

The **gender pay gap** in higher education



2015/16 DATA REPORT

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The Gender Pay Gap in Higher Education: 2015/16 data report: Executive Summary

Introduction

This report seeks to go beyond standard benchmarks for monitoring the gender pay gap and seeks to present an analysis of gender balance across university contract levels, an analysis of the distribution and stratification of academic staff across the 51 point spine by gender, and an analysis of how stratification varies between Russell Group, Other Pre 92 universities and Post 92 universities. All data has been drawn from the HESA 201516 Staff Record. The Contract Levels used throughout this report are those used by HESA.¹

Key Findings

The gender pay gap for academics remains at 12%, driven by large gaps for professors and senior academics

- The overall mean and median gender pay gap for staff on academic contracts is 12.2% (median) and 12.0% (mean).
- In 2013/14 the mean academic gender pay gap was 12.6% and in 2014/15 it was 12.3%. At the current rate of change it take another 40 years to close this gap.
- The overall gap for non-academic staff are 11.1% (median) and 9.9% (mean).
- The median gender pay gap for academic Senior Management is 6.3%, but the mean gap is 13.1% - indicating a substantial preponderance of male senior managers among the very top earners within this grade.
- The widest gender pay gap in favour of men for non-academic staff is at the Senior Management level at 10.7% (median) and 14.1% (mean).
- Professors within Russell Group (5.9%) and Other Pre 92 institutions (6.5%) display a substantially larger gap than is found at Post 92 institutions, where the gender pay gap for professors is comparatively low at 2.4%.
- These significant gaps at senior levels combine with stark gender imbalances to drive and push up the overall gender pay gap in higher education

¹ A detailed description of contract levels is available on the HESA website - https://www.hesa.ac.uk/collection/c15025/combined_levels

The large gender imbalance among senior academic staff is a primary driver of the intransigent gender pay gap.

- While the gender balance for the total academic workforce is 45.3% women / 54.7% men, women outnumber men at the early career contract levels of research assistant, teaching assistant and early career lecturers/researchers.
- There is then a very clear and continuous decline in the proportion of women as seniority increases. Only 39.2% of those at Senior or Principal Lecturer, Reader, and Principal Research Fellow level are women.
- Less than one quarter (23.9%) of Professors are women. This stark imbalance, when coupled with the large monetary gender pay gap among professors (£5,116 per year), is a primary driver of the overall gender pay gap for academics
- At the elite research intensive Russell Group universities the imbalance is even greater – just over a third (35.3%) of senior lecturers are women, and only 22.7% of professors are women. At non-Russell Group Pre 92 universities only 23.7% of professors are women, and at Post 92 universities 29.1% of professors are women.

The stratification of men and women across the pay scale begins at the early career stage and is further entrenched as careers progress

Higher education staff below professorial or function head level are paid on a single 51 point pay spine² and there is a normal expectation of incremental career progression on this spine within each of 5 academic grades. In 2015/16 the point 1 on the spine was £14,323 and point 51 was £58,754.

- Proportions of men and women shift as the pay spine progresses. At every spine point up to 43 there are proportionally more women than men (with equal numbers at points 38 and 41) but at the most senior points from 44 onwards there are proportionately more men than women.
- This is particularly evident at the very top of the scale where there are significantly more men (12.5% vs.7.9%) than women on points 49 – 51. This imbalance precedes the even larger and entrenched imbalance at the professorial level beyond the top of the 51 point spine.
- Female academics aged 30-39 years proportionately outnumber males at every single point of the scale below point 38, and then at every single point of the scale from point 38 and beyond, men outnumber women.
- 23.2% of female academics aged 40-49 years are at or above point 45 of the spine, whereas 32.5% of male academics in that age group are at or above point 45. This is a 40.0% overrepresentation of men at the top of the spine.

²Details of the pay spine are available here: https://www.ucu.org.uk/he_singlepayspine

- Within the Russell Group this gender stratification is very evident at points 49, 50 and 51, the very top of the scale. 13.3% of male academics at Russell Group institutions are at these top three points, compared to only 8.0% of women
- Among non-Russell Group Pre 92 academics 9.6% of men and 5.6% of women are at points 48-51
- At Post 92 universities, stratification is not entrenched at the early or mid-career stages, and there are very similar percentages of men and women at all spine points up to point 48. However, men outnumber women from point 49 onwards, with 9.8% of men and 7.0% of women occupying points 49 to 51 of the scale.

UCU's next steps to tackle the gender pay gap

Some higher education employers have engaged positively with UCU and in collaboration have produced thorough equal pay audits with clear plans for action. However, it is clear that many employers are not currently carrying out equal pay reviews with UCU branches.

Of equal concern is that too many employers are producing documents that don't contain the level of detail needed to identify the causes of unequal pay and are failing to commit to concrete action to actually close the gender pay gap.

UCU is frustrated with the lack of action on gender pay at New JNHCES. We are now taking the approach of submitting local equal pay claims at individual universities as the first step towards identifying and rectifying the intransigent problem of unequal pay.

Resources for members

Guidance: Tackling the Gender Pay Gap

UCU has published detailed guidance on requesting and scrutinising an equal pay audit, assessing, equal pay cases, and determining the drivers of the gender pay gap at your institution. The guidance provides detailed steps to follow for every part of the process from assessing your current position, to requesting and analysing an audit, to submitting a claim and negotiating favourable outcomes.

The guidance is available to members here: <https://www.ucu.org.uk/genderpay>

Rate for the Job pay comparison website

UCU's Rate for the Job online comparison tool allows you to access the average salaries for men and women at your institution by contract level and gender, and allows you to compare up to five institutions at a time. It also allows comparison with VC pay and contains a toll for calculating the real hourly wages of hourly paid teaching staff.

All the information on the site is presented in an accessible graphical format that can easily be adapted for local campaigning.

Rate for the Job can be accessed by members here: <https://www.ucu.org.uk/rateforthejob>

Addressing the gender pay gap is a key priority for UCU, and branches are encouraged to discuss how this can be done at their institution with their regional office.

1 Introduction

The New JNCHES Higher Education Gender pay gap data report was published by UCEA in September 2016 and was endorsed by four of the five New JNCHES unions. UCU did not endorse the report due to concerns about the way that both time series and individual year data was presented.

This report has been prepared as UCU's response to the published report using the most current data available (HESA 2015/16 Staff Record).

2 Purpose of this report

The purpose of this report is to draw attention to the significant mean and median gender pay gaps that exist across various contract levels in higher education, but that have not been highlighted by reports published elsewhere. In order to provide as clear an analysis as possible, all tables are presented showing mean and median male and female salaries for 2015/16, the monetary difference the two, and the % gender pay gap at each HESA contract level.

One of UCU's primary criticisms of the above report was that there appeared to be significant cherry picking of data including the removal of senior part time female staff from gender pay gap data, and the lack of emphasis given to gender pay gaps at contract levels where women did not account for 40% of the total workforce.

This report seeks to address these weaknesses by presenting all gender pay gap data for all contract levels in every table. Furthermore, this report includes clearly stated gender balance figures for every contract level, and also focuses on issues of gender balance within contract levels, a primary driver of the gender pay gap in UK universities, and the phenomenon of gender stratification within the national 51 point pay spine by gender and age.

3 Improvement to benchmarks

Since the publication of the report UCEA have agreed to reframe their benchmarks to include mean and median salaries and full time, part time and all staff (excluding atypical). This change was forced by significant pressure from UCU, in addition to ensuring that future reporting aligns with the Government's mandatory gender pay gap reporting requirements to cover all employees and the ONS' headline gender pay gap figures for full-time employees.

This change to the benchmark measures will ensure greater transparency in future gender pay gap reporting by New JNCHES. The current benchmarks to be reported annually are shown in the following table.

Metric	Gender pay gap measure	Employee groups	Source
1	Gender pay gap for HE staff by staff category (median and mean)	Full-time, part-time and both (all employees excluding atypical and dormant staff)	HESA

Metric	Gender pay gap measure	Employee groups	Source
2	Gender pay gap for HE staff by contract level (median)	Full-time, part-time and both (all employees excluding atypical and dormant staff)	HESA
3	Gender pay gaps for HE sector, education sector and whole economy (median and mean)	Full-time, part-time and all employees	ONS
4	Gender pay gaps for HE and 'Not HE' professional occupations (median)	Full-time, part-time and all employees	ONS
5	Gender pay gaps for HE teaching professionals (SOC2311) in the sector, HE teaching professionals not in the HE sector and secondary teaching professionals (median)	Full-time, part-time and all employees	ONS

4 Data source

All data included in this report has been drawn from the HESA 2015/16 Staff Record. The HESA rounding methodology and suppression strategy have been adhered to in all data reproduced in this report. All numbers are rounded to the nearest 5 and all instances where mean or median salaries and percentages are calculated from less than seven people have been suppressed and replaced with "N/A".

The Contract Levels used throughout this report are those used by HESA, and based on a combination of UCEA and XpertHR categories.

A full description of the purpose, typical reporting structure and experience required at each of the combined contract levels is available on the HESA website:

https://www.hesa.ac.uk/collection/c15025/combined_levels

5 Sector wide findings

This report focuses on two factors that have been identified as primary drivers of the gender pay gap in Higher Education - the gap expressed in terms of average salary (both median and mean) and gender balance/imbalance for both academic and non-academic staff. As both of these factors increase with seniority, all tables and charts in this report are presented showing all contract levels.

It also presents an analysis of distribution of academic staff across the 51 point spine by gender, and an analysis of how stratification varies across the Russell Group, Other 92 institutions and Post 92 universities.

Throughout the report, the mean median and mean gender pay gap and gender balance/imbalance are presented for all staff employed on non-atypical contracts at UK

Higher Education institutions, for staff employed on academic contracts, and for staff employed on non-academic contracts. This is in order to provide as much detail as possible about the career points where differences become most apparent and to demonstrate the career points where they have the most impact.

The gender pay gap is calculated throughout the report in the following way:

$$(\text{Male salary} - \text{Female salary}) / (\text{Male salary}) \times 100 = \% \text{ Gender Pay Gap}$$

Average salaries are presented as median and mean averages, with the gender pay gap shown in monetary and percentage terms. The UCEA gender pay data report states that it considers that “a ‘significant’ pay gap is where the figure is outside the ± 5 per cent boundary. However it should be noted that ‘recurring differences of 3 per cent or more merit further investigation’ according to the Equality and Human Rights Commission’s equal pay review guidance for larger organisations”³

By contrast, this report considers all gender pay gaps worthy of reporting and does not seek to diminish any gaps by placing an arbitrary judgement on whether they should be considered significant.

5.1 Gender balance

The gender balance (or imbalance) of staff at Higher Education institutions in the UK is one of the primary drivers of the sector’s continuing gender pay gap. The UCEA report includes gender balance in its analysis but underplays its impact by grouping contract levels into “staff on the 51 point spine” and senior staff”. Their report groups all contract levels from A0 to F2 as “senior staff”. This grouping includes professors, where the largest gender pay gap and gender imbalance among active academic staff is found. Grouping professors with senior management in this way obscures the scale of the issue in relation to professors. Similarly, the grouping all staff on the 51 point pay spine together obscures some of the clear and rapid declines in gender balance between individual contract levels with the 51 point spine, particularly for staff on academic contracts. For this reason, all results in this report are presented at Table 1 below by individual contract level, along with the total number of staff occupying each contract level, so that a sense of the number of people impacted by any differences can be seen.

5.1.1 Gender balance among staff on academic contracts

While the gender balance for the total academic workforce is 45.3% women / 54.7% men, there is a very clear and continuous decline in the number of women present as contract levels progress into the mid-career and senior academic levels.

There are proportionally more women than men at all contracts levels up to K0 (Lecturer A in Pre 92 HEIs, Lecturer in Post 92 HEIs, Research Fellow, Researcher, Teaching Fellow) with the exception of N0. The K0 contract level is more or less equally balanced (50.1% women). However, from 48.5% women at contract level J0 (Lecturer B at Pre 92 HEIs or Senior

³ UCEA, *New JNCHES Higher Education Gender Pay Gap Data Report*, <http://www.ucea.ac.uk/en/publications/index.cfm/hegenderpaygap> , page 4

Lecturer at Post 92s, Senior Research Fellow) upwards there are proportionally more men than women present at every contract level

Only 39.2% of those at contract level I0 (Senior/Principal Lecturer, Reader, Principal Research Fellow) are women as are 37.7% of F2 Function Heads.

Less than one quarter (23.9%) of Professors are women. This stark imbalance, when coupled with the large monetary gender pay gap among professors, is a primary driver of the overall gender pay gap for academics working the UK.

The cumulative impact of the gender imbalance throughout the main academic contract levels on access to senior management is also very evident – women account for only 30.4% of senior managers at contact levels A0 to C2 and 36.2% at contract levels D & E Heads of Schools/Senior Function Heads.

5.1.2 Gender balance among staff on non-academic contracts

Overall, 62.7% of non-academic staff are female, but less than half of the most senior non-academic staff in UK universities are women. 40.5% of A0 to C2 Senior Managers are women and 47.6% of Heads of Schools/Senior Function Heads are women.

52.2% of F2 Function Heads and 51.1% of I0 Non-academic Section Managers are women. There is significantly higher female representation at all contracts levels below these, particularly at the administrative grades L0 Senior Administrative staff (62.9% female), M0 Assistant Professional Staff, Administrative Staff (70.7% female) N0 Junior Administrative staff, Clerical Staff (67.4%).

