

GCU Equal Pay Audit - for Gender

Introduction

GCU's Joint Consultative Committee established a Working Group in 2015 to undertake an Equal Pay Audit. The Group chose to adopt methodology from the most recent sector guidance¹ and agreed a work plan and scope for the audit. The scope included review of: basic pay; pay scale progression, recruitment & promotion; additional payments and allowances; awareness/ training and monitoring.

The Group reviewed GCU's Equal Pay Statement and undertook an audit for gender based on pay as at 1 April 2015. The findings were subsequently reported to relevant committees, including the Joint Consultative Committee, the Staff Policy Committee and the Equality & Diversity Committee. It was also agreed to review equal pay regularly and track progress over time.

This report summarises the findings of our second audit for gender, based on data as at 31 July 2016.

¹ New JNCHEs Equal Pay Reviews Guidance for Higher Education Institutions (November 2013)

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Analysis of Basic Pay

In line with the sector guidance, the basic pay data for all male versus female staff employed by GCU on **31 July 2016** (excluding those with red circled & non-standard salaries²) has been reviewed. It should be noted that the sector guidance considers pay gaps of more than 5% to be significant, unless they can be objectively justified by factors other than particular protected characteristics or differing contractual arrangements.

Basic pay data has been analysed by job family, grade and spinal point, as well as by contract type.

1. General conclusions

At University level, the gender pay gap at **31 July 2016** was **15.5%**.

This figure compares to **15.4%** recorded at **1 April 2015**. This doesn't necessarily indicate that male employees are paid at higher rates than females for equivalent work. By looking closer at the data and going down to spinal point level of the grades within each job family, we can see that jobs are not remunerated unjustly. The difference at the higher level, however, indicates that there is vertical occupational segregation at the University. The finding that there are more female staff than male (62.2% vs 37.8%) and that they earn on average 15.5% less than males working at GCU is due to more male staff in higher grades.

Figure 1 shows that the composition of female vs male staff within the grading scale is in reverse proportions. **There are more females at the bottom of the scale** (91% of grade 1 are female) and going up the scale, the number of females generally drops.

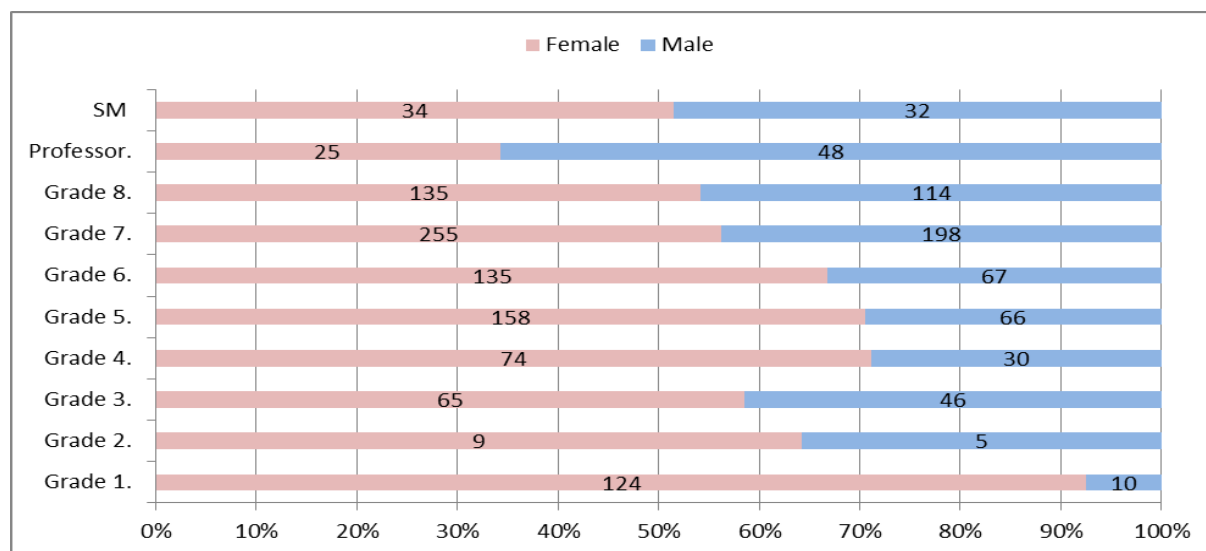


Figure 1: The composition of the workforce within grades; % split by gender across GCU, 31 July 2016

² 'Red circled' refers to salaries for individuals which remain at a higher rate for a transitional period, where the individual is moving to a lower graded role as a result of organisational change. Other 'non-standard' salaries include those for individuals being employed on terms and conditions of other organisations i.e. as a result of knowledge transfer partnerships, and staff in New York.

2. Analysis of pay gaps within Job Families.

	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
ARE.	8.2%	5.7%	decrease
PAS.	6.0%	7.0%	increase
TS.	5.0%	8.0%	increase
CS.	24.7%	24.3%	decrease
SM.	-3.0%	3.7%	increase



Figure 2: Summary of pay gaps within the job families.

Looking at job family levels there is a smaller pay gap this year compared to April 2015 within the Academic (ARE) and Campus Services (CS) families. The pay gaps in other job families have slightly increased. However, there are no pay gaps at individual grade spine point level. The differences can be justified, as shown below.

2.1. Academic Job Family (Table 1)

	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
ARE.	8.2%	5.7%	decrease

No equal pay issues for females versus males were identified within the grade or spinal point analysis for this job family. **At job family level, there was a pay gap of 5.7 %** due to more males than females in the higher grades – indicating an element of **vertical segregation** (see Figure 3). Nevertheless, the pay gap has decreased since April 2015 when it was 8.2%.

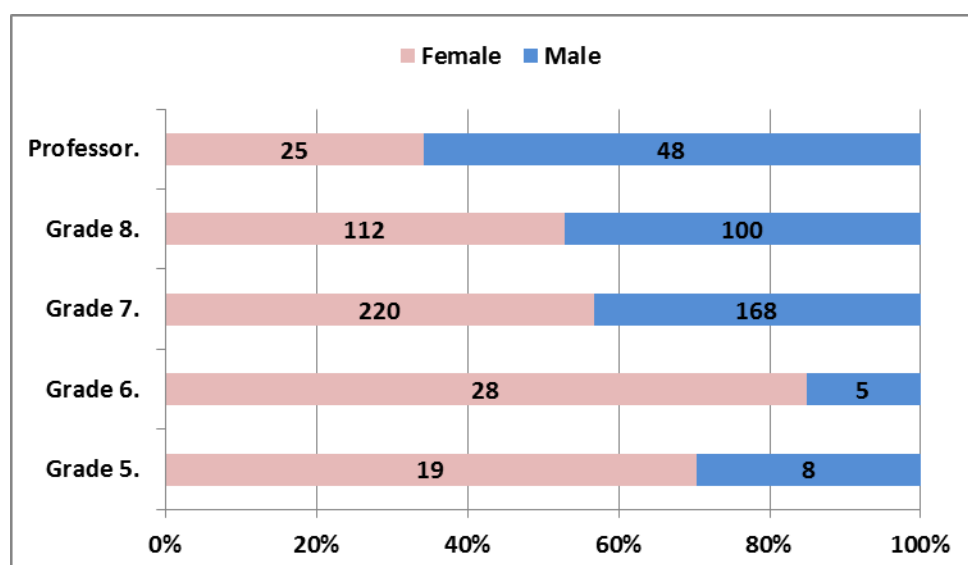


Figure 3: The composition of the workforce within grades; % split by gender in ARE Job Family.

On 31 July 2016, 57% of Grade 7 staff in the Academic job family were female, as were 53% of Grade 8 staff and 33% of Professors. This compares well to the UK sector average³ for female Professors, which is currently 24%.

Figure 4 shows that the distribution of male staff within this job family is more concentrated in the higher grades (7, 8, Professor). This compares to the female distribution where the highest concentration is in grade 7.

