

# Royal Holloway University of London Equal Pay Audit 2016



**INVESTORS  
IN PEOPLE**



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## Glossary

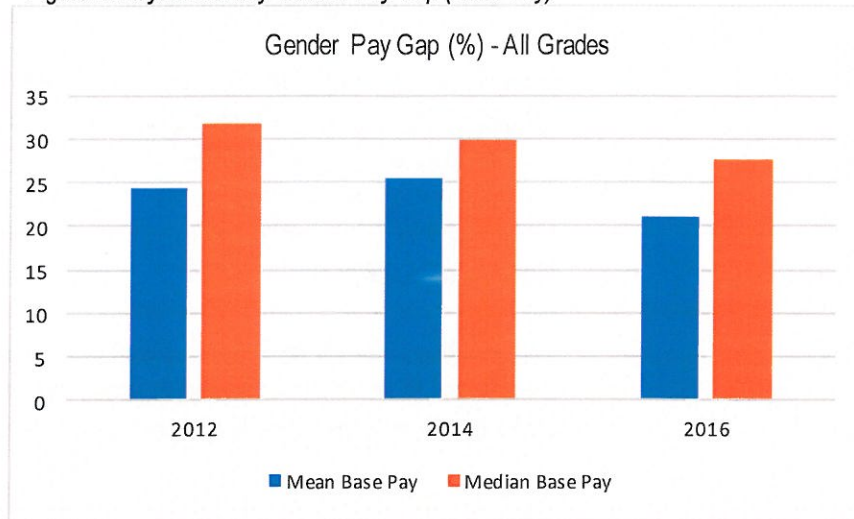
BAME	Black, Asian and Minority Ethnic
EHRC	Equality and Human Rights Commission – the body responsible for the promotion and enforcement of equality and non-discrimination laws in England, Scotland and Wales, including the equal pay provisions of the Equality Act 2010
Equal Pay	The 'equality of terms' provisions in the Equality Act 2010 entitle a woman doing equal work with a man in the same employment to equality in pay and other terms and conditions.
Work rated as equivalent	There are various ways in which it can be established whether men and women are doing equal work. This institution uses a job evaluation scheme (HERA) to determine whether work carried out is rated as equivalent. Roles falling within the same grade or level have been rated as equivalent.
HERA	HERA (Higher Education Role Analysis) is the job evaluation scheme used to analyse roles found in Higher Education institutions. It was developed by a consortium of higher education institutions to cover the vast range of jobs found within the Higher Education sector.
Pay gap	This is the gap in pay between different groups of employees. The most common pay gap reported is that between men and women doing equal work. A positive value represents the extent to which female pay lags behind that for men doing equal work; a negative pay gap represents the extent to which female pay is higher than that for men doing equal work, which is sometimes expressed as a pay lead. The same protocol is applied when analysing pay for other groups, such as disability or ethnic group.
Gender pay gap	The gender pay gap figure for the whole institution can more accurately be described as an 'equal opportunity gap'. It is unlikely to compare 'like-with-like', for example, men and women doing equal work - which is the basis for a pay audit. This is because men and women are likely to be spread unevenly throughout the jobs and levels in an organisation. The overall pay gap generally favours men because they tend to occupy more of the higher paid jobs and men are more heavily represented at senior levels.

Significant pay gap	The EHRC advises that any difference of 5% should be further investigated. Patterns of 3% differences favouring one protected group should also be investigated. The purpose of doing this is to identify, explain and eliminate unjustifiable pay gaps. This approach means that even where numbers are too small to be statistically significant it is still possible to identify potential systemic issues so they may be investigated further.
Mean	The arithmetic average of a set of values.
Median	The mid-point in a set of values used to compare sets of data where extreme values (at higher or lower ends of the range) have a disproportionate effect on the mean.
Base Pay	The full time equivalent pay for the pay point within the relevant pay scale. Full time equivalent pay is used to enable comparisons to be made on an equal basis.
Total Pay	This includes other elements pay: London allowance, Head of Department allowance, market supplements, honoraria and pay protection, where any of these is in payment. It excludes overtime.

# 1 Executive Summary

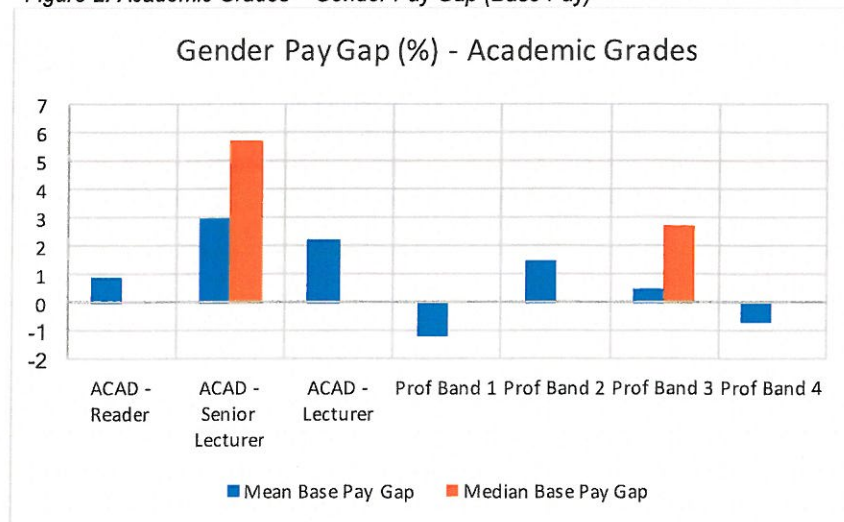
- 1.1 The mean gender pay gap for the institution (Base Pay) has reduced from 25.5% in 2014 to 21.2% in 2016, more than reversing the upward movement from 24.5% in 2012. The gender pay gap is more properly described as an equal opportunity gap as it represents pay differences across different grades. For the institution as a whole the greater gap in median Base Pay indicates the preponderance of female employees in grades with lower levels of pay.

Figure 1: Royal Holloway Gender Pay Gap (Base Pay)



- 1.2 In terms of an equal pay audit, analysis is focused on the level at which work is rated as being of equal value, that is, Grade or Professorial Band.
- 1.3 At each specific grade level within the Academic Staff Group (Reader, Senior Lecturer and Lecturer) the mean pay gap in Base Pay for each level is less than 5%. Whilst a gap of 3% would normally only warrant further investigation if it formed part of a pattern (which it does not here), we would note that the pay gap for Senior Lecturer has widened since the last audit (when the mean pay gap was 1.2%). We would further note that this finding is statistically significant (at 95% level). There is no pay gap at the Professorial Bands with sufficient population to report.

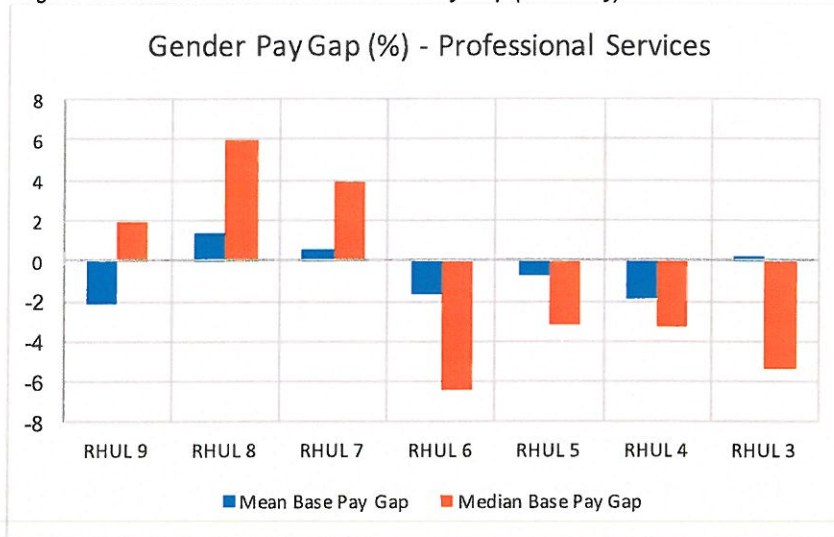
Figure 2: Academic Grades – Gender Pay Gap (Base Pay)





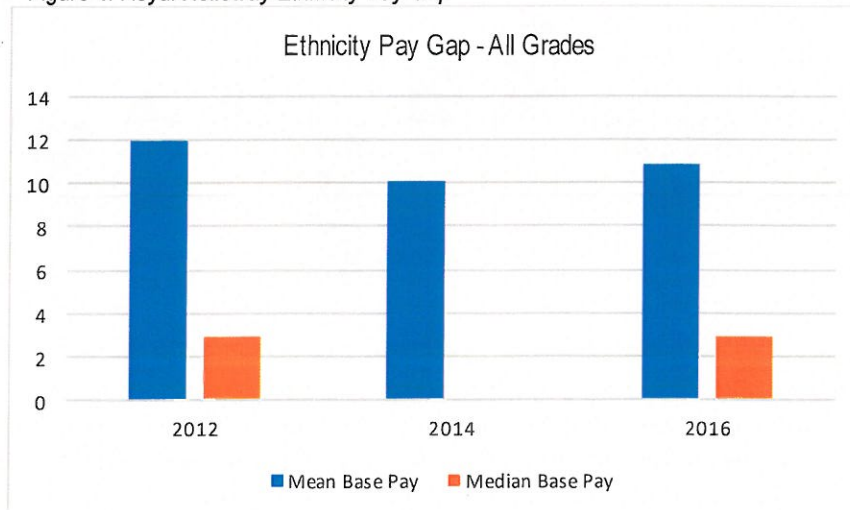
- 1.4 There is also a mean pay gap for the Total Pay of Senior Lecturers of 3.2% (1.3% in 2014); the median pay gap is 5.5% and the finding is statistically significant. Further investigation is required to ensure that the difference can be accounted for by reasons other than gender.
- 1.5 For Professional Services staff, no mean pay gap exceeds 3%. However, there is greater variability in the medians, and those for AD 3, AD 6 and AD 8 exceed 5%. As can be seen in Figure 3, some of these favour female employees (AD 3 and AD 6) and in AD 8 it is males. There is a majority of females in all Professional Services grades below AD 9. We recommend further investigation to understand the reasons for the variability at each grade.