Table 1: Gender balance by staff type and contract level 2015/16

Contract levels	All staff			Academic contract			Non-academic contract		
	Female %	Male %	Total staff	Female %	Male %	Total staff	Female %	Male %	Total staff
A0 to C2 Senior management	36.3%	63.7%	3,070	30.4%	69.6%	1,292	40.5%	59.5%	1,778
D & E Head of schools/Senior function head	39.5%	60.5%	6,832	36.2%	63.8%	4,869	47.6%	52.4%	1,963
F1 Professor	23.9%	76.1%	19,979	23.9%	76.1%	19,974	N/A	N/A	N/A
F2 Function head	50.8%	49.2%	2,275	37.7%	62.3%	226	52.2%	47.8%	2,049
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	41.2%	58.8%	34,200	39.2%	60.8%	28,362	51.1%	48.9%	5,838
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	49.8%	50.2%	72,060	48.5%	51.5%	53,556	53.7%	46.3%	18,504
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	52.9%	47.1%	96,687	50.1%	49.9%	65,462	58.6%	41.4%	31,225
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	58.5%	41.5%	61,301	51.3%	48.7%	24,434	63.2%	36.8%	36,867
M0 Assistant professional staff, Administrative staff	69.5%	30.5%	45,425	52.7%	47.3%	2,606	70.5%	29.5%	42,819
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	66.4%	33.6%	32,124	47.0%	53.0%	521	66.7%	33.3%	31,603
O0 Routine task provider	56.7%	43.3%	17,031	76.7%	23.3%	72	56.6%	43.4%	16,959
P0 Simple task provider	66.6%	33.4%	19,146	N/A	N/A	N/A	66.6%	33.4%	19,138
Total	54.1%	45.9%	410,129	45.3%	54.7%	201,379	62.7%	37.3%	208,750

Figure 1: Gender balance: All staff by contract level 2015/16

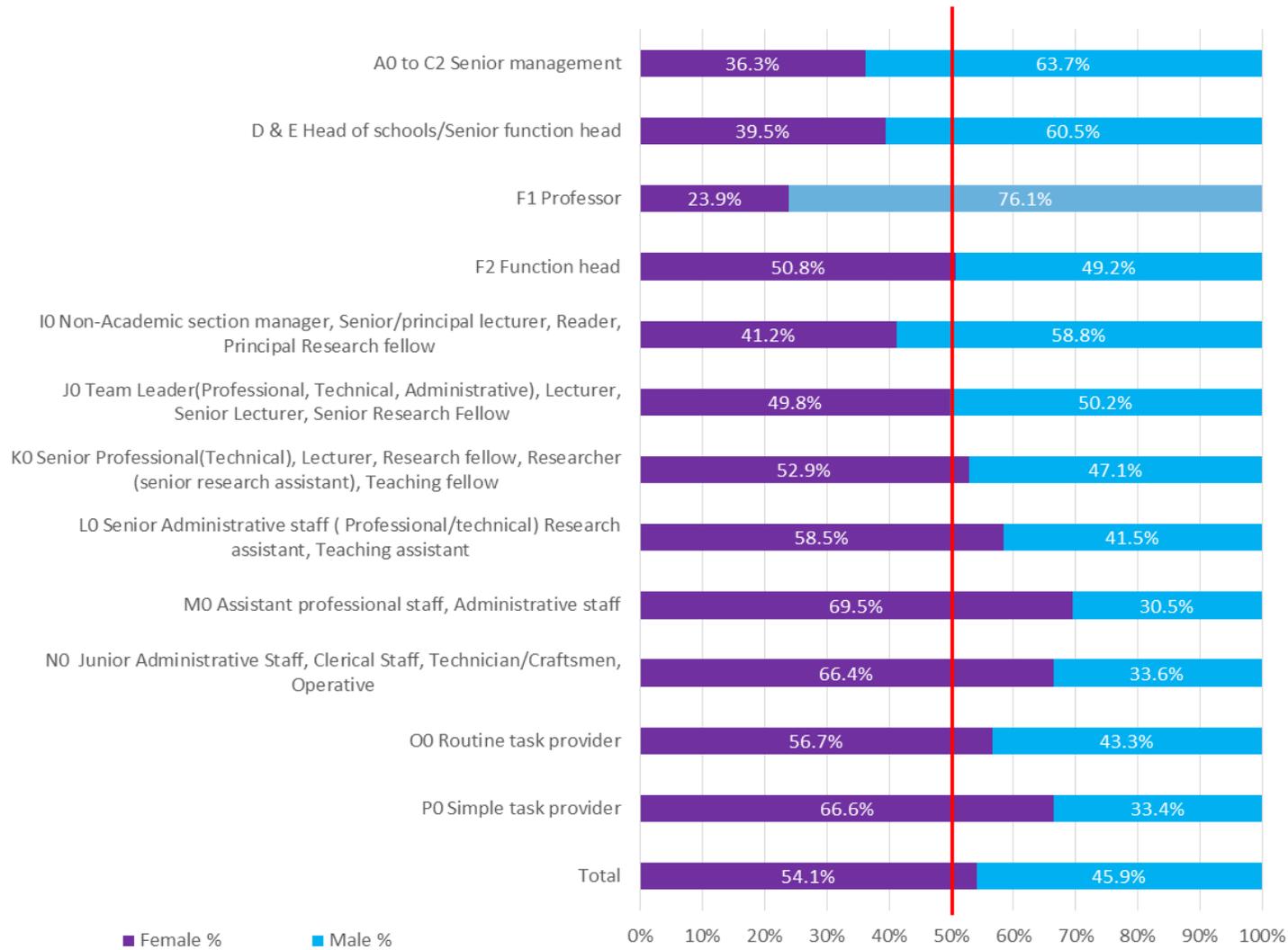
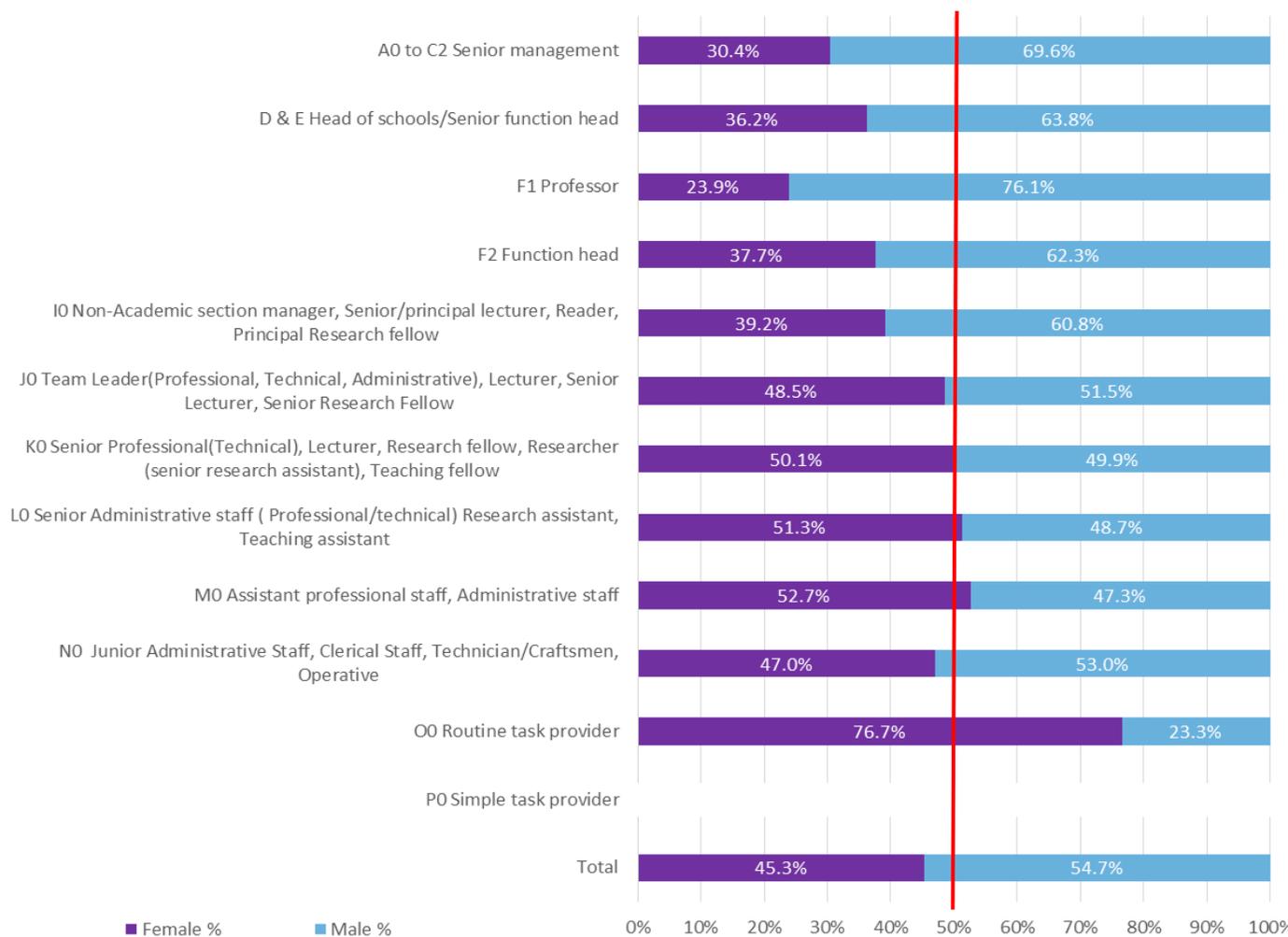


Figure 2: Gender balance: Academic staff by contract level 2015/16

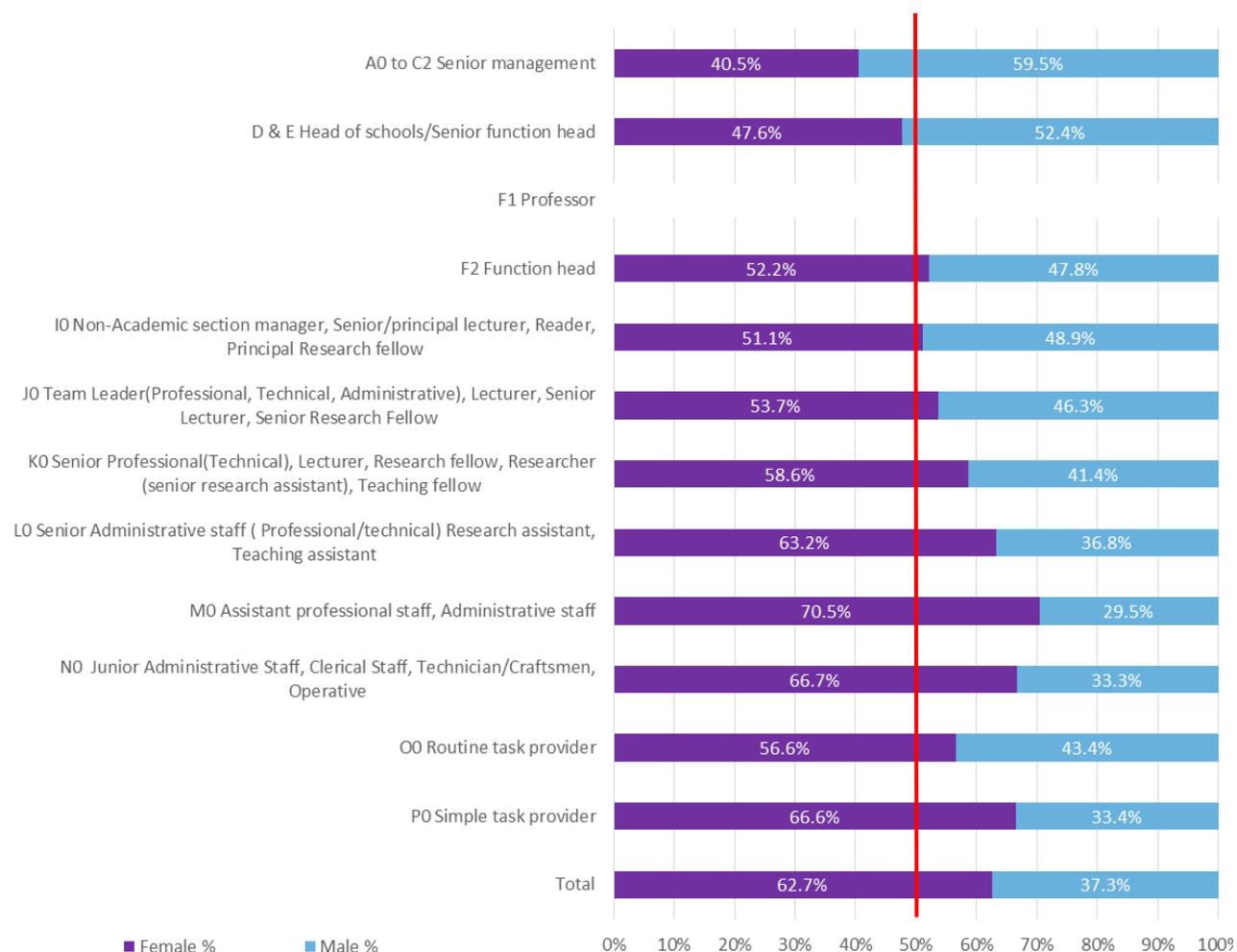


There are proportionally more women than men at all contracts levels up to K0 (Lecturer A in Pre 92 HEIs, Lecturer in Post 92 HEIs, Research Fellow, Researcher, Teaching Fellow) with the exception of N0. The K0 contract level is more or less equally balanced (50.1% women). However, from 48.5% women at contract level J0 (Lecturer B at Pre 92 HEIs or Senior Lecturer at Post 92s, Senior Research Fellow) upwards there are proportionally more men than women present at every contract level

Only 39.2% of those at contract level I0 (Senior/Principal Lecturer, Reader, Principal Research Fellow) are women as are 37.7% of F2 Function Heads.