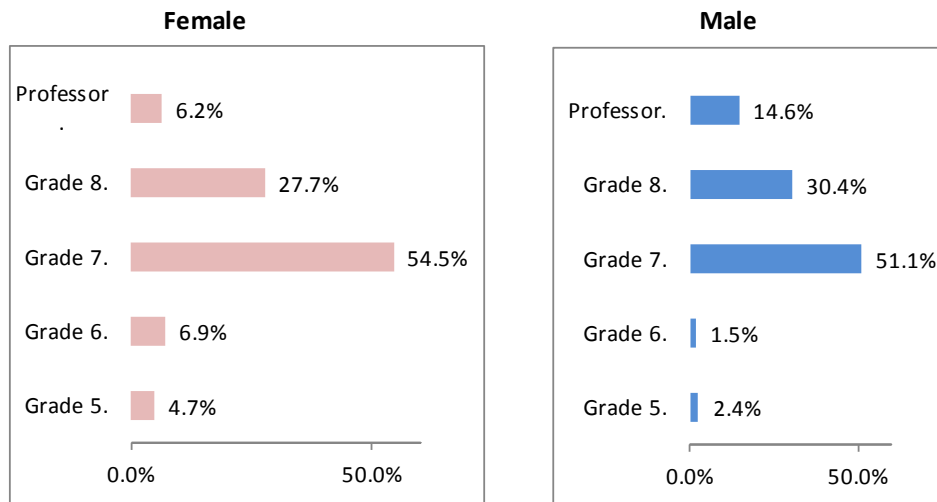


Figure 4: The distribution of females and males to grades within Academic Job Family.

The under-representation of women at the highest grades is typical of many organisations, including the HE sector, but the number of females successfully appointed to senior roles at GCU in recent years is higher than successful promotion rates for males.

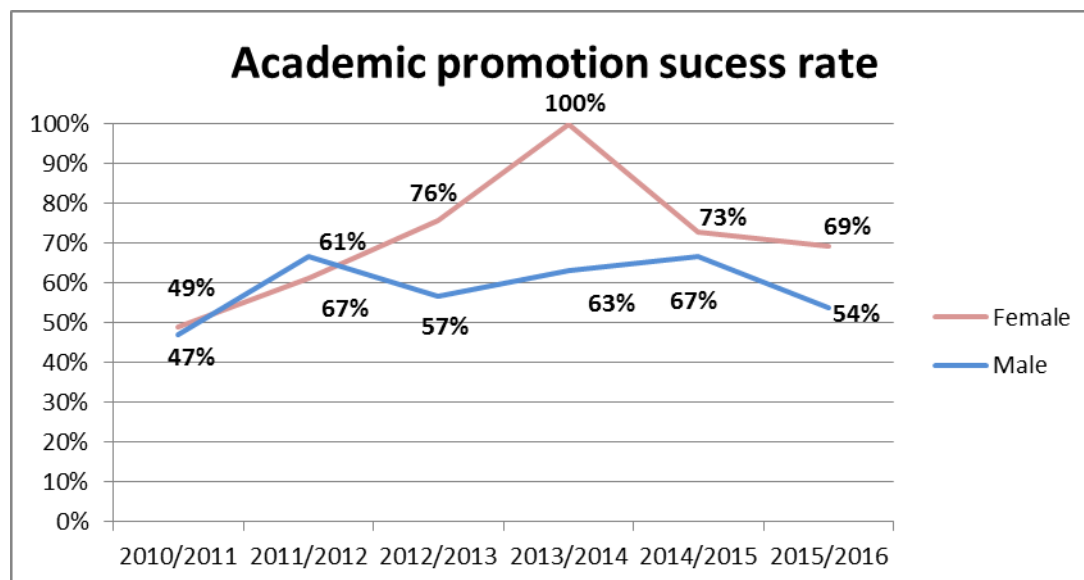


Figure 5: Success rates for females and males in academic promotion rounds since 2010/11

³ ECU Equality in Higher Education: Statistical Report 2015

2.2. Professional, Administrative & Support Job Family (Table 2)

	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
PAS.	6.0%	7.0%	increase

No equal pay issues were identified within the grade or spinal point analysis for this job family. **At the job family level there is a 7% pay gap in Professional Services**, again due to vertical occupational segregation (see Figure 6).

In April 2015 there was a 6% pay gap. Since then, three new female employees have been employed on the lowest spine point of the lowest grade, which has changed the gap there from a negative 0.5% gap (i.e. in favour of females) to a 3.1% gap (i.e. in favour of males). This has influenced the pay gap increase at the job family level, as outlined at [table 2](#) in the appendix.

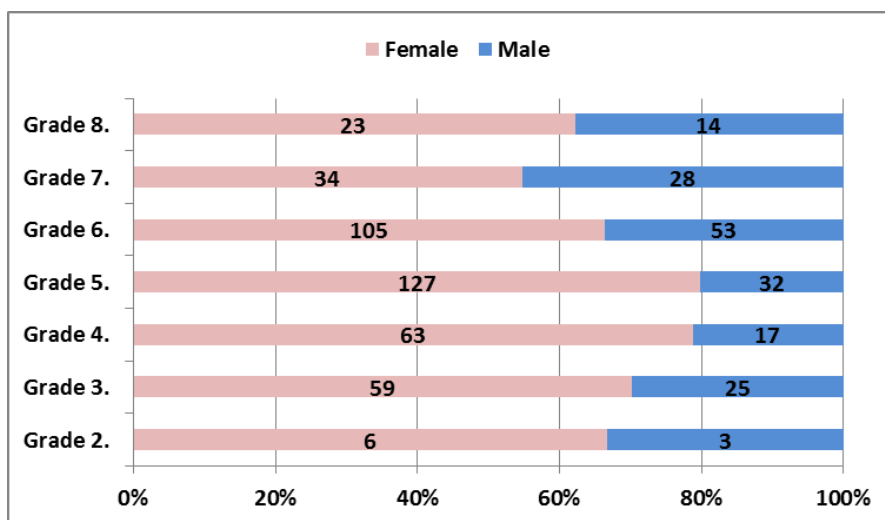


Figure 6: Composition of the workforce within grades; gender % split in PAS Job Family.

Figure 7 shows similar distributions of females and males to grades in the PAS job family. However, the largest number of females is in grade 5, compared to the largest number of males in grade 6. There are also more females in grade 4 and more males in grade 7.

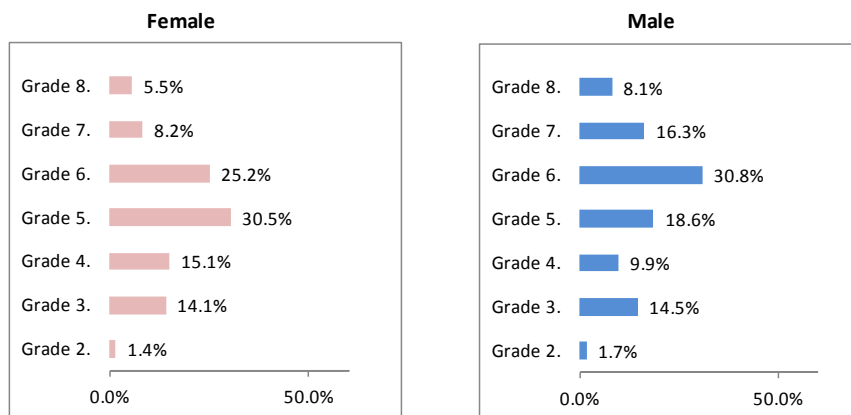


Figure 7: The distribution of females and males across the grades within PAS job family.

2.3. Technical Support Job Family (Table 3)

	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
TS.	5.0%	8.0%	increase

No equal pay issues for females versus males were identified within the spinal point analysis for this job family.

This job family is male dominated, with 39 males (62%), although vertical segregation is less than typical for technical job roles (see Figure 8). However, there was still **a pay gap at job family level of 8%** (in April 2015 it was 5%).

The pay gap increased due to hiring new females to grade 4 at the first spine point. This increased the pay gap for Grade 4 from 1.8% to 3.6%.

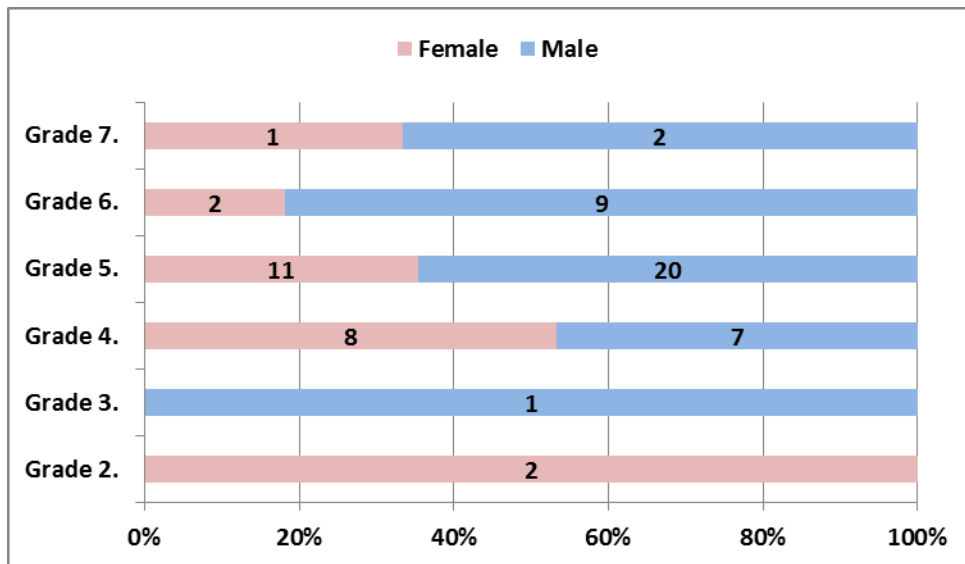


Figure 8: The composition of the workforce within grades; % gender split in TS Job Family.

