5,117	-14.9%
Research	£34,036	£37,677	£3,641	9.7%	£31,409	£34,411	£3,002	8.7%
ACAD - Professor	£75,097	£96,141	£21,043	21.9%	£75,336	£88,997	£13,661	15.3%
ACAD - Reader	£58,616	£56,975	£-1,641	-2.9%	£58,616	£56,975	£-1,641	-2.9%
ACAD - Senior Lecturer	£58,234	£56,975	£-1,259	-2.2%	£56,975	£56,975	£0	0.0%
ACAD - Lecturer	£46,255	£47,069	£814	1.7%	£48,088	£48,088	£0	0.0%
ACAD - Other	£37,873	£40,017	£2,144	5.4%	£35,376	£40,645	£5,269	13.0%

Table 38: Base Pay by Grade and Gender of Part-Time Staff

Grade	Mean				Median			
	Female	Male	Difference	% Pay gap	Female	Male	Difference	% Pay Gap
Prof Band1				38.8%				38.8%
Prof Band2				17.2%				17.2%
Prof Band3								
Prof Band4				-1.2%				0.0%
Prof Band5								
RHUL10								
RHUL 9	£52,961	£54,006	£1,045	1.9%	£54,841	£54,841	£0	0.0%
RHUL 8	£44,229	£42,251	£-1,978	-4.7%	£45,954	£39,685	£-6,269	-15.8%
RHUL 7	£34,056	£33,916	£-140	-0.4%	£33,242	£32,277	£-965	-3.0%
RHUL 6	£28,299	£27,973	£-326	-1.2%	£28,695	£27,864	£-831	-3.0%
RHUL 5				0.5%				0.0%
RHUL 4				-0.8%				0.0%
RHUL 3				-1.4%				0.0%
RHUL 2				0.0%				0.0%
RHUL 1								

Table 39: Total Pay by Grade and Gender of Part-Time Staff

Grade	Mean				Median			
	Female	Male	Difference	% Pay gap	Female	Male	Difference	% Pay Gap
Prof Band1				38.0%				38.0%
Prof Band2				16.6%				16.6%
Prof Band3								
Prof Band4				-7.6%				-11.2%
Prof Band5								
RHUL10								
RHUL 9	£57,040	£56,140	£-900	-1.6%	£56,975	£56,975	£0	0.0%
RHUL 8	£46,528	£44,385	£-2,143	-4.8%	£48,088	£41,819	£-6,269	-15.0%
RHUL 7	£36,190	£35,925	£-266	-0.7%	£35,376	£34,411	£-965	-2.8%
RHUL 6	£30,433	£30,107	£-326	-1.1%	£30,829	£29,998	£-831	-2.8%
RHUL 5				0.5%				0.0%
RHUL 4				-0.9%				0.0%
RHUL 3				-1.3%				0.0%
RHUL 2				0.0%				0.0%
RHUL 1								

## Visiting Teachers

3.32 There are no issues requiring further investigation in relation to hourly-paid visiting teachers and gender; the gender pay gap/pay lead does not exceed 3% at any grade (Table 40 refers).

Table 40: Visiting teachers hourly pay by gender and grade

Hourly Pay	Count		Mean			Median		
	Female	Male	Female	Male	Pay Gap	Female	Male	Pay Gap
RHUL6	303	318	14.61	14.71	0.7%	14.40	14.40	0%
RHUL7	402	267	18.1	18.36	1.4%	17.69	17.86	1.0%
RHUL8	136	114	22.75	22.1	-2.9%	22.16	21.74	-1.9%
RHUL9	18	45	27.48	28.26	2.8%	29.46	29.46	0%

3.33 In relation to ethnic group, there is a significant pay gap of 10.6% in favour of white staff in Grade 9 (Table 41). This, however, is not reflected in the median difference and may therefore be reflected in length of time in the grade. Further investigation is required.

Table 41: Visiting teachers hourly pay by ethnicity and grade

Hourly Pay	Count		Mean			Median		
	BAME	White	BAME	White	Pay Gap	BAME	White	Pay Gap
RHUL6	120	441	14.58	14.67	0.6%	14.40	14.40	0%
RHUL7	101	522	18.13	18.24	0.6%	17.69	17.69	0%
RHUL8	31	201	22.54	22.49	-0.2%	21.74	21.94	0.9%
RHUL9	8	53	25.36	28.37	10.6%	28.62	29.46	2.9%

## 4 Other Elements of Pay

### Overtime

- 4.1 The proportion of males in receipt of overtime exceeds their proportion within the workforce at every grade except for RHUL 6. In terms of the payments received, the mean value of payments favours men at grades RHUL 1-5 and RHUL 9, and women at RHUL 6-8. Tables 42-43 refer.
- 4.2 We would recommend reviewing which roles qualify for overtime as a matter of good practice.