Less than one quarter (23.9%) of Professors are women. This stark imbalance, when coupled with the large monetary gender pay gap among professors, is a primary driver of the overall gender pay gap for academics working the UK.

Figure 3: Gender balance: Non-Academic staff by contract level 2015/16



Overall, 62.7% of non-academic staff are female, but less than half of the most senior non-academic staff in UK universities are women. 40.5% of A0 to C2 Senior Managers are women and 47.6% of Heads of Schools/Senior Function Heads are women.

52.2% of F2 Function Heads and 51.1% of I0 Non-academic Section Managers are women. There is significantly higher female representation at all contracts levels below these, particularly at the administrative grades L0 Senior Administrative staff (62.9% female), M0 Assistant Professional Staff, Administrative Staff (70.7% female) N0 Junior Administrative staff, Clerical Staff (67.4%).

5.2 Gender pay gap

5.2.1 All staff

Tables 2 and 3 below the median and mean gender pay gap for all staff employed at UK universities during 2015/16 (excluding atypical staff) by contract level, and show both the monetary and percentage gender pay gap at each of the twelve available contract levels.

Table 2: Median salary gender pay gap all staff 2015/16

Contract levels	Female Median salary (£)	Male Median salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	87,873	100,000	12,127	12.1%
D & E Head of schools/Senior function head	65,655	70,122	4,467	6.4%
F1 Professor	71,685	76,519	4,834	6.3%
F2 Function head	59,823	62,590	2,767	4.4%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	55,389	55,389	-	0.0%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	46,414	46,414	-	0.0%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	36,672	36,672	-	0.0%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	29,848	30,738	890	2.9%
M0 Assistant professional staff, Administrative staff	24,298	24,298	-	0.0%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	20,400	20,400	-	0.0%
O0 Routine task provider	17,209	17,153	- 56	-0.3%
P0 Simple task provider	14,953	15,258	305	2.0%
Total	32,600	37,768	5,168	13.7%

Table 3: Mean salary gender pay gap all staff 2015/16

Contract levels	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	95,055	112,313	17,258	15.4%
D & E Head of schools/Senior function head	68,307	75,206	6,899	9.2%
F1 Professor	76,062	81,178	5,116	6.3%
F2 Function head	60,455	65,957	5,502	8.3%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	56,126	57,426	1,300	2.3%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	45,554	45,949	395	0.9%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	36,679	37,092	413	1.1%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	30,439	31,021	582	1.9%
M0 Assistant professional staff, Administrative staff	24,381	24,703	322	1.3%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	20,725	20,750	25	0.1%
O0 Routine task provider	17,661	17,599	- 62	-0.4%
P0 Simple task provider	15,341	15,627	286	1.8%
Total	34,659	42,152	7,493	17.8%

Tables 2 and 3 above demonstrate why it is important to use both median and mean when analysing the gender pay gap. The median salaries displayed in Table 2 show no gender pay gap at five separate contract levels including contract levels I0, J0 and K0 which are equivalent to points 26 to 51 of the national pay spine. Whilst the mean averages shown at Table 3 show gender pay gaps of between 2.3% and 0.9% at each of these levels. The mean gender pay is also larger at senior levels at 15.4% A0 to C2 for senior managers (12.1% median), 9.2% D&E for Head of schools/Senior function head (6.4% median). For the Professors, the mean and median gender pay gaps are the same, at 6.3%. For F2 Function Heads there is wide variation between the mean (8.3%) and the median (4.4%).

The only gender pay gap in favour of women at any contract level is the median and mean for the second most junior contract level of O0 Routine Task Provider, which is 0.3% and 0.4% respectively.

The overall gender pay gap of 13.7% (median) and 17.8% (mean) primarily results from the combination of large gender pay gaps among more senior grades (A0 to C2 Senior management, D & E Heads of Schools/Senior Function Head, F1 Professors and F2 Function Heads) combined with, detailed in the previous section of this report, significant gender imbalances at these grades.

5.2.2 Academic staff

Table 4: Median salary gender pay gap staff on academic contract 2015/16

Contract levels	Female Median salary (£)	Male Median salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	100,000	106,742	6,742	6.3%
D & E Head of schools/Senior function head	65,224	70,124	4,900	7.0%
F1 Professor	71,685	76,561	4,876	6.4%
F2 Function head	77,189	80,761	3,572	4.4%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	55,389	55,389	-	0.0%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	46,414	46,414	-	0.0%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	35,897	35,609	- 288	-0.8%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	30,738	31,655	917	2.9%
M0 Assistant professional staff, Administrative staff	25,023	24,298	- 725	-3.0%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	24,055	24,055	-	0.0%
O0 Routine task provider	57,136	57,041	- 95	-0.2%
P0 Simple task provider	N/A	N/A	N/A	N/A
Total	40,082	45,658	5,576	12.2%

Table 5: Mean salary gender pay gap staff on academic contract 2015/16

Contract levels	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	107,150	123,298	16,148	13.1%
D & E Head of schools/Senior function head	68,033	75,778	7,745	10.2%
F1 Professor	76,058	81,180	5,122	6.3%
F2 Function head	73,752	81,818	8,066	9.9%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	56,671	57,810	1,139	2.0%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	45,570	45,874	304	0.7%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	36,695	37,064	369	1.0%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	31,305	31,859	554	1.7%
M0 Assistant professional staff, Administrative staff	25,286	24,508	- 778	-3.2%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	22,805	22,451	- 354	-1.6%
O0 Routine task provider	51,769	48,668	- 3,101	-6.4%
P0 Simple task provider	N/A	N/A	N/A	N/A
Total	43,726	49,709	5,983	12.0%

The overall mean and median gender pay gaps for staff on academic contracts is lower than for all staff at 12.2% (median) and 12.0% (mean) but there are still very significant gaps present, particularly at the four most senior contract levels.

In 2013/14 the mean academic gender pay gap was 12.6% and in 2014/15 it was 12.3%. At the current rate of change it take another 40 years to close this gap.

The median gender pay gap for A0 to C2 Senior Management is 6.3%, but the mean gap is 13.1% - an indication that there is a substantial preponderance of male senior managers among the very top earners in this grade. The same phenomenon is displayed, although slightly mitigated, at the D&E Head of Schools/Senior Function Head level, where the median gender pay gap is 7.0% but the mean gap is 10.2%.

The herding effect of the national spine on median salaries is again evident at the I0 Senior/Principal Lecturer, Reader, Principal Research Fellow and J0 Lecturer B, Senior Lecturer, Senior Research Fellow contract levels. The median shows no gender pay gap whatsoever for these levels, however the mean shows a gap of 2.0% at contract level I0 and 0.7% at contract level J0.

There are three contract levels with a slight pay gap in favour of women at the median (K0 0.8%, M0 3.0% and O0 0.2%) and three at the mean (M0 3.2%, N0 1.6% and O0 6.4%).

5.2.3 Non-academic staff

Table 6: Median salary gender pay gap staff on non-academic contract 2015/16

Contract levels	Female Median salary (£)	Male Median salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	84,072	94,190	10,118	10.7%
D & E Head of schools/Senior function head	66,810	70,083	3,273	4.7%
F1 Professor	N/A	N/A	N/A	N/A
F2 Function head	58,938	61,000	2,062	3.4%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	55,389	55,389	-	0.0%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	46,414	46,414	-	0.0%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	36,672	37,768	1,096	2.9%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	29,848	29,848	-	0.0%
M0 Assistant professional staff, Administrative staff	24,298	24,298	-	0.0%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	20,400	20,400	-	0.0%
O0 Routine task provider	17,209	17,153	- 56	-0.3%
P0 Simple task provider	14,953	15,258	305	2.0%
Total	25,023	28,143	3,120	11.1%

Table 7: Mean salary gender pay gap staff on non-academic contract 2015/16

Contract levels	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	88,457	102,980	14,523	14.1%
D & E Head of schools/Senior function head	68,824	73,475	4,651	6.3%
F1 Professor	N/A	N/A	N/A	N/A
F2 Function head	59,399	63,677	4,278	6.7%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	54,094	55,108	1,014	1.8%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	45,514	46,191	677	1.5%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	36,651	37,163	512	1.4%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	29,973	30,287	314	1.0%
M0 Assistant professional staff, Administrative staff	24,340	24,722	382	1.5%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	20,701	20,705	4	0.0%
O0 Routine task provider	17,465	17,528	63	0.4%
P0 Simple task provider	15,340	15,627	287	1.8%
Total	28,343	31,458	3,115	9.9%

Tables 6 and 7 show overall gaps for non-academic staff of 11.1% (median) and 9.9% (mean). Again, the widest gender pay gap in favour of men is seen at the A0 to C2 Senior Management level at 10.7% (median) and 14.1% (mean). There is a 3.7% median gap for non-academic D&E Head of Schools / Senior Function Heads and a 6.4% mean gap at this level. The limited value of assessing median gender pay gaps against the 51 point pay spine can be seen again, with five separate contract levels showing 0.0% gaps at the median while the equivalent mean salaries show gaps in favour of men of up to 1.8%. Contract Level O0 Routine Task Provider shows a median gap in favour of women of 0.3%.

5.3 Gender stratification across the 51 point pay spine

Looking at the gender balance of academic staff at each point of the national 51 point pay spine helps to give an indication of the career points where divergence may contribute to the gender pay gap. Figure 4 below shows the percentage of female and male staff on academic contracts at each point of the scale. As might be expected, there are large spikes for both at point 36 (the AC2/AC3 threshold), points 43 and 44 (the AC3/AC4 threshold) and at point 49 (the top of AC4). However, the most striking part of the chart is the subtle shift in proportions of men and women as the pay spine progresses. At every spine point up to 43 there are proportionally more women than men (with equal numbers at points 38 and 41) but at every point from 44 onwards there are proportionately more men. This is particularly evident at the very top of the scale where there are significantly more men (7.9% vs.12.5%) than women on points 49 – 51. This imbalance precedes the even larger and entrenched imbalance at the professorial level beyond the top of the 51 point spine.

Figure 4: Percentage of female and male academic staff per spine point 2015/16



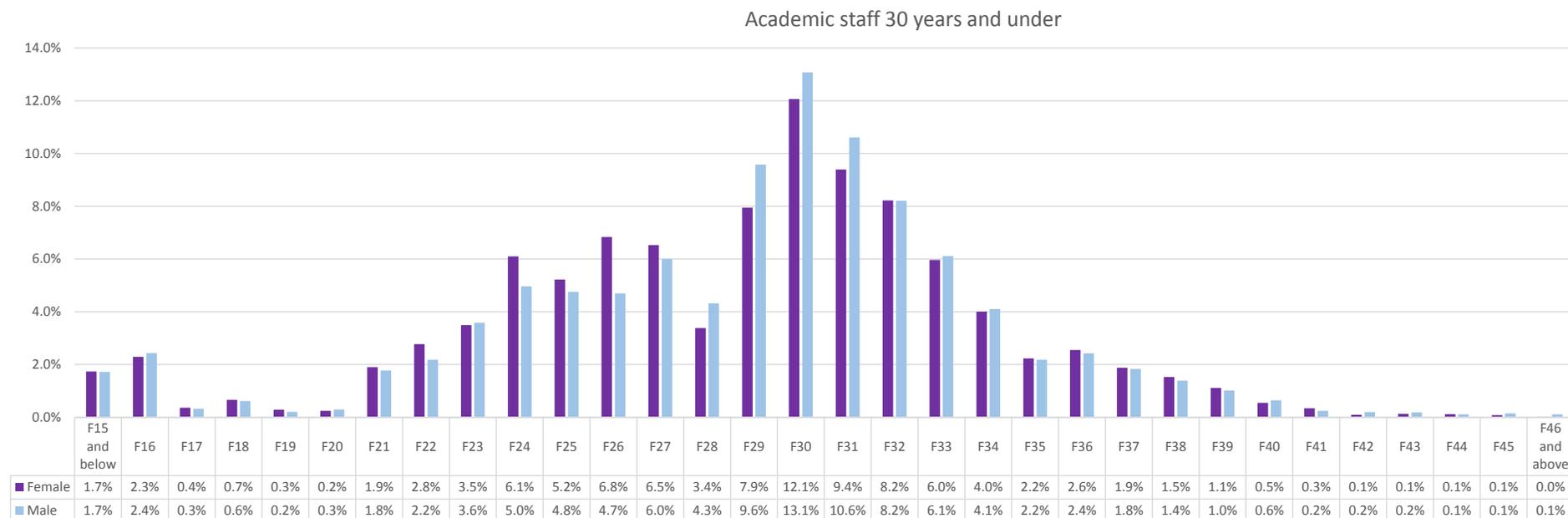
5.4 Gender stratification across the 51 point pay spine by age group

Looking at the gender balance by spine point split into age groups provides greater detail of the career stage where the above imbalance starts to occur and could provide an indication of where greater efforts in terms of career development and access to progression are required.