Figure 9 shows a higher proportion of males in grade 6, compared to females in grade 4.

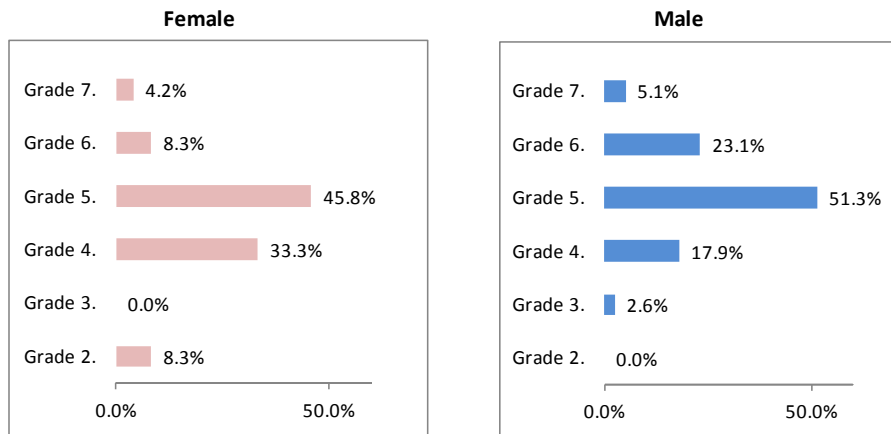


Figure 9: The distribution of females and males to grades within the TS job family.

2.4. Campus Services Job Family (Table 4)

	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
CS.	24.7%	24.3%	decrease

No gender pay gaps were identified while comparing the average FTE basic salary at spinal point levels. The difference in pay at the group level has very slightly decreased from 24.7% to 24.3%. This **pay gap is the result of occupational vertical segregation** (see Figure 10) where average pay for females is mainly shaped by 91% of grade 1 employees (domestic assistants) being female, and average pay for males by 77% of grade 3 employees (security officers) being male. The distribution of males and females within this job family is shown in Figure 11.

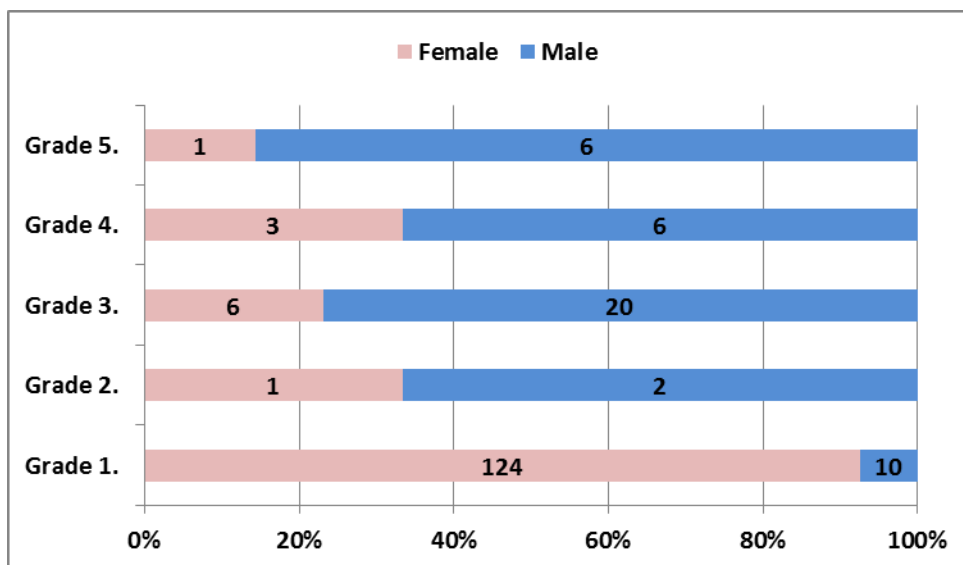


Figure 10: Composition of the workforce within grades; gender % split in CS Job Family.

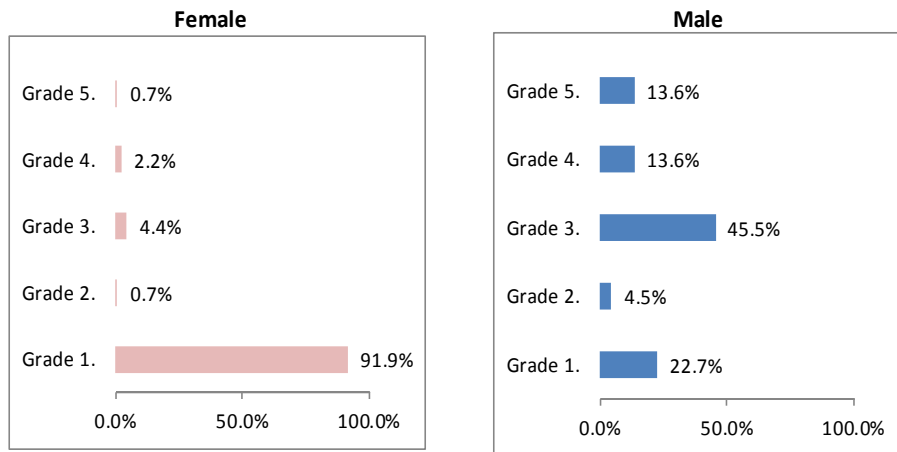


Figure 11: The distribution of females and males to grades within Campus Services.

Working Group members noted that ensuring equal pay for staff in the lowest grades is as important as in the highest grades, and debated how the University’s job evaluation scheme measures roles in this job family; it was also noted that only one spinal point remains in use within Grade 1, following the University’s commitment to voluntarily pay the Living Wage. Whilst it was observed that the pay gap could be significantly reduced if Grades 1 and 2 were merged, it was agreed that doing so was outside the scope of the equal pay review.

2.5. Senior Management Job Family (Table 5)

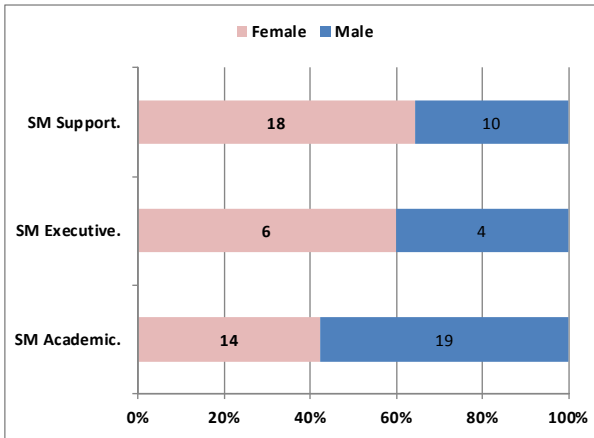
	Pay gap 01/04/2015	Pay gap 31/07/2016	increase / decrease
SM.	-3.0%	3.7%	increase

This job family includes staff on three different types of contract: Executive, Senior Management Academic and Senior Management Professional Support.

At the overall job family level, the difference in pay was 3.7%. This compares to a negative pay gap of 3% (i.e. in favour of females) in April 2015. The difference in average pay is too small (less than 5%) to be considered as ‘a pay gap’.

The change from favouring female to favouring male staff is due to a reduction in the overall number of Senior Managers (see Figure 12) which included three females. Two of these were at Executive level, so significantly influenced the average female salary for this group. The Working Group observed that more recent organisational changes at senior level could, similarly, have significant impact.