Table 42: Overtime Incidence and Distribution by Gender and Grade

Grade	Count			Distribution	
	Female	Male	Total	Female	Male
M&ATEMP		3	3	0.0%	100.0%
RHUL 1	6	2	8	75.0%	25.0%
RHUL 2		1	1	0.0%	100.0%
RHUL 3	8	8	16	50.0%	50.0%
RHUL 4	16	10	26	61.5%	38.5%
RHUL 5	31	15	46	67.4%	32.6%
RHUL 6	13	4	17	76.5%	23.5%
RHUL 7	8	11	19	42.1%	57.9%
RHUL 8	4	9	13	30.8%	69.2%
RHUL 9		1	1	0.0%	100.0%
<b>TOTAL</b>	<b>86</b>	<b>64</b>	<b>150</b>	<b>57.3%</b>	<b>42.7%</b>

Table 43: Mean Difference in Value of Overtime Payments by Gender

GRADE	Female	Male	Difference	% Difference
M&ATEMP		£3,734	£3,734	
RHUL 1	£477	£1,156	£679	58.7%
RHUL 2		£12	£12	
RHUL 3	£355	£1,587	£1,232	77.6%
RHUL 4	£708	£2,341	£1,633	69.7%
RHUL 5	£1,035	£1,257	£221	17.6%
RHUL 6	£1,061	£718	-£343	-47.7%
RHUL 7	£2,658	£1,507	-£1,151	-76.4%
RHUL 8	£1,288	£949	-£339	-35.7%
RHUL 9		£4,635	£4,635	
<b>Grand Total</b>	<b>£1,039</b>	<b>£1,580</b>	<b>£541</b>	<b>34.3%</b>

- 4.3 In the case of BAME staff, the proportion of payments received exceeds their representation across the workforce at most grades. In the grades in which they are most strongly represented, RHUL 4 and 5, the mean value exceeds that received by their counterparts in the white comparator group (Tables 44-45).

Table 44: Overtime Incidence and Distribution by Ethnic Group and Grade

GRADE	Count				Distribution		
	BAME	White	Unknown	Total	BAME	White	Unknown
M&ATEMP	3			3	100.0%	0.0%	0.0%
RHUL 1	3	5		8	37.5%	62.5%	0.0%
RHUL 2		1		1	0.0%	100.0%	0.0%
RHUL 3	1	14	1	16	6.3%	87.5%	6.3%
RHUL 4	7	19		26	26.9%	73.1%	0.0%
RHUL 5	10	35	1	46	21.7%	76.1%	2.2%
RHUL 6	2	15		17	11.8%	88.2%	0.0%
RHUL 7	4	14	1	19	21.1%	73.7%	5.3%
RHUL 8	2	10	1	13	15.4%	76.9%	7.7%
RHUL 9		1		1	0.0%	100.0%	0.0%
<b>TOTAL</b>	<b>32</b>	<b>114</b>	<b>4</b>	<b>150</b>	<b>21.3%</b>	<b>76.0%</b>	<b>2.7%</b>

Table 45: Mean Difference in Value of Overtime Payments by Ethnic Group and Grade

GRADE	BAME	White	Difference	% Difference
M&ATEMP	£3,734		-£3,734	
RHUL 1	£991	£440	-£551	-125.1%
RHUL 2		£12	£12	
RHUL 3	£140	£810	£670	82.7%
RHUL 4	£1,952	£1,110	-£843	-76.0%
RHUL 5	£1,939	£896	-£1,043	-116.5%
RHUL 6	£3,818	£602	-£3,217	-534.5%
RHUL 7	£2,083	£2,062	-£22	-1.0%
RHUL 8	£836	£1,120	£284	25.4%
RHUL 9		£4,635	£4,635	
<b>TOTAL</b>	<b>£2,032</b>	<b>£1,050</b>	<b>-£982</b>	<b>-93.5%</b>

## Performance Awards

4.4 Female employees were more likely to receive an award. However, the mean value of an award received by males was always higher. Further investigation is required to understand the reasons for this. Tables 46-48 refer.

Table 46: Incidence, Distribution and Difference in Value of Awards by Gender and Grade

GRADE	Female	Male	Total	% Female	% Male	% Difference in value
RHUL 3		2	2	0.0%	100.0%	-
RHUL 5	2		2	100.0%	0.0%	-
RHUL 6	5	1	6	83.3%	16.7%	0.0%
RHUL 7	6	8	14	42.9%	57.1%	3.7%
RHUL 8	10	5	15	66.7%	33.3%	27.3%
RHUL 9	3	5	8	37.5%	62.5%	30.6%
RHUL 10	1	1	2	50.0%	50.0%	32.5%
GRADE10B	1		1	100.0%	0.0%	-
<b>TOTAL</b>	<b>28</b>	<b>22</b>	<b>50</b>	<b>56.0%</b>	<b>44.0%</b>	<b>24.4%</b>

Table 47: Incidence, Distribution and Difference in Value of Awards by ethnicity and grade

GRADE	BAME	White	Total	% BAME	% White	% Difference in value
RHUL 3		2	2	0.0%	100.0%	-
RHUL 5		6	6	0.0%	100.0%	-
RHUL 6	3	11	14	21.4%	78.6%	-
RHUL 7		15	15	0.0%	100.0%	-6.9%
RHUL 8	1	7	8	12.5%	87.5%	-
RHUL 9		2	2	0.0%	100.0%	6.7%
RHUL 10		1	1	0.0%	100.0%	-
GRADE10B	4	46	50	8.0%	92.0%	-
<b>TOTAL</b>		2	2	0.0%	100.0%	27.0%

Table 48: Incidence and Distribution of Awards by Contract Status and Grade

	Fixed Term Contract Full-Time	Full-Time Permanent	Part-Time Permanent	Total
GRADE10B		1		1
RHUL 10		2		2
RHUL 3	1	1		2
RHUL 5		2		2
RHUL 6	1	4	1	6
RHUL 7		14		14
RHUL 8		14	1	15
RHUL 9		8		8
Grand Total	2	46	2	50

## Performance Related Pay

- 4.5 The number of payments made was very small and there was no grade at which payments were made to both male and female employees to make a comparison. None of the recipients was from a BAME group.