Figures 5 to 9 below present the same spine point data for all academic staff as shown above, but split into ten year age groups.

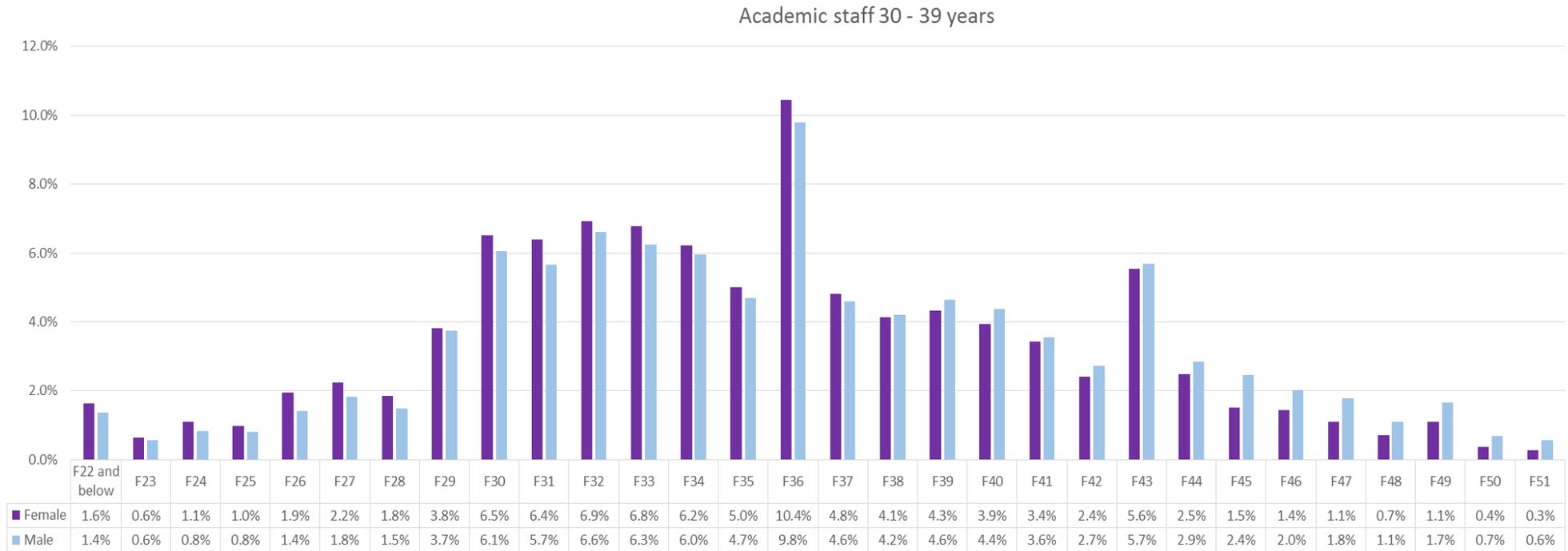
Splitting the data in this way shows that gender based divergence occurs early on in academic careers and is firmly entrenched by the mid-career stage with very stark stratification apparent in the 40-49 year age group.

Figure 5: Percentage of female and male academic staff by spine point 2015/16 (<30 years)



For academics aged under 30 years there are more women than men across the early AC1 grades, but from point 28 to point 34 (the upper points of AC1 and the entirety of AC2) there are more men than women.

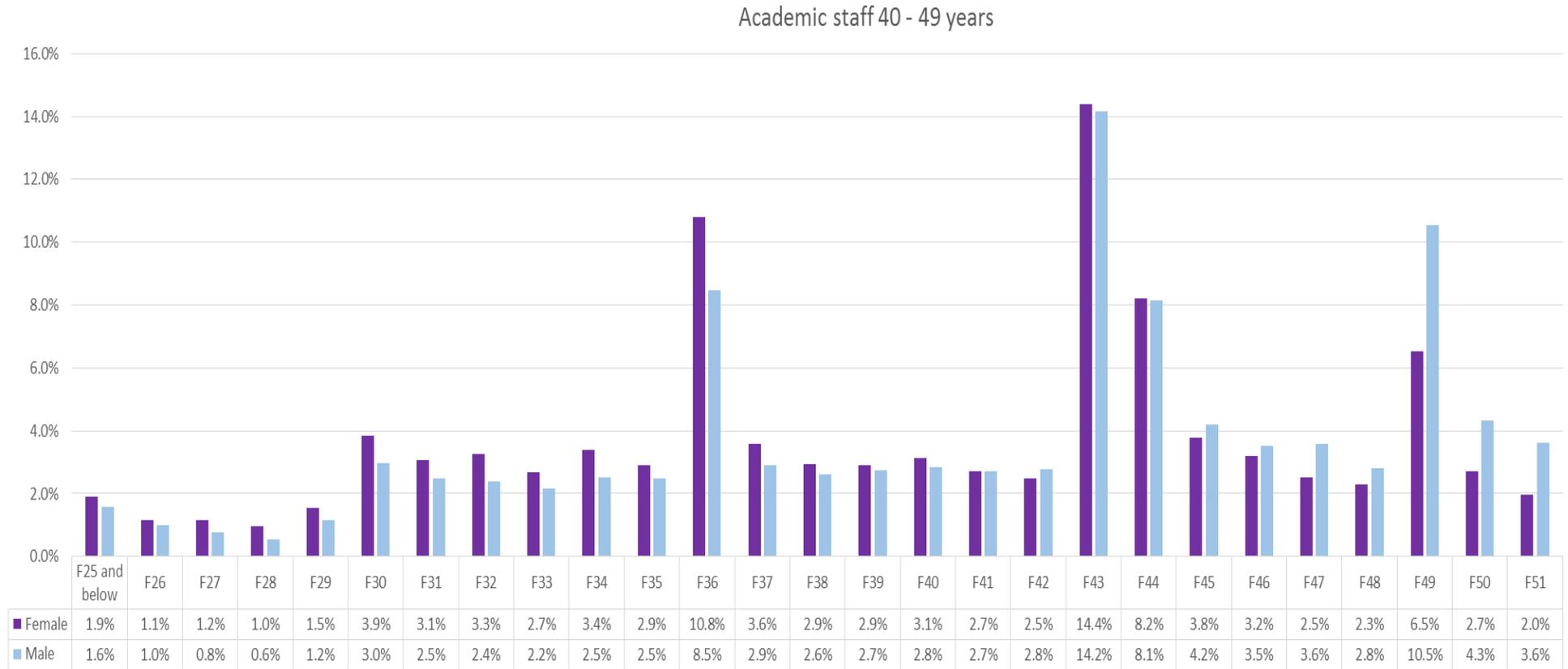
Figure 6: Percentage of female and male academic staff by spine point 2015/16 (30-39 years)



The gender stratification of academics becomes increasingly apparent for the 30-39 year age group. At every single point of the scale below point 38 there are proportionally more women than men, and then at every single point of the scale from point 38 and beyond, there are more men than women.

The turning points of 37-38 are important as they represent the top of the AC2 contribution point zone and are towards the start of what is generally considered the “main” academic career path through AC3. In total, 32.7% of female academics and 38.4% of male academics within the 30-39 year age group are between points 38 to 51, which means that men are overrepresented by 17.4% for this age group at the upper end of the spine.

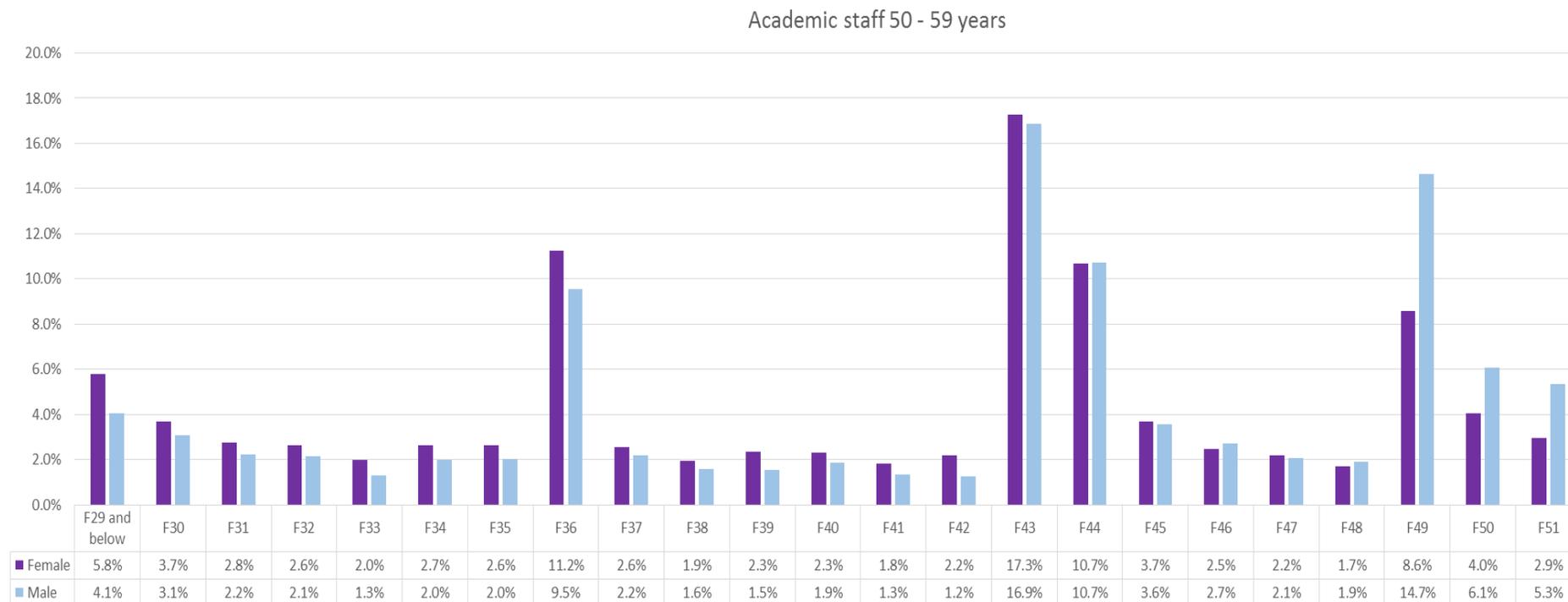
Figure 7: Percentage of female and male academic staff by spine point 2015/16 (40-49 years)



For academics aged 40-49 years men outnumber women at every point from 45 onwards, whereas women proportionately outnumber men at every spine point below 45. There are particular spikes in the representation of women around the AC3 – AC4 threshold points of 43 and 44. From those points onwards men outnumber women with significantly larger proportional gaps than there are at the lower spine points where women outnumber men.

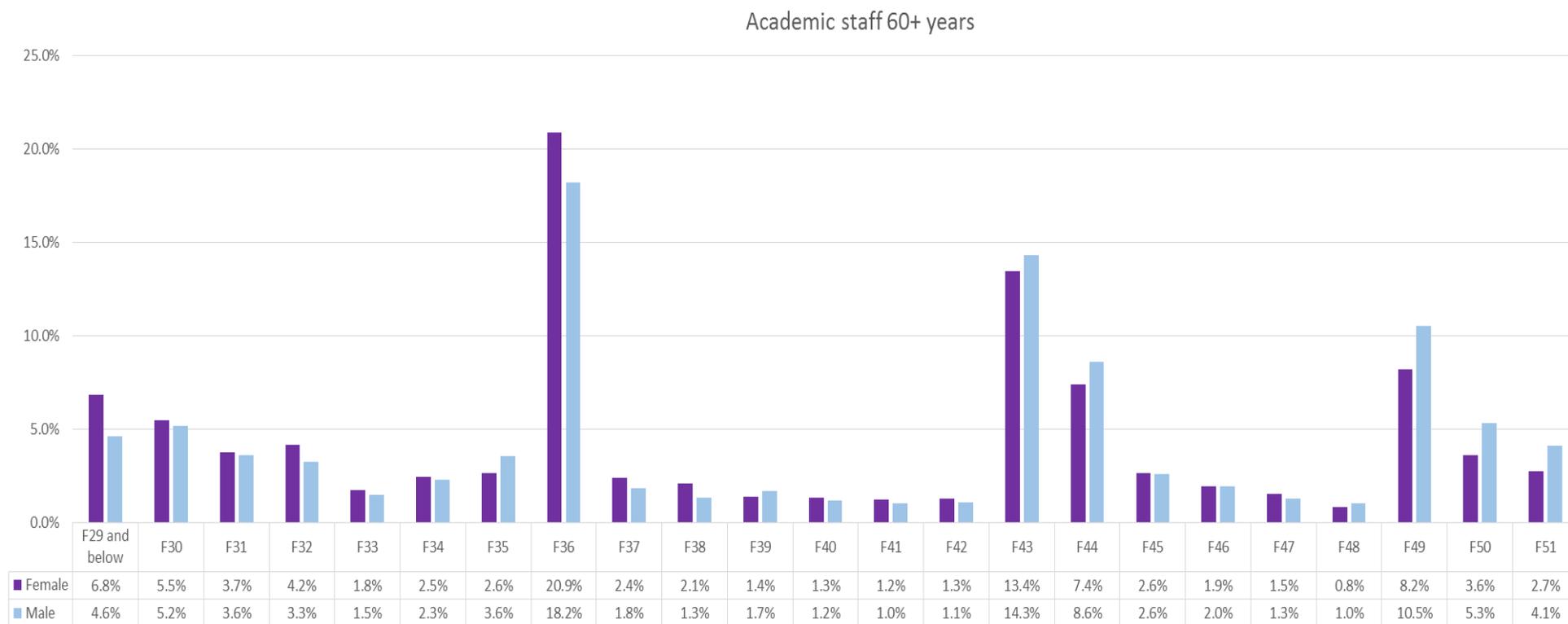
Overall, 23.2% of female academics aged 40-49 years are at or above point 45 of the spine, whereas 32.5% of male academics in that age group are at or above point 45. This represents a 40.0% overrepresentation of men at the top of the spine.