April 2015



July 2016

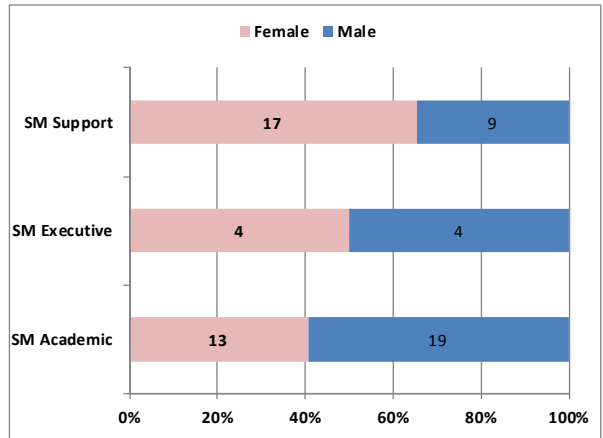


Figure 12: The composition of the workforce within grades; % split by gender in SM Job Family in 2015 and 2016.

Figure 13 shows more females in SM Support roles and more males in SM Academic roles.

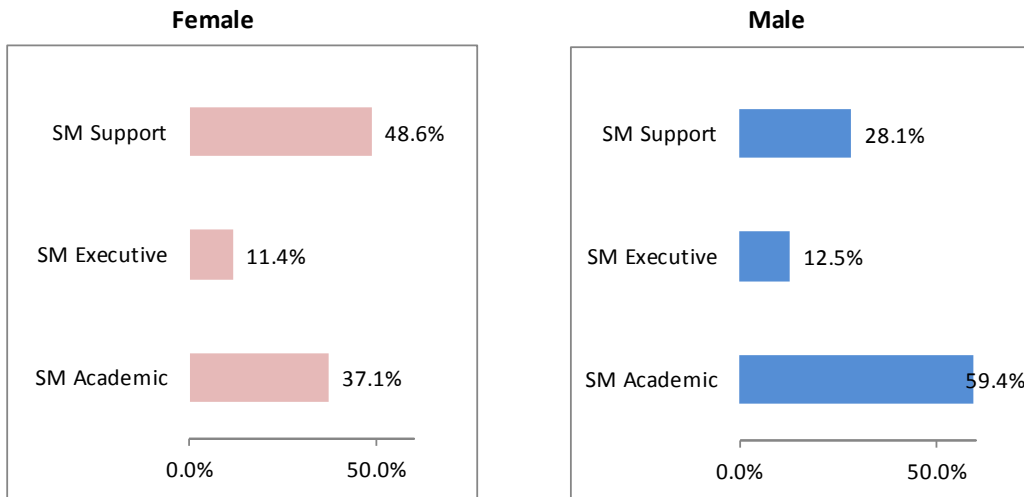


Figure 13: The composition of the workforce within grades; % split by gender in SM Job Family.

3. Fixed Term/ Open-ended Contract (Table 6a & 6b)

The analysis of basic pay data at GCU level found a pay gap for staff on **fixed term contracts of 13.4%** (increased from 6.4% in April 2015), and for staff on **open-ended contracts of 15.6%** (reduced from 16.2% in April 2015).

Fixed Term (Table 6a)

The smaller pay gap for staff on fixed term contracts is to be expected as fixed term staff generally have shorter service and are therefore on lower spinal points within each grade.

Figure 8 shows pay gaps within fixed-term contracts split by job families in July 2016 compared to April 2015.

	GENDER PAY GAP for Fixed Term Apr 15	GENDER PAY GAP for Fixed Term Jul 16
ARE.	16.9%	11.7%
CS.	n/a	n/a
PAS.	-7.3%	0.7%
SM.	n/a	7.0%
TS.	n/a	n/a
Total	6.4%	13.4%

Figure 14: Fixed-term contracts split by job families

The increase in the pay gap for staff on fixed term contracts is due to changes in the Academic (ARE), Professional & Administrative Support (PAS) and Senior Manager (SM) job families.

The 11.7% pay gap on fixed term contracts within the Academic job family is a reduction from 16.9%. The gap was found to be due to **vertical segregation** generally within the Academic job family as well as Academic staff on fixed term contracts. The reduced gap is due to one Professor on a fixed term contract with a higher salary being replaced by another on a lower salary.

The analysis found a pay difference of 0.7% within the Professional & Administrative Support (PAS) job family. This compared to a negative pay gap of 7.3% in April 2015. The difference between average pay for females and males in this job family in 2015 was influenced by having one male in grade 1. Now all males are on higher grades and their average salary is higher, almost the same as females' average salary.

In the SM job family where the pay gap increased from 0% to 7%, there were previously only female Senior Managers with fixed term contracts, so there was no possibility for comparison. This time the group gender balance seems to be fairer as there are two males and two females on fixed term contracts within SM job Family. However, the two females are employed as SM Support and the males as SM Academics, so the roles are not directly comparable. If these four individuals were excluded from the analysis, the pay gap for staff on fixed term contracts would reduce to 11.7%.

Open-ended (Table 6b)

The pay gap for staff on open-ended contracts dropped from 16.2% to **15.6%**.

Job Family	GENDER PAY GAP	GENDER PAY GAP
	for Open-ended Apr 15	for Open-ended Jul 16
ARE.	5.5%	4.4%
CS.	24.7%	24.3%
PAS.	7.3%	7.5%
SM.	-5.1%	3.5%
TS.	5.5%	8.1%
Total	16.2%	15.6%

Figure 15: Open-ended contracts split by job families.

Looking at the gender pay gap for staff with open-ended contracts, we can see that there is little difference between the pay gap in each job family for staff with all contract types and those with open-ended contracts only (see Figure 16). Differences within each job family are explained in the appropriate sections above.

	All contracts Pay gap 31/07/2016	Open-ended contracts Pay gap 31/07/2016
ARE.	5.7%	4.4%
PAS.	7.0%	7.5%
TS.	8.0%	8.1%
CS.	24.3%	24.3%
SM.	3.7%	3.5%

Figure 16: Staff with open-ended contracts only compared to staff with all contract types; split by job family.

4. Full-time/ Part-time Contracts (Table 7a & 7b)

Analysis of basic pay data at GCU level found a pay gap for staff on full-time contracts of **7.8%** (previously 8.6%) and on part-time contracts of **22.2%** (previously 15.8%).

Full-time (Table 7a)

Job Family	for Full Time Apr 15	for Full Time Jul 16
ARE.	7.1%	4.6%
PAS.	9.4%	9.7%
TS.	-0.8%	2.7%
CS.	11.7%	6.9%
SM.	-4.6%	5.1%
Total	8.6%	7.8%

Figure 17: Full-time contracts split by job families.

Overall, the pay gap for full time staff dropped by 0.8%. This was mainly due to changes in the female vs male average salary for the Academic job family, following recruitment of 3 new male staff members at grade 5 and incremental progression of existing female staff within the same grade. Recruitment of an additional male and progression of an existing female within grade 5 of the Campus Services job family were also contributing factors.

Part-Time (Table 7b)

Job Family	for Part Time Apr 15	for Part Time Jul 16
ARE.	10.2%	6.9%
PAS.	-23.3%	-23.3%
TS.	n/a	38.4%
CS.	-1.1%	-1.1%
SM.	n/a	-49.8%
Total	15.8%	22.2%

Figure 18: Part-time contracts split by job families.

The overall pay gap for staff working part-time is **22.2%**. This has grown from 15.8% in April 2015, and can be attributed to changes within the Academic, Technical Services and Senior Management job families.

Within the Academic job family, the reduction is due to a combination of recruiting new male staff at the bottom spine point within their grade, and an increase in the number of male staff reducing their working hours to become part-time.

Within Technical Services, one new male staff member was hired on a part-time contract at grade 7, which significantly increased the average salary for males and created a pay gap of 38.4% that was not present before.

Within the Senior Management group, there were previously no males working part-time so a comparison was not possible. Now we have one SM Academic working part-time and one SM Support, so the average salaries can be compared - albeit, the roles are not directly comparable.

Analysis of Pay Scale Progression, Recruitment and Promotion

1. Pay Scale Progression

Reviewing the GCU salary scales, it was noted that female and male staff progress through the incremental pay structure at the same rate.

There are certain differences in the number of service-related incremental points at different grades. For example, it is easy to spot the lack of progression opportunities for staff on Grade 1 (domestic assistants), following the University's decision to implement the Living Wage in 2013 but also grades 2 and 4 have fewer spinal points than the other grades.

2. Recruitment and Promotion (Table 8a and 8b)

To identify any potential gender bias in determining starting salaries on recruitment, the policy for setting salaries on recruitment was reviewed. The agreed approach is to appoint to the bottom spinal point of each grade, and any exceptions to this must be justified.