Figure 3: Professional Services – Gender Pay Gap (Base Pay)



- 1.6 There is no gender pay gap in the Research grades with sufficient population to report.
- 1.7 Over the whole workforce, there is a mean Base Pay gap of 10.9% BAME employees and a gap of 10.8% for Total Pay. This is a slight overall increase since 2014 in terms of mean Base Pay, which was then 10.1%, but still lower than the 2012 figure of 11.9%. The pay gap for mean Total Pay is unchanged.
- 1.8 The proportion of the total workforce that identifies as BAME is 14.1% (14.5 in 2014) and 4.1% is not known; this limits the analysis that can be performed at grade level.

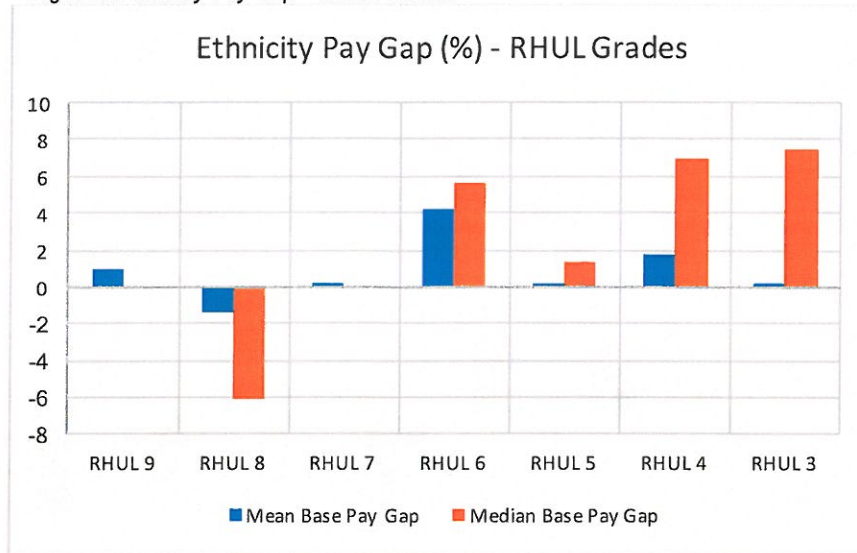
Figure 4: Royal Holloway Ethnicity Pay Gap



1.9 The mean Base Pay gap is less than 5% for all Grades overall, but there is more variation in terms of the median pay levels as shown in Figure 5.

1.10 There is no gender pay gap in the Research grades with sufficient population to report.

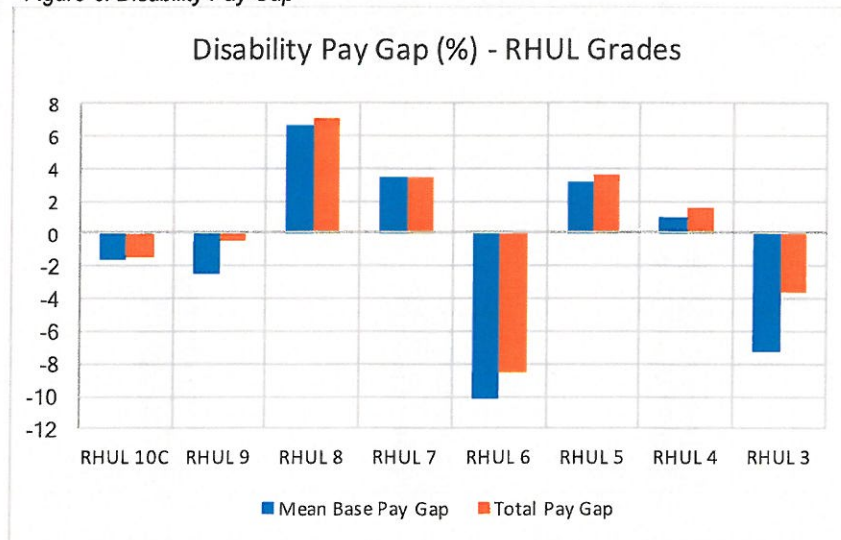
Figure 5: Ethnicity Pay Gap – RHUL Grades



1.11 The main differences occur in relation to mean Total Pay, for which RHUL 6 in Professional Services, and in the Academic Staff Group, Reader show pay gaps in excess of 5%. These gaps warrant further investigation.

1.12 Just 21 people across the institution have self-identified as disabled. There are no longer any staff in the Research group who identify as disabled. Analysis is consequently limited and none of the findings is statistically significant. The primary issue for further investigation is the very low proportion of the workforce being people with a disability, or prepared to identify as having such. Given such numbers and variability in pay, a case by case review is recommended.

Figure 6: Disability Pay Gap



- 1.13 In terms of Employment Status, Permanent employees have a pay lead over Fixed Term employees at all grades where there are sufficient employees in the category to report fully. There is a significant pay gap (9.7%) of mean Base Pay between fixed term and permanent Lecturers that warrants investigation. There is also a significant pay gap at RHUL 8, warranting further investigation.
- 1.14 The analysis of Part-Time staff by gender within grade shows a pay lead for female part-time employees over their male counterparts and at RHUL 5 this exceeds 5%. The pattern and, in particular, the finding for RHUL 5 warrants further investigation. In 2014 this same pattern was explained by length of time in grade.
- 1.15 There are no issues requiring further investigation in relation to hourly-paid Visiting Teachers and gender or ethnicity.
- 1.16 The proportion of males in receipt of overtime exceeds their proportion of the total workforce. In terms of the payments received, the mean value of payments favours men at all grades other than RHUL 6 and RHUL 7. We would recommend reviewing which roles qualify for overtime as a matter of good practice.
- 1.17 The analysis identified no significant differences with the current payment of Market Supplements and Performance Related Pay, although we would highlight the under-representation of minority ethnic and people with identified disabilities in these groups. We would recommend as a matter of good practice continuing monitoring to ensure the relevant policies continue to be applied robustly and consistently.
- 1.18 Female employees were more likely to receive an award. However, the mean value of an award received by males was generally higher. Further investigation is required to ensure that this was for reasons other than gender.

## 2 Introduction

- 2.1 This report was commissioned by Royal Holloway University of London to establish whether or not there is evidence of gender pay differences amongst its employees, or of other pay inequities arising because of age, ethnicity, disability or work pattern.
- 2.2 The Gender Equality Duty, introduced from 6 April 2007, requires all public sector organisations to develop and publish a policy on developing and maintaining equal pay between female and male employees (as well as other equality groups, including full and part time staff, those with disabilities and ethnic minority staff). The Equality Act 2010 entitles a woman doing equal work with a man in the same employment to equality in pay and other terms and conditions.
- 2.3 The Equality Act and the statutory Code of Practice published by the Equality and Human Rights Commission recommends that the most effective way of establishing whether a public authority's pay policies and pay systems are discriminatory is to undertake an equal pay audit. This should seek to establish whether there are significant differences in pay between equality groups and, if so, the extent to which these can be objectively justified and is due to factors other than membership of a particular equality group.
- 2.4 The main focus of an equal pay review is to identify potential systemic inequalities in pay between groups (rather than pay differences between individuals). If significant pay gaps between the average basic pay of protected groups doing equal work are identified, further analysis is required to find out which aspects of the pay system are contributing to the pay gaps and why, to establish whether there is a genuine reason, or reasons, for the difference in basic pay that has nothing to do with the gender or ethnicity of the jobholder.
- 2.5 Any such differences, or "pay gaps", of more than 5% may be regarded as significant enough to warrant further investigation, as may a pattern of lesser differences (i.e. 3% or more) in favour of any particular group. This approach ensures that even when the size of population means that findings that are not statistically significant potential issues can be identified for further exploration of the underlying causes.
- 2.6 The basic components of an equal pay audit are:
  - Comparing the pay of women and men doing equal work. Here, the University employs its workforce within a grading structure established through job evaluation and this provides the basis for analysis.
  - Identifying any equal pay gaps, including by differences between part-time and full-time workers' pay.
  - Eliminating those pay gaps that cannot satisfactorily be explained on grounds other than gender.
- 2.7 This audit follows the JNCHES Guidance on Equal Pay Reviews (2007). It has been carried out using data extracted by Royal Holloway from its systems in December 2014. As far as possible, this data has been presented in a format that allows for ease of comparison with previous surveys, in particular the 2012 and 2014 Equal Pay Audits.
- 2.8 The focus of this equal pay audit has been on: gender, ethnicity, disability status, employment status (fixed term/permanent) and position status (hours of work). We have also reported age profile of grade populations.