Figure 8: Percentage of female and male academic staff by spine point 2014/15 (50-59 years)



The divergence pattern among academics aged 50-59 is very similar to that seen for the 40-49 year age group, but shows increased clustering at the very top, from point 49 to point 51. There are proportionally more men than women at every spine point from 44 onwards, and again significantly more men than women from point 49 to point 51. 15.5% of female academics and 26.1% of male academics aged 50-59 years are between points 49-51 of the scale, a male overrepresentation of 68.4%.

Figure 9: Percentage of female and male academic staff by spine point 2015/16 (60+ years)



The same significant overrepresentation of men at the very top of the spine shown at previous age groups is evident for academics aged 60 years and over. There is a 37.2% overrepresentation of men at top three points of the scale. Additionally, there is the re-emergence of an overrepresentation of male academics at spine points 43 and 44, something evident at the 30-39 year age group but not seen at for the age groups of 40-49 years or 50-59 years.

6 Findings split by University Group (Russell Group, Other Pre 92, and Post 92)

6.1 Gender pay gap by University Group and contract level

The analysis that follows presents the gender pay gap, gender balance and distribution of academic staff across the 51 point pay spine for three separate groups of universities – the Russell Group, Other Pre 92 institutions that are not part of the Russell Group, and Post 92 institutions.

The Russell Group comprises 24 of the largest and most research intensive universities in the UK, and all members of the Russell Group are Pre 92 Universities. The “Other Pre 92” category includes 42 institutions that predate the conversion of a large number of Polytechnics and Colleges of Higher Education to University status in 1992. The “Post 92” category used here includes the 78 “new” universities that had their status converted in this way. Although there are some differences between job titles across the 51 point spine (e.g. Senior lecturer at Post 92 institutions covers the same points as Lecturer B in Pre 92 and Russell Group instructions) the 51 point pay spine should be applied in the same way at all UK Higher Education Institutions.

Nineteen performing arts institutions classed by HESA as not being either Pre or Post 92 institutions have been excluded from this analysis. These exclusions have the effect of removing 2.2% of total academic staff from the analysis.

As table 8 below shows, the largest gender pay gap is for staff employed by the 24 elite Russell Group Institutions, where the mean average male salary is 20.1% higher than the mean average female salary. This difference is equal to an average deficit of £8,882 for each female employee each year. Other Pre 92 institutions have an average gender pay gap of 18.5%, an average of £7,801 per year. At Post 92 institutions, the mean average gender pay gap for all staff is 13.1%, £5,140 annually.

The largest pay gap at any contract level is found among A0 to C2 Senior Managers at Russell Group institutions, where men earn an average of £18,897 (14.7%) more than women. At Post 92 institutions, there is a gap among these most senior staff of 14.0% (£14,813 per year), and within the Other Pre 92 grouping, there are double digit pay gaps at both the A0 to C2 Senior Managers level (13.6%) and the D & E Head of school / Senior function head level (13.5%).

Among the professoriate, Pre 92 institutions display significantly larger gaps than Post 92 institutions. Within the Russell Group the professorial gender pay gap stands at 5.9% (£4,984 per year), and for the Other Pre 92 institutions the gap is even higher at 6.5% (£5,235 per year). At Post 92 institutions, the professorial gender pay gap is smaller at 2.4% (£1,631).

Table 8: All staff by university group and contract level

Contract levels	Russell Group				Other pre-92				Post 92			
	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	£109,905	£128,802	£18,897	14.7%	£96,763	£112,048	£15,285	13.6%	£91,275	£106,088	£14,813	14.0%
D & E Head of schools/Senior function head	£80,673	£87,280	£6,607	7.6%	£69,699	£80,569	£10,870	13.5%	£63,735	£66,419	£2,684	4.0%
F1 Professor	£79,427	£84,411	£4,984	5.9%	£75,556	£80,791	£5,235	6.5%	£65,988	£67,619	£1,631	2.4%
F2 Function head	£67,599	£73,027	£5,428	7.4%	£61,094	£64,496	£3,402	5.3%	£56,301	£58,818	£2,517	4.3%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	£58,753	£59,742	£989	1.7%	£55,807	£56,479	£672	1.2%	£53,000	£54,077	£1,077	2.0%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	£46,371	£46,893	£522	1.1%	£45,370	£45,623	£253	0.6%	£44,976	£45,269	£293	0.6%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	£36,405	£36,362	-£43	-0.1%	£37,556	£38,027	£471	1.2%	£35,847	£36,308	£461	1.3%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	£31,074	£31,944	£870	2.7%	£30,001	£29,877	-£124	-0.4%	£30,133	£30,624	£491	1.6%
M0 Assistant professional staff, Administrative staff	£24,642	£24,925	£283	1.1%	£24,166	£24,515	£349	1.4%	£24,275	£24,565	£290	1.2%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	£21,271	£20,898	-£373	-1.8%	£20,391	£20,681	£290	1.4%	£20,366	£20,655	£289	1.4%
O0 Routine task provider	£17,490	£17,455	-£35	-0.2%	£18,341	£17,522	-£819	-4.7%	£17,438	£17,892	£454	2.5%
P0 Simple task provider	£15,466	£15,838	£372	2.3%	£15,245	£15,547	£302	1.9%	£15,268	£15,387	£119	0.8%
Total	£35,352	£44,234	£8,882	20.1%	£34,411	£42,212	£7,801	18.5%	£33,993	£39,133	£5,140	13.1%

Table 9: Academic contract by university group

Contract levels	Russell Group				Other pre-92				Post 92			
	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
A0 to C2 Senior management	£123,177	£139,562	£16,385	11.7%	£103,455	£123,252	£19,797	16.1%	£108,349	£119,777	£11,428	9.5%
D & E Head of schools/Senior function head	£80,911	£88,183	£7,272	8.2%	£71,332	£82,761	£11,429	13.8%	£64,199	£66,787	£2,588	3.9%
F1 Professor	£79,429	£84,414	£4,985	5.9%	£75,538	£80,791	£5,253	6.5%	£65,988	£67,619	£1,631	2.4%
F2 Function head	£76,022	£84,309	£8,287	9.8%	N/A	N/A	N/A	N/A	N/A	£56,993	£56,994	100.0%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	£59,465	£60,165	£700	1.2%	£56,086	£56,697	£611	1.1%	£53,562	£54,439	£877	1.6%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	£46,245	£46,803	£558	1.2%	£45,400	£45,462	£62	0.1%	£45,204	£45,380	£176	0.4%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	£35,989	£35,820	£-169	-0.5%	£37,698	£38,161	£463	1.2%	£36,038	£36,431	£393	1.1%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	£32,181	£33,202	£1,021	3.1%	£29,420	£29,370	£-50	-0.2%	£31,781	£31,776	£-5	0.0%
M0 Assistant professional staff, Administrative staff	£26,381	£24,634	£-1,747	-7.1%	£24,543	£25,356	£813	3.2%	£24,224	£23,955	£-269	-1.1%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	£27,260	£25,787	£-1,473	-5.7%	£23,987	£24,061	£74	0.3%	£20,633	£20,222	£-411	-2.0%
O0 Routine task provider	N/A	N/A	N/A	N/A	£56,552	£55,678	£-874	-1.6%	N/A	N/A	N/A	0.0%
PO Simple task provider	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Total	£44,509	£52,427	£7,918	15.1%	£43,400	£49,922	£6,522	13.1%	£43,065	£45,577	£2,512	5.5%

Table 9, above, shows that as is the case for all staff, the gender pay gap for academic staff is concentrated at the more senior contracts levels. A0 to C2 Senior Managers have a gap of 11.7% at Russell Group institutions, 16.1% at Other Pre 92 institutions, and 9.5% at Post 92 institutions. The gap for staff at D & E Head of school / senior function head level is also highest in the Other Pre 92 grouping at 13.8%, compared to 8.2% within the Russell Group and 3.9% at Post 92 institutions.

Among Professors the Russell Group (5.9%) and Other Pre 92 institutions (6.5%) display a substantially larger gap than is found at Post 92 institutions, where the gender pay gap is comparatively low at 2.4%.

In fact, the overall gender pay gap is substantially smaller for Post 92 universities than it is for Pre 92 institutions. For academic staff at all contract levels the gap is 5.5% at Post 92 institutions, whereas within the Russell Group it is 15.1% and at Other Pre 92 institutions it is 13.1%. In addition to the higher gender pay gap seen among professors at Russell Group and Other Pre 92 universities in comparison with Post 92 institutions, the fact that Russell Group and Pre 92s employ a proportionally larger number of professors is likely to contribute to this. For example, professors account for 14.2% of academic staff at Russell Group universities, and 10.4% at Other Pre 92 institutions, but only 4.5% of academic staff at Post 92 institutions.

The larger pay gap seen among the professoriate in combination with the very large gender imbalance in favour of men is the main contributor to the overall gender pay gap for academic staff. The much lower representation of professors in the Post 92 academic staffing cohort means that these factors have less of an impact on the overall gap at Post 92 institutions than they do at Russell Group and Other Pre 92 universities.

Table 10: Non-academic contract by university mission group

	Russell Group				Other pre-92				Post 92			
	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap	Female Mean salary (£)	Male Mean salary (£)	£ difference	% Gender pay gap
Contract levels												
A0 to C2 Senior management	£104,006	£120,713	£16,707	13.8%	£93,133	£103,518	£10,385	10.0%	£81,254	£93,159	£11,905	12.8%
D & E Head of schools/Senior function head	£80,402	£85,008	£4,606	5.4%	£67,528	£74,043	£6,515	8.8%	£62,446	£65,193	£2,747	4.2%
F1 Professor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
F2 Function head	£65,737	£69,374	£3,637	5.2%	£61,093	£64,481	£3,388	5.3%	£56,307	£58,866	£2,559	4.3%
I0 Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow	£56,239	£57,003	£764	1.3%	£54,753	£55,171	£418	0.8%	£50,661	£52,079	£1,418	2.7%
J0 Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow	£46,581	£47,093	£512	1.1%	£45,312	£46,025	£713	1.5%	£43,744	£44,583	£839	1.9%
K0 Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow	£37,004	£37,550	£546	1.5%	£37,292	£37,683	£391	1.0%	£35,411	£35,948	£537	1.5%
L0 Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant	£30,290	£30,442	£152	0.5%	£30,372	£30,377	£5	0.0%	£29,594	£30,010	£416	1.4%
M0 Assistant professional staff, Administrative staff	£24,549	£24,953	£404	1.6%	£24,152	£24,438	£286	1.2%	£24,277	£24,628	£351	1.4%
N0 Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative	£21,252	£20,886	-£366	-1.8%	£20,324	£20,488	£164	0.8%	£20,361	£20,669	£308	1.5%
O0 Routine task provider	£17,490	£17,455	-£35	-0.2%	£17,477	£17,222	-£255	-1.5%	£17,441	£17,894	£453	2.5%
P0 Simple task provider	£15,466	£15,838	£372	2.3%	£15,243	£15,549	£306	2.0%	£15,267	£15,387	£120	0.8%
Total	£29,265	£32,205	£2,940	9.1%	£28,329	£31,545	£3,216	10.2%	£27,199	£30,304	£3,105	10.2%

The overall gender pay gap among non-academic staff is smaller than for academic staff for all three university groups. The gap for non-academic staff at Russell Group universities is 9.1%, and for both Other Pre 92 universities and Post 92 institutions it is 10.2%. As is the case for academic staff, the overall gaps for non-academic staff are driven by very large gaps at the most senior levels. Among the Russell Group, the gap for A0 to C2 Senior Management is 13.8%, for Other Pre 92 institutions it is 10.0% and for Post 92 institutions it is 12.8%. There are also substantial gaps at the D & E Head of School / Senior Function Head Level of 5.4%, 8.8% and 4.2% at Russell Group, Other Pre 92 and Post 92 institutions respectively. Large gaps continue at the F2 Function Head contact level where the Russell Group shows a gender pay gap of 5.2%, Other Pre 92 institutions report a gap of 5.3% and Post 92 institutions report a gap of 4.3%. There are insufficient professors employed on non-academic contracts to calculate their gender pay gap.

Post 92 institutions have higher gender pay gaps than Russell Group and Other Pre 92 institutions at the mid and junior contract levels. At the I0 Non-academic section manager level Post 92s show a gender pay gap of 2.7%, compared to 1.3% for the Russell Group and 0.8% for Other Pre 92s. At Russell Group and Other Pre 92 universities N0 and O0 level staff undertaking administrative, clerical and routine work have either small gender pay gaps in favour of women or small gaps in favour of men, whereas at Post 92 universities there are gaps of 1.5% and 2.5% in favour of men.

