

30th April 2015



Equality and Diversity
Gender Pay Gap Report
2014

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Equal Pay Data 2014

Data was captured on 02 May 2014, and includes information on Gender, Ethnicity and Disability for two distinct groups of staff: staff aligned to the Single Pay Spine and staff on Clinical Grades. Counts are based on assignment.

To ensure as many staff as possible are included in the audit, the following adjustments have been made to the Single Pay Spine Group:

- Staff on SCP Grade 6 have been aligned to single pay spine Grade 5
- Grade 6/7 has been recoded as single pay spine Grade 6
- Staff on DOJLIB have been aligned to single pay spine Grade 9
- Staff on Grades ALC6 and NONCLINPROF and professorial staff on OFFSCALE grades have been grouped together as Single Pay Spine Grade 10.

The Clinical Grades group includes all staff on Clinical Grades. However, the numbers are quite small, meaning there is no data for Disability for this group.

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Single Pay Spine: Gender and Grade

Pay gap has been calculated using male salaries as the comparator. A positive % indicates a pay gap in favour of men, and a negative % indicates a pay gap in favour of women. For example, the average pay gap of 1.71% at Grade 6 means that the average female salary for Grade 6 is 98.3% of the average male salary for Grade 6.

All Staff

0 to ±2.99% ±3% to ±4.99% ±5% or more

Grade	Male All			Female All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	34	14043	14043	108	14043	14043	0.00%	0.00%
2	49	14404	14344	16	14306	14344	0.68%	0.00%
3	60	16298	16252	128	16897	17678	-3.68%	-8.77%
4	35	19288	19247	264	19626	20374	-1.76%	-5.86%
5	56	22604	22927	238	22759	23585	-0.69%	-2.87%
6	79	28395	29837	155	27911	28972	1.71%	2.90%
7 TRAINING	23	27939	28132	47	28308	28972	-1.32%	-2.99%
7	384	34263	34565	459	34406	35597	-0.42%	-2.99%
8	281	43670	45053	250	43722	45053	-0.12%	0.00%
9	144	53131	53765	108	52186	53765	1.78%	0.00%
10	147	82563	73601	34	76763	69632	7.03%	5.39%
All Grades	1292	40405	36661	1807	30510	29837	24.49%	18.61%

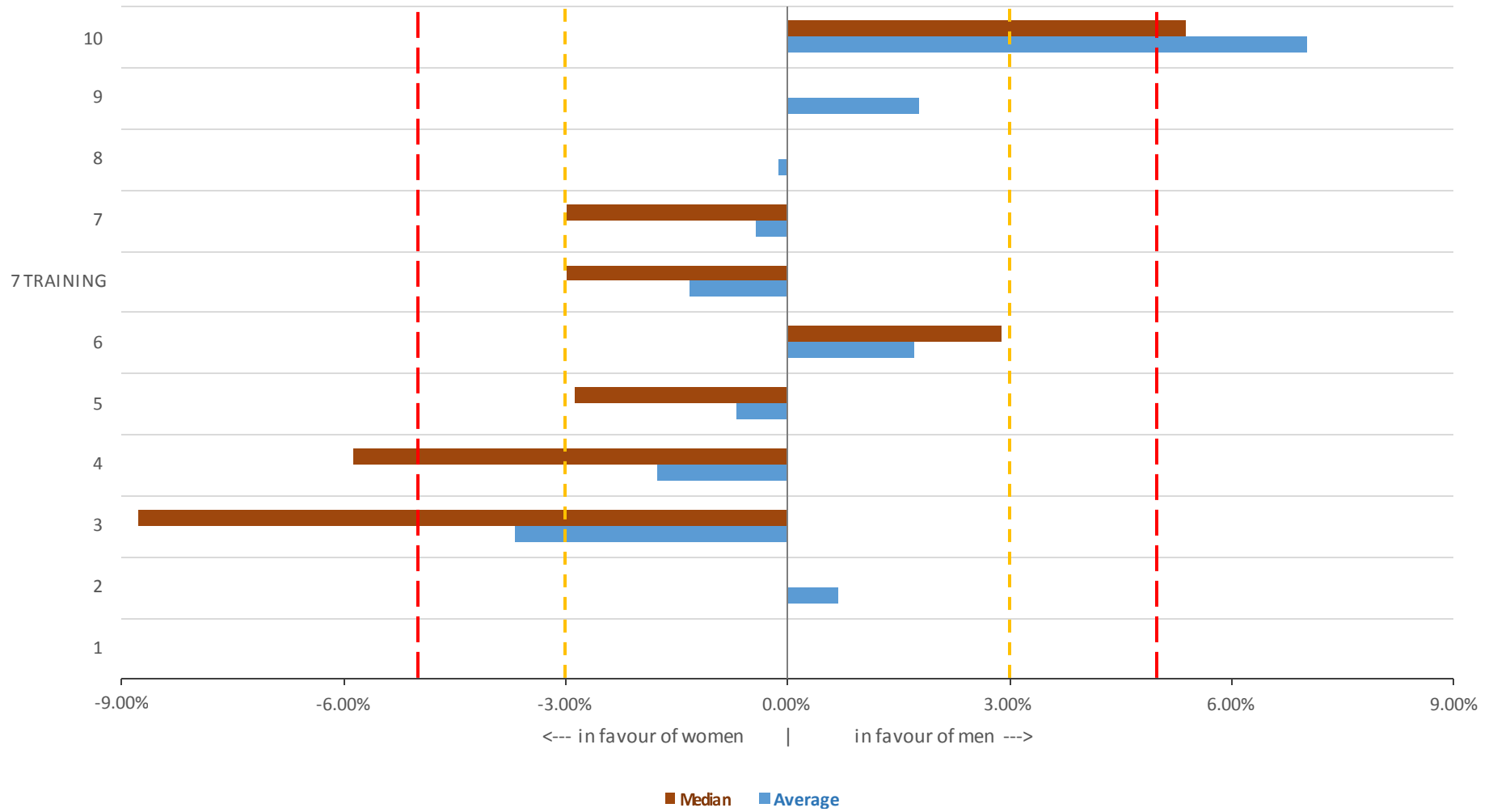
Full-Time Staff

Grade	Male Full Time			Female Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	1	14043	14043	1	14043	14043	0.00%	0.00%
2	39	14435	14344	2	14194	14194	1.67%	1.05%
3	35	16127	15814	55	16663	17678	-3.32%	-11.79%
4	29	19213	19247	151	19496	19802	-1.47%	-2.88%
5	52	22629	22927	173	22750	23585	-0.53%	-2.87%
6	73	28559	29837	116	27690	27725	3.04%	7.08%
7 TRAINING	20	28031	28972	18	28333	28972	-1.08%	0.00%
7	354	34240	34565	345	34113	34565	0.37%	0.00%
8	244	43500	45053	180	43531	45053	-0.07%	0.00%
9	131	53044	53765	98	52118	53765	1.75%	0.00%
10	135	82411	72720	31	75657	69281	8.20%	4.73%
All Grades	1113	41626	36661	1170	33007	31644	20.71%	13.68%