Data on all starting salaries for 2015/16 (Tables 8a & 8b) have been reviewed. Overall, there is a 9.2% pay gap. It comes from the fact that most of the males (90%) hired this year were into grade 5 or higher.

Row Labels	Female number	Male number	Apr-15	Jul-16
Grade 1.	5	1	n/a	0.0%
Grade 2.	3		0.0%	n/a
Grade 3.	8	4	0.0%	0.0%
Grade 4.	15	6	-1.7%	0.0%
Grade 5.	22	12	2.1%	-1.7%
Grade 6.	18	12	-0.3%	1.0%
Grade 7.	44	42	0.1%	-1.3%
Grade 8.	6	6	1.7%	-1.5%
Total	121	83	9.4%	9.2%

Figure 19. Comparison of new appointments in 2015/16 academic year split by grades and gender with new appointments in 2014/15

Analysing new hires by salary at spine point level, 17.4% of females and 18.1% of males hired were at a level above the bottom spinal point of the grade. In all cases, these exceptions to the policy position were justified.

Analysis of Additional Payments and Allowances

1. Allowances (Table 9)

After reviewing data on allowances recorded in the HR system for the month of July 2016, it was noted that there were no discrepancies between standard allowance amounts allocated to staff members, regardless of gender (see Figure 20).

Row Labels	FEMALE		MALE				2015	2016
	No.	Average of Annual	No.	Average of Annual	No.	Average of Annual	PAY GAP	PAY GAP
GCU Car Park Attendant Allowance	1	£970	2	£970	3	£970	0.0%	0.0%
GCU Consolidated GSP Percent	2	£1,712	1	£1,662	3	£1,695		-3.0%
GCU Consolidated Payment	16	£5,000	13	£5,000	29	£5,000		0.0%
GCU London Weighting	13	£4,000	16	£4,000	29	£4,000	0.0%	0.0%
GCU Retention Payment Consolidated	1	£3,200			1	£3,200	n/a	n/a
GCU Security Allowance	5	£3,455	19	£3,455	24	£3,455	0.0%	0.0%

Figure 20. Annual amounts of allowances paid to employees who were in employment in July 2016.

There are some differences in amounts paid to staff as Market Supplement, Non-Consolidated Payments and Responsibility Payments; these are justifiable and tied to individual circumstances, so cannot be compared against each other. However, there is horizontal segregation between the roles that qualify for allowances. For example, the highest allowance rate is the GCU Security Allowance, with only 5 females compared to 19 males. This contributes to the institutional pay gap.

2. Additional Payments/ Overtime (Table 10)

Data on overtime payments extracted from the payroll system for the period 1 February 2016 to July 2016 was reviewed. Analysis of this data showed that:

Most overtime hours are worked by Campus Services, where additional hours are mostly paid at a 'single time' rate (Figure 22 shows that 56% of all overtime worked in Campus Services was paid at single time).

Figure 21 shows that 40% of employees (71) from the Campus Services job family undertook extra hours during this six-month period. These averaged 13 extra hours per month per person in the group which worked extra hours.

Job Family	Sum of hours	Number of employees involved in OT	Average hours worked by 1 employee	% of OT hours worked	Employees doing OT as a % of population
CS.	5576.2	71	79	51.6%	40%
PAS.	4622.2	101	46	42.8%	17%
TS.	522.0	22	24	4.8%	35%

Figure 21. Overtime hours paid between February 2016 and July 2016.

Job Family	OT paid @ 2 times	OT paid @ 1.5 time	OT paid @ 1 time	Total
CS.	28%	16%	56%	100%
PAS.	7%	34%	59%	100%
TS.	2%	89%	9%	100%

Figure 22. Percentage of overtime paid by rate across the job families.

The second largest group working overtime was in the Professional and Support job family, with 4,622 hours in 6 months. As shown in Figure 21, 17% of the population took part in overtime activity. The average extra hours worked per person per month from the group which worked extra hours was 7.6.

Technical Services is a small population (63 employees) but 35% of this group worked extra hours. Of those, the average worked was 4 hours per month per person. As shown in Figure 22, 89% of extra hours for this group were paid at the rate of time-and-a-half, as most staff in this group are already in full-time employment (i.e. 35 hours per week).

Table 10 in the appendix shows the size of the male and female populations in each job family, and compares this to the % of overtime hours worked. Although the percentage of overtime hours worked by females in Campus Services (56%) is larger than that of males, the proportion is not as high as the number of females in the group (75%). Similarly, despite 71% of the population in the Professional and Support job family being female, only 50% of extra hours worked were undertaken by females.

Tables 11a and 11b in the appendix show that more overtime is worked by male staff in the organisational areas SEBE, IS, GCU London and DVC Academic. This corresponds with higher numbers of male staff in the populations of those areas, apart from DVC Academic where the proportion of males is 28% but they undertook 64% of overtime.

3. Performance Related Pay for the Senior Management Job Family

All individuals in the Senior Management Job Family are eligible to participate in the University's Performance Scheme, which is overseen by the Remuneration Committee and may lead to annual payments based on a % of salary linked to performance ratings (1-4).

We reviewed data on performance ratings for male and female senior staff as at August 2016, split into Professorial versus Senior Management. The analysis did not find any consistent trends favouring males or females receiving higher ratings (Levels 3-4).

Senior Staff Performance Related Ratings Aug 2016					
grades/ratings	Female		Male		Total
	Count	% of ratings	Count	% of ratings	Count
Professor.	22		42		64
2	15	68%	33	79%	48
3	6	27%	9	21%	15
4	1	5%		0%	1
SM.	34		32		66
1	1	3%	1	3%	2
2	15	44%	15	47%	30
3	16	47%	14	44%	30
4	2	6%	2	6%	4

Figure 23. Percentage split of ratings within female and male professors and SM group.

Awareness/ Training & Monitoring

1. Awareness & Training

In relation to training and awareness, all staff new to GCU are asked to undertake online equality and diversity training, and this is reinforced for people managers through face-to-face discussion as part of the People Passport programme. All staff in People Services are also expected to complete this training.

Since 2015, training in unconscious bias awareness has been offered through both online and face-to-face routes, and this is being promoted more heavily to support action plans for gender equality in support of Athena Swan.

During 2016-17, all guidance and processes relating to recruitment and selection were reviewed and improved, before being published openly on the Intranet.

To support effective use of these new materials, a training programme on recruitment and selection was established, completion of which is a requirement going forward for staff involved in recruitment and selection. The programme includes information on protected characteristics and unconscious bias awareness, and is targeted particularly at people managers. The Working Group proposed that specific information on fairness and equality in relation to pay be added to the Recruitment & Selection training.

Also during 2016-17, new guidance and processes for flexible working were established, and launched with communications and briefing sessions for people managers. An increase in the volume of requests has been noted, and will be monitored going forward.

2. Monitoring and Action Planning

The Working Group which undertook the first equal pay audit for gender in 2016 noted the importance of establishing mechanisms to regularly review equal pay arrangements, and felt that this should be done on an annual basis.

This report outlines the findings of the second audit for gender, and going forward, the University has also committed to undertake equal pay audits for race and for disability. It may therefore be more appropriate to undertake these on a rotating basis, as the amount of analysis required for each is significant and the overall trends identified would not be expected to change every year.

In terms of action planning, the University achieved an Athena Swan Bronze Award in 2016 at institutional level and is working towards applications for departmental awards. As part of those, detailed action plans to improve gender equality are maintained and monitored, so any actions resulting from this equal pay audit for gender will be progressed and tracked through that route.