5.2 Gender balance gap by University Group and contract level

Figure 9: Gender balance by university group Academic contract (Russell Group)

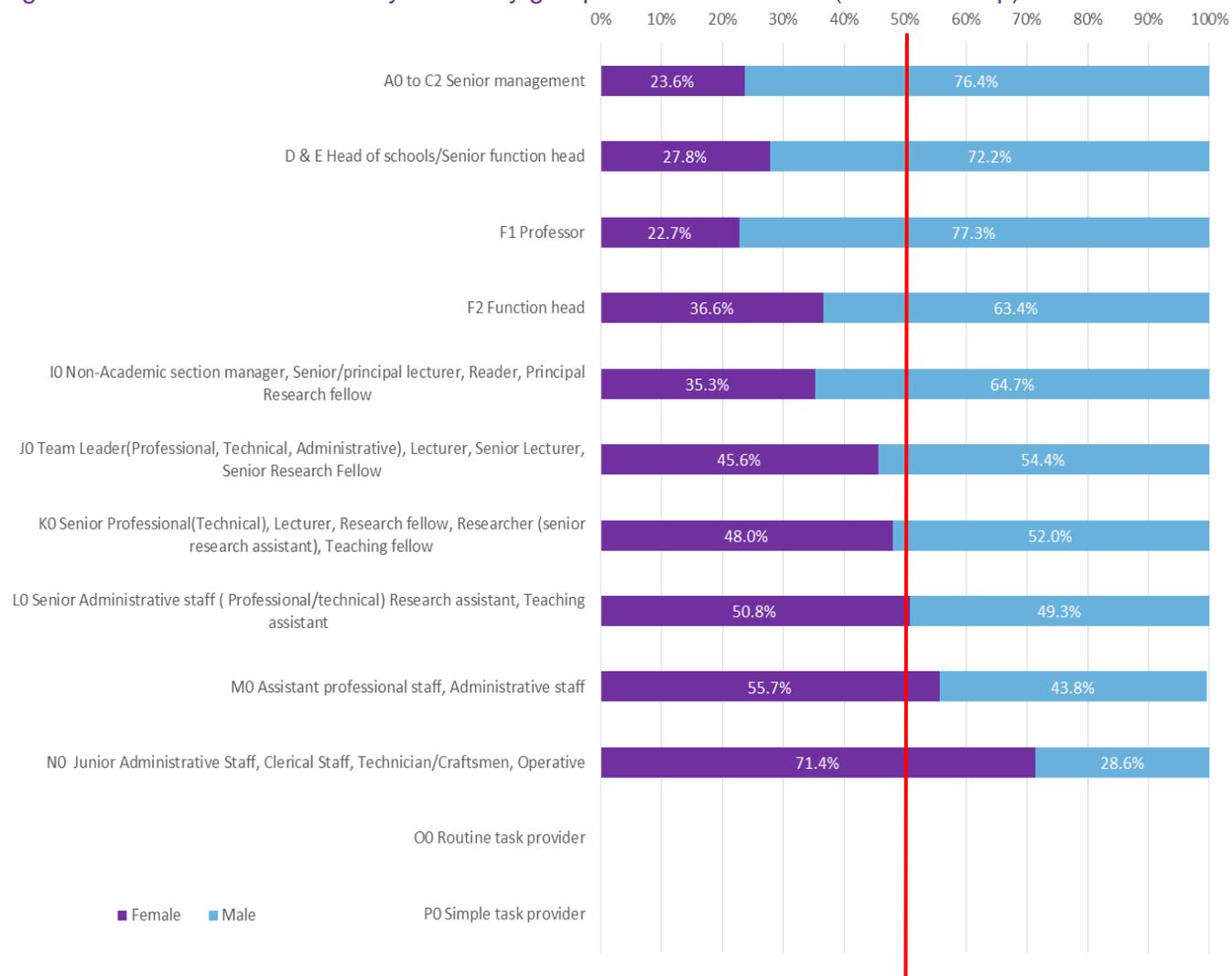
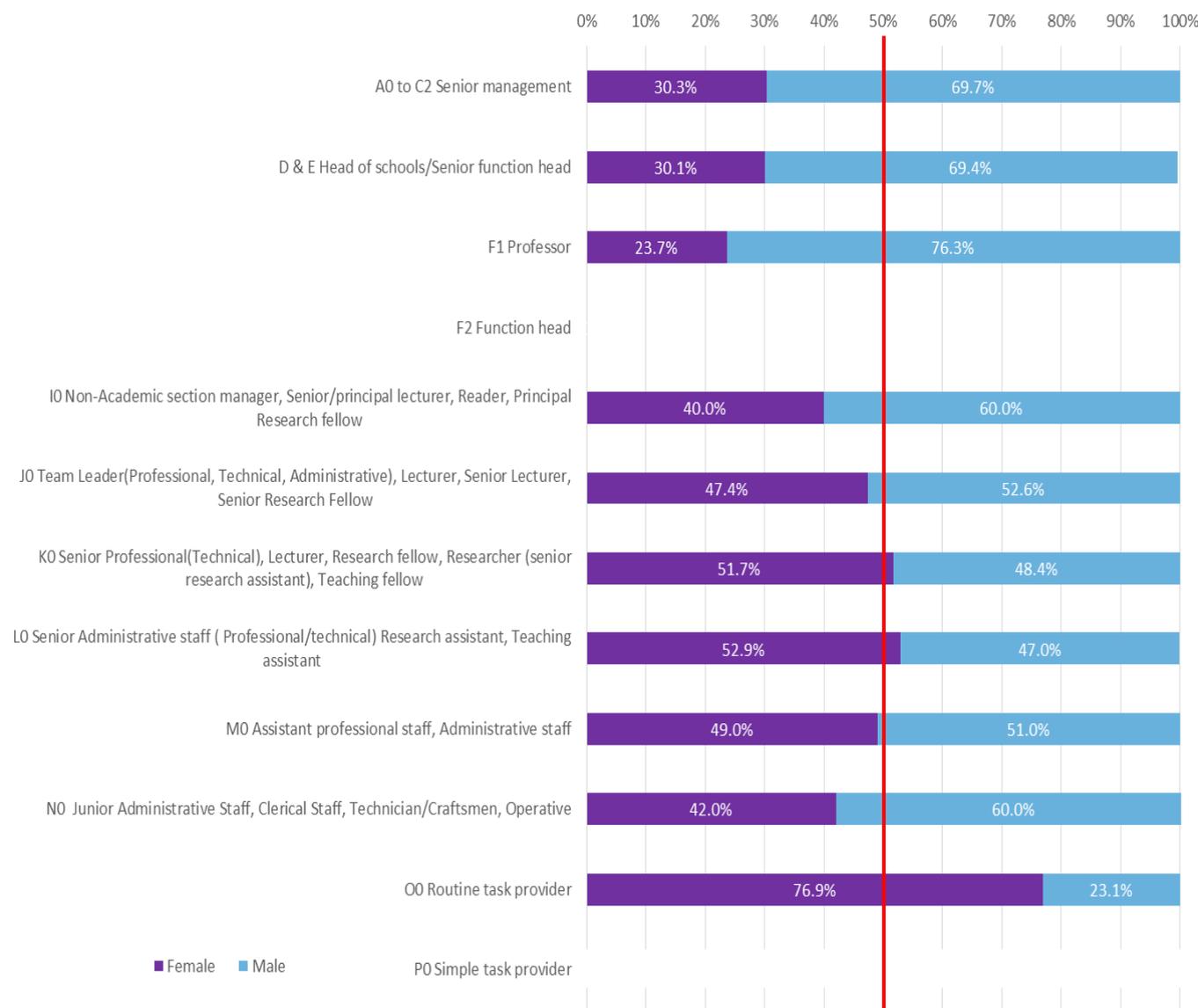


Figure 9 shows how gender imbalance is entrenched with seniority at Russell Group universities. There are proportionally more women than men at the three lowest paid contract levels N0, M0 and L0, but more men than women at every level above this. This chart shows how the imbalance increases significantly to 64.7% male at the I0 Senior/Principal Lecturer, Reader, Principal Research Officer level (framework grade AC4) from 54.4% male at the Lecturer/ Senior Lecturer, Senior Research Fellow level (framework grade AC3).

This difference is significant as there is no expectation of automatic movement between AC3 and AC4 as these is between AC2 and AC3, and this coincides with a significant and lasting decline in the gender balance – Women are only 36.6% of F2 Function Heads and only 27.8% of Heads of schools / Senior Functions Heads at within the Russell Group. Alarmingly, only 22.7% of Professors at Russell Group institutions are women, and this huge imbalance, coupled with the pay gap of 5.9% within the professorial contract level, is a primary driver of the overall gender pay gap within the Russell Group.

Figure 10: Gender balance by university group Academic contract – Other Pre 92

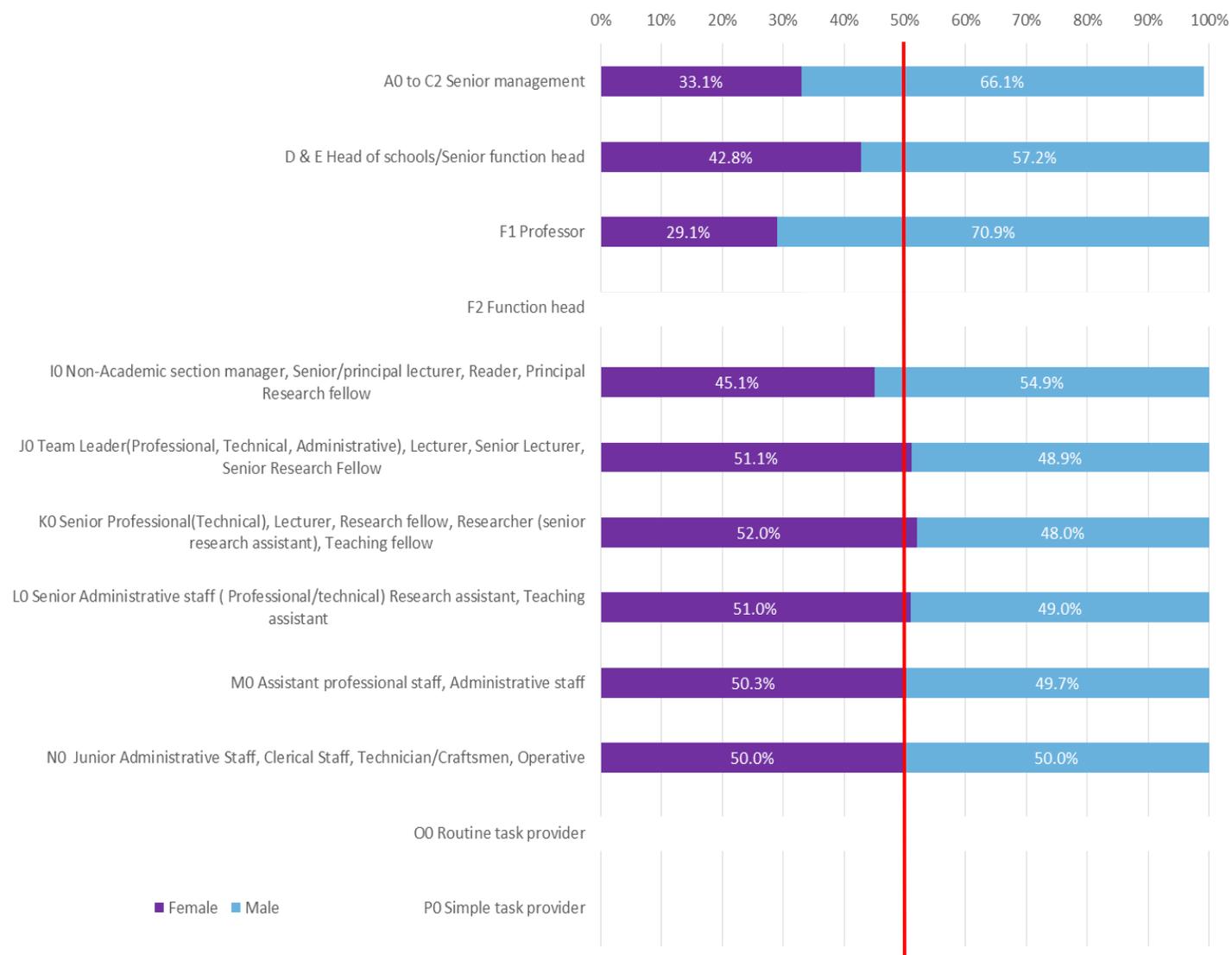


At Other Pre 92 Universities there is a distinct gender imbalance from the I0 Senior/principal lecturer, Reader, Principal Research Fellow contract level onwards. Again, women are vastly underrepresented among the professoriate, and make up only 23.7% of professors at Other Pre 92 institutions. Women are also less than a third of staff at the D&E Head of School/Senior Function Head level and at the A0 to C2 Senior Management level.

There are more women than men at the early career contract levels of L0 Research Assistant, Teaching Assistant (AC1) and the AC2 contract level of K0 Lecturer A /Researcher. From here the balance declines to 47.4% women at the J0 Lecturer B, Senior Research Fellow level and 40.0% at the AC4 contract level of I0 Senior Lecturer/Senior Research Fellow.