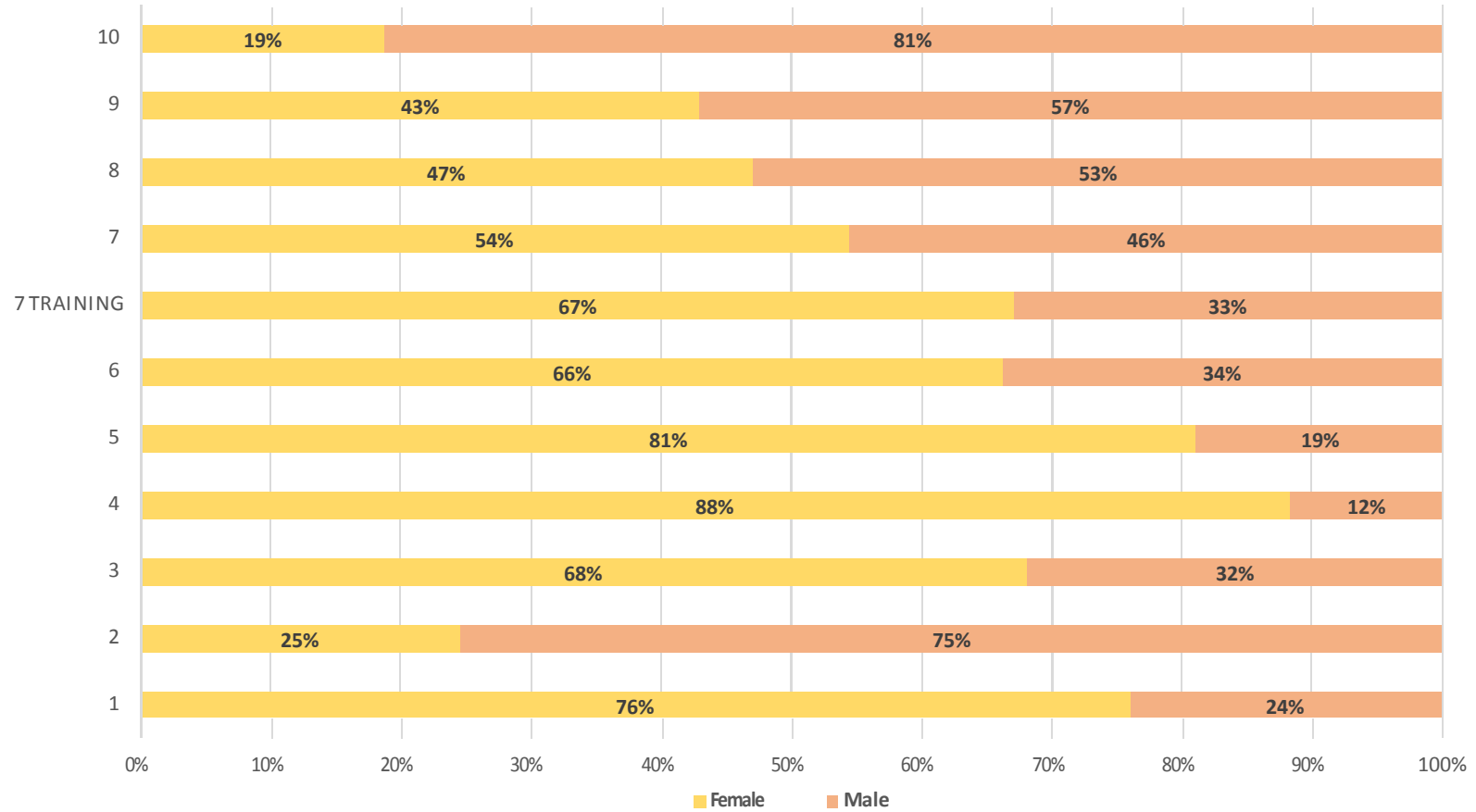
Part-Time Staff

Grade	Male Part Time			Female Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	33	14043	14043	107	14043	14043	0.00%	0.00%
2	10	14284	14344	14	14323	14344	-0.27%	0.00%
3	25	16536	16705	73	17073	17678	-3.25%	-5.82%
4	6	19647	20374	113	19801	20374	-0.78%	0.00%
5	4	22282	22584	65	22784	23585	-2.26%	-4.43%
6	6	26408	24651	39	28569	29837	-8.18%	-21.04%
7 TRAINING	3	27326	27318	29	28293	28972	-3.54%	-6.05%
7	30	34538	36661	114	35292	36661	-2.18%	0.00%
8	37	44792	45053	70	44216	45053	1.29%	0.00%
9	13	54013	53765	10	52860	53765	2.14%	0.00%
10	12	84275	80237	3	88184	81376	-4.64%	-1.42%
All Grades	179	32816	29837	637	25925	21597	21.00%	27.62%

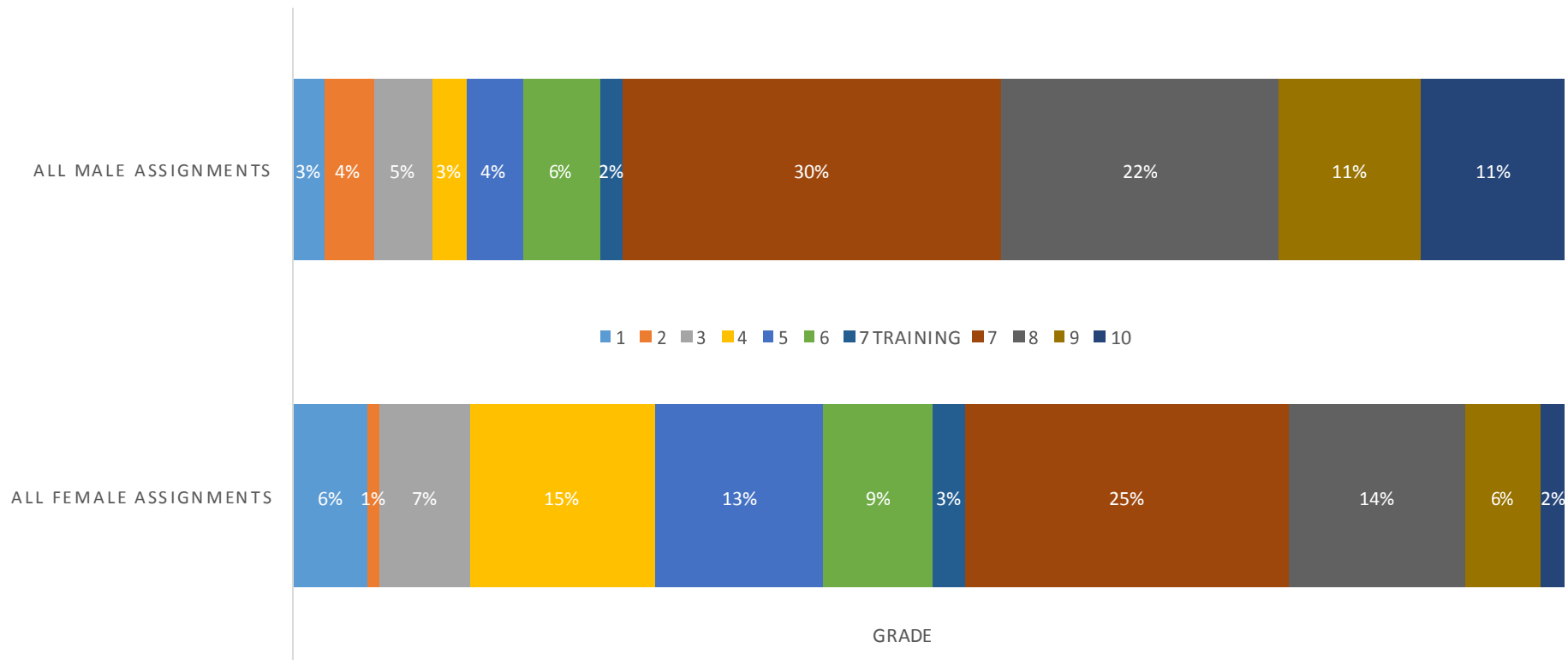
% Pay Gap by Gender (Average and Median)



Percentage of all Assignments held by Female and Male Staff at each Grade



Distribution of all Assignments by Grade for each Gender



Single Pay Spine: Gender and Grade: Notes

There are several amber and red indicators. Numbers of male and female staff are unevenly distributed across the grades, and it seems likely that the disparity in numbers contributes to the differentials in pay.

Grade 3

There are 128 women on Grade 3 and 60 men. Of these, over 50% of the women have reached the top of the scale (including CRPs), whereas 28% of men have reached the top of the scale (no men have been awarded CRPs). This results in a pay gap in favour of women.

Grade 4

There are significantly more women on Grade 4 than men, 264 women and 35 men. There is no significant difference in average pay, but the median pay for women is higher than for men. This is the result of a high proportion of men on the lowest point of the scale: more than double the percentage of women. However, the percentage of men and women at the highest point of the scale is broadly level, at 46% and 52% respectively.

Grade 5

Grade 5 shows an issue with the median for part-time staff. However, there are only 4 part-time men, and 65 women, so this is likely to be the result of the very low numbers for men.

Grade 6

Grade 6 shows issues for both full-time and part-time staff. For full-time staff both average and median is biased in favour of men, whereas for part-time staff they are biased towards women. However, there are only 6 part-time men on this grade, and 39 part-time women. Approximately 44% of women and 54% of men are at the top of the scale (including CRPs).

Grade 7 Training

This shows an issue with average and median salaries for part-time staff, biased in favour of women. However there are only 3 part-time men, and 29 part-time women.

Grade 10

Just under 20% of staff at Grade 10 are female. Grade 10 shows issues for both full and part-time staff, although for full-time staff the bias is in favour of men, whereas for part-time staff the bias is in favour of women. However there are only 3 part-time women, one of whom is very highly paid. Looking at the top 50% of earners on grade 10, 14% are women, whereas women constitute 24% of the bottom 50% of earners.

Single Pay Spine: Ethnicity and Grade

Only staff where Ethnicity is known are included – see the table in the notes section for more details. Pay gap has been calculated using white salaries as the comparator. A positive % indicates a pay gap in favour of white staff, and a negative % indicates a pay gap in favour of BME staff.

All Staff

0 to ±2.99% ±3% to ±4.99% ±5% or more

Grade	White All			BME All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	131	14043	14043	8	14043	14043	0.00%	0.00%
2	61	14392	14344	0			n/a	n/a
3	176	16755	17184	4	16655	16945	0.59%	1.39%
4	286	19614	20374	9	19519	19802	0.48%	2.81%
5	275	22805	23585	14	21171	20972	7.17%	11.08%
6	222	28141	29837	10	26892	27318	4.44%	8.44%
7 TRAINING	63	28230	28972	5	27826	28132	1.43%	2.90%
7	697	34533	35597	126	33617	33562	2.65%	5.72%
8	473	43802	45053	42	42827	44399	2.23%	1.45%
9	233	52809	53765	17	51735	52204	2.03%	2.90%
10	169	82032	71905	7	71329	62791	13.05%	12.68%
All Grades	2786	34648	32590	242	35010	34565	-1.04%	-6.06%