- 2.9 As the data relating to date of appointment held by Royal Holloway is unreliable, analysis by length of service, time in grade and of new starters were excluded from this audit.
- 2.10 This report contains:
- Analysis of pay differences between equality groups;
  - Analysis of the workforce to identify possible causes of any pay differences.
- 2.11 In terms of scope, this report includes permanent and fixed term employees, but excludes casual staff. The role of Principal has not been included in this analysis. Additionally, there is a grade (AR-RES-NS) used to denote externally funded Research Fellows, the pay levels for which are externally determined. The roles in this grade are included in the staff profile, but excluded from the pay analysis.
- 2.12 The key comparison in considering equal pay for equal work is between staff within the same grade. Grading of roles is determined through the institution's agreed analytical job evaluation scheme, HERA, which for this purpose is assumed to be operating effectively and to be free from bias.
- 2.13 Each Staff Group contains a number of grades and sub-grades. Within the Academic Staff Group there are five categories (Professor, Reader, Senior Lecturer, Other) of which two are further subdivided into Bands or Grades (five Professorial Bands and four RHUL grades within Other). Within Research four grades are represented and there are five grades each with AD1-5 and AD6-10, which cover Professional Service staff.
- 2.14 Royal Holloway operates a grading structure comprising ten grades (RHUL grades). Grade 10 is further sub-divided into four sub-grades: Grades 10A, 10B and 10C and RHUL10. Whilst the breakdown within Grade 10 is represented within the staffing profile, the numbers in its constituent parts are insufficient to be presented separately in the pay analysis. More generally, where there are fewer than five employees in a category the findings are not reported, but denoted by "-". Where the population is zero, there is no entry.
- 2.15 When reporting analysis of the Professional Services employees (identified as Staff Groups AD1-5 and AD 6-10) by grade we have maintained a grade title of AD 1 – 10 to distinguish them from analyses of all staff within grades RHUL 1 – 10.

### 3 Pay Gaps

#### Gender

- 3.1 The mean gender pay gap for the institution (Base Pay) has reduced from 25.5% in 2014 to 21.2% in 2016, more than reversing the upward movement from 24.5% in 2012. The gender pay gap is more properly described as an equal opportunity gap as it represents pay differences across different grades.
- 3.2 The median gender pay gap is wider than the mean gender pay gap, reflecting the greater proportion of female employees in the lowest paid Staff Group, AD1-5. The median gender pay gap has continued to fall from 31.8% in 2012 to 29.8% in 2014 to stand at 27.7%, suggesting a shift in the composition of the workforce. The median pay gap exceeds the mean pay gap as the result of there being more women in the lower paying grades.
- 3.3 There are significant gender pay gaps in mean Base Pay within the Academic Staff Group and the more senior Professional Service levels (AD6-10), but not in AD1-5 or Research Staff Groups. When we look at the median, the pay gap is smaller in comparison to the mean for the staff groups of apparent concern (Academic and AD6-10), indeed for AD6-10 it is less than 3%. Each Staff group is composed of a number of grades. The distribution of male and female employees at the different grade levels has a marked impact on the gender pay gap within that Group. This is explored in the remainder of this section.

Table 1: Staff Group – Gender (Base Pay)

Staff Group	Mean Base Pay				Median Base Pay				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
ALL	£37,050	£47,016	£9,967	21.20%	£33,574	£46,414	£12,840	27.70%	78.80%	72.30%
ACAD	£53,202	£60,315	£7,113	11.80%	£52,219	£55,389	£3,170	5.70%	88.20%	94.30%
AD1-5	£20,913	£20,448	-£465	-2.30%	£20,989	£20,989	£0	0.00%	102.30%	100.00%
AD6-10	£38,220	£43,372	£5,152	11.90%	£37,768	£38,332	£564	1.50%	88.10%	98.50%
RES	£34,254	£34,042	-£212	-0.60%	£33,574	£33,574	£0	0.00%	100.60%	100.00%

Table 2: Staff Group by gender cross tabulation (Staff breakdown)

Staff Group by Gender	Count		
	Female	Male	Total
ACAD	234	378	612
% within Staff Group	38.24%	61.76%	100.00%
% within Gender	29.96%	50.07%	39.84%
% of Total	15.23%	24.61%	39.84%
AD 1-5	243	128	371
% within Staff Group	65.50%	34.50%	100.00%
% within Gender	31.11%	16.95%	24.15%
% of Total	15.82%	8.33%	24.15%
AD 6-10	250	176	426
% within Staff Group	58.69%	41.31%	100.00%
% within Gender	32.01%	23.31%	27.73%
% of Total	16.28%	11.46%	27.73%
RES	54	73	127
% within Staff Group	42.52%	57.48%	100.00%
% within Gender	6.91%	9.67%	8.27%
% of Total	3.52%	4.75%	8.27%

### Academic Group

3.4 There were significant gender pay gaps looking at both mean and median Base Pay within the Academic Group. However, this contains various grades, within which women are more heavily represented at lower grades and, therefore, pay levels (see Table 3). Note: *Professor* and *ACAD – Other* both incorporate sub-levels (five Professorial Bands and four RHUL Grades respectively).

Table 3: Academic Group by gender cross tabulation (Academic breakdown)

Staff Group by Gender	Count		
	Female	Male	Total
ACAD - Professor	54	146	200
% within Staff Group	27.00%	73.00%	100.00%
% within Gender	23.08%	38.62%	32.68%
% of Total	8.82%	23.86%	32.68%
ACAD - Reader	29	53	82
% within Staff Group	35.37%	64.63%	100.00%
% within Gender	12.39%	14.02%	13.40%
% of Total	4.74%	8.66%	13.40%
ACAD - Senior Lecturer	69	79	148
% within Staff Group	46.62%	53.38%	100.00%
% within Gender	46.62%	53.38%	100.00%
% of Total	11.27%	12.91%	24.18%
ACAD - Lecturer	44	62	106
% within Staff Group	41.51%	58.49%	100.00%
% within Gender	18.80%	16.40%	17.32%
% of Total	7.19%	10.13%	17.32%
ACAD - Other	38	38	76
% within Staff Group	50.00%	50.00%	100.00%
% within Gender	16.24%	10.05%	12.42%
% of Total	6.21%	6.21%	12.42%

3.5 Table 4 breaks out the Academic Group into its component parts. Pay gaps that exceed 5% require further explanation. Within the Academic Group, Professors fall outside this parameter. However, it is comprised of various grades and does not compare roles of equal value.

Table 4: Academic Group - Gender (Base Pay)

Staff Group	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
ACAD	£53,202	£60,315	£7,113	11.8%	£52,219	£55,389	£3,170	5.7%	88.2%	94.3%
ACAD- Prof	£71,762	£78,084	£6,322	8.1%	£70,587	£76,997	£6,411	8.3%	91.9%	91.7%
ACAD - Reader	£55,533	£55,025	£508	-0.9%	£55,389	£55,389	£0	0.0%	100.9%	100.0%
ACAD - Senior Lecturer	£52,070	£53,680	£1,609	3.0%	£52,219	£55,389	£3,170	5.7%	97.0%	94.3%
ACAD - Lecturer	£42,987	£43,947	£960	2.2%	£42,488	£45,086	£2,598	5.8%	97.8%	94.2%
ACAD - Other	£38,929	£39,923	£995	2.5%	£38,896	£38,896	£0	0.0%	97.5%	100.0%

3.6 Table 4 shows that at the level of jobs rated as equivalent, that is Reader, Senior Lecturer and Lecturer, the mean pay gap in Base Pay for each level is less than 5%. Whilst a gap of 3% would normally only warrant further investigation if it formed part of a pattern (which it does not here), we would note that the gap has widened since the last audit (when the mean pay gap was 1.2% and there was no pay gap at the median) and that the finding is statistically significant (at 95% level).

- 3.7 Within the Professor group there are five different pay levels. As with the Academic group overall, the difference in Base Pay at the Professor level (8.1% pay gap) can be largely attributed to the differential distribution of the genders across levels within the Professor group. The key contributing factor is that 35% of Professors are women in Band 2, whilst the largest group of male Professors (34%) are found at Band 4 – Table 5 refers.