Appendix

Table 1

pay gap in favour of Female
 pay gap in favour of Male

Pay gaps within Job Family in Spines - grey lines

Job Family	Row Labels	Female		Male		Total number of empl	Average of FTE Basic Salary	PAY GAP	
		No.	Average of FTE Basic Salary	No.	Average of FTE Basic Salary			Apr-15	Jul-16
ARE	ARE.	404	£47,485	329	£50,360	733	£48,775	8.2%	5.7%
	Grade 5.	19	£29,026	8	£27,340	27	£28,527	-0.5%	-6.2%
	24	2	£26,537	3	£26,537	5	£26,537	n/a	0.0%
	25	4	£27,328	3	£27,328	7	£27,328	0.0%	0.0%
	26	2	£28,143	1	£28,143	3	£28,143	0.0%	0.0%
	27	2	£28,982	1	£28,982	3	£28,982	n/a	0.0%
	28	2	£29,848			2	£29,848	n/a	n/a
	29	7	£30,738			7	£30,738	0.0%	n/a
	Grade 6.	28	£34,550	5	£33,231	33	£34,350	2.5%	-4.0%
	30	1	£31,655	2	£31,655	3	£31,655	0.0%	0.0%
	31	9	£32,600	1	£32,600	10	£32,600	n/a	0.0%
	32	2	£33,574	1	£33,574	3	£33,574	0.0%	0.0%
	33	5	£34,575			5	£34,575	n/a	n/a
	34	1	£35,609			1	£35,609	0.0%	n/a
	35	10	£36,672	1	£36,672	11	£36,672	n/a	0.0%
	Grade 7.	220	£44,973	168	£44,673	388	£44,843	-0.5%	-0.7%
	38	3	£40,082	4	£40,082	7	£40,082	0.0%	0.0%
	Lecturer.F	4	£41,236	6	£41,236	10	£41,236	0.0%	0.0%
	39	30	£41,255	29	£41,255	59	£41,255	0.0%	0.0%
	40	17	£42,488	11	£42,488	28	£42,488	0.0%	0.0%
	41	16	£43,758	17	£43,758	33	£43,758	0.0%	0.0%
	42	15	£45,066	6	£45,066	21	£45,066	0.0%	0.0%
	43	131	£46,414	91	£46,414	222	£46,414	0.0%	0.0%
	44	3	£47,801	3	£47,801	6	£47,801	n/a	0.0%
	45	1	£49,230			1	£49,230	n/a	n/a
	47			1	£52,219	1	£52,219	n/a	n/a
	Grade 8.	115	£53,165	97	£53,947	212	£53,523	1.4%	1.4%
	Senior Lecturer.F			1	£48,860	1	£48,860	n/a	n/a
	45	11	£49,230	14	£49,230	25	£49,230	0.0%	0.0%
	46	13	£50,702	6	£50,702	19	£50,702	0.0%	0.0%
	Clinical Grade 8.	1	£51,687			1	£51,687	n/a	n/a
	47	16	£52,219	5	£52,219	21	£52,219	0.0%	0.0%
	48	8	£53,780	4	£53,780	12	£53,780	0.0%	0.0%
	49	57	£55,389	62	£55,389	119	£55,389	0.0%	0.0%
	50	1	£57,047	5	£57,047	6	£57,047	0.0%	0.0%
	51	5	£58,754	3	£58,754	8	£58,754	0.0%	0.0%
	Professor.	25	£69,788	48	£68,005	73	£68,616	2.1%	-2.6%
	Professor.F			1	£53,446	1	£53,446	n/a	n/a
	(blank)	25	£69,788	47	£68,315	72	£68,826	2.6%	-2.2%

If we look at spinal points - there are no discrepancies at all.

Table 2

pay gap in favour of Female
 pay gap in favour of Male

Pay gaps within Job Family in Spines - grey lines

Job Family	Row Labels	Female		Male		Total number of empl	Average of FTE Basic Salary	PAY GAP	
		No.	Average of FTE Basic Salary	No.	Average of FTE Basic Salary			Apr-15	Jul-16
PAS.	PAS.	417	£31,252	172	£33,613	589	£31,942	6.0%	7.0%
	Grade 2.	6	£16,399	3	£16,921	9	£16,573	-0.5%	3.1%
	6	3	£16,017			3	£16,017	n/a	n/a
	7	1	£16,357			1	£16,357	0.0%	n/a
	8	1	£16,776	2	£16,776	3	£16,776	n/a	0.0%
	9	1	£17,210	1	£17,210	2	£17,210	0.0%	0.0%
	Grade 3.	59	£20,403	25	£19,877	84	£20,246	-2.5%	-2.6%
	11	4	£18,211	2	£18,211	6	£18,211	n/a	0.0%
	12	3	£18,734	5	£18,734	8	£18,734	0.0%	0.0%
	13	7	£19,274	3	£19,274	10	£19,274	0.0%	0.0%
	14	1	£19,828	4	£19,828	5	£19,828	0.0%	0.0%
	15	6	£20,400	2	£20,400	8	£20,400	0.0%	0.0%
	16	38	£20,989	9	£20,989	47	£20,989	0.0%	0.0%
	Grade 4.	63	£23,496	17	£23,539	80	£23,505	0.3%	0.2%
	17	2	£21,605	3	£21,605	5	£21,605	n/a	0.0%
	18	17	£22,249	1	£22,249	18	£22,249	0.0%	0.0%
	19	5	£22,912	2	£22,912	7	£22,912	n/a	0.0%
	20	5	£23,620			5	£23,620	0.0%	n/a
	21	34	£24,298	11	£24,298	45	£24,298	0.0%	0.0%
	Grade 5.	127	£29,769	32	£29,957	159	£29,807	-0.6%	0.6%
	24	4	£26,537			4	£26,537	0.0%	n/a
	25	14	£27,328	4	£27,328	18	£27,328	0.0%	0.0%
	26	11	£28,143	3	£28,143	14	£28,143	0.0%	0.0%
	27	12	£28,982			12	£28,982	0.0%	n/a
	28	10	£29,848	4	£29,848	14	£29,848	0.0%	0.0%
	29	76	£30,738	21	£30,738	97	£30,738	0.0%	0.0%
	Grade 6.	105	£35,611	53	£35,423	158	£35,548	0.6%	-0.5%
	30	2	£31,655	5	£31,655	7	£31,655	n/a	0.0%
	31	10	£32,600	4	£32,600	14	£32,600	0.0%	0.0%
	32	9	£33,574	6	£33,574	15	£33,574	0.0%	0.0%
	33	7	£34,575	2	£34,575	9	£34,575	0.0%	0.0%
	34	17	£35,609	4	£35,609	21	£35,609	0.0%	0.0%
	35	60	£36,672	31	£36,672	91	£36,672	0.0%	0.0%
	37			1	£38,896	1	£38,896	n/a	n/a
	Grade 7.	34	£44,463	28	£45,144	62	£44,770	2.3%	1.5%
	38	1	£40,082			1	£40,082	n/a	n/a
	39	5	£41,255	2	£41,255	7	£41,255	0.0%	0.0%
	40	6	£42,488	1	£42,488	7	£42,488	0.0%	0.0%
	41	3	£43,758	6	£43,758	9	£43,758	0.0%	0.0%
	42	2	£45,066	4	£45,066	6	£45,066	0.0%	0.0%
	43	17	£46,414	15	£46,414	32	£46,414	0.0%	0.0%
	Grade 8.	23	£52,959	14	£52,398	37	£52,747	-0.4%	-1.1%
	44	1	£47,801	1	£47,801	2	£47,801	n/a	0.0%
	45	4	£49,230	3	£49,230	7	£49,230	0.0%	0.0%
	46	2	£50,702	1	£50,702	3	£50,702	0.0%	0.0%
	47	4	£52,219	3	£52,219	7	£52,219	n/a	0.0%
	48	1	£53,780	1	£53,780	2	£53,780	0.0%	0.0%
	49	11	£55,389	5	£55,389	16	£55,389	0.0%	0.0%

If we look at spinal points - there are no discrepancies at all.

Table 3

pay gap in favour of Female
 pay gap in favour of Male

Pay gaps within Job Family in Spines - grey lines

Job Family	Row Labels	Female		Male		Total number of empl	Average of FTE Basic Salary	PAY GAP	
		No.	Average of FTE Basic Salary	No.	Average of FTE Basic Salary			Apr-15	Jul-16
TS.	TS.	24	£28,099	39	£30,527	63	£29,602	5.0%	8.0%
	Grade 2.	2	£17,703			2	£17,703	n/a	n/a
	10	2	£17,703			2	£17,703	n/a	n/a
	Grade 3.			1	£20,989	1	£20,989	n/a	n/a
	16			1	£20,989	1	£20,989	n/a	n/a
	Grade 4.	8	£23,532	7	£24,402	15	£23,938	1.8%	3.6%
	17	1	£21,605			1	£21,605	n/a	n/a
	18	1	£22,249			1	£22,249	n/a	n/a
	19	1	£22,912			1	£22,912	n/a	n/a
	21	5	£24,298	6	£24,298	11	£24,298	0.0%	0.0%
	22			1	£25,023	1	£25,023	n/a	n/a
	Grade 5.	11	£30,183	20	£29,751	31	£29,904	1.0%	-1.5%
	25			4	£27,328	4	£27,328	0.0%	n/a
	26	1	£28,143	1	£28,143	2	£28,143	0.0%	0.0%
	27	2	£28,982	2	£28,982	4	£28,982	0.0%	0.0%
	29	8	£30,738	13	£30,738	21	£30,738	0.0%	0.0%
	Grade 6.	2	£36,141	9	£35,416	11	£35,548	0.7%	-2.0%
	31			2	£32,600	2	£32,600	n/a	n/a
	33			1	£34,575	1	£34,575	0.0%	n/a
	34	1	£35,609	1	£35,609	2	£35,609	n/a	0.0%
	35	1	£36,672	5	£36,672	6	£36,672	0.0%	0.0%
	Grade 7.	1	£46,414	2	£42,507	3	£43,809	-6.1%	-9.2%
	39			1	£41,255	1	£41,255	n/a	n/a
41			1	£43,758	1	£43,758	n/a	n/a	
43	1	£46,414			1	£46,414	n/a	n/a	

If we look at spinal points - there are no discrepancies at all.

