

## REPORT OF THE GENDER EQUAL PAY AUDIT 2020

### INTRODUCTION AND OVERVIEW

The University analyses both *equal pay* and the *gender pay gap*. Men and women in the same employment performing equal work must receive *equal pay*, as set out in the Equality Act 2010. The purpose of this equal pay audit is to check that men and women are receiving equal pay within the different job roles and grades at Keele. A separate report on the gender pay gap analyses the difference in pay between genders created by the different representation of men and women across the whole institution.

The University's mainstream grading structure entitles staff to annual incremental pay progression to the top of the grade. It is, therefore, only to be expected that the incremental pay progression, coupled with variability in movement of staff, within or between the grades will create a variance in the pay gap of each grade year on year. Variation between salaries may, additionally, be due to staff starting above the minimum salary for the grade. The University's recruitment process requires that justification is given for any staff member starting above the minimum point of the grade.

An in-depth analysis of the pay differentials has objectively justified all the pay gaps outside of the accepted norm as having been created by turnover and/or pay variations due to incremental pay progression. Additionally, it was noted that changes within grade groups, where the overall number of staff is small, has a disproportionate impact on the percentages.

The 2020 Gender Equal Pay Audit has not, therefore, highlighted any potential areas of risk from inequality in pay within the University's Grading Structure.

## **INDEX**

- PART 1** Analytical methodology and assumptions
- PART 2** Summary equal pay report by grade and staff category

## PART 1

### ANALYTICAL METHODOLOGY AND ASSUMPTIONS

- The pay data included in this report relate to basic salaries on 31st March 2020 which are separated by gender and averaged over the relevant staff group (by headcount) within pay grades and roles.
- Any additional pay, allowances or bonuses are not included. These data are analysed in the gender pay gap report.
- Salaries for operational staff are based on standard hourly rates and are not presented here.
- Pay gaps are referenced to the mean male salary for the group and are calculated as follows:  $(\text{mean male salary} - \text{mean female salary}) / \text{mean male salary}$ . This is consistent with mean gender pay gap reporting.
- A negative pay gap indicates a differential in favour of women whereas a positive pay gap is in favour of men.
- The size of the data set should be considered when reading the analysis. Some of the grade groupings relate to a very small number of staff and this can have a disproportionate impact on the average calculations and comparators.
- Areas which fell into any of the following categories were identified for further analysis:-
  1. where the overall pay gap is greater than 4% (in favour of either women or men)
  2. where the higher average salary did not reflect the higher gender population for 2020 (by more than 1%)
  3. where the variance between this year's figures and last year's was more than 2% (unless this year's figures are an improvement on last year's and better reflect the male/female split)
  4. where data was analysed last year for one or more of reasons 1 – 3 above and the pay gap remains above 1%.
- Where reference is made to 'new starters' or 'leavers' this relates to turnover within the grade group and constitute changes precipitated by promotions, regrading or progression between grades, as well as vacancies. Where the phrase "new to Keele" is used it refers to staff who were not reported as substantive members of staff in the previous years report.