Table 5: Professorial band - Gender

	Prof Band 1	Prof Band 2	Prof Band 3	Prof Band 4	Prof Band 5	Grade Total
Female						
Total	13	19	12	9	1	54
% within Prof Band	24.07%	35.19%	22.22%	16.67%	1.85%	100.00%
% within Gender	38.24%	33.93%	34.29%	15.52%	5.88%	27.00%
% of Total	6.50%	9.50%	6.00%	4.50%	0.50%	27.00%
Male						
Total	21	37	23	49	16	146
% within Prof Band	14.38%	25.34%	15.75%	33.56%	10.96%	100.00%
% within Gender	61.76%	66.07%	65.71%	84.48%	94.12%	73.00%
% of Total	10.50%	18.50%	11.50%	24.50%	8.00%	73.00%

- 3.8 When the pay gaps are considered individually (see Table 6), there is no significant gap in mean Base Pay at any Professorial grade. There is one female Professor at Band 5, compared with none in 2014.

Table 6: Professors – Gender (Base Pay)

Professor	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
All Profs	£71,762	£78,084	£6,322	8.1%	£70,587	£76,997	£6,411	8.3%	91.9%	91.7%
Prof Band 1	£60,705	£59,998	-£708	-1.2%	£59,244	£59,244	£0	0.0%	101.2%	100.0%
Prof Band 2	£68,546	£69,595	£1,050	1.5%	£68,741	£68,741	£0	0.0%	98.5%	100.0%
Prof Band 3	£75,437	£75,798	£362	0.5%	£74,917	£76,997	£2,081	2.7%	99.5%	97.3%
Prof Band 4	£87,263	£86,698	-£565	-0.7%	£87,732	£87,732	£0	0.0%	100.7%	100.0%
Prof Band 5	-	-	-	-	-	-	-	-	-	-

- 3.9 Looking at Total Pay for the Academic Group (Table 7), the position is similar to that for Base Pay, with a substantial apparent pay gap for Professors. However, this is not significant at any Professorial Band level. Similarly, the position for Total Pay in relation to Senior Lecturers has deteriorated from a mean pay gap of 1.3% in 2014 to 3.2% and the median pay gap from zero to 5.5%. This finding is statistically significant and further investigation is advised.

- 3.10 There is no significant pay gap in relation to Total Pay within the Professorial Bands.



Table 7: Academic Group - Gender (Total Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Fem ale	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
ACAD	£56,660	£64,472	£7,812	12.1%	£54,353	£57,523	£3,170	5.5%	87.9%	94.5%
ACAD- Prof	£77,578	£84,298	£6,721	8.0%	£76,530	£85,646	£9,116	10.6%	92.0%	89.4%
ACAD - Reader	£57,719	£57,784	£65	0.1%	£57,523	£57,523	£0	0.0%	99.9%	100.0%
ACAD - Senior Lecturer	£55,270	£57,080	£1,810	3.2%	£54,353	£57,523	£3,170	5.5%	96.8%	94.5%
ACAD - Lecturer	£45,638	£46,396	£757	1.6%	£44,622	£47,970	£3,348	7.0%	98.4%	93.0%
ACAD - Other	£41,410	£42,485	£1,075	2.5%	£41,030	£41,030	£0	0.0%	97.5%	100.0%

Table 8: Professors – Gender (Total Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
All Profs	£77,578	£84,298	£6,721	8.0%	£76,530	£85,646	£9,116	10.6%	92.0%	89.4%
Prof Band 1	£63,608	£64,545	£937	1.5%	£61,378	£61,378	£0	0.0%	98.5%	100.0%
Prof Band 2	£76,232	£77,445	£1,213	1.6%	£74,566	£74,566	£0	0.0%	98.4%	100.0%
Prof Band 3	£81,180	£81,946	£766	0.9%	£79,131	£79,131	£0	0.0%	99.1%	100.0%
Prof Band 4	£92,730	£92,664	£66	-0.1%	£89,866	£89,866	£0	0.0%	100.1%	100.0%
Prof Band 5	-	-	-	-	-	-	-	-	-	-

## Professional Services (Admin)

- 3.11 Professional Services includes two Staff Groups: AD 1-5 and AD 6-10. AD 10 is a composite grade encompassing four separate levels. The size of population at each level is too small to permit reporting, so all findings reported at AD 10 include the combined results.

Table 9: Professional Service Grades (Admin) – Gender Pay Gap (Base Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
AD6-10	£38,220	£43,372	£5,152	11.9%	£37,768	£38,332	£564	1.5%	88.1%	98.5%
AD1-5	£20,913	£20,448	£465	-2.3%	£20,989	£20,989	£0	0.0%	102.3%	100.0%
AD 10	£98,457	£104,657	£6,199	5.9%	£98,457	£98,848	£391	0.4%	94.1%	99.6%
AD 9	£54,351	£53,238	£1,113	-2.1%	£54,351	£55,389	£1,038	1.9%	102.1%	98.1%
AD 8	£43,621	£44,253	£632	1.4%	£43,621	£46,414	£2,793	6.0%	98.6%	94.0%
AD 7	£35,275	£35,493	£218	0.6%	£35,275	£36,689	£1,413	3.9%	99.4%	96.1%
AD 6	£28,232	£27,694	£538	-1.9%	£28,232	£26,537	£1,695	-6.4%	101.9%	106.4%
AD 5	£22,626	£22,478	£148	-0.7%	£22,626	£21,927	£699	-3.2%	100.7%	103.2%
AD 4	£19,904	£19,535	£369	-1.9%	£19,904	£19,274	£630	-3.3%	101.9%	103.3%
AD 3	£16,783	£16,823	£40	0.2%	£16,783	£15,923	£860	-5.4%	99.8%	105.4%
AD 2	-	-	-	-	-	-	-	-	-	-
AD 1	-	-	-	-	-	-	-	-	-	-

- 3.12 In terms of mean Base Pay (Table 9), the only levels at which there is apparent cause for concern are in the AD 6-10 Staff group and AD 10 aggregated grade. Given this, it is interesting to note that the mid-point (median) is well within tolerance in both cases.

- 3.13 At grade level, no mean pay gap exceeds 3%. There is greater variability in the medians, and those for AD 3, AD 6 and AD 8 exceed 5%. In AD3 and AD6 the median female employee has a pay lead of 5.4% and 6.4% respectively, whilst in AD 8 there is a pay gap of 6%. There is a majority of females in all Professional Services grades below AD 9. We recommend further investigation to understand the reasons for the variability at each grade.

3.14 There is a similar picture for Total Pay (Table 10 refers), but with the addition of AD 4 (median female pay lead of 6.6%) and an increased female pay lead at the median of AD 3.

Table 10: Professional Service Grades (Admin) – Gender Pay Gap (Total Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
AD6-10	£40,626	£45,981	£5,355	11.6%	£39,902	£41,019	£1,117	2.7%	88.4%	97.3%
AD1-5	£23,205	£22,921	-£283	-1.2%	£23,123	£23,123	£0	0.0%	101.2%	100.0%
AD 10	£100,591	£108,576	£7,985	7.4%	£99,421	£100,982	£1,561	1.5%	92.6%	98.5%
AD 9	£58,754	£56,088	-£2,665	-4.8%	£57,523	£57,523	£0	0.0%	104.8%	100.0%
AD 8	£46,038	£47,002	£963	2.0%	£45,892	£48,548	£2,656	5.5%	98.0%	94.5%
AD 7	£37,531	£37,655	£124	0.3%	£37,743	£38,823	£1,080	2.8%	99.7%	97.2%
AD 6	£30,549	£30,171	-£378	-1.3%	£30,652	£28,671	-£1,981	-6.9%	101.3%	106.9%
AD 5	£24,887	£24,971	£84	0.3%	£24,383	£24,383	£0	0.0%	99.7%	100.0%
AD 4	£22,133	£21,951	-£182	-0.8%	£22,829	£21,408	-£1,421	-6.6%	100.8%	106.6%
AD 3	£19,426	£19,435	£9	0.0%	£20,092	£18,057	-£2,035	-11.3%	100.0%	111.3%
AD 2	-	-	-	-	-	-	-	-	-	-
AD 1	£16,233	£16,097	-£136	-0.8%	£16,227	£16,227	£0	0.0%	100.8%	100.0%

## Research

3.15 In terms of mean Base Pay for the Research Staff Group, the numbers in each grade are too small to report for RHUL 6 and there are no women at RHUL 9. For grades RHUL7 and 8, there are no issues to report in respect of Base Pay (Table 11 refers). For Total Pay, the only additional payment is London Allowance.