Table 49: Incidence and Distribution of Performance Related Pay by Gender and Grade

GRADE	Female	Male	Total	% Female	% Male
RHUL 5		2	2	0.0%	100.0%
RHUL 7	1		1	100.0%	0.0%
RHUL 8		1	1	0.0%	100.0%
RHUL 9		1	1	0.0%	100.0%
<b>TOTAL</b>	1	4	5	20.0%	80.0%

## Academic Promotions

- 4.6 Academic promotions were effected in RHUL 9 and Professor Bands 1 and 2. There was only one promotion of a BAME employee, so the analysis in Tables 50-51 is restricted to gender.

Table 50: Incidence and Distribution of Academic Promotions by Grade and Gender

	Male	Female	% Male	% Female
Prof Band1	4	0	10.5%	0%
Prof Band2	3	1	7.9%	2.6%
RHUL 9	17	13	44.7%	34.2%
Total	24	14	63.2%	36.8%

Table 51: Distribution of Staff within Grade by Gender

	Male	Female	% Male of Total	% Female of Total
Prof Band1	13	8	3.9%	2.4%
Prof Band2	42	23	12.6%	6.9%
RHUL 9	154	93	46.3%	27.9%

- 4.7 As seen in the difference between the two tables, the proportion of promotions in RHUL 9 was in line with the gender distribution within that grade.
- 4.8 Although the total number of academic promotions is in line with the gender split overall in the academic group, academic promotions in the Professorial Bands disproportionately favour men. However, given the smaller group on which this is based it cannot be inferred that gender is a significant factor in these decisions. Further investigation is required.

## Market Supplements

- 4.9 Tables 52-55 show Market Supplement payments. The 32% of Market Supplements are paid to people in the Department of Economics. Just under 20% of people in Estates and the School of Management receive market supplement payments. Market supplements are paid predominantly to men. The only exceptions to this are Communications and External Relations and the Department of Psychology.

Table 52: Market Supplement by Department and Gender

	Female	Male	Grand Total	Female	Male	% of Total Market Supplements
Campus Services		1	1	0%	100%	1%
Communications and External Relations	3	1	4	75%	25%	6%
Department of Economics	3	19	22	14%	86%	32%
Department of Finance	2	4	6	33%	67%	9%
Department of Psychology	5	3	8	63%	38%	12%
Estates		12	12	0%	100%	18%
IT Services		1	1	0%	100%	1%
School of Management	4	9	13	31%	69%	19%
Other		1	1	0%	100%	1%
Grand Total	17	51	68	25%	75%	100%

Table 53: Incidence and distribution of Market Supplement by Grade and Gender

Grade	Female	Male	Grand Total	Female	Male	% of Total Market Supplements
PROFBAND1	1		1	100%	0%	1%
PROFBAND2	4	6	10	40%	60%	15%
PROFBAND3		4	4	0%	100%	6%
PROFBAND4	1	10	11	9%	91%	16%
PROFBAND5		2	2	0%	100%	3%
RHUL 4		1	1	0%	100%	1%
RHUL 5	1	11	12	8%	92%	1%
RHUL 6		1	1	0%	100%	18%
RHUL 7	1		1	100%	0%	1%
RHUL 8	4	5	9	44%	56%	1%
RHUL 9	5	10	15	33%	67%	13%
RHUL 10		1	1	0%	100%	22%
Grand Total	17	51	68	25%	75%	100%

Table 54: Mean Value of Market Supplements by gender and Staff Group

	Female	Male	% Difference
ACAD - Lecturer	£7,294	£6,000	-21.6%
ACAD - Professor	£16,218	£18,969	14.5%
ACAD - Reader		£9,000	100.0%
ACAD - Senior Lecturer	£10,231	£9,890	-3.5%
AD1-5	£4,145	£2,056	-101.6%
AD6-10	£6,500	£7,898	17.7%

Table 55: Incidence, distribution and difference in mean value of Market Supplement by Department

Department	Female	Male	Total	% of Total	Gender Difference
Campus Services		1	1	1%	
Communications and External Relations	3	1	4	6%	-39%
Department of Economics	3	19	22	32%	26%
Department of Finance	2	4	6	9%	-14%
Department of Psychology	5	3	8	12%	11%
Estates		12	12	18%	
IT Services		1	1	1%	
School of Management	4	9	13	19%	11%
(blank)		1	1	1%	
Total	17	51	68	100%	

- 4.10 In relation to gender, male employees are disproportionately likely to be in receipt of a market supplement payment. However, where these are paid to both male and female employees there is no pattern to the payments that favours one group or the other.
- 4.11 One BAME and one person with a disability were in receipt of a market supplement payment. In both cases this means that in relation to the overall representation of these groups within the workforce, they are disproportionately under-represented in respect of market supplement payments.
- 4.12 The vast majority of market supplement payments are received by people on full time contracts (61 of 68) and only by those permanently employed by the institution.
- 4.13 Whilst the analysis identifies no cause for concern with the current payment of Market Supplements, we would recommend continuing monitoring of this payment to ensure the policy is applied robustly.