Table 4

pay gap in favour of Female
 pay gap in favour of Male

Pay gaps within Job Family in Spines - grey lines

Job Family	Row Labels	Female		Male		Total number of employees	Average of FTE Basic Salary	PAY GAP	
		No.	Average of FTE Basic Salary	No.	Average of FTE Basic Salary			Apr-15	Jul-16
CS.	CS.	135	£16,156	44	£21,341	179	£17,430	24.7%	24.3%
	Grade 1.	124	£15,632	10	£15,632	134	£15,632	0.0%	0.0%
	5	124	£15,632	10	£15,632	134	£15,632	0.0%	0.0%
	Grade 2.	1	£17,210	2	£17,210	3	£17,210	0.0%	0.0%
	9	1	£17,210	2	£17,210	3	£17,210	0.0%	0.0%
	Grade 3.	6	£20,703	20	£20,903	26	£20,857	1.1%	1.0%
	13	1	£19,274	1	£19,274	2	£19,274	0.0%	0.0%
	16	5	£20,989	19	£20,989	24	£20,989	0.0%	0.0%
	Grade 4.	3	£24,072	6	£24,298	9	£24,223	2.9%	0.9%
	20	1	£23,620			1	£23,620	n/a	0.0%
	21	2	£24,298	6	£24,298	8	£24,298	0.0%	0.0%
	Grade 5.	1	£28,982	6	£30,738	7	£30,487	8.4%	5.7%
27	1	£28,982			1	£28,982	n/a	0.0%	
29			6	£30,738	6	£30,738	n/a	n/a	

If we look at spinal points - there are no discrepancies at all.

Table 5

pay gap in fav
 pay gap in fav

Pay gaps within Job Family in Spines - grey lines

Job Family	Row Labels	Female		Male		Total number of empl	Average of FTE Basic Salary	PAY GAP	
		No.	Average of FTE Basic Salary	No.	Average of FTE Basic Salary			Apr 15	Jul 16
SM.	SM.	34	£83,982	32	£87,204	66	£85,544	-3.0%	3.7%
	SM Academic.	13	£73,535	19	£86,565	32	£81,271	10.6%	15.1%
	SM Executive.	4	£155,610	4	£132,418	8	£144,014	-23.1%	-17.5%
	SM Support.	17	£75,117	9	£68,459	26	£72,812	-6.8%	-9.7%

Table 6a

Job Family	Fixed term				GENDER PAY GAP for Fixed Term Apr 15	GENDER PAY GAP for Fixed Term Jul 16
	Female number	Female average salary	Male number	Male average salary		
ARE.	53	£36,116	34	£40,911	16.9%	11.7%
Grade 5.	14	£28,604	7	£27,342	0.2%	-4.6%
Grade 6.	18	£33,838	2	£32,128	-2.9%	-5.3%
Grade 7.	20	£42,462	22	£41,776	-1.2%	-1.6%
Grade 8.	1	£55,389	1	£52,219	-4.4%	-6.1%
Professor.			2	£82,025	n/a	n/a
CS.	1	£15,632			n/a	n/a
Grade 1.	1	£15,632			n/a	n/a
PAS.	31	£27,323	13	£27,512	-7.3%	0.7%
Grade 2.	3	£16,017			n/a	n/a
Grade 3.	4	£18,473	3	£18,734	-3.3%	1.4%
Grade 4.	5	£22,530	3	£22,503	-0.9%	-0.1%
Grade 5.	10	£27,419	3	£29,601	7.2%	7.4%
Grade 6.	7	£33,776	3	£31,970	-7.2%	-5.6%
Grade 7.	1	£46,414			n/a	n/a
Grade 8.	1	£55,389	1	£49,230	3.8%	-12.5%
SM.	2	£80,800	2	£86,900	n/a	7.0%
SM Academic.			2	£86,900	n/a	n/a
SM Support.	2	£80,800			n/a	n/a
TS.			1	£28,143	n/a	n/a
Grade 5.			1	£28,143	n/a	n/a
Grand Total	87	£33,775	50	£39,012	6.4%	13.4%

Table 6b

Job Family	Open-ended				GENDER PAY GAP for Open-ended Apr 15	GENDER PAY GAP for Open-ended Jul 16
	Female number	Female average salary	Male number	Male average salary		
ARE.	351	£49,201	295	£51,449	5.5%	4.4%
Grade 5.	5	£30,209	1	£27,328	-100.0%	-100.0%
Grade 6.	10	£35,833	3	£33,967	8.5%	-5.5%
Grade 7.	200	£45,224	146	£45,110	-0.3%	-0.3%
Grade 8.	111	£53,790	99	£54,161	1.7%	0.7%
Professor.	25	£69,788	46	£67,396	0.6%	-3.5%
CS.	134	£16,159	44	£21,341	24.7%	24.3%
Grade 1.	123	£15,632	10	£15,632	0.0%	0.0%
Grade 2.	1	£17,210	2	£17,210	0.0%	0.0%
Grade 3.	6	£20,703	20	£20,903	1.1%	1.0%
Grade 4.	3	£24,072	6	£24,298	2.9%	0.9%
Grade 5.	1	£28,982	6	£30,738	8.4%	5.7%
PAS.	386	£31,567	159	£34,112	7.3%	7.5%
Grade 2.	3	£16,781	3	£16,921	0.0%	0.8%
Grade 3.	55	£20,543	22	£20,033	-2.5%	-2.5%
Grade 4.	58	£23,579	14	£23,761	1.1%	0.8%
Grade 5.	117	£29,970	29	£29,994	-1.2%	0.1%
Grade 6.	98	£35,742	50	£35,630	0.9%	-0.3%
Grade 7.	33	£44,403	28	£45,144	2.2%	1.6%
Grade 8.	22	£52,849	13	£52,642	-0.9%	-0.4%
SM.	32	£84,181	30	£87,224	-5.1%	3.5%
SM Academic.	13	£73,535	17	£86,525	8.1%	15.0%
SM Executive.	4	£155,610	4	£132,418	-23.1%	-17.5%
SM Support.	15	£74,359	9	£68,459	-5.2%	-8.6%
TS.	24	£28,099	38	£30,590	5.5%	8.1%
Grade 2.	2	£17,703			-100.0%	n/a
Grade 3.			1	£20,989	100.0%	n/a
Grade 4.	8	£23,532	7	£24,402	1.8%	3.6%
Grade 5.	11	£30,183	19	£29,835	2.0%	-1.2%
Grade 6.	2	£36,141	9	£35,416	0.7%	-2.0%
Grade 7.	1	£46,414	2	£42,507	-6.1%	-9.2%
Grand Total	927	£37,743	566	£44,734	16.2%	15.6%