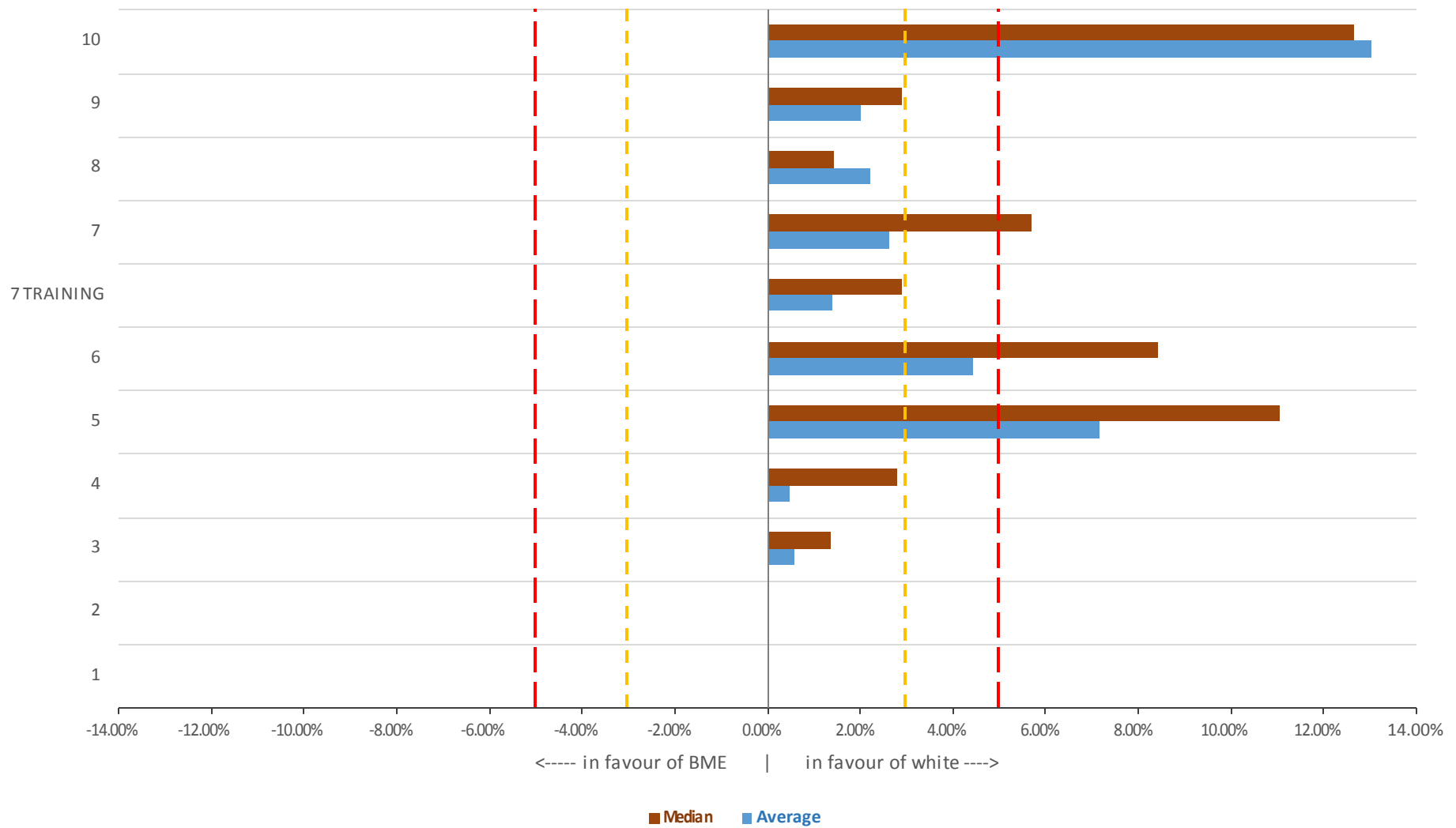
Full-Time Staff

Grade	White Full Time			BME Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	2	14043	14043	0			n/a	n/a
2	38	14437	14344	0			n/a	n/a
3	85	16508	16705	1	16705	16705	-1.19%	0.00%
4	173	19482	19802	5	18949	18708	2.74%	5.52%
5	209	22796	23585	11	21219	20972	6.92%	11.08%
6	178	28084	29405	10	26892	27318	4.24%	7.10%
7 TRAINING	31	28257	28972	5	27826	28132	1.53%	2.90%
7	561	34366	34565	121	33581	33562	2.28%	2.90%
8	371	43606	45053	38	42947	44399	1.51%	1.45%
9	211	52737	53765	16	51608	51446	2.14%	4.31%
10	154	81737	71435	7	71329	62791	12.73%	12.10%
All Grades	2013	37338	35597	214	36324	34565	2.72%	2.90%

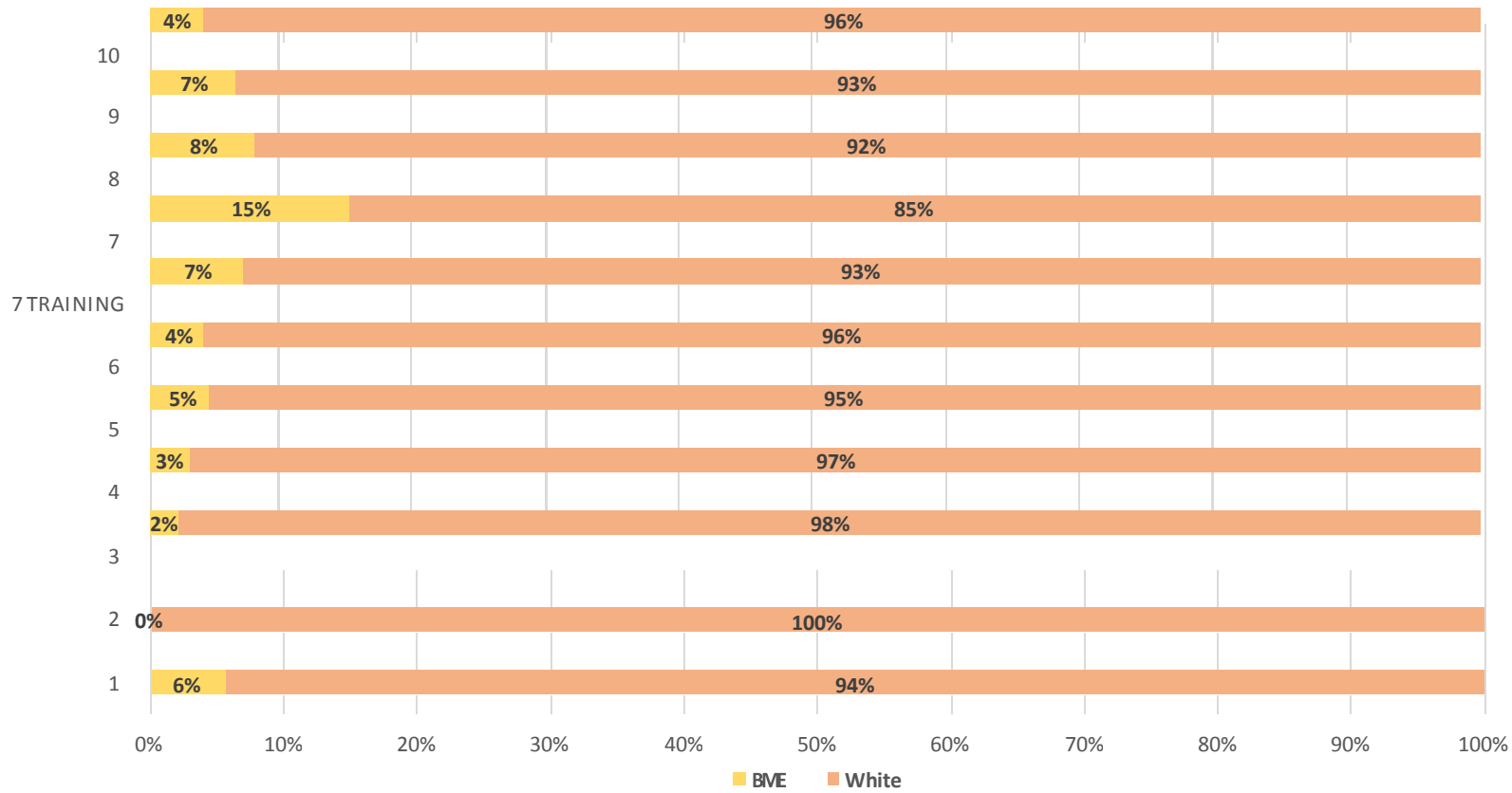
Part-Time Staff

Grade	White Part Time			BME Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	129	14043	14043	8	14043	14043	0.00%	0.00%
2	23	14318	14344	0			n/a	n/a
3	91	16985	17678	3	16639	17184	2.04%	2.79%
4	113	19815	20374	4	20231	20374	-2.10%	0.00%
5	66	22835	23585	3	20996	20374	8.05%	13.61%
6	44	28371	29837	0			n/a	n/a
7 TRAINING	32	28203	28972	0			n/a	n/a
7	136	35220	36661	5	34471	36661	2.13%	0.00%
8	102	44515	45053	4	41692	41980	6.34%	6.82%
9	22	53500	53765	1	53765	53765	-0.50%	0.00%
10	15	85057	81000	0			n/a	n/a
All Grades	773	27641	23585	28	24966	20374	9.68%	13.61%