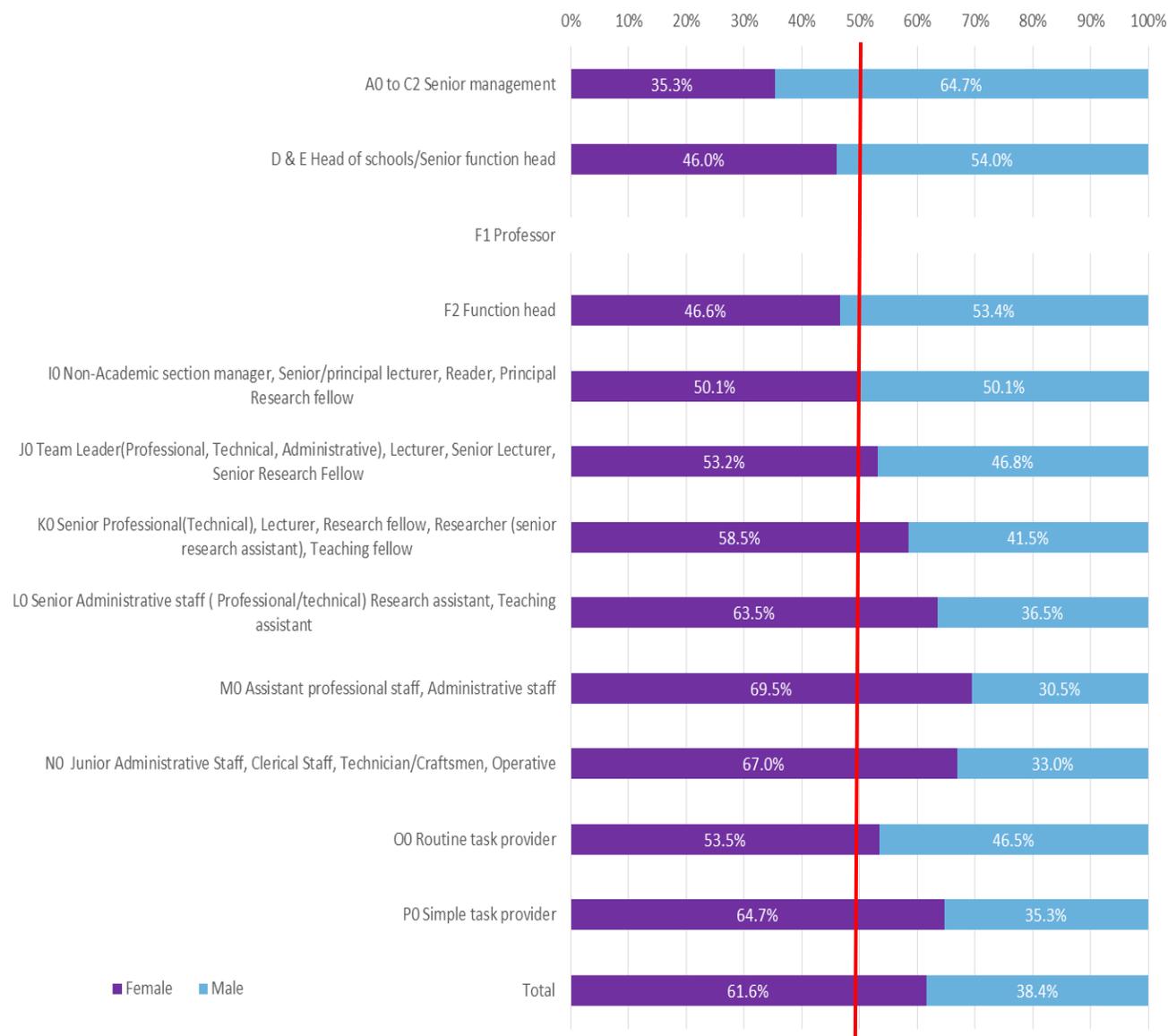
Overall, although the increase in gender imbalance with career progression is not as stark for Other Pre 92 institutions as it is within the Russell Group, the number of women still declines significantly as seniority increases.

Figure 11: Gender balance by university group Academic contract – Post 92



There is an even gender balance at the first six contract levels at Post 92 universities, from O0 Routine task provider to J0 Senior Lecturer, Senior Research Fellow. However, men proportionally outnumber women at every level from I0 Principal Lecturer, Principal Research Fellow to A0 to C2 Senior Management. Although the imbalance is not as severe as it is for Russell Group or Pre 92 institutions, there is still a dearth of women at the most senior academic level. Only 29.1% of professors at Post 92 universities are women, and only a third A0 to C2 Senior Managers are women. Representation of women at the D &E Head of school/Senior Function Head level is higher than for the Russell Group and Pre 92 institutions, at 42.8%, but still significantly short of gender balance.

Figure 12: Gender balance by university group Non-academic contract (Russell Group)



The following three charts (figures 12, 13 and 14) show the gender balance among non-academic staff at each of the three university groups. For all three groups there are more women than men at most contract levels, although men proportionately outnumber women at the most senior non-academic levels within each of the three university groups.

At Russell Group institutions there are more non-academic men than women from F2 Function Head and above and just over a third (35.3%) of A0 to C2 Senior Managers are women.

At other Pre 92 institutions there are more women than men among non-academic staff at every contract level up to F2 Function Head, and an even split at D & E Head of School/ Senior Function Head. 37.1% of senior managers are women.

At Post 92 institutions, women outnumber men at every contract level except the two most senior levels – D & E Head of School / Senior Function Head and A0 to C2 Senior Management. Whilst there is still an imbalance with women accounting for 47.5% of staff at D&E and 44.8% at A0 to C2, it is much less pronounced than at Russell Group and Other Pre 92 institutions.

Figure 13: Gender balance by university group Non-academic contract (Other Pre 92)

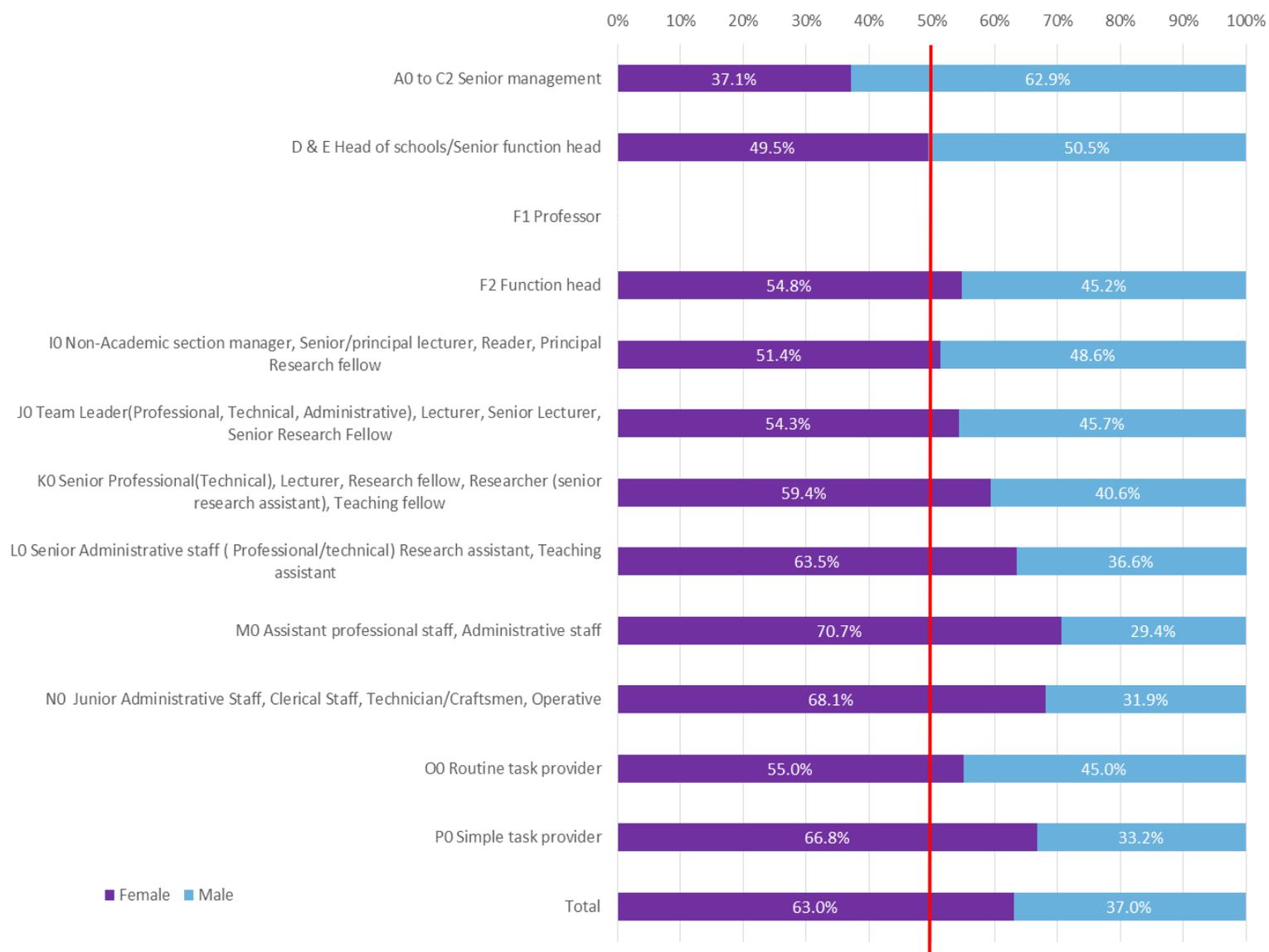
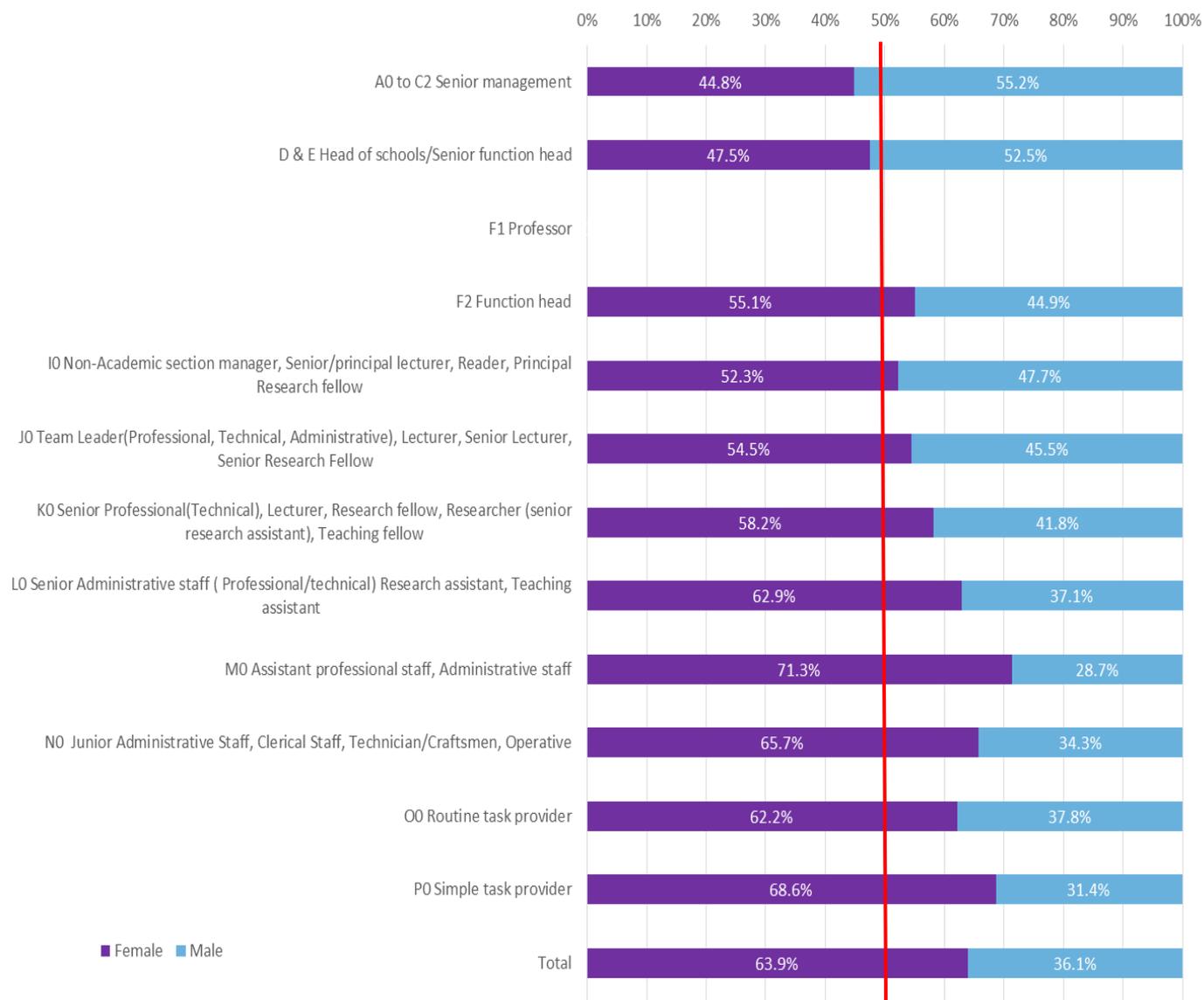