Table 11: Research - Gender Pay Gap (Base Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
RHUL 6	-	-	-	-	-	-	-	-	-	-
RHUL 7	£34,455	£34,437	-£19	-0.1%	£33,574	£33,574	£0	0%	100.1%	100.0%
RHUL 8	£42,731	£42,823	£91	0.2%	£42,488	£41,872	£617	-1.5%	99.8%	101.5%
RHUL 9	-	-	-	-	-	-	-	-	-	-

## Grades RHUL 1 -10

3.16 In terms of mean Base Pay (Table 12), there are no significant pay gaps within grades, the only apparent pay gap being within the aggregated RHUL 10, which is comprised of four different grades. There is more variability in RHUL 3, RHUL 4 and RHUL 6, where median pay exceeds 5%. This reflects the findings for the Admin grades (see 3.13).

Table 12: All RHUL Grades - Gender Pay Gap (Base Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
RHUL 10	£98,457	£104,657	£6,199	5.9%	£98,848	£98,848	£0	0.0%	94.1%	100.0%
RHUL 9	£53,201	£54,102	£901	1.7%	£55,389	£55,389	£0	0.0%	98.3%	100.0%
RHUL 8	£43,330	£43,687	£357	0.8%	£42,488	£43,758	£1,270	2.9%	99.2%	97.1%
RHUL 7	£34,877	£34,783	£94	-0.3%	£33,574	£33,574	£0	0.0%	100.3%	100.0%
RHUL 6	£28,103	£27,552	£550	-2.0%	£28,143	£26,537	£1,606	-6.1%	102.0%	106.1%
RHUL 5	£22,626	£22,478	£148	-0.7%	£22,249	£21,927	£322	-1.5%	100.7%	101.5%
RHUL 4	£19,904	£19,535	£369	-1.9%	£20,695	£19,274	£1,421	-7.4%	101.9%	107.4%
RHUL 3	£16,783	£16,823	£40	0.2%	£17,584	£15,923	£1,661	-10.4%	99.8%	110.4%
RHUL 2	-	-	-	-	-	-	-	-	-	-
RHUL 1	£13,832	£13,963	£131	0.9%	£14,093	£14,093	£0	0.0%	99.1%	100.0%

3.17 In terms of Total Pay, Table 13 shows there is a similar pattern to that for Base Pay, including at RHUL 10.

Table 13: All RHUL Grades - Gender Pay Gap (Total Pay)

	Mean				Median				Mean Female as % of male	Median Female as % of male
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap		
RHUL 10	£100,591.38	£108,576.29	£7,984	7.4%	£99,421.00	£100,982.00	£1,561	1.5%	92.6%	98.5%
RHUL 9	£56,305.17	£57,266.01	£961	1.7%	£57,523.00	£57,523.00	£0	0.0%	98.3%	100.0%
RHUL 8	£45,778.87	£46,187.33	£408	0.9%	£45,106.50	£45,892.00	£786	1.7%	99.1%	98.3%
RHUL 7	£37,098.65	£36,951.12	£148	-0.4%	£35,708.00	£35,708.00	£0	0.0%	100.4%	100.0%
RHUL 6	£30,419.39	£30,005.71	£414	-1.4%	£30,277.00	£28,671.00	£1,606	-5.6%	101.4%	105.6%
RHUL 5	£24,887.31	£24,970.85	£84	0.3%	£24,383.00	£24,383.00	£0	0.0%	99.7%	100.0%
RHUL 4	£22,132.56	£21,950.76	£182	-0.8%	£22,829.00	£21,408.00	£1,421	-6.6%	100.8%	106.6%
RHUL 3	£19,426.49	£19,434.99	£9	0.0%	£20,092.00	£18,057.00	£2,035	-11.3%	100.0%	111.3%
RHUL 2	-	£17,089.00	-	-	-	£17,089.00	-	-	-	-
RHUL 1	£16,232.53	£16,097.00	£136	-0.8%	£16,227.00	£16,227.00	£0	0.0%	100.8%	100.0%



## Ethnic Group

3.18 Over the whole workforce, there is a mean Base Pay gap of 10.9% BAME employees and a gap of 10.8% for Total Pay (Tables 14 and 15 refer). This is a slight overall increase since 2014 in terms of mean Base Pay, which was then 10.1%. The pay gap for mean Total Pay is unchanged. There is also a pay gap in terms of median pay, however, this is less than 3%. The proportion of the total workforce that identifies as BAME is 14.1% (14.5 in 2014) and 4.1% is not known; this limits the analysis that can be performed at grade level.

3.19 At the Staff Group level, the only Group for which there is no indication of a gender gap is Research.

Table 14: Staff Groups - Ethnicity Pay Gap (Base Pay)

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
ALL	£37,931	£42,574	£4,643	10.9%	37,768	£38,896	£1,128	2.9%	89.1%	97.1%
ACAD	£52,111	£58,495	£6,384	10.9%	49,230	£55,389	£6,159	11.0%	89.1%	88.9%
AD1-5	£19,729	£20,964	£1,235	5.9%	20,262	£20,989	£728	3.5%	94.1%	96.5%
AD1-6	£37,820	£40,847	£3,027	7.4%	37,768	£37,768	£0	0%	92.6%	100%
RES	£33,448	£34,322	£874	2.5%	33,574	£33,574	£0	0%	97.5%	100%

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

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
ALL	£40,667	£45,606	£4,939	10.8%	£39,902	£41,030	£1,128	2.7%	89.2%	97.3%
ACAD	£49,230	£62,389	£13,159	21.1%	£53,211	£57,523	£4,312	7.5%	78.9%	92.5%
AD1-5	£20,262	£23,341	£3,079	13.2%	£22,494	£23,123	£630	2.7%	86.8%	97.3%
AD1-6	£37,768	£43,365	£5,597	12.9%	£39,902	£39,902	£0	0.0%	87.1%	100%
RES	£33,574	£36,493	£2,919	8.0%	£35,708	£35,708	£0	0.00%	92.00%	100%

## Academic Group

3.20 Tables 16 and 17 show that, at the level of jobs rated as equivalent (Reader, Senior Lecturer and Lecturer) the mean pay gaps for each level are less than 3% although there is some difference in Median pay, though there is no pattern as for lecturer and Reader it is showing an increased median pay for minority ethnic employees.

3.21 The category Other contains differing balances of RHUL7 and RHUL 8, which results in the aggregate difference in excess of 5%. However, within the two grades represented the pay gaps are 0.1% and -0.4% respectively; there is no need for further investigation.

Table 16: Academic Group – Ethnicity Pay Gap (Base Pay)

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
ACAD	£52,111	£58,495	£6,384	10.9%	£49,230	£55,389	£6,159	11.1%	89.1%	88.9%
ACAD- Prof	£74,680	£76,256	£1,576	2.1%	£72,432	£74,396	£1,964	2.6%	97.9%	97.4%
ACAD - Reader	£56,521	£55,033	£-1,489	-2.7%	£57,047	£55,389	£-1,658	-3.0%	102.7%	103.0%
ACAD - Senior Lecturer	£52,493	£53,068	£575	1.1%	£52,219	£55,389	£3,170	5.7%	98.9%	94.3%
ACAD - Lecturer	£44,339	£43,256	£-1,083	-2.5%	£46,414	£43,123	£-3,291	-7.6%	102.5%	107.6%
ACAD - Other	£37,777	£40,020	£2,243	5.6%	£33,574	£38,896	£5,322	13.7%	94.4%	86.3%



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

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
ACAD	£55,672	£62,389	£6,717	10.8%	£53,211	£57,523	£4,312	7.5%	89.2%	92.5%
ACAD- Prof	£80,314	£82,215	£1,901	2.3%	£79,131	£79,131	£0	0.0%	97.7%	100.0%
ACAD - Reader	£60,433	£57,429	-£3,004	-5.2%	£59,181	£57,523	-£1,658	-2.9%	105.2%	102.9%
ACAD - Senior Lecturer	£56,067	£56,345	£279	0.5%	£57,523	£57,523	£0	0.0%	99.5%	100.0%
ACAD - Lecturer	£47,223	£45,701	-£1,523	-3.3%	£48,548	£45,608	-£2,940	-6.4%	103.3%	106.4%
ACAD - Other	£40,048	£42,620	£2,572	6.0%	£35,708	£41,030	£5,322	13.0%	94.0%	87.0%

3.22 There are no ethnic minority Professors at Band 5. There are 13 in the group overall. Within this small sample there is no cause for concern as all Base Pay gaps are under 3%. Table 18 refers.

Table 18: Professors – Ethnicity Pay Gap (Base Pay)

Grade	BAME as % of White	
	Mean Pay Gap	Median Pay Gap
ACAD - Professor	2.1%	2.6%
PROFBAND1	1.7%	0.0%
PROFBAND2	0.4%	0.0%
PROFBAND3	-0.1%	-0.3%
PROFBAND4	0.1%	0.0%
PROFBAND5	-	-

3.23 When we look at the same group in terms of Total Pay (Table 19), there is a greater difference in mean pay than there was for Base Pay. This is primarily due to the payment of market supplements in some departments with no BAME employees.