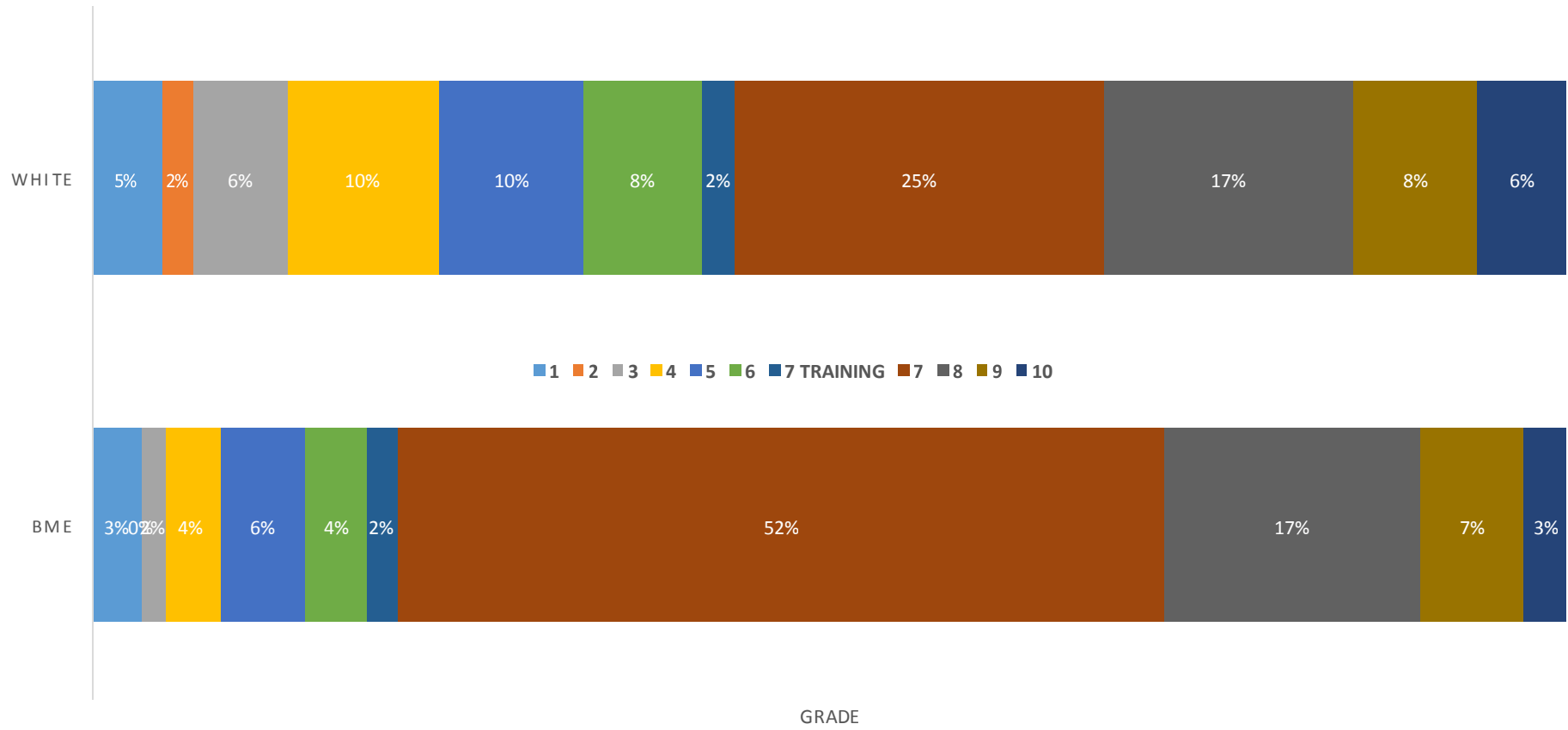
% Pay Gap by Ethnicity (Average and Median)



Percentage of all Assignments held by BME and White Staff at each Grade



Distribution of all Assignments by Grade for White and BME staff



Single Pay Spine: Ethnicity and Grade: Notes

The numbers of BME staff are low, making it difficult to draw conclusions from the data alone. The Equality and Human Rights Commission recommends that this can be addressed by spot checks on the pay of BME staff against the pay of White staff doing similar work. Specific additional information can be made available if required.

Recorded Ethnicities

Recorded ethnicities have been aligned according to the table below.

White	White Scottish Other White Background
BME	Gypsy or Traveller Black or Black British – Caribbean Black or Black British – African Other Black background Asian or Asian British – Indian Asian or Asian British – Pakistani Asian or Asian British – Bangladeshi Chinese Other Asian background Mixed – White and Black Caribbean Mixed – White and Black African Mixed – White and Asian Other Mixed background Arab Other Ethnic background
Excluded	Not known Information Refused

Single Pay Spine: Disability and Grade

All Staff

Pay gap has been calculated using salaries of staff not known to be disabled as the comparator. A positive % indicates a pay gap in favour of staff not known to be disabled, and a negative % indicates a pay gap in favour staff with a declared disability.

0 to ±2.99%
 ±3% to ±4.99%
 ±5% or more

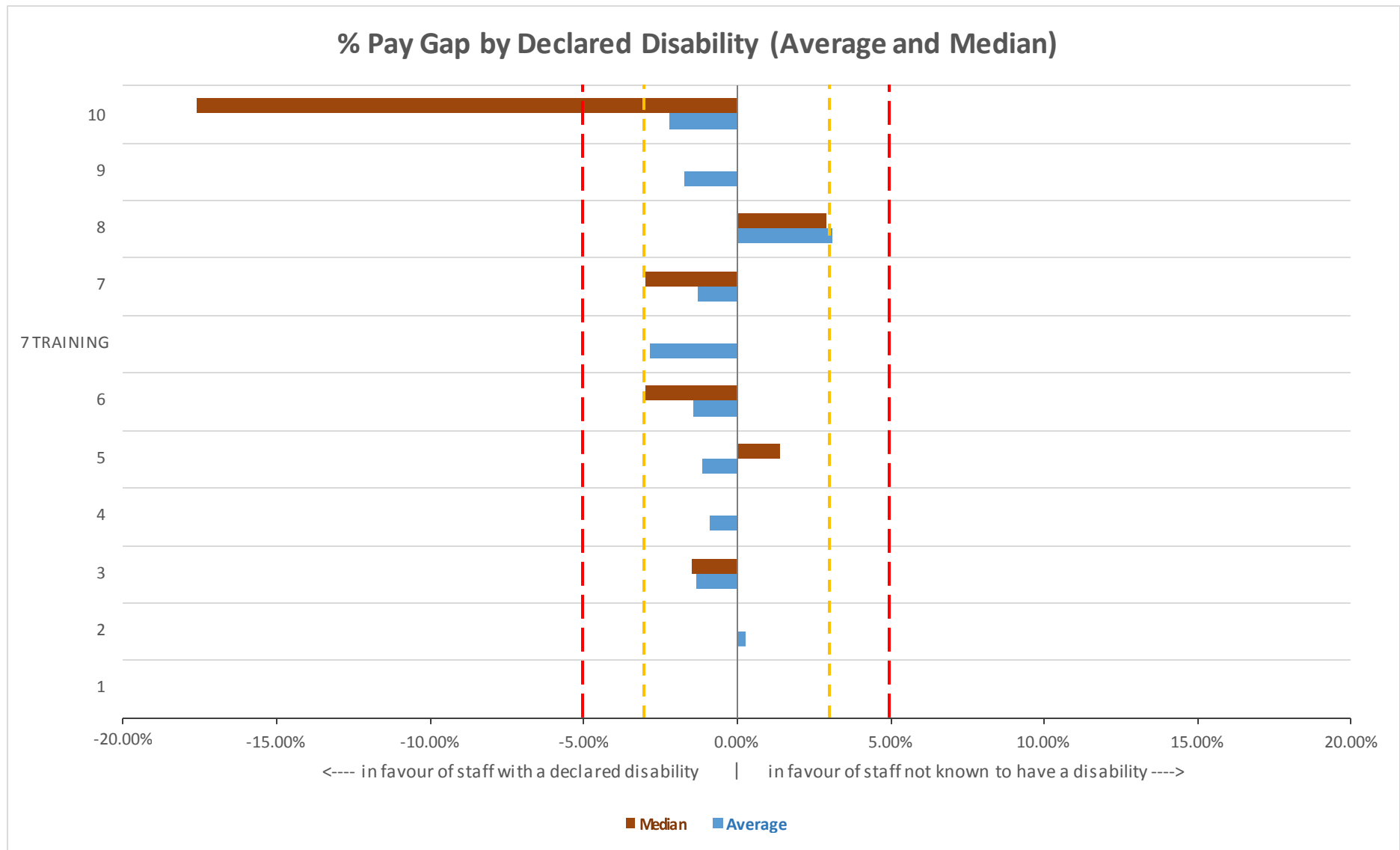
Grade	Not known to be disabled All			Declared disability All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	137	14043	14043	5	14043	14043	0.00%	0.00%
2	62	14382	14344	3	14344	14344	0.26%	0.00%
3	182	16699	17184	6	16915	17431	-1.29%	-1.44%
4	291	19582	20374	8	19757	20374	-0.89%	0.00%
5	272	22711	23585	22	22960	23256	-1.10%	1.39%
6	224	28058	28972	10	28458	29837	-1.43%	-2.99%
7 TRAINING	69	28176	28972	1	28972	28972	-2.83%	0.00%
7	809	34324	34565	34	34751	35597	-1.24%	-2.99%
8	510	43749	45053	21	42382	43745	3.12%	2.90%
9	245	52701	53765	7	53608	53765	-1.72%	0.00%
10	176	81424	71972	5	83206	84648	-2.19%	-17.61%
All grades	2977	34693	32590	122	33232	31644	4.21%	2.90%