## 5 Staff profile

- 5.1 The findings of the Royal Holloway, University of London Equality Monitoring Report published in 2014, in relation to the make up of the workforce have a bearing on the findings of this Equal Pay Audit. In particular, the small number of minority ethnic and disabled staff within specific RHUL grades limits the ability of carrying out a robust analysis to identify potential pay gaps and identify their possible causes.
- 5.2 This becomes still more difficult when considering the more recently established characteristics such as sexual orientation and religion or belief. As noted in the Equality Monitoring Report 2014, the percentage of staff who had provided data relating to their sexual orientation was 24%, of whom 96% identified as heterosexual. In relation to religion or belief, 25% of staff provided data, within which seven named religions or beliefs were represented, as well as a small number who were of an 'other' religion or belief. The majority (87%, 355) of those who provided data were almost equally split between Christian or of no religion or belief.
- 5.3 The largest Staff Group is the Academic Group, comprising 36% of the total workforce. 51% of employees are in grades RHUL 7 – 9.

### Gender

- 5.4 There is a broadly equal gender distribution across all employees at RHUL. However, once broken down into Staff Group we can see that this masks different gender splits within Staff Groups. These range from 74% RHUL 1-5 staff being women, through to 63% Academic staff being men, as shown in Table 56.

Table 56: Staff Group by Gender

Staff Group	Count			Percentage of Staff Group	
	Female	Male	Total	% Female	% Male
Academic	221	373	594	37.2%	62.8%
RHUL1-5 (excluding Academic and Research)	285	100	385	74.0%	26.0%
RHUL6-10 (excluding Academic and Research)	294	206	500	58.8%	41.2%
Research	61	98	159	38.4%	61.6%
Total	861	778	1639	52.5%	47.5%

- 5.5 Likewise, if we look in more detail at each group, we see differing patterns. As can be seen in Table 57, there is a slight imbalance between men and women at Lecturer level, which becomes progressively more pronounced at each level above until 74% of Professors are men.

Table 57: Academic Level by Gender

Academic Level	Count			Percentage of Level	
	Female	Male	Total	% Female	% Male
ACAD - Professor	49	142	191	25.7%	74.3%
ACAD - Reader	22	40	62	35.5%	64.5%
ACAD - Senior Lecturer	63	97	160	39.4%	60.6%
ACAD - Lecturer	60	69	129	46.5%	53.5%
ACAD - Other	27	25	52	51.9%	48.1%

- 5.6 Taking this a stage further to look within the Professorial Grades, we see in Table 58 a growing preponderance of male Professors through to the most senior Professorial level, which is exclusively male.



Table 58: Professorial Grades by Gender

	Count			Percentage of Grade	
	Female	Male	Total	% Female	% Male
PROFBAND1	8	13	21	38.1%	61.9%
PROFBAND2	23	42	65	35.4%	64.6%
PROFBAND3	6	20	26	23.1%	76.9%
PROFBAND4	12	52	64	18.8%	81.3%
PROFBAND5		15	15	0.0%	100.0%

5.7 Analysing all staff by RHUL grade (Table 59), the most significant imbalances can be found at Grades 1 and 4 where more than 80% are female whilst above Grade 8 the majority in each and every grade and level is male. The proportion of female employees within Grade 4 can be explained by the concentration of administrative roles at this level and the likelihood from national workforce data that women are most likely to be working in administrative and secretarial occupations.

5.8 Similarly, at RHUL 5 72% of the roles are administrative and 87% of these are filled by women, whilst 20% of the roles were manual and ancillary-type roles, 80% of which were filled by men.

Table 59: RHUL Grades by Gender

	Count			Percentage of Grade	
	Female	Male	Total	% Female	% Male
RHUL 10	11	14	25	44.0%	56.0%
RHUL 9	93	154	247	37.7%	62.3%
RHUL 8	161	161	322	50.0%	50.0%
RHUL 7	137	132	269	50.9%	49.1%
RHUL 6	124	66	190	65.3%	34.7%
RHUL 5	121	52	173	69.9%	30.1%
RHUL 4	117	28	145	80.7%	19.3%
RHUL 3	35	16	51	68.6%	31.4%
RHUL 2	1	4	5	20.0%	80.0%
RHUL 1	10	2	12	83.3%	16.7%
AR-RES-NS	2	6	8	25.0%	75.0%

5.9 Within RHUL 10 there are three sub-grades (Table 60), each of which contains a small number of roles. The most pronounced difference between the genders lies in the residual RHUL 10 group, where the vast majority is male. The numbers of employees within each of these grades individually is too small to allow meaningful analysis.