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

Grade	BAME as % of White	
	Mean Pay Gap	Median Pay Gap
ACAD - Professor	2.3%	0.0%
PROFBAND1	3.3%	0.0%
PROFBAND2	-2.3%	2.5%
PROFBAND3	4.4%	1.6%
PROFBAND4	4.7%	0.0%
PROFBAND5	-	-

### Professional Services (AD1-10)

3.24 When analysed in Administrative grades (that is, excluding Academic and research positions), there are insufficient numbers in the category to report on the AD 1, AD 2, and AD 9 Grades. Looking at all other grades, the only level at which the pay gap is approaching 5% for Base Pay, and reaches it for Total Pay, is AD 6 (Tables 20 and 21 refer). The pay gaps identified at the median of AD 3, AD 4 and AD 7 also suggest cause for concern, albeit at AD 7 a pay lead for the minority group is indicated. However, only the finding for AD 6 is statistically significant and warrants further investigation.

Table 20: Administrative Grades 1-10 – Ethnicity Pay Gap (Base Pay)

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
AD 8	£43,595	£43,924	£329	0.7%	£45,086	£43,758	-£1,328	-3.0%	99.3%	103.0%
AD 7	£35,666	£35,370	-£296	-0.8%	£37,768	£35,609	-£2,159	-6.1%	100.8%	106.1%
AD 6	£26,830	£28,160	£1,330	4.7%	£26,537	£28,143	£1,606	5.7%	95.3%	94.3%
AD 5	£22,549	£22,566	£17	0.1%	£21,927	£22,249	£322	1.4%	99.9%	98.6%
AD 4	£19,531	£19,870	£339	1.7%	£19,274	£20,695	£1,421	6.9%	98.3%	93.1%
AD 3	£16,737	£16,746	£9	0.1%	£15,923	£17,209	£1,286	7.5%	99.9%	92.5%

Table 21: Administrative Grades 1-10 – Ethnicity Pay Gap (Total Pay)

	Mean				Median				Mean BAME as % of White	Median BAME as % of White
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap		
AD 8	£45,811	£46,550	£738	1.6%	£47,220	£45,892	-£1,328	-2.9%	98.4%	102.9%
AD 7	£37,912	£37,583	-£329	-0.9%	£39,902	£37,743	-£2,159	-5.7%	100.9%	105.7%
AD 6	£28,964	£30,494	£1,530	5.0%	£28,671	£30,277	£1,606	5.3%	95.0%	94.7%
AD 5	£24,766	£24,904	£138	0.6%	£24,061	£24,383	£322	1.3%	99.4%	98.7%
AD 4	£21,763	£22,178	£415	1.9%	£21,408	£22,829	£1,421	6.2%	98.1%	93.8%
AD 3	£18,973	£19,535	£562	2.9%	£18,057	£20,092	£2,035	10.1%	97.1%	89.9%

Research

- 3.25 Both at the level of the Staff Group and when looking at Grade level, where this is possible (there are BAME employees only at RHUL 7 and 8), there is no cause for concern. All results are below 3% and are as likely to show a pay lead as a pay gap at the Grade level. Tables 22 and 23 refer.
- 3.26 Overall, the findings for BAME employees in the Research Group, in terms of mean Base Pay, show an improvement since 2014, when there was a 3% pay gap.

Table 22: Research Staff Group – Ethnicity Pay Gap (Mean Pay)

	BAME	White	Difference	Pay gap
Research Base Pay	£35,306	£35,752	£446	1.2%
Research Total Pay	£35,582	£36,493	£911	2.5%

Table 23: Research Grades – Ethnicity Pay Gap (Base Pay and Total Pay)

Grade	BAME – Mean Base Pay	White – Mean Base Pay	Difference	Mean Base Pay Gap %	BAME – Mean Total Pay	White – Mean Total Pay	Difference	Mean Total Pay Gap %
RHUL 7	£34,884	£34,457	-£426	-1.2%	£37,018	£36,631	-£387	-1.1%
RHUL 8	£42,488	£42,803	£315	0.7%	£44,622	£44,937	£315	0.7%

Grades RHUL 1 -10

- 3.27 The findings below, in Tables 24 and 25, exclude RHUL 1, 2 and 10 as the numbers in each group are too small to maintain confidentiality or to enable meaningful analysis.
- 3.28 In terms of mean Base Pay, at RHUL 6 there is a 4.2% pay gap, compared with 4.4% in 2014, when it was flagged for further investigation. As noted under Professional Services, this finding is statistically significant. All other reportable grades fall within 3%. and where it isn't there are too few employees in the

sample to make a difference. In 2014 there was a similar pay gap in RHUL 4 which was down to length of time in grade, however, further investigation is recommended to see if it is the same issue here.

*Table 24: RHUL Grades – Ethnicity Pay Gap (Base Pay)*

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
RHUL 9	£53,302	£53,818	£516	1.0%	£55,389	£55,389	£0	0.0%
RHUL 8	£44,024	£43,417	-£607	-1.4%	£46,414	£43,758	-£2,656	-6.1%
RHUL 7	£34,885	£34,910	£25	0.1%	£33,574	£33,574	£0	0.0%
RHUL 6	£26,830	£28,021	£1,191	4.2%	£26,537	£28,143	£1,606	5.7%
RHUL 5	£22,549	£22,566	£17	0.1%	£21,927	£22,249	£322	1.4%
RHUL 4	£19,531	£19,870	£339	1.7%	£19,274	£20,695	£1,421	6.9%
RHUL 3	£16,737	£16,746	£9	0.1%	£15,923	£17,209	£1,286	7.5%

3.29 There is a similar picture in relation to Total Pay, with only the pay gap of 4.6% of Mean Total Pay at RHUL 6 requiring further investigation.

*Table 25: RHUL Grades – Ethnicity Pay Gap (Total Pay)*

	Mean				Median			
	BAME	White	Difference	Pay Gap	BAME	White	Difference	Pay Gap
RHUL 9	£56,917	£56,898	-£19	0.0%	£57,523	£57,523	£0	0.0%
RHUL 8	£46,578	£45,890	-£688	-1.5%	£48,548	£45,892	-£2,656	-5.8%
RHUL 7	£37,091	£37,108	£16	0.0%	£35,708	£35,708	£0	0.0%
RHUL 6	£28,964	£30,350	£1,386	4.6%	£28,671	£30,277	£1,606	5.3%
RHUL 5	£24,766	£24,904	£138	0.6%	£24,061	£24,383	£322	1.3%
RHUL 4	£21,763	£22,178	£415	1.9%	£21,408	£22,829	£1,421	6.2%
RHUL 3	£18,973	£19,535	£562	2.9%	£18,057	£20,092	£2,035	10.1%



## Disability

- 3.30 Just 21 people across the institution have self-identified as disabled. There are no longer any staff in the Research group who identify as disabled. Analysis is consequently limited and none of the findings is statistically significant. The primary issue for further investigation is the very low proportion of the workforce being people with a disability, or prepared to identify as having such.
- 3.31 The data is reported in Tables 26 - 30. In view of the limited data, below Staff Group level mean pay gaps only are reported. Unsurprisingly, there is no pattern to the pay gaps, which sometimes favour those identified as disabled and sometimes those identified as not disabled. We would advised further analysis to establish whether there is any relationship to length of time in grade and, if not, whether the differences can be fully justified for reasons other than disability.

*Table 26: Staff Groups - Disability Status Pay Gap (Base and Total Pay)*

	Disabled (Base Pay Mean)	Not Disabled (Base Pay Mean)	Pay Gap (Base Pay)	Disabled (Total Pay Mean)	Not Disabled (Total Pay Mean)	Pay Gap (Total Pay)
ACAD	£52,790.90	£57,870.80	8.8%	£57,149.90	£61,706.58	7.4%
AD 1-5	£19,828.33	£20,762.16	4.5%	£21,962.33	£23,123.85	5.0%
AD 6-10	£40,078.80	£40,300.33	0.5%	£42,212.80	£42,794.23	1.4%
RES		£35,531.26	100.0%		£36,295.92	100.0%

## Academic Group

*Table 27: Academic Group – Disability Status Pay Gap (Base and Total Pay)*

	Pay Gap (Base Pay)	Pay Gap (Total Pay)
ACAD - Professor	-4.6%	-11.9%
ACAD - Reader	-3.3%	-2.4%
ACAD - Senior Lecturer	-0.1%	2.0%
ACAD - Lecturer	7.4%	8.0%
ACAD - Other	19.6%	19.6%
Total	9.6%	8.0%

*Table 28: Professorial Bands – Disability Status Pay Gap (Base and Total Pay)*

	Difference (Base Pay)	Not Disabled (Total Pay Mean)
ProfBand2	-4.7%	3.3%
ProfBand4	-1.1%	-21.4%

## Professional Services (AD1-10)

*Table 29: Administrative Grades 1-10 – Disability Status Pay Gap (Base Pay)*

	Pay Gap (Base Pay)	Pay Gap (Total Pay)
AD 10C	-1.5%	-1.5%
AD 7	4.1%	4.1%
AD 6	-8.7%	-7.4%
AD 5	3.1%	3.7%
AD 4	1.0%	1.6%
AD 3	-6.8%	-3.5%
Total	7.6%	8.1%

Grades RHUL 1 -10

Table 30: All RHUL Grades – Disability Status Pay Gap (Base Pay and Total Pay)

Grade	Pay Gap (Base Pay)	Pay Gap (Total Pay)
RHUL 10C	-1.6%	-1.5%
RHUL 9	-2.4%	-0.5%
RHUL 8	6.7%	7.1%
RHUL 7	3.5%	3.5%
RHUL 6	-10.1%	-8.5%
RHUL 5	3.1%	3.6%
RHUL 4	1.0%	1.6%
RHUL 3	-7.3%	-3.6%



## Employment Status

- 3.32 Permanent employees have a pay lead at all grades where there are sufficient employees in the category to report fully.
- 3.33 There is a significant pay gap (9.7%) of mean Base Pay between fixed term and permanent Lecturers that warrants investigation.
- 3.34 There is a significant pay gap at RHUL 8, warranting further investigation. There is no pay gap within Research at RHUL 8 and the pay gap within professional Services at AD8 is less than 5%. There is one Senior Lecturer (RHUL 8) employed on a fixed term contract.
- 3.35 The largest single group of fixed term employees is formed by Research staff at RHUL 7 (91 of 212 in total).