Full-Time Staff

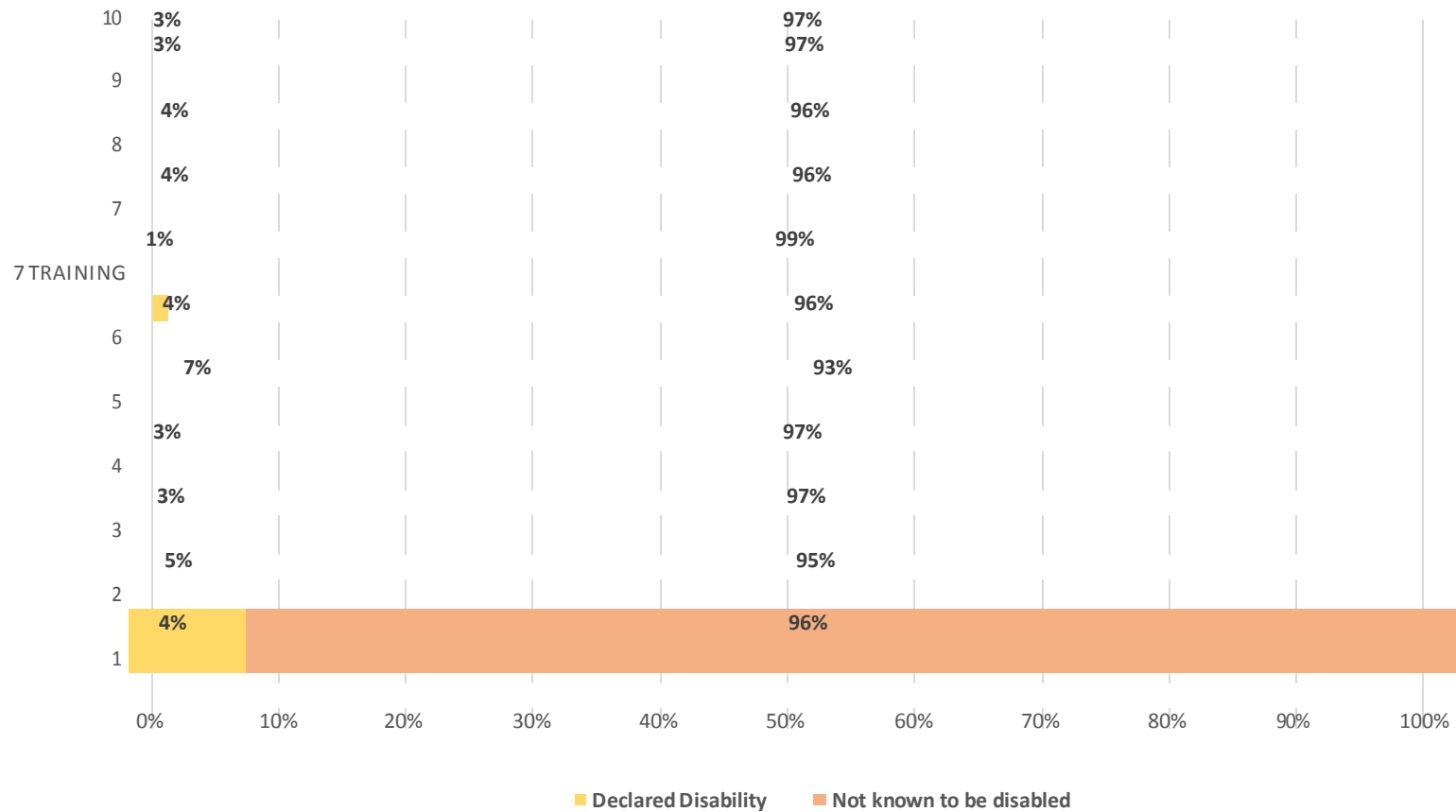
Grade	Not known to be disabled Full Time			Declared disability Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	2	14043	14043	0			n/a	n/a
2	39	14427	14344	2	14344	14344	0.58%	0.00%
3	88	16473	16479	2	15635	15635	5.09%	5.12%
4	174	19447	19802	6	19552	20088	-0.54%	-1.44%
5	210	22723	23585	15	22712	22927	0.05%	2.79%
6	181	28022	28972	8	28113	28578	-0.32%	1.36%
7 TRAINING	37	28152	28972	1	28972	28972	-2.91%	0.00%
7	673	34148	34565	26	34933	35597	-2.30%	-2.99%
8	409	43594	45053	15	41311	40046	5.24%	11.11%
9	222	52617	53765	7	53608	53765	-1.88%	0.00%
10	161	81086	71490	5	83206	84648	-2.61%	-18.41%
All Grades	2196	37275	35597	87	35529	33562	4.68%	5.72%

Part-Time Staff

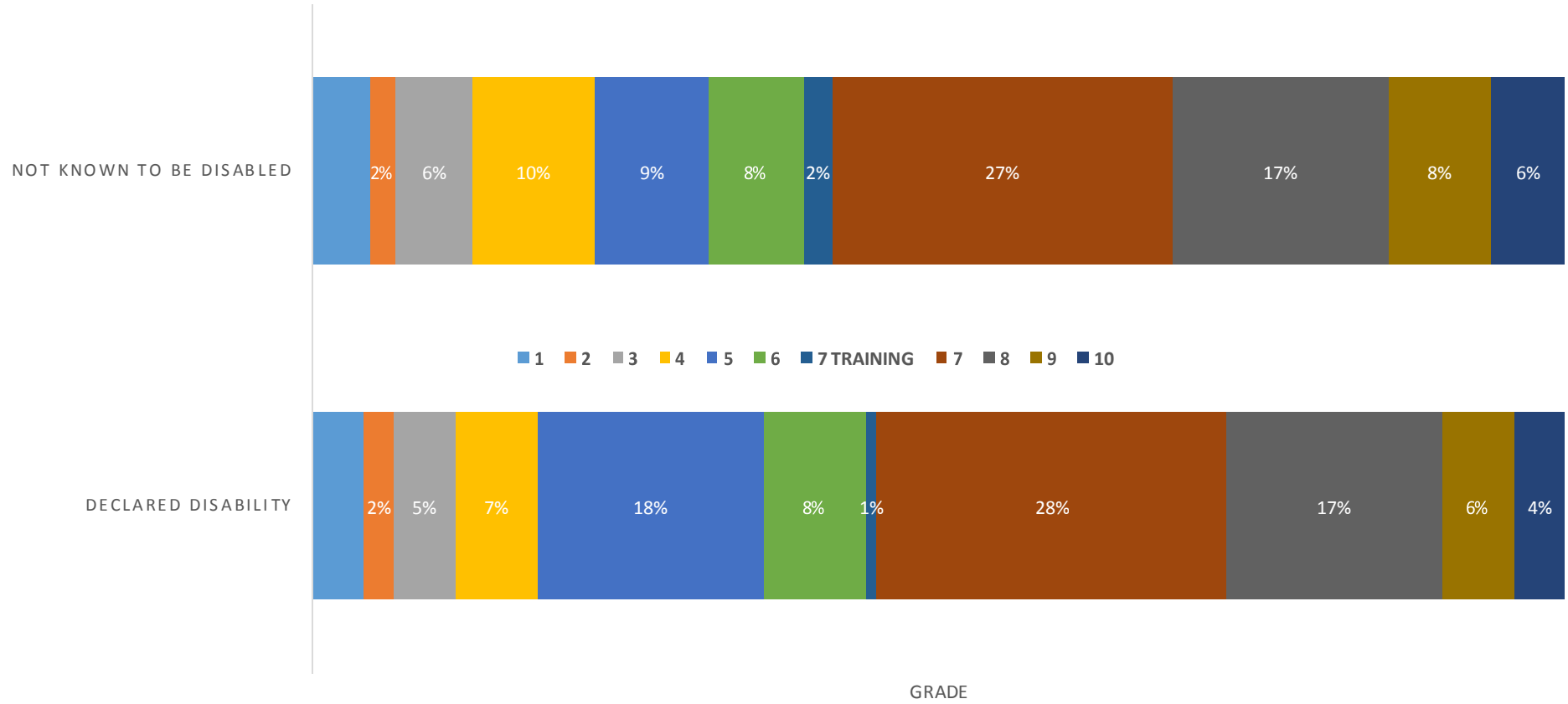
Grade	Not known to be disabled Part Time			Declared disability Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	135	14043	14043	5	14043	14043	0.00%	0.00%
2	23	14305	14344	1	14344	14344	-0.27%	0.00%
3	94	16910	17184	4	17555	17678	-3.81%	-2.87%
4	117	19783	20374	2	20374	20374	-2.99%	0.00%
5	62	22672	23256	7	23491	23585	-3.61%	-1.41%
6	43	28208	29837	2	29837	29837	-5.77%	0.00%
7 TRAINING	32	28203	28972	0			n/a	n/a
7	136	35193	36661	8	34159	35597	2.94%	2.90%
8	101	44377	45053	6	45060	45053	-1.54%	0.00%
9	23	53511	53765	0			n/a	n/a
10	15	85057	81000	0			n/a	n/a
All Grades	781	27433	22240	35	27522	23585	-0.32%	-6.05%



Percentage of all Assignments held by Staff with and without a Declared Disability



Distribution of all Assignments by Grade for Staff with and without a Declared Disability



Single Pay Spine: Disability and Grade: Notes

The numbers of staff who have declared a disability are low, making it difficult to draw conclusions from the data alone. The Equality and Human Rights Commission recommends that this can be addressed by spot checks on the pay of staff who have declared a disability against the pay of other staff doing similar work. Specific additional information can be made available if required.

Clinical Grades: Gender and Grade

Pay gap has been calculated using male salaries as the comparator. A positive % indicates a pay gap in favour of men, and a negative % indicates a pay gap in favour of women. For example, the average pay gap of 4.26% at CONSULT2004 means that the average female salary for CONSULT2004 is 95.74% of the average male salary for CONSULT2004.