Table 60: Grade 10 by Gender

	Count			Percentage of Grade	
	Female	Male	Total	% Female	% Male
GRADE10C	3	3	6	50.0%	50.0%
GRADE10B	2	2	4	50.0%	50.0%
GRADE10A	4	3	7	57.1%	42.9%
RHUL 10	2	6	8	25%	75%

## Ethnic Group

5.10 For the vast majority of employees (97%) a record is held of their ethnic origin. Overall, BAME employees comprise 14.1% of the workforce. Overall, there has been some increase in BAME representation since 2012 from 13.2% to 14.1% of the workforce.

- 5.11 The highest proportion of BAME employees is found within the Lecturer grade (24%) and the lowest in the Professorial group (5.8%); When compared to the Academic group overall, RHUL 1-5 have a slightly higher proportion of BAME at 15.1%, and Grades 6-10, slightly less at 12.2% (Tables 61 and 62 refer).

Table 61: Staff Group by Ethnicity

	Count			Percentage of Staff Group		
	Minority Ethnic	White	Not Disclosed	Minority Ethnic	White	Not Disclosed
ACAD	86	485	23	14.5%	81.6%	3.9%
Grades 1-5 (excluding Academic and Research)	58	322	5	15.1%	83.6%	1.3%
Grades 6-10 (excluding Academic and Research)	61	429	10	12.2%	85.8%	2.0%
RES	26	123	11	16.3%	76.9%	6.9%
Total	231	1358	49	14.1%	82.9%	3.0%

Table 62: Academic Level by Ethnicity

	Count			Percentage of Staff Group		
	Minority Ethnic	White	Not Disclosed	Minority Ethnic	White	Not Disclosed
ACAD - Professor	11	171	9	5.8%	89.5%	4.7%
ACAD - Reader	8	52	2	12.9%	83.9%	3.2%
ACAD - Senior Lecturer	23	132	5	14.4%	82.5%	3.1%
ACAD - Lecturer	31	95	3	24.0%	73.6%	2.3%
ACAD - Other	13	35	4	25.0%	67.3%	7.7%

- 5.12 There is no BAME representation in either Professor Bands 1 or 5. If the proportion of BAME representation were the same for Professor Band 1 as for the Professor bands overall, it might be anticipated there would be one BAME employee at this level, or two if the representation was in line with the workforce as a whole.

- 5.13 The grade breakdown (Table 63) shows a step reduction in the proportion of BAME staff at Grade 9 and above.

Table 63: Grade by ethnicity

	Count			Percentage of Grade		
	Minority Ethnic	White	Not Disclosed	Minority Ethnic	White	Not Disclosed
PROFBAND1		19	2	0.0%	90.5%	9.5%
PROFBAND2	5	59	1	7.7%	90.8%	1.5%
PROFBAND3	1	24	1	3.8%	92.3%	3.8%
PROFBAND4	5	55	4	7.8%	85.9%	6.3%
PROFBAND5		14	1	0.0%	93.3%	6.7%
RHUL 10	2	23		7.7%	92.3%	0.0%
RHUL 9	29	212	6	11.7%	85.8%	2.4%
RHUL 8	60	252	10	18.6%	78.3%	3.1%
RHUL 7	44	214	11	16.4%	79.6%	4.1%
RHUL 6	25	158	7	13.2%	83.2%	3.7%
RHUL 5	23	148	2	13.3%	85.5%	1.2%
RHUL 4	22	122	1	15.2%	84.1%	0.7%
RHUL 3	7	42	2	13.7%	82.4%	3.9%
RHUL 2	1	4		20.0%	80.0%	0.0%
RHUL 1	5	7		41.7%	58.3%	0.0%
AR-RES-NS	2	5	1	25.0%	62.5%	12.5%
Total	231	1358	49	14.1%	82.9%	3.0%

## Disability

- 5.14 The number of staff for whom a disability has been recorded is 1.7% of the workforce (Table 64 refers). This figure is unusually low. In addition 3.3% of the workforce has not disclosed a status. Analysis has, therefore, been limited. The profiles by Staff group, Academic Level and Grade are in Tables 64-66.

Table 64: Staff Group by Disability Status

	Count			Percentage of Staff Group		
	Disabled	Not Disabled	Not Disclosed	Disabled	Not Disabled	Not Disclosed
ACAD -	10	574	10	1.7%	96.6%	1.7%
Grades 1-5 (excl ACAD and Res)	8	361	16	2.1%	93.8%	4.2%
Grades 6-10 (excl ACAD and Res)	9	470	21	1.8%	94.0%	4.2%
RES	1	151	7	0.6%	95.0%	4.4%
Total	28	1556	54	1.7%	95.0%	3.3%

Table 65: Academic level by Disability Status

	Count			Percentage of Staff Group		
	Disabled	Not Disabled	Not Disclosed	Disabled	Not Disabled	Not Disclosed
ACAD - Professor	2	187	2	1.0%	97.9%	1.0%
ACAD - Reader	2	60		3.2%	96.8%	0.0%
ACAD - Senior Lecturer	2	157	1	1.3%	98.1%	0.6%
ACAD - Lecturer	3	123	3	2.3%	95.3%	2.3%
ACAD - Other	1	47	4	1.9%	90.4%	7.7%