Table 7a

Job Family	Fulltime				GENDER PAY GAP	GENDER PAY GAP
	Female number	Female average salary	Male number	Male average salary	for Full Time Apr 15	for Full Time Jul 16
ARE.	290	£48,302	278	£50,651	7.1%	4.6%
Grade 5.	11	£28,797	6	£27,340	1.8%	-5.3%
Grade 6.	11	£33,785	3	£34,282	0.2%	1.4%
Grade 7.	159	£45,080	138	£45,120	0.0%	0.1%
Grade 8.	88	£53,890	92	£54,149	1.3%	0.5%
Professor.	21	£67,109	39	£66,815	4.0%	-0.4%
PAS.	297	£32,084	144	£35,546	9.4%	9.7%
Grade 2.	1	£16,017			n/a	n/a
Grade 3.	29	£20,345	11	£20,057	-2.2%	-1.4%
Grade 4.	50	£23,425	13	£23,306	-0.3%	-0.5%
Grade 5.	91	£29,630	29	£29,907	-0.1%	0.9%
Grade 6.	78	£35,550	50	£35,451	0.8%	-0.3%
Grade 7.	30	£44,505	27	£45,242	2.3%	1.6%
Grade 8.	18	£52,626	14	£52,398	0.2%	-0.4%
TS.	16	£29,433	38	£30,245	-0.8%	2.7%
Grade 3.			1	£20,989	100.0%	100.0%
Grade 4.	6	£23,277	7	£24,402	2.5%	4.6%
Grade 5.	7	£30,367	20	£29,751	0.5%	-2.1%
Grade 6.	2	£36,141	9	£35,416	0.7%	-2.0%
Grade 7.	1	£46,414	1	£43,758	-6.1%	-6.1%
CS.	9	£21,039	36	£22,610	11.7%	6.9%
Grade 1.	1	£15,632	2	£15,632	0.0%	0.0%
Grade 2.	1	£17,210	2	£17,210	0.0%	0.0%
Grade 3.	5	£20,646	20	£20,903	1.5%	1.2%
Grade 4.	1	£24,298	6	£24,298	n/a	0.0%
Grade 5.	1	£28,982	6	£30,738	8.4%	5.7%
SM.	33	£83,221	31	£87,669	-4.6%	5.1%
SM Academic.	13	£73,535	18	£87,329	8.1%	15.8%
SM Executive.	4	£155,610	4	£132,418	-23.1%	-17.5%
SM Support.	16	£72,994	9	£68,459	-6.8%	-6.6%
Grand Total	645	£41,772	527	£45,314	8.6%	7.8%

Table 7b

Job Family	Parttime				GENDER PAY GAP	GENDER PAY GAP
	Female number	Female average salary	Male number	Male average salary	for Part Time Apr 15	for Part Time Jul 16
ARE.	114	£45,404	51	£48,773	10.2%	6.9%
Grade 5.	8	£29,342	2	£27,340	-4.1%	-7.3%
Grade 6.	17	£35,045	2	£31,655	6.0%	-10.7%
Grade 7.	61	£44,695	30	£42,618	-3.6%	-4.9%
Grade 8.	24	£53,491	8	£54,057	6.6%	1.0%
Professor.	4	£83,850	9	£73,162	-1.2%	-14.6%
PAS.	120	£29,192	28	£23,677	-23.3%	-23.3%
Grade 2.	5	£16,475	3	£16,921	-0.5%	2.6%
Grade 3.	30	£20,459	14	£19,735	-2.8%	-3.7%
Grade 4.	13	£23,770	4	£24,298	1.7%	2.2%
Grade 5.	36	£30,119	3	£30,441	-2.1%	1.1%
Grade 6.	27	£35,788	3	£34,960	-2.5%	-2.4%
Grade 7.	4	£44,143	1	£42,488	n/a	-3.9%
Grade 8.	5	£54,157			n/a	n/a
TS.	8	£25,430	1	£41,255	n/a	38.4%
Grade 2.	2	£17,703			n/a	n/a
Grade 4.	2	£24,298			n/a	n/a
Grade 5.	4	£29,860			n/a	n/a
Grade 7.			1	£41,255	n/a	n/a
CS.	126	£15,807	8	£15,632	-1.1%	-1.1%
Grade 1.	123	£15,632	8	£15,632	0.0%	0.0%
Grade 3.	1	£20,989			n/a	n/a
Grade 4.	2	£23,959			n/a	n/a
SM.	1	£109,080	1	£72,800	n/a	-49.8%
SM Academic.			1	£72,800	n/a	n/a
SM Support.	1	£109,080			n/a	n/a
Grand Total	369	£29,643	89	£38,084	15.8%	22.2%

Table 8a

Row Labels	Female number	Average of Annual amount - FTE	Male number	Average of Annual amount - FTE	Total	Total Average of FTE Basic Salary	Apr-15	Jul-16
Grade 1.	5	£15,632	1	£15,632	6	£15,632	n/a	0.0%
Grade 2.	3	£16,017			3	£16,017	0.0%	n/a
Grade 3.	8	£18,211	4	£18,211	12	£18,211	0.0%	0.0%
Grade 4.	15	£21,605	6	£21,605	21	£21,605	-1.7%	0.0%
Grade 5.	22	£26,986	12	£26,537	34	£26,828	2.1%	-1.7%
Grade 6.	18	£32,316	12	£32,646	30	£32,448	-0.3%	1.0%
Grade 7.	44	£41,081	42	£40,572	86	£40,833	0.1%	-1.3%
Grade 8.	6	£51,029	6	£50,286	12	£50,657	1.7%	-1.5%
Total	121	£32,108	83	£35,350	204	£33,427	9.4%	9.2%

Table 8b

2015/16

Grades/spine points	Female	Male	Total
Grade 1.			
5	5	1	6
Grade 2.			
6	3		3
Grade 3.			
11	8	4	12
Grade 4.			
17	15	6	21
Grade 5.			
24	17	12	29
25	3		3
28	1		1
29	1		1
Grade 6.			
30	15	9	24
33	1	1	2
34	1	1	2
35	1	1	2
Grade 7.			
38	35	33	68
39	1	4	5
40	2	3	5
41		1	1
42		1	1
43	6		6
Grade 8.			
44	2	3	5
46	2	1	3
47		1	1
48	1		1
49	1	1	2
Grand Total	121	83	204

Table 9

Row Labels	FEMALE		MALE				2015	2016
	No.	Average of Annual	No.	Average of Annual	No.	Average of Annual	PAY GAP	PAY GAP
GCU Car Park Attendant Allowance	1	£970	2	£970	3	£970	0.0%	0.0%
GCU Consolidated GSP Percent	2	£1,712	1	£1,662	3	£1,695		-3.0%
GCU Consolidated Payment	16	£5,000	13	£5,000	29	£5,000		0.0%
GCU London Weighting	13	£4,000	16	£4,000	29	£4,000	0.0%	0.0%
GCU Retention Payment Consolidated	1	£3,200			1	£3,200	n/a	n/a
GCU Security Allowance	5	£3,455	19	£3,455	24	£3,455	0.0%	0.0%

Table 10

yellow - more

Labels	Female hours	Male hours	Total	Female % of hours total	Male % of hours total	Female no of employees doing OT	Male no of employees doing OT	Female population at GCU	Male population at GCU
CS.	3084.2	2492.1	5576.2	56%	44%	40	31	75%	25%
PAS.	2306.7	2315.5	4622.2	50%	50%	62	39	71%	29%
TS.	36.5	485.5	522.0	14%	86%	3	19	38%	62%
ARE.	80.0		80.0	100%	0%	1		55%	45%
Total	5507.4	5293.0	10800.4	54%	46%	106	89	62%	38%

Table 11a

OT hours by sex by Organisation

Organisations	Hours worked			% split	
	Female	Male	Total	Female	Male
DVC Academic	451.3	800.3	1251.6	36%	64%
Finance	29.1		29.1	100%	0%
GCU London		168.8	168.8	0%	100%
Glasgow School for Business and Society	33.0		33.0	100%	0%
Governance	636.5	80.8	717.3	89%	11%
Information Services	17.3	431.9	449.1	4%	96%
Infrastructure	3676.2	3402.7	7078.9	52%	48%
International	335.3		335.3	100%	0%
Research and Enterprise	4.0		4.0	100%	0%
School of Engineering and Built Environment	175.3	354.9	530.2	33%	67%
School of Health and Life Sciences	149.5	53.8	203.3	74%	26%
Total	5507.4	5293.0	10800.4	51%	49%

Table 11b

Employees at 31 July 2016

Row Labels	Female	Male	Total	Female	Male
Academic Schools and External Relations	21	10	31	68%	32%
DVC Academic	90	35	125	72%	28%
DVC Strategy	21	7	28	75%	25%
Finance	20	12	32	63%	38%
GCU London	15	17	32	47%	53%
Glasgow School for Business & Society	143	88	231	62%	38%
Governance	30	8	38	79%	21%
Information Services	14	46	60	23%	77%
Infrastructure	162	72	234	69%	31%
International	33	6	39	85%	15%
Learning & Student Experience	21	6	27	78%	22%
People Services	21	5	26	81%	19%
Research and Enterprise	27	17	44	61%	39%
School of Engineering & Built Environment	73	174	247	30%	70%
School of Health & Life Sciences	310	109	419	74%	26%
University Executive	13	5	18	72%	28%
Grand Total	1014	617	1631	62%	38%