All Staff

0 to ±2.99%
±3% to ±4.99%
±5% or more

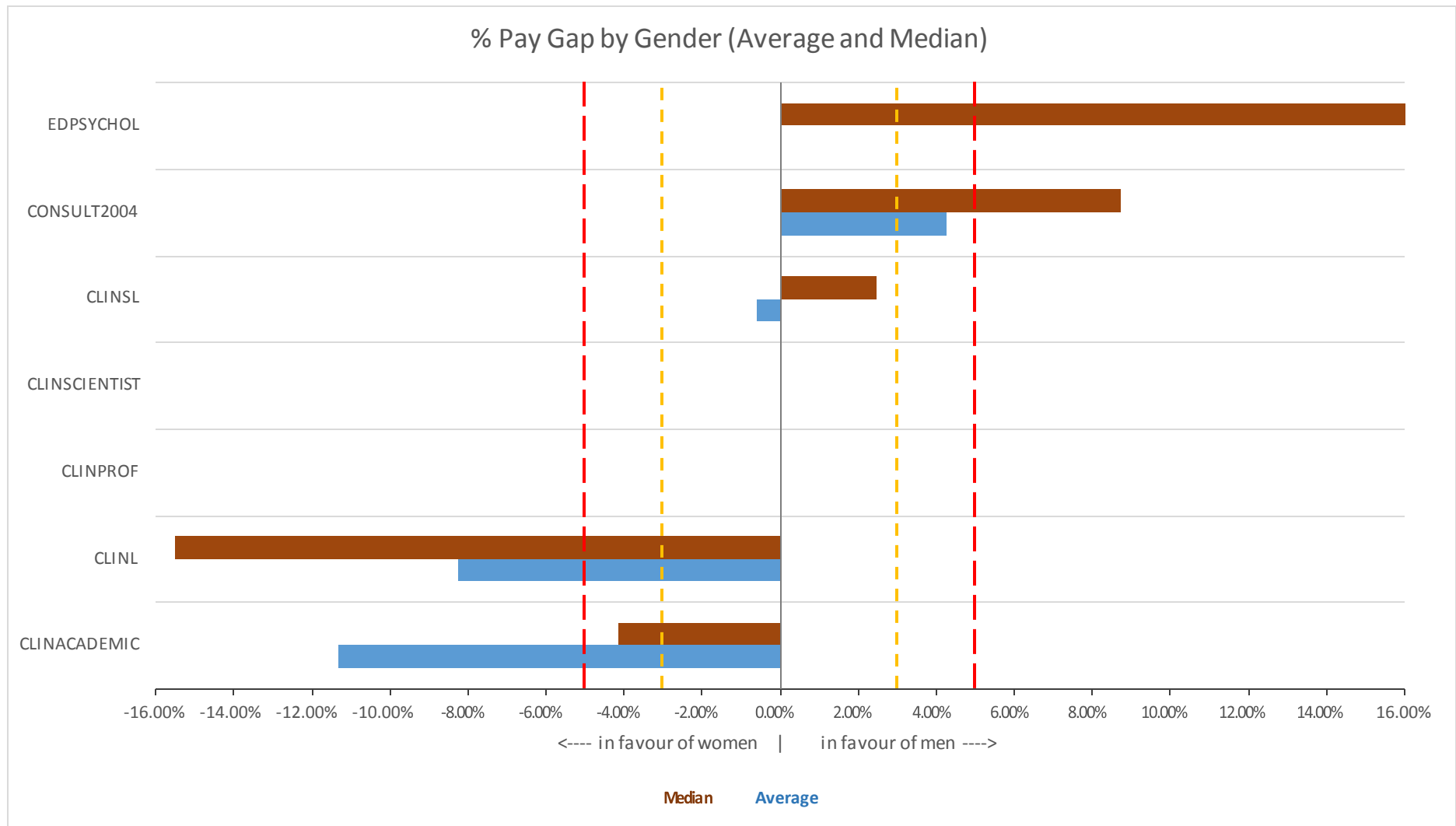
Grade	Male All			Female All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	21	45614	45304	13	50776	47175	-11.32%	-4.13%
CLINL	13	44422	43434	11	48086	50167	-8.25%	-15.50%
CLINPROF	0			1	137714	137714	n/a	n/a
CLINSCIENTIST	0			1	46211	46211	n/a	n/a
CLINSL	4	68791	70966	2	69188	69188	-0.58%	2.51%
CONSULT2004	56	92720	95860	24	88767	87465	4.26%	8.76%
EDPSYCHOL	0			1	51846	51846	n/a	n/a
All Grades	94	74498	84667	53	69690	67410	6.45%	20.38%

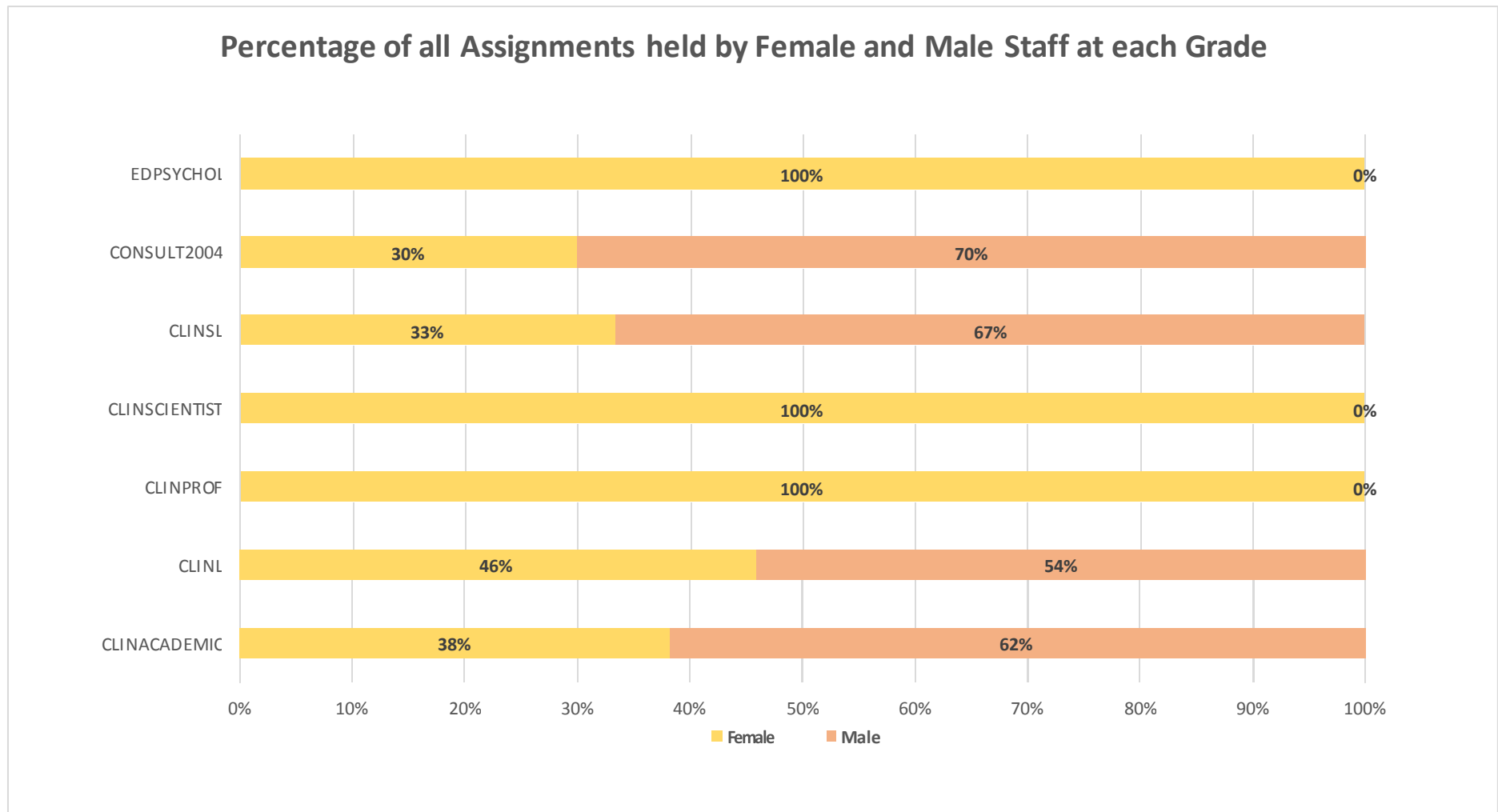
Full-Time Staff

Grade	Male Full Time			Female Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	19	44709	43434	10	50523	49649	-13.01%	-14.31%
CLINL	10	41488	40629	5	40484	41564	2.42%	-2.30%
CLINPROF	0			0			n/a	n/a
CLINSCIENTIST	0			0			n/a	n/a
CLINSL	4	68791	70966	1	67410	67410	2.01%	5.01%
CONSULT2004	49	93437	95860	19	90248	90263	3.41%	5.84%
EDPSYCHOL	0			0			n/a	n/a
All Grades	82	74609	84667	35	71137	77605	4.65%	8.34%