Table 31: Staff Group and Academic Level - Employment Status (Base Pay)

	Mean			Median		
	Fixed Term	Permanent	Pay Gap	Fixed Term	Permanent	Pay Gap
ACAD	£38,003	£59,453	36.1%	£38,896	£55,389	29.8%
ACAD - Professor	-	-	-	-	-	-
ACAD - Reader						
ACAD - Senior Lecturer	-	-	-	-	-	-
ACAD - Lecturer	£39,572	£43,830	9.7%	£38,896	£43,758	11.1%
ACAD - Other	£36,904	£42,893	14.0%	£38,896	£46,414	16.2%
AD 1-5	£19,973	£20,799	4.0%	£20,695	£20,989	1.4%
AD 6-10	£36,072	£40,696	11.4%	£32,600	£37,768	13.7%
RES	£34,367	£41,132	16.7%	£33,574	£38,896	13.7%

Table 32: Grade/Band - Employment Status (Base Pay)

	Mean			Median		
	Fixed Term	Permanent	Pay Gap	Fixed Term	Permanent	Pay Gap
PROFBAND1						
PROFBAND2	-	-	-	-	-	-
PROFBAND3						
PROFBAND4						
PROFBAND5						
RHUL 10	-	-	-	-	-	-
RHUL 9	-	-	-	-	-	-
RHUL 8	£40,934	£43,993	7.0%	£40,082	£46,414	13.6%
RHUL 7	£34,036	£35,495	4.1%	£33,574	£37,768	11.1%
RHUL 6	£26,859	£28,114	4.5%	£25,768	£28,143	8.4%
RHUL 5	£22,029	£22,605	2.5%	£21,297	£22,249	4.3%
RHUL 4	£18,922	£19,849	4.7%	£18,473	£20,695	10.7%
RHUL 3	-	-	-	-	-	-
RHUL 2						
RHUL 1						

## Position Status

3.36 Analysis of Part-Time employment compared with Full-Time (Position Status) is shown in Tables 33 – 42. The highest proportions of staff (20% or more) working part-time are found in RHUL grades 1 – 5 and in Professorial Band 5. There is a significant pay gap for both Base Pay and Total Pay (Tables 37 and 38 refer) at RHUL 6 that warrants further investigation. The vast majority (86%) of the part time employees at this level are female.

Table 33: Staff Group - Position Status (Base Pay)

	Mean				Median			
	Part-Time	Full Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ALL	£35,945	£43,322	£7,377	17.03%	£31,655	£40,082	£8,427	21.00%
ACAD	£53,593	£58,349	£4,756	8.20%	£46,414	£55,389	£8,975	16.20%
AD1-5	£20,551	£20,843	£292	1.40%	£20,695	£20,989	£294	1.40%
AD1-6	£37,844	£40,712	£2,868	7.00%	£37,768	£37,768	£0	0.00%
RES	£33,737	£34,206	£470	1.40%	£32,600	£33,574	£974	2.90%

Table 34: Staff Group - Position Status (Total Pay)

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ALL	£38,631	£46,409	£7,778	16.76%	£33,789	£42,216	£8,427	20.00%
ACAD	£56,663	£62,393	£5,730	9.20%	£49,935	£57,523	£7,588	13.20%
AD1-5	£22,904	£23,198	£294	1.30%	£22,829	£23,123	£294	1.30%
AD1-6	£40,755	£43,141	£2,385	5.50%	£39,902	£39,902	£0	0.00%
RES	£35,871	£36,375	£505	1.40%	£34,734	£35,708	£974	2.70%

Table 35: Academic Level - Position Status (Base Pay)

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ACAD	£53,593	£58,349	£4,756	8.2%	£46,414	£57,523	£11,109	19.3%
ACAD- Prof	£83,704	£75,330	£-8,373	-11.1%	£87,732	£79,131	£-8,601	-10.9%
ACAD - Reader	£55,713	£55,165	£-548	-1.0%	£57,047	£57,523	£476	0.8%
ACAD - Senior Lecturer	£52,812	£52,941	£129	0.2%	£55,389	£57,523	£2,134	3.7%
ACAD - Lecturer	£43,684	£43,528	£-156	-0.4%	£45,086	£45,892	£806	1.8%
ACAD - Other	£37,783	£41,158	£3,374	8.2%	£38,896	£41,030	£2,134	5.2%

Academic Level - Position Status (Total Pay)

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
ACAD	£56,663	£62,393	£5,730	9.2%	£49,935	£57,523	£7,588	13.2%
ACAD- Prof	£88,245	£81,661	£-6,584	-8.1%	£89,866	£79,131	£-10,735	-13.6%
ACAD - Reader	£57,910	£57,749	£-160	-0.3%	£59,181	£57,523	£-1,658	-2.9%
ACAD - Senior Lecturer	£55,872	£56,272	£400	0.7%	£57,523	£57,523	£0	0.0%
ACAD - Lecturer	£46,799	£45,972	£-827	-1.8%	£47,220	£45,892	£-1,328	-2.9%
ACAD - Other	£40,031	£43,967	£3,936	9.0%	£41,030	£41,030	£0	0.0%

Table 36: Grade/Band - Position Status (Base Pay)

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
PROFBAND1	-	-	-	-	-	-	-	-
PROFBAND2	-	-	-	-	-	-	-	-
PROFBAND3	-	-	-	-	-	-	-	-
PROFBAND4	£87,348	£86,654	-£694	-0.8%	£87,732	£87,732	£0	0.0%
PROFBAND5	£97,777	£98,185	£407	0.4%	£96,685	£98,283	£1,598	1.6%
RHUL 9	£53,427	£53,755	£328	0.6%	£55,389	£55,389	£0	0.0%
RHUL 8	£43,246	£43,570	£324	0.7%	£43,758	£43,758	£0	0.0%
RHUL 7	£34,059	£35,001	£942	2.7%	£32,600	£33,574	£974	2.9%
RHUL 6	£29,091	£27,694	-£1,397	-5.0%	£30,293	£26,537	-£3,756	-14.2%
RHUL 5	£22,680	£22,543	-£137	-0.6%	£21,605	£22,249	£644	2.9%
RHUL 4	£20,033	£19,629	-£404	-2.1%	£20,695	£19,274	-£1,421	-7.4%
RHUL 3	£17,187	£16,548	-£639	-3.9%	£17,958	£16,333	-£1,625	-9.9%
RHUL 2	-	-	-	-	-	-	-	-
RHUL 1	-	-	-	-	-	-	-	-

Table 37: Grade/Band - Position Status (Total Pay)

	Mean				Median			
	Part-Time	Full-Time	Difference	Pay Gap	Part-Time	Full-Time	Difference	Pay Gap
PROFBAND1	-	-	-	-	-	-	-	-
PROFBAND2	-	-	-	-	-	-	-	-
PROFBAND3	-	-	-	-	-	-	-	-
PROFBAND4	£89,482	£93,421	£3,939	4.2%	£89,866	£89,866	£0	0.0%
PROFBAND5	£102,578	£104,637	£2,059	2.0%	£103,142	£102,642	-£500	-0.5%
RHUL 9	£57,023	£56,849	-£174	-0.3%	£57,523	£57,523	£0	0.0%
RHUL 8	£45,833	£46,018	£185	0.4%	£45,892	£45,892	£0	0.0%
RHUL 7	£36,276	£37,193	£916	2.5%	£34,859	£35,708	£849	2.4%
RHUL 6	£31,642	£30,017	-£1,625	-5.4%	£32,872	£28,671	-£4,201	-14.7%
RHUL 5	£24,983	£24,893	-£90	-0.4%	£24,693	£24,383	-£310	-1.3%
RHUL 4	£22,352	£21,897	-£455	-2.1%	£22,829	£21,962	-£867	-3.9%
RHUL 3	£19,721	£19,240	-£482	-2.5%	£20,092	£18,877	-£1,215	-6.4%
RHUL 2	-	-	-	-	-	-	-	-
RHUL 1	-	-	-	-	-	-	-	-

3.37 The analysis of Part-Time staff by gender within grade (Tables 39-42) shows a pay lead for female part-time employees over their male counterparts and at RHUL 5 this exceeds 5%. The pattern and, in particular, the finding for RHUL 5 warrants further investigation. In 2014 this same pattern was explained by Length of time in grade.