Table 66: Grade by Disability Status

	Count			Percentage of Grade		
	Disabled	Not Disabled	Not Disclosed	Disabled	Not Disabled	Not Disclosed
PROFBAND1		20	1	0.0%	95.2%	4.8%
PROFBAND2	1	64		1.5%	98.5%	0.0%
PROFBAND3		25	1	0.0%	96.2%	3.8%
PROFBAND4	1	63		1.6%	98.4%	0.0%
PROFBAND5		15		0.0%	100.0%	0.0%
RHUL 10	1	24		4.0%	96.0%	0.0%
RHUL 9	4	241	2	1.6%	97.6%	0.8%
RHUL 8	6	307	9	1.9%	95.3%	2.8%
RHUL 7	2	258	9	0.7%	95.9%	3.3%
RHUL 6	4	170	16	2.1%	89.5%	8.4%
RHUL 5	3	163	7	1.7%	94.2%	4.0%
RHUL 4	3	134	8	2.1%	92.4%	5.5%
RHUL 3	3	47	1	5.9%	92.2%	2.0%
RHUL 2		5		0.0%	100.0%	0.0%
RHUL 1		12		0.0%	100.0%	0.0%
AR-RES-NS		8		0.0%	100.0%	0.0%
Total	28	1548	54	1.7%	95.0%	3.3%

## Employment Status

- 5.15 The majority of the workforce is employed on permanent contracts, with 21% employed on fixed term contracts (Tables 67 - 69 refer). The main concentration of fixed term contracts is at RHUL where 84% of staff have this employment status. Of these, 75% are from the research Staff Group and 18% academic, primarily Teaching Associates.

Table 67: Employment Status - Fixed Term, Grade and Gender

Fixed Term Contracts	Count			Percentage	
	Female	Male	Total	Female	Male
PROFBAND1			0		
PROFBAND2		1	1	0%	100%
PROFBAND3		1	1	0%	100%
PROFBAND4			0		
PROFBAND5			0		
RHUL 10		1	1	0%	100%
RHUL 9	1	7	8	13%	88%
RHUL 8	28	24	52	54%	46%
RHUL 7	54	69	123	44%	56%
RHUL 6	48	29	77	62%	38%
RHUL 5	5	3	8	63%	38%
RHUL 4	5	2	7	71%	29%
RHUL 3	2	1	3	67%	33%
RHUL 2			0		
RHUL 1			0		
AR-RES-NS	2	5	7	29%	71%
Total	145	143	288	50%	50%

Table 68: Employment Status – Permanent, Grade and Gender

Permanent Contracts	Count			Percentage	
	Female	Male	Total	Female	Male
PROFBAND1	8	13	21	38%	62%
PROFBAND2	23	41	64	36%	64%
PROFBAND3	6	19	25	24%	76%
PROFBAND4	12	52	64	19%	81%
PROFBAND5		15	15	0%	100%
RHUL 10	11	13	24	46%	54%
RHUL 9	92	147	239	38%	62%
RHUL 8	133	137	270	49%	51%
RHUL 7	83	63	146	57%	43%
RHUL 6	76	37	113	67%	33%
RHUL 5	116	49	165	70%	30%
RHUL 4	111	26	137	81%	19%
RHUL 3	33	15	48	69%	31%
RHUL 2	1	4	5	20%	80%
RHUL 1	10	2	12	83%	17%
AR-RES-NS		1	1	0%	100%
Total	715	634	1349	53%	47%

Table 69: Employment Status – Grade and Gender

Percentage Fixed Term of Permanent Employees			
Grade Number	Female	Male	Total
PROFBAND1	0.0%	0.0%	0.0%
PROFBAND2	0.0%	2.4%	1.6%
PROFBAND3	0.0%	5.3%	4.0%
PROFBAND4	0.0%	0.0%	0.0%
PROFBAND5		0.0%	0.0%
RHUL 10	0.0%	7.7%	4.2%
RHUL 9	1.1%	4.8%	3.3%
RHUL 8	21.1%	17.5%	19.3%
RHUL 7	65.1%	109.5%	84.2%
RHUL 6	63.2%	78.4%	68.1%
RHUL 5	4.3%	6.1%	4.8%
RHUL 4	4.5%	7.7%	5.1%
RHUL 3	6.1%	6.7%	6.3%
RHUL 2	0.0%	0.0%	0.0%
RHUL 1	0.0%	0.0%	0.0%
AR-RES-NS		500.0%	700.0%
Total	20.3%	22.6%	21.3%

5.16 More than twice as many people working on Fixed Term contracts work part-time as do those working on Permanent contracts (Tables 70 and 71 refer). The majority of part-time workers were employed on fixed term contracts in grades RHUL 3-5 and RHUL 8-9 and there was a particularly high concentration in technical grades (80%). The greatest concentration within the academic grades was found in the category “Other” (see Tables 72 and 73) and in RHUL 7 and 8 (Tables 74 and 75). These include Teaching Fellows and Associates who are typically on Fixed Term contracts and work part-time hours.