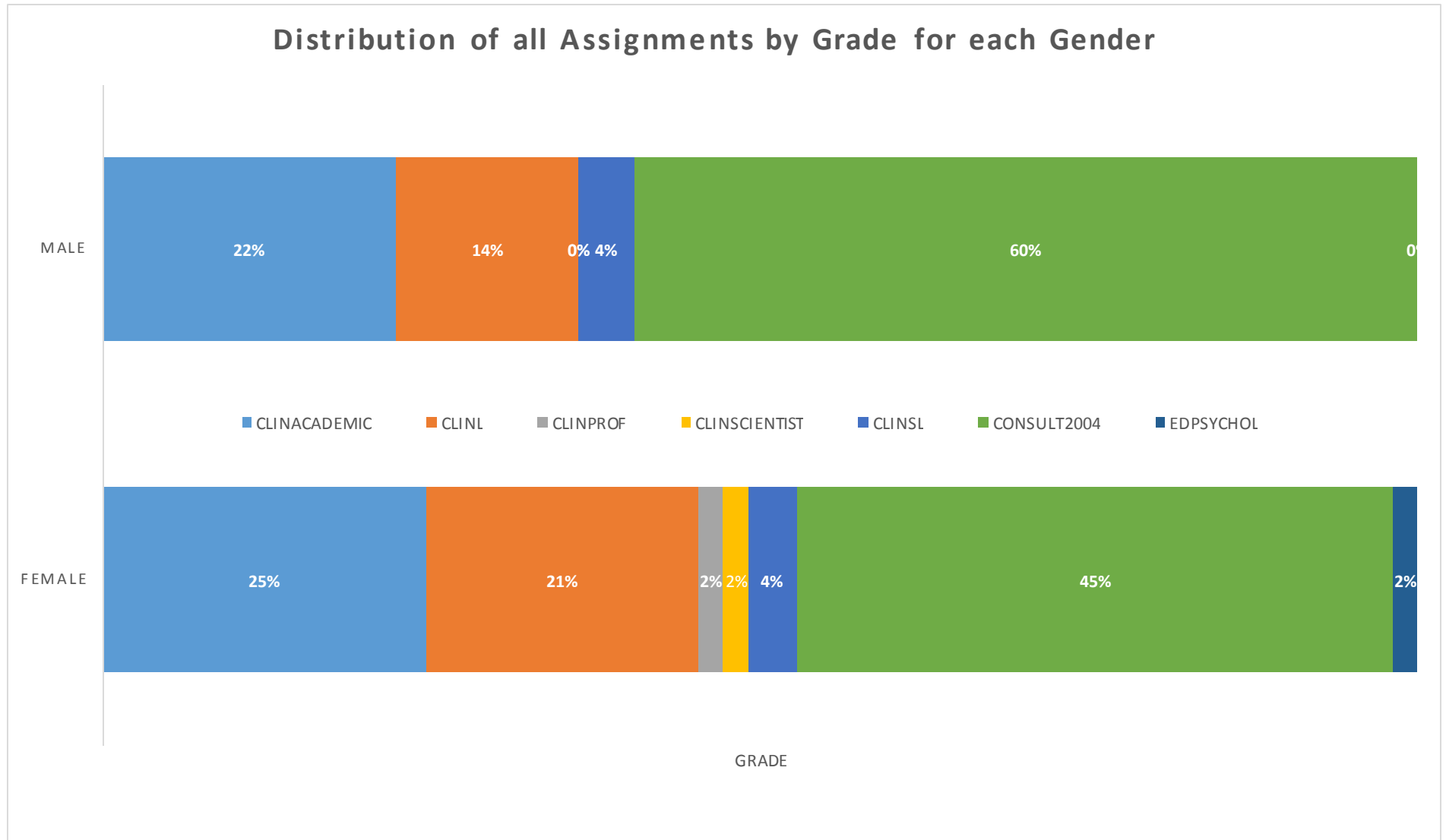
Part-Time Staff

Grade	Male Part Time			Female Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	2	54217	54217	3	51617	47175	4.80%	12.99%
CLINL	3	54199	54199	6	54421	56215	-0.41%	-3.72%
CLINPROF	0			1	137714	137714	n/a	n/a
CLINSCIENTIST	0			1	46211	46211	n/a	n/a
CLINSL	0			1	70966	70966	n/a	n/a
CONSULT2004	7	87698	84667	5	83138	84667	5.20%	0.00%
EDPSYCHOL	0			1	51846	51846	n/a	n/a
All Grades	12	73743	76427	18	66878	58231	9.31%	23.81%





Distribution of all Assignments by Grade for each Gender



Clinical Grades: Gender and Grade: Notes

The number of Clinical Staff is low, meaning that it is only possible to compare 4 of the 7 grades. There are some issues being flagged but the low numbers of staff mean that the statistics may be misleading. The Equality and Human Rights Commission recommends that this can be addressed by spot checks on the pay of staff doing similar work.

Clinical Grades: Ethnicity and Grade

Only staff where Ethnicity is known are included – see the table in the notes section for more details. Pay gap has been calculated using white salaries as the comparator. A positive % indicates a pay gap in favour of white staff, and a negative % indicates a pay gap in favour of BME staff.

All Staff

0 to ±2.99% ±3% to ±4.99% ±5% or more

Grade	White All			BME All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	29	48391	47175	5	42927	39693	11.29%	15.86%
CLINL	22	47009	45304	2	36112	36112	23.18%	20.29%
CLINPROF	1	137714	137714	0			n/a	n/a
CLINSCIENTIST	1	46211	46211	0			n/a	n/a
CLINSL	5	68515	70966	1	70966	70966	-3.58%	0.00%
CONSULT2004	71	92085	95860	9	87189	84667	5.32%	11.68%
EDPSYCHOL	1	51846	51846	0			n/a	n/a
All Grades	130	73492	79961	17	67208	77605	8.55%	2.95%

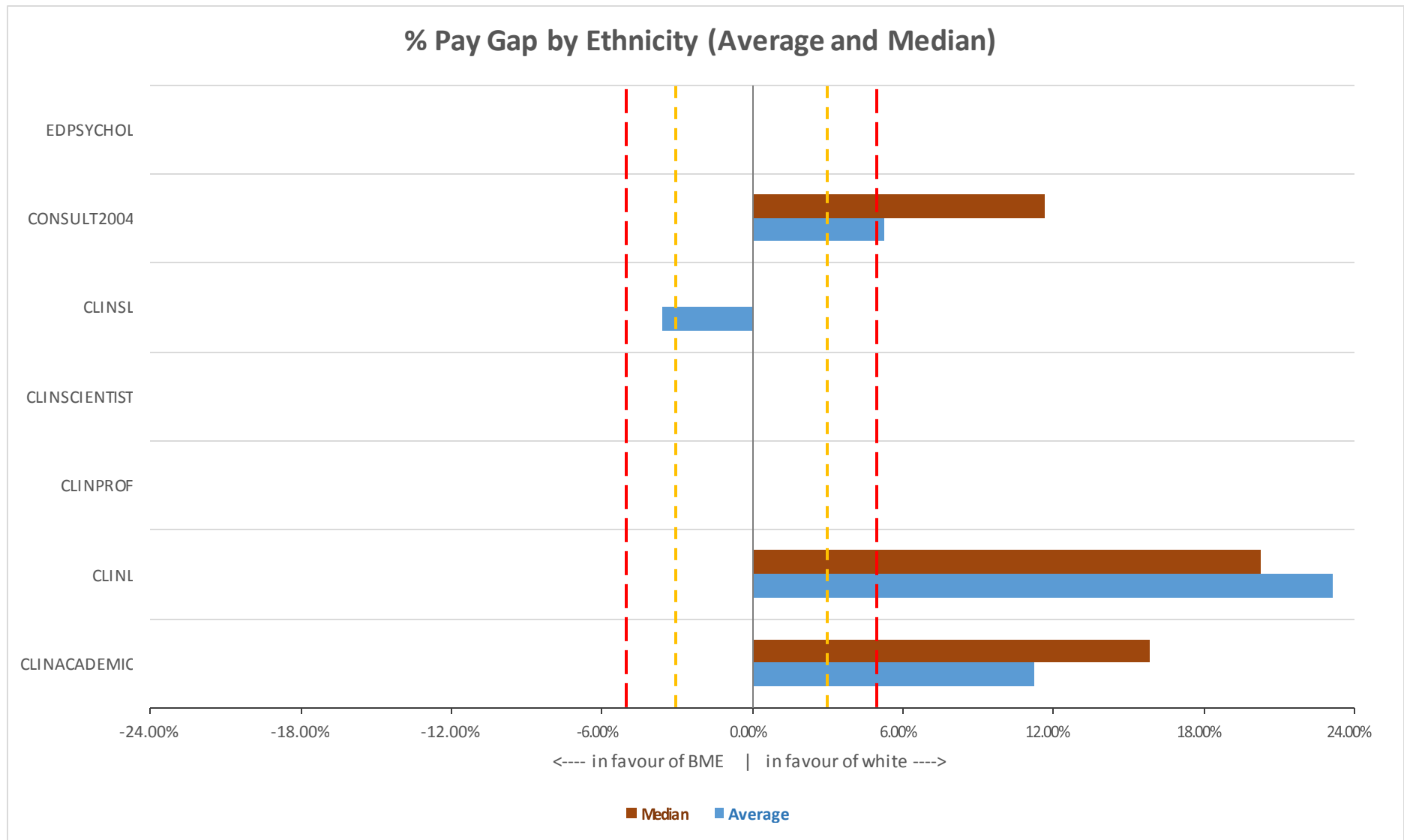
Full-Time Staff

Grade	White Full Time			BME Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	26	47668	46240	3	38446	37822	19.35%	18.20%
CLINL	13	41929	41564	2	36112	36112	13.87%	13.12%
CLINPROF	0			0			n/a	n/a
CLINSCIENTIST	0			0			n/a	n/a
CLINSL	4	67902	69188	1	70966	70966	-4.51%	-2.57%
CONSULT2004	59	93363	95860	9	87189	84667	6.61%	11.68%
EDPSYCHOL	0			0			n/a	n/a
All Grades	102	74162	84667	15	69549	79961	6.22%	5.56%