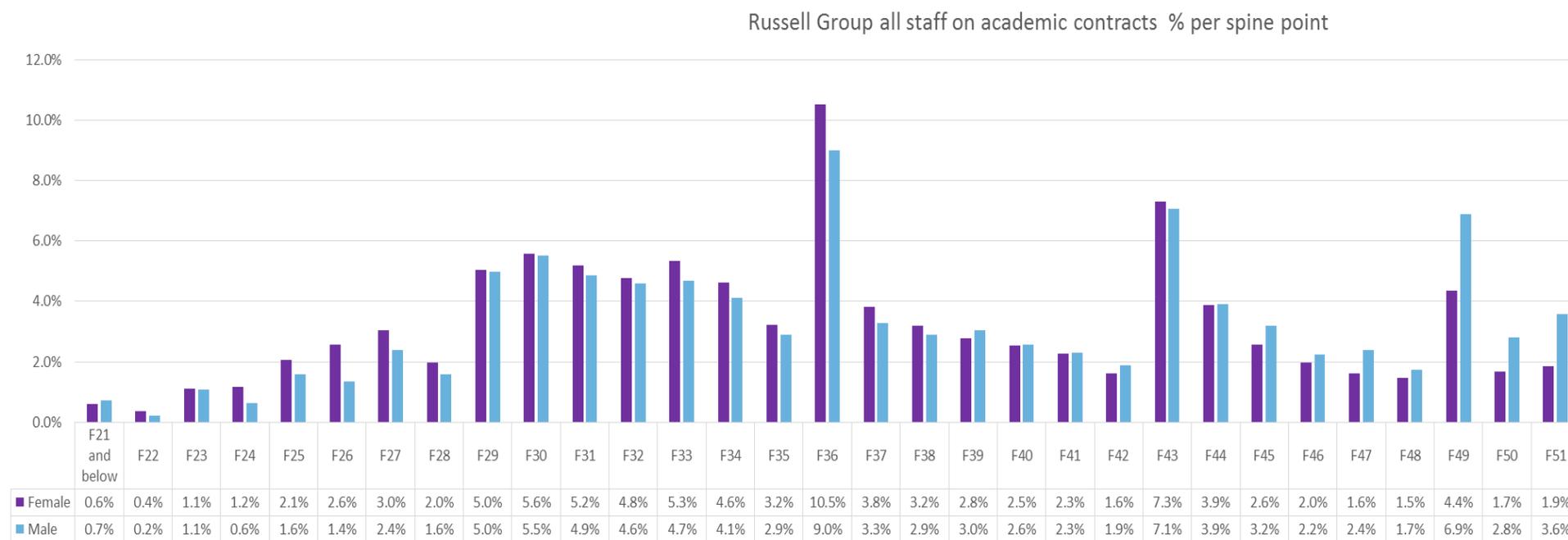
Figure 14: Gender balance by university group Non-academic contract (Post 92)



6.3 Gender distribution across the 51 point pay spine by university group

The charts that follow show percentage of female and male academic staff at each point of the 51 point spine for each of the three university groups (Russell Group, Other Pre 92, and Post 92). Analysing the distribution of staff across the 51 point spine in this way allows us to see whether stratification is occurring and the points at which may occur. It also allows us to determine whether any gender based stratification is entrenched from the point that it occurs. The results are presented below for each of the three university groups – Russell Group, Other Pre 92 institutions, and Post 92 institutions.

Figure 15: Percentage female and male academic staff by spine point 2015/16 (Russell Group)

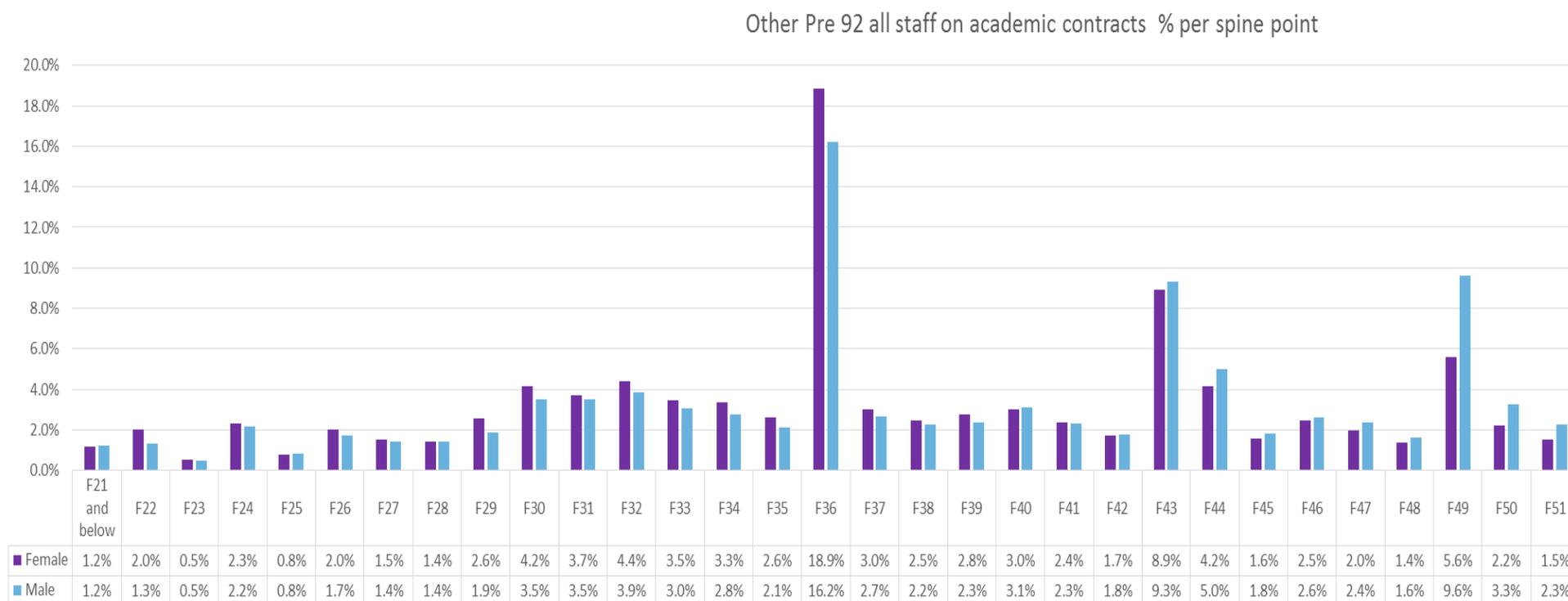


At Russell Group institutions women proportionally outnumber men at every spine point up to point 38, and then from point 38 onwards there are more men than women at nearly every point (with the exception of the equal percentage at point 41 and a higher percentage of women at point 43). This gender stratification is very evident at points 49, 50 and 51, the very top of the scale. 13.3% of male academics at Russell

Group institutions are at these top three points, compared to only 8.0% of women. This means that male academics are overrepresented by 66.3% at points 48-51 of the scale.

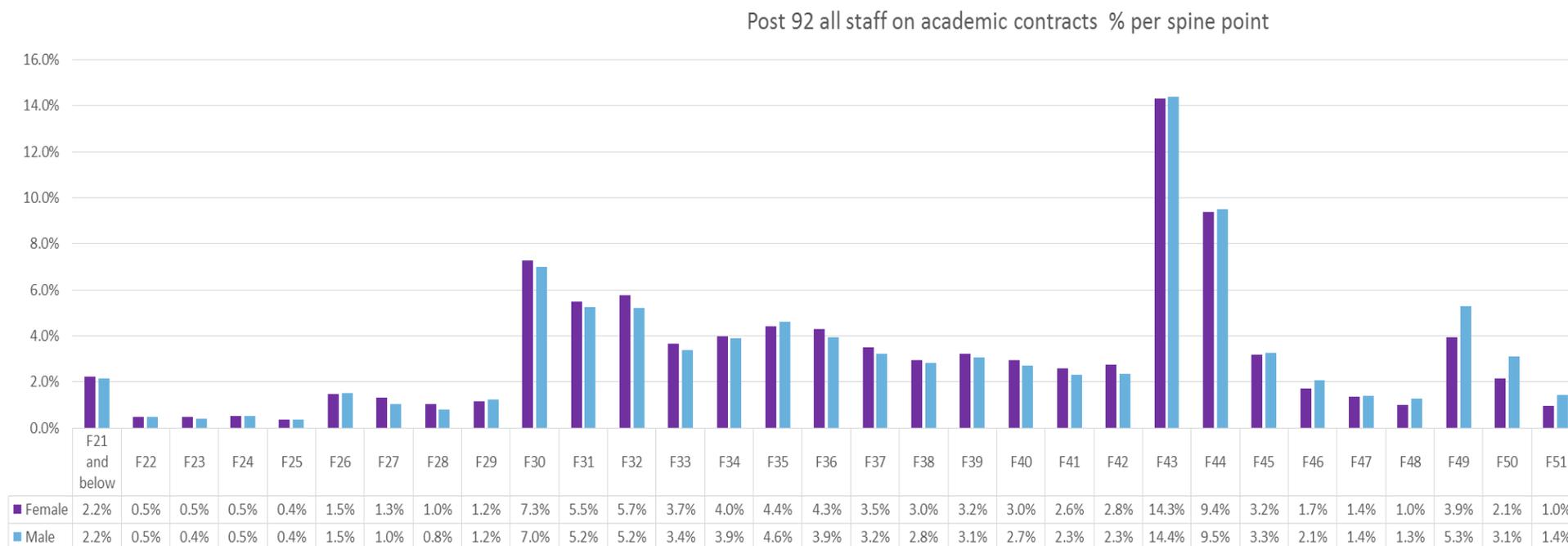
Also of note is the clustering of staff at two specific points – 36 and 43, and in particular the clustering of women at these points. Point 36 represents the transition over the “soft” barrier between the AC2 Lecturer A and AC3 Lecturer B grades at Pre 92 universities, and the fact that there are proportionally more women than men at point 36, and then proportionally more men than women from point 39 onwards warrants further close investigation. As an initial analysis of figure 15 suggests that women are not progressing through the AC2/AC3 barrier at the same rate as men, or that women are dropping out of the higher education workforce at Russell Group institutions at a greater rate than men at this mid-career level.

Figure 16: Percentage female and male academic staff by spine point 2015/16 (Other Pre 92)



A similar phenomenon is apparent at Other Pre 92 universities. There are proportionally more men than women at every point from point 44 onwards (the start of the AC4 grade). There is also a large spike of men at point 49 (the top of AC4). There are 9.6% of men at point 29 and 5.6% of women. 28.6% of male academics at Other Pre 92 institutions are on points 44 to 51(AC4-AC5) as are 21.0% of women. This means that men are overrepresented by 36.2% from points 44 onwards.

Figure 17: Percentage female and male academic staff by spine point 2015/16 (Post 92)



The stratification seen at the AC3/AC3 and AC4 grade barrier points seen for Russell Group and Other Pre 92 institutions is not apparent for Post 92 institutions for most of the 51 point spine. There are very similar percentages of men and women at all spine points up to point 48. However, stratification is evident from point 49 onwards, with 9.8% of men and 7.0% of women occupying points 49 to 51 of the scale.

7 Next steps

7.1 Equal pay audits and reviews

In higher education, the Joint Negotiating Committee for Higher Education Staff (JNCHES) pay agreement 2006-09 strongly recommended that equal pay reviews be carried out in each institution within 12 months of implementing the framework agreement for the modernisation of HE pay structures and periodically thereafter. This was reiterated in JNCHES guidance issued in 2013.

This guidance also explicitly recommends full involvement of the recognised trade unions in both the review/audit and any subsequent actions identified as necessary, but there is little evidence of wide spread adoption of this recommendation in the higher education sector.

Some higher education employers have engaged positively with UCU and in collaboration have produced thorough equal pay audits with clear plans for action. However, it is clear that many employers are not currently carrying out equal pay reviews with UCU branches. Of equal concern is that some employers that do complete equal pay reviews, too many are producing documents that don't contain the level of detail needed to identify the causes of unequal pay and are failing to commit to concrete action to actually close the gender pay gap.

UCU is frustrated with the lack of action on gender pay at New JNCHES. We are now taking the approach of formulating and submitting local equal pay claims at individual universities as the first step towards identifying and rectifying the intransigent problem of unequal pay.

7.2 New gender pay reporting requirements

New legislation enacted this year states that all employers with more than 250 staff must publish six key indicators of gender pay by April 2018 and annually thereafter. This legislation presents an opportunity for higher education employers to extend the minimal statutory reporting requirements to a detailed and meaningful equal pay review.

More information on what is required of employers and on the required reporting standards can be found on the ACAS website here: <http://www.acas.org.uk/index.aspx?articleid=5768>

8 Resources for members

Guidance: Tackling the Gender Pay Gap

UCU has published detailed guidance on requesting and scrutinising an equal pay audit, assessing, equal pay cases, and determining the drivers of the gender pay gap at your institution.

The guidance provides detailed steps to follow for every part of the process from assessing your current position, to requesting and analysing an audit, to submitting a claim and negotiating favourable outcomes.

The guidance is available to members available to members here:

[UCU Guidance: Tackling the Gender Pay Gap](#)

Rate for the Job pay comparison website

UCU's Rate for the Job online comparison tool allows you to access the average salaries for men and women at your institution by contract level and gender, and allows you to select up to five institutions at a time for comparison. It also allows comparison with VC pay and contains a toll for calculating the real hourly wages of hourly paid teaching staff.

All the information on the site is presented in an accessible graphical format that can easily be adapted for local campaigning.

[Rate for the Job can be accessed by members here](#)

Addressing the gender pay gap is a key priority for UCU, and branches are encouraged to discuss how this can be done at their institution with their regional office.