Table 70: Employment Status - Fixed Term Contracts by Staff Group and Position Status

Fixed Term Contracts	Count			Percentage of Fixed Term Contracts	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD	44	21	65	67.7%	32.3%
Grades 1-5 (excluding Academic and Research)	11	6	17	64.7%	35.3%
Grades 6-10 (excluding Academic and Research)	29	51	80	36.3%	63.8%
RES	20	106	126	15.9%	84.1%
Total	104	184	288	36.1%	63.9%

Table 71: Employment Status - Permanent Contract by Staff Group and Position Status

Permanent Contracts	Count			Percentage of Permanent	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD	55	474	529	10.4%	89.6%
Grades 1-5 (excluding Academic and Research)	111	256	367	30.2%	69.8%
Grades 6-10 (excluding Academic and Research)	60	360	420	14.3%	85.7%
RES	1	32	33	3.0%	97.0%
Total	227	1122	1349	16.8%	83.2%

Table 72: Employment Status - Fixed Term Contracts by Academic Level and Position Status

Fixed Term Contracts Staff Group	Count			Percentage of Fixed Term Contracts	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD - Professor	1	1	2	50.0%	50.0%
ACAD - Reader	1	2	3	33.3%	66.7%
ACAD – Senior Lecturer		1	1	0.0%	100.0%
ACAD - Lecturer	9	10	19	47.4%	52.6%
ACAD - Other	33	7	40	82.5%	17.5%

Table 73: Employment Status - Permanent Contract by Academic Level and Position Status

Permanent Contracts Staff Group	Count			Percentage of Permanent	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD - Professor	21	168	189	11.1%	88.9%
ACAD - Reader	1	58	59	1.7%	98.3%
ACAD – Senior Lecturer	12	147	159	7.5%	92.5%
ACAD - Lecturer	16	94	110	14.5%	85.5%
ACAD - Other	5	7	12	41.7%	58.3%

Table 74: Employment Status - Fixed Term Contract by Grade and Position Status

Fixed Term Contracts Grade Number	Count			Percentage of Fixed Term	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
PROFBAND1					
PROFBAND2	1		1	100.0%	0.0%
PROFBAND3		1	1	0.0%	100.0%
PROFBAND4					
PROFBAND5					
RHUL 10	1		1	100.0%	0.0%
RHUL 9	7	1	8	87.5%	12.5%
RHUL 8	28	24	52	53.8%	46.2%
RHUL 7	31	92	123	25.2%	74.8%
RHUL 6	25	52	77	32.5%	67.5%
RHUL 5	5	3	8	62.5%	37.5%
RHUL 4	4	3	7	57.1%	42.9%
RHUL 3	2	1	3	66.7%	33.3%
RHUL 2					
RHUL 1					
AR-RES-NS		7	7	0.0%	100.0%

Table 75: Employment Status - Permanent Contract by Grade and Position Status

Permanent Contracts	Count			Percentage of Permanent	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
PROFBAND1	2	19	21	9.5%	90.5%
PROFBAND2	2	62	64	3.1%	96.9%
PROFBAND3	1	24	25	4.0%	96.0%
PROFBAND4	12	52	64	18.8%	81.3%
PROFBAND5	4	11	15	26.7%	73.3%
RHUL 10		24	24	0.0%	100.0%
RHUL 9	14	225	239	5.9%	94.1%
RHUL 8	47	223	270	17.4%	82.6%
RHUL 7	16	130	146	11.0%	89.0%
RHUL 6	18	95	113	15.9%	84.1%
RHUL 5	29	136	165	17.6%	82.4%
RHUL 4	50	87	137	36.5%	63.5%
RHUL 3	25	23	48	52.1%	47.9%
RHUL 2	2	3	5	40.0%	60.0%
RHUL 1	5	7	12	41.7%	58.3%
AR-RES-NS		1	1	0.0%	100.0%

## Position Status

5.17 The only Staff Group in which there was a higher proportion of male than female employees is Research. However, within the Academic Group, 73% part-time Professors at Royal Holloway are male (Tables 76 – 78 refer).

Table 76: Position Status Part-Time and Gender by Staff Group

Part Time	Count			Percentage of Part-Time	
	Female	Male	Total	Female	Male
ACAD	54	45	99	54.5%	45.5%
Grades 1-5 (excluding Academic and Research)	113	10	123	91.9%	8.1%
Grades 6-10 (excluding Academic and Research)	68	21	89	76.4%	23.6%
RES	8	13	21	38.1%	61.9%
Grand Total	243	89	332	73.2%	26.8%

Table 77: Position Status Part-Time and Gender by Academic Level

Part Time	Count			Percentage of Part-Time	
	Female	Male	Total	Female	Male
ACAD					
ACAD - Professor	6	16	22	27.3%	72.7%
ACAD - Reader	1	1	2	50.0%	50.0%
ACAD – Senior Lecturer	9	3	12	75.0%	25.0%
ACAD - Lecturer	18	7	25	72.0%	28.0%
ACAD - Other	20	18	38	52.6%	47.4%