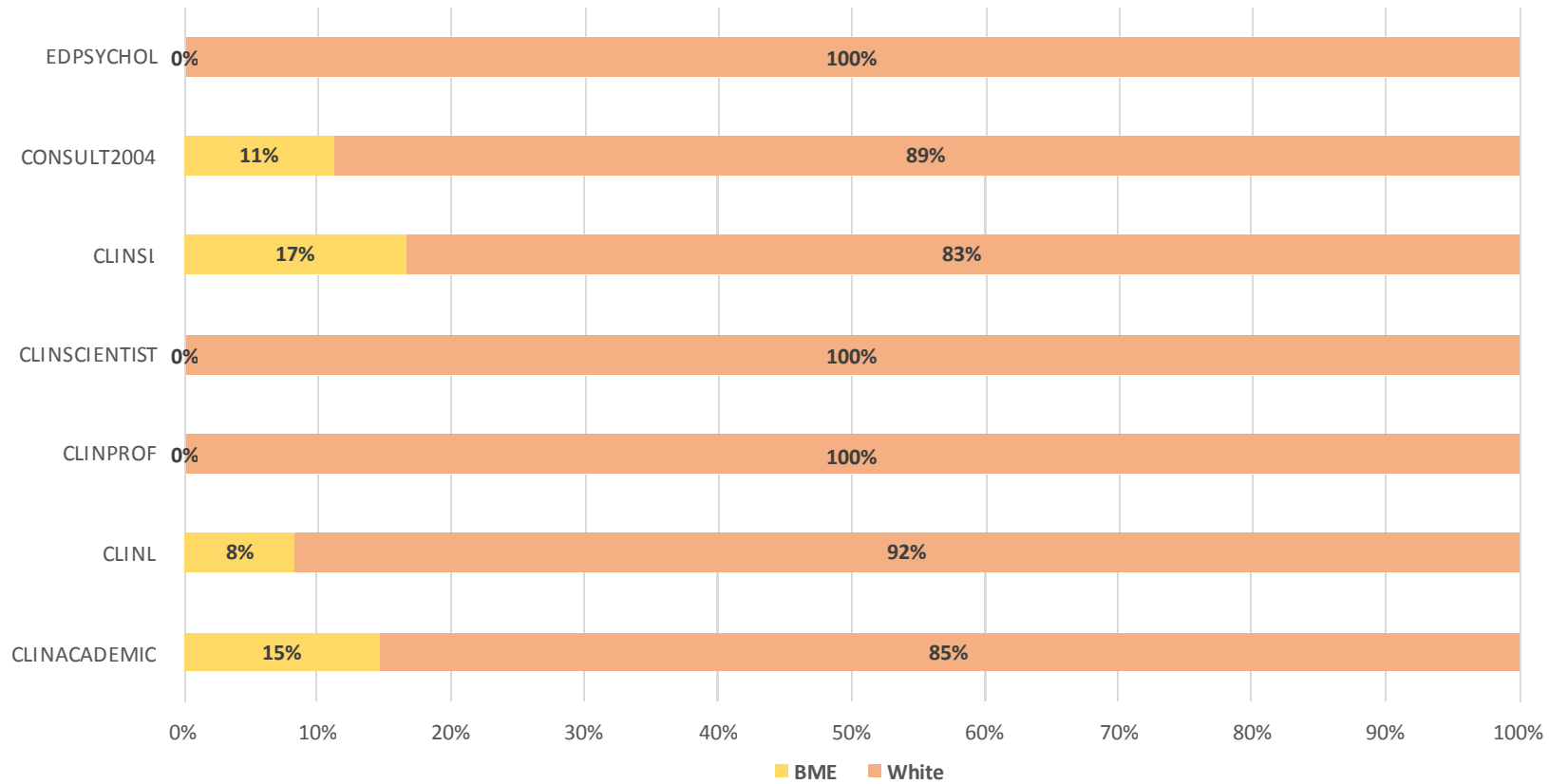
Part-Time Staff

Grade	White Part Time			BME Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	3	54662	56312	2	49649	49649	9.17%	11.83%
CLINL	9	54347	54199	0			n/a	n/a
CLINPROF	1	137714	137714	0			n/a	n/a
CLINSCIENTIST	1	46211	46211	0			n/a	n/a
CLINSL	1	70966	70966	0			n/a	n/a
CONSULT2004	12	85798	84667	0			n/a	n/a
EDPSYCHOL	1	51846	51846	0			n/a	n/a
All Grades	28	71051	65733	2	49649	49649	30.12%	24.47%

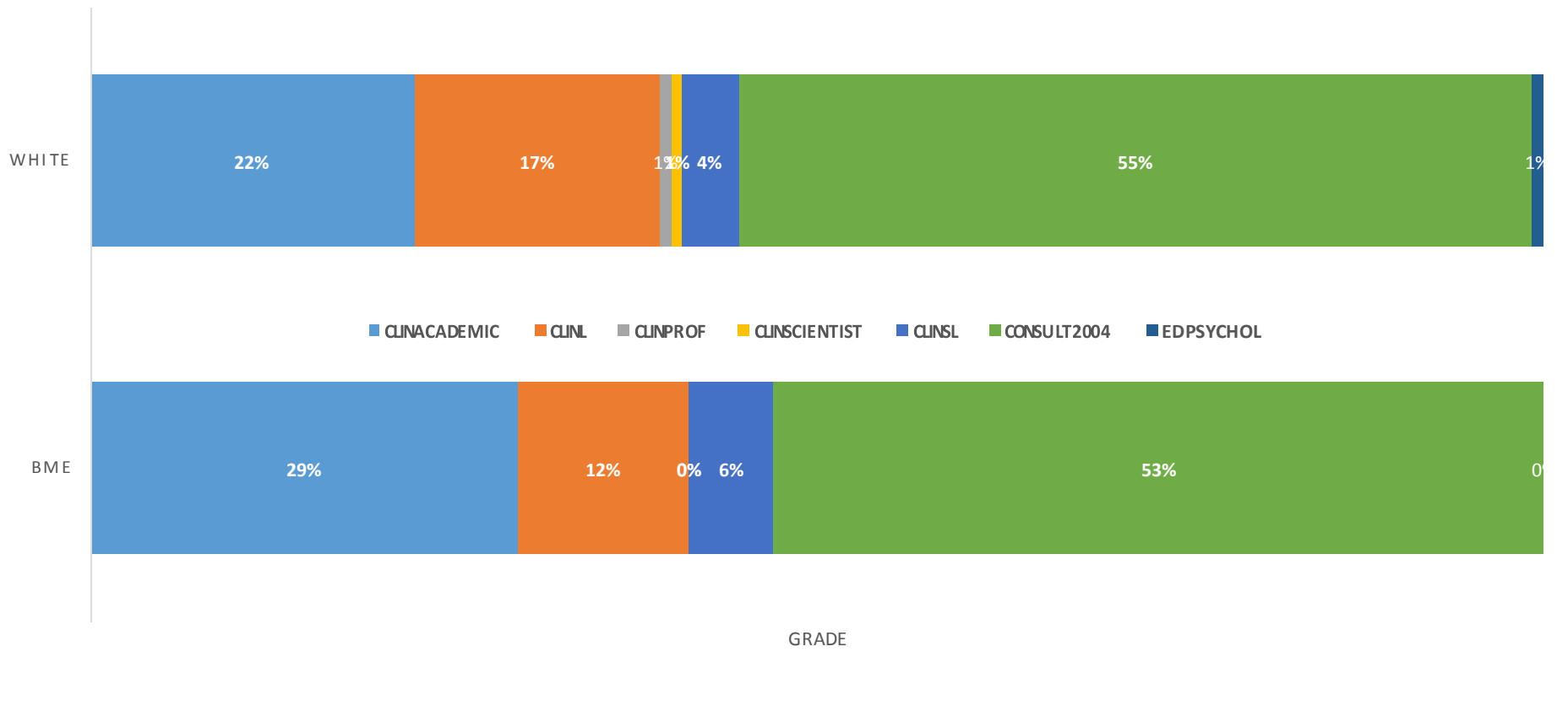
Note that the numbers of BME staff are low so the split by full/part-time may not be meaningful.



Percentage of all Assignments held by BME and White Staff at each Grade



Distribution of all Assignments by Grade for White and BME Staff



Clinical Grades: Ethnicity and Grade: Notes

As the number of Clinical Staff is low, the number of BME staff for each grade is very low, 5 or less for all but one grade. Issues are flagged at all grades, but the low numbers of staff mean that the statistics may be misleading. The Equality and Human Rights Commission recommends that this can be addressed by spot checks on the pay of staff doing similar work.

Recorded Ethnicities

Recorded ethnicities have been aligned according to the table below.

White	White Scottish Other White Background
BME	Gypsy or Traveller Black or Black British – Caribbean Black or Black British – African Other Black background Asian or Asian British – Indian Asian or Asian British – Pakistani Asian or Asian British – Bangladeshi Chinese Other Asian background Mixed – White and Black Caribbean Mixed – White and Black African Mixed – White and Asian Other Mixed background Arab Other Ethnic background
Excluded	Not known Information Refused

Clinical Grades: Disability and Grade

Only one member of staff in this group has declared a disability.