## PART 2 - SUMMARY EQUAL PAY REPORT BY GRADE AND STAFF CATEGORY

	Female		Male		Total	2020 GAP	2019 GAP	Difference
	No.	Salary	No.	Salary				
<b>GRADE 2</b>	<b>5</b>	<b>£18,020.80</b>	<b>X</b>	<b>£17,521.50</b>	<b>X</b>	<b>-2.8%</b>	<b>-6.3%</b>	<b>3.5%</b>
Administrative	5	£18,020.80	X	£17,361.00	X	-3.8%	-4.1%	0.3%
Technical			X	£17,682.00	X	N/A	N/A	N/A
<b>GRADE 3</b>	<b>47</b>	<b>£19,010.00</b>	<b>27</b>	<b>£18,903.04</b>	<b>74</b>	<b>-0.6%</b>	<b>-0.1%</b>	<b>-0.5%</b>
Administrative	X	£19,077.20	13	£18,918.69	X	-0.8%	-1.7%	0.9%
Technical	X	£18,024.33	14	£18,888.50	X	4.6%	9.6%	-5.0%
<b>GRADE 4</b>	<b>162</b>	<b>£21,729.82</b>	<b>29</b>	<b>£21,278.14</b>	<b>191</b>	<b>-2.1%</b>	<b>-3.1%</b>	<b>1.0%</b>
Administrative	162	£21,729.82	18	£21,388.11	180	-1.6%	-2.1%	0.5%
Technical			11	£21,098.18	11	N/A	-3.9%	N/A
<b>GRADE 5</b>	<b>118</b>	<b>£25,028.38</b>	<b>43</b>	<b>£24,540.44</b>	<b>161</b>	<b>-2.0%</b>	<b>-3.6%</b>	<b>1.6%</b>
Administrative	107	£25,124.07	16	£24,447.63	123	-2.8%	-4.4%	1.6%
Research			7	£24,569.00	7	N/A	N/A	N/A
Technical	11	£24,097.55	20	£24,604.70	31	2.1%	0.4%	1.7%
<b>GRADE 6</b>	<b>105</b>	<b>£30,366.39</b>	<b>53</b>	<b>£31,019.36</b>	<b>158</b>	<b>2.1%</b>	<b>2.4%</b>	<b>-0.3%</b>
Administrative	96	£30,315.14	24	£30,493.79	120	0.6%	1.4%	-0.8%
Managerial and Specialist			X	£32,816.00	X	N/A		N/A
Research	X	£31,865.00	X	£32,347.50	X	1.5%	3.0%	-1.5%
Teaching Fellow	X	£32,816.00	X	£32,816.00	X	0.0%	0.0%	0.0%
Technical	X	£29,771.20	X	£31,180.57	X	4.5%	5.2%	-0.7%
<b>GRADE 7</b>	<b>237</b>	<b>£37,436.77</b>	<b>143</b>	<b>£37,792.63</b>	<b>380</b>	<b>0.9%</b>	<b>1.1%</b>	<b>-0.2%</b>
Lecturer	67	£38,060.03	31	£38,876.87	98	2.1%	1.8%	0.3%
Managerial and Specialist	106	£37,978.91	64	£38,022.08	170	0.1%	0.8%	-0.7%
Research	28	£36,064.11	21	£36,530.81	49	1.3%	1.0%	0.3%
Teaching Fellow	36	£35,748.17	23	£36,677.09	59	2.5%	0.0%	2.5%
Technical			4	£38,757.50	4	N/A	2.5%	N/A
<b>GRADE 8</b>	<b>211</b>	<b>£47,841.09</b>	<b>129</b>	<b>£47,778.92</b>	<b>340</b>	<b>-0.1%</b>	<b>-0.3%</b>	<b>0.2%</b>
Lecturer	117	£47,631.88	74	£47,496.43	191	-0.3%	0.0%	-0.3%
Managerial and Specialist	66	£47,882.55	38	£48,107.71	104	0.5%	0.2%	0.3%
Research	9	£47,764.00	6	£46,991.33	15	-1.6%	-3.3%	1.7%
Teaching Fellow	19	£49,021.84	11	£48,973.09	30	-0.1%	-0.9%	0.8%
<b>GRADE 9 &amp; Reader</b>	<b>87</b>	<b>£58,313.55</b>	<b>107</b>	<b>£59,143.52</b>	<b>194</b>	<b>1.4%</b>	<b>1.6%</b>	<b>-0.2%</b>
Managerial and Specialist	21	£57,843.00	22	£58,436.73	43	1.0%	1.4%	-0.3%
Reader	7	£62,735.14	15	£62,852.27	22	0.2%	0.6%	-0.4%
Research	4	£58,340.00			4	N/A	N/A	N/A
Senior Lecturer	49	£57,600.20	66	£58,401.86	115	1.4%	2.0%	-0.6%
Teaching Fellow	6	£60,610.00	4	£61,360.50	10	1.2%	-4.2%	5.4%

	Female		Male		Total	2020 GAP	2019 GAP	Difference
	No.	Salary	No.	Salary				
<b>GRADE 10</b>	<b>XX</b>	<b>£XXX,XXX.XX</b>	<b>XX</b>	<b>£XXX,XXX.XX</b>		<b>4.3%</b>	<b>3.4%</b>	<b>0.9%</b>
GRADE 10 ZONE A	18	£64,415.17	18	£64,752.72	36	0.5%	0.7%	-0.2%
GRADE 10 ZONE B	6	£72,786.00	31	£69,973.97	37	-4.0%	0.1%	-4.2%
GRADE 10 ZONE C	6	£81,260.47	11	£82,072.52	17	1.0%	0.5%	0.5%
GRADE 10 ZONE D	X	£92,040.00	X	£96,386.50	X	4.5%	5.9%	-1.4%
£ 94K - £115K	5	£100,044.95	7	£104,807.08	12	4.5%	5.9%	-1.3%
£115K - £135K	X	X	X	X	X	8.1%	11.0%	-2.9%
£135K +			X	£143,818.88	X	N/A	N/A	N/A

Senior Managers and those on Clinical Academic (NHS) scales are not placed in Zones for salary purposes and therefore the data for these individuals appears by salary band.

The salary of the Vice Chancellor has been excluded from this report as it is reported separately in the University accounts.