Table 78: Position Status Part-Time and Gender by Grade

Part Time Grade Number	Count			Percentage of Part-Time	
	Female	Male	Total	Female	Male
PROFBAND1	1	1	2	50.0%	50.0%
PROFBAND2	2	1	3	66.7%	33.3%
PROFBAND3	1		1	100.0%	0.0%
PROFBAND4	2	10	12	16.7%	83.3%
PROFBAND5		4	4	0.0%	100.0%
RHUL 10		1	1	0.0%	100.0%
RHUL 9	12	9	21	57.1%	42.9%
RHUL 8	52	23	75	69.3%	30.7%
RHUL 7	30	17	47	63.8%	36.2%
RHUL 6	30	13	43	69.8%	30.2%
RHUL 5	29	5	34	85.3%	14.7%
RHUL 4	54	1	55	98.2%	1.8%
RHUL 3	24	3	27	88.9%	11.1%
RHUL 2	1	1	2	50.0%	50.0%
RHUL 1	5		5	100.0%	0.0%

## Age

5.18 The mean age of employees by Staff Group and Grade is set out in Tables 79 – 81 for reference.

Table 79: Grade and Mean Age - Gender

Grade	Mean Age	
	Female	Male
PROFBAND1	47	49
PROFBAND2	53	50
PROFBAND3	54	53
PROFBAND4	56	57
PROFBAND5		60
RHUL 1	45	39
RHUL 2	54	42
RHUL 3	44	41
RHUL 4	43	38
RHUL 5	42	44
RHUL 6	40	36
RHUL 7	37	39
RHUL 8	42	43
RHUL 9	45	46
RHUL 10	48	58



Table 80: Grade and Mean Age - Ethnicity

Grade Number	Mean Age		
	Minority Ethnic	White	Not Known
PROFBAND1		48	56
PROFBAND2	47	52	49
PROFBAND3	53	54	49
PROFBAND4	55	57	57
PROFBAND5		61	51
RHUL 1	44	44	
RHUL 2	46	44	
RHUL 3	40	43	52
RHUL 4	36	43	45
RHUL 5	37	44	40
RHUL 6	32	40	39
RHUL 7	37	39	32
RHUL 8	41	42	38
RHUL 9	47	46	44
RHUL 10		60	

Table 81: Grade and Mean Age - Disability

Grade Number	Mean Age		
	Disabled	Not Disabled	Not Known
PROFBAND1		48	50
PROFBAND2	60	51	
PROFBAND3		54	49
PROFBAND4	54	57	
PROFBAND5		60	
RHUL 1		44	
RHUL 2		44	
RHUL 3	45	43	29
RHUL 4	54	42	32
RHUL 5	34	44	32
RHUL 6	32	39	39
RHUL 7	57	38	30
RHUL 8	42	42	37
RHUL 9	46	46	35
RHUL 10		60	

### Length of time in grade

5.19 The length of time in grade by Staff Group and grade is set out in Tables 82 – 84 for reference.

Table 82: Length of Time in Grade by Gender

Mean Length of Time in Grade (Years)		
Grade	Female	Male
PROFBAND1	3.1	2.3
PROFBAND2	2.5	2.8
PROFBAND3	2.3	2.0
PROFBAND4	2.2	2.1
PROFBAND5	-	2.3
Grade 10	1.9	2.9
RHUL 9	3.8	4.3
RHUL 8	3.4	3.7
RHUL 7	2.8	4.1
RHUL 6	3.0	2.7
RHUL 5	2.7	2.8
RHUL 4	3.7	2.6
RHUL 3	3.9	3.9
RHUL 2	1.1	1.3
RHUL 1	1.1	1.3

Table 83: Length of Time in Grade by Ethnicity

Mean Length of Time in Grade (Years)			
Grade	BAME	White	Not Disclosed
PROFBAND1		2.6	2.2
PROFBAND2	2.4	2.7	4.3
PROFBAND3	2.3	2.1	2.3
PROFBAND4	2.3	2.1	2.3
PROFBAND5		2.3	2.1
Grade 10	0.8	2.6	-
RHUL 9	4.9	4.0	3.6
RHUL 8	3.5	3.6	2.8
RHUL 7	3.0	3.4	0.5
RHUL 6	2.0	3.1	2.6
RHUL 5	1.4	2.9	1.0
RHUL 4	2.6	3.7	7.3
RHUL 3	4.6	3.8	-
RHUL 2	1.3	1.1	1.1
RHUL 1	1.2	0.9	

Table 84: Length of Time in Grade by Disability Status

Mean Length of Time in Grade			
Grade	Disabled	Not Disabled	Not Disclosed
PROFBAND1		2.6	
PROFBAND2	4.3	2.7	
PROFBAND3		2.1	2.3
PROFBAND4	2.3	2.1	
PROFBAND5		2.3	
Grade 10	2.3	2.4	-
RHUL 9	5.7	4.1	0.9
RHUL 8	2.2	3.6	7.3
RHUL 7	4.6	3.3	1.2
RHUL 6	2.3	2.9	0.6
RHUL 5	1.0	2.7	-
RHUL 4	6.7	3.6	0.3
RHUL 3	6.8	3.9	0.4
RHUL 2	1.2	1.1	-
RHUL 1	0.2	1.1	-