Table 38: Staff Group - Gender of Part-Time Staff (Base Pay)

	Mean				Median			
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap
ACAD	£48,722	£59,973	£11,251	18.8%	£46,414	£47,822	£1,408	2.9%
AD1-5	£20,611	£20,228	-£383	-1.9%	£20,695	£20,989	£294	1.4%
AD1-6	£37,319	£40,864	£3,545	8.7%	£36,689	£42,655	£5,967	14.0%
RES	£33,515	£34,008	£494	1.5%	£32,600	£32,600	£0	0.0%
ACAD- Prof	£78,548	£85,709	£7,161	8.4%	£75,437	£87,732	£12,295	14.0%
ACAD - Reader	-	-	-	-	-	-	-	-
ACAD - Senior Lecturer	-	-	-	-	-	-	-	-
ACAD - Lecturer	£43,734	£43,594	-£140	-0.3%	£46,414	£43,758	-£2,656	-6.1%
ACAD - Other	£37,630	£37,981	£351	0.9%	£35,671	£38,896	£3,225	8.3%

Table 39: Staff Group - Gender of Part-Time Staff (Total Pay)

	Mean				Median			
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap
ACAD	£51,674	£63,197	£11,523	18.2%	£49,935	£49,956	£21	0.0%
AD1-5	£22,988	£22,456	-£532	-2.4%	£22,829	£23,123	£294	1.3%
AD1-6	£40,278	£43,498	£3,219	7.4%	£39,114	£44,789	£5,675	12.7%
RES	£35,649	£36,142	£494	1.4%	£34,734	£34,734	£0	0.0%
ACAD- Prof	£82,968	£90,297	£7,330	8.1%	£89,866	£89,866	£0	0.0%
ACAD - Reader	-	-	-	-	-	-	-	-
ACAD - Senior Lecturer	-	-	-	-	-	-	-	-
ACAD - Lecturer	£47,395	£45,728	-£1,667	-3.6%	£48,548	£45,892	-£2,656	-5.8%
ACAD - Other	£39,910	£40,188	£279	0.7%	£37,805	£41,030	£3,225	7.9%

Table 40: Band/Grade - Gender of Part-Time Staff (Base Pay)

	Mean				Median			
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap
PROFBAND1	-	-	-	-	-	-	-	-
PROFBAND2	-	-	-	-	-	-	-	-
PROFBAND3	-	-	-	-	-	-	-	-
PROFBAND4	-	-	-	-	-	-	-	-
PROFBAND5	-	-	-	-	-	-	-	-
RHUL 10								
RHUL 9	-	-	-	-	-	-	-	-
RHUL 8	£43,772	£42,278	-£1,494	-3.5%	£46,414	£41,255	-£5,159	-12.5%
RHUL 7	£34,250	£33,665	-£585	-1.7%	£32,600	£32,600	£0	0.0%
RHUL 6	-	-	-	-	-	-	-	-
RHUL 5	£22,913	£21,796	-£1,117	-5.1%	£22,912	£20,989	-£1,923	-9.2%
RHUL 4	£20,140	£19,303	-£836	-4.3%	£20,695	£19,004	-£1,691	-8.9%
RHUL 3	-	-	-	-	-	-	-	-
RHUL 2	-	-	-	-	-	-	-	-
RHUL 1	-	-	-	-	-	-	-	-

Table 41: Band/Grade - Gender of Part-Time Staff (Total Pay)

	Mean				Median			
	Female	Male	Difference	Pay Gap	Female	Male	Difference	Pay Gap
PROFBAND1	-	-	-	-	-	-	-	-
PROFBAND2	-	-	-	-	-	-	-	-
PROFBAND3	-	-	-	-	-	-	-	-
PROFBAND4	-	-	-	-	-	-	-	-
PROFBAND5	-	-	-	-	-	-	-	-
RHUL 10								
RHUL 9	-	-	-	-	-	-	-	-
RHUL 8	£46,491	£44,622	-£1,868	-4.2%	£48,548	£43,389	-£5,159	-11.89%
RHUL 7	£36,467	£35,882	-£585	-1.6%	£35,317	£34,734	-£583	-1.7%
RHUL 6	-	-	-	-	-	-	-	-
RHUL 5	£25,260	£23,930	-£1,330	-5.6%	£25,400	£23,123	-£2,277	-9.8%
RHUL 4	£22,444	£21,720	-£725	-3.3%	£22,829	£21,138	-£1,691	-8.0%
RHUL 3	-	-	-	-	-	-	-	-
RHUL 2	-	-	-	-	-	-	-	-
RHUL 1	-	-	-	-	-	-	-	-

Visiting Teachers

3.38 There are no issues requiring further investigation in relation to hourly-paid visiting teachers. The pay gap does not exceed 5% at any grade and there is no consistent pattern – there is a female pay lead in three of the four grades represented (Table 43 refers).

*Table 42: Visiting teachers (hourly paid) by gender and grade*

Grade	Count		Mean Hourly Rate			
	Female	Male	Female	Male	Difference	Pay Gap
RHUL6(hp)	68	99	£16.23	£15.87	-£0.36	-2.3%
RHUL7(hp)	169	95	£19.58	£19.90	£0.33	1.7%
RHUL8(hp)	67	55	£23.75	£23.39	-£0.36	-1.6%
RHUL9(hp)	15	24	£30.40	£29.29	-£1.11	-3.8%

3.39 In relation to ethnic group, there are no issues requiring further investigation in relation to hourly paid visiting teachers and ethnicity as the pay gap does not exceed 3%.

*Table 43: Visiting teachers hourly pay by ethnicity and grade*

Grade	Count		Mean Hourly Rate			
	BAME	White	BAME	White	Difference	Pay Gap
RHUL6(hp)	37	117	£15.75	£16.09	£0.35	2.1%
RHUL7(hp)	37	212	£19.44	£19.75	£0.31	1.6%
RHUL8(hp)	15	98	£23.56	£23.62	£0.06	0.2%
RHUL9(hp)	4	34	£29.44	£29.82	£0.38	1.3%



## 4 Other Elements of Pay

### Overtime

- 4.1 A greater proportion of the male population than the female population receives overtime payments. Tables 45-46 refer. The value of overtime payments shows considerable variation. The differences are statistically significant in all grades except for RHUL 6 and RHUL 7, where in both instances the female pay lead is generated by one relatively high value record.
- 4.2 We would recommend reviewing which roles qualify for overtime as a matter of good practice and that policy and practice are free from bias.

Table 44: Overtime Incidence and Distribution by Gender and Grade

Grade	In Receipt of Overtime Payments				Total population			
	Female	Male	Total	% Female	% Male	% Female	% Male	% All
RHUL 1	5	3	8	62.5%	37.5%	83.3%	100.0%	88.9%
RHUL 3	8	18	26	30.8%	69.2%	33.3%	94.7%	60.5%
RHUL 4	17	13	30	56.7%	43.3%	20.7%	34.2%	25.0%
RHUL 5	41	30	71	57.7%	42.3%	31.3%	45.5%	36.0%
RHUL 6	11	7	18	61.1%	38.9%	12.2%	16.3%	13.5%
RHUL 7	12	11	23	52.2%	47.8%	9.1%	8.9%	9.0%
RHUL 8	5	4	9	55.6%	44.4%	3.5%	2.8%	3.2%
RHUL 9		1	1	0.0%	100.0%	0.0%	0.6%	0.4%
Total	99	87	186	53.2%	46.8%	13.8%	14.7%	14.2%

Table 45: Mean Difference in Value of Overtime Payments by Gender

Grade	Female	Male	Difference	% Difference
RHUL 1	-	-	-	52.1%
RHUL 3	£503	£1,552	£1,049	67.6%
RHUL 4	£874	£3,418	£2,545	74.4%
RHUL 5	£1,585	£1,889	£304	16.1%
RHUL 6	£852	£634	-£218	-34.3%
RHUL 7	£1,288	£692	-£596	-86.1%
RHUL 8	-	-	-	53.9%
RHUL 9				-
Total	£1,191	£1,781	£590	33.1%

- 4.3 In the case of BAME staff, in the grades in which they are strongly represented, RHUL 3-5, the mean value exceeds that received by the white comparator group at RHUL 4 and 5 - see Tables 47-48. However, it is only the finding for RHUL 3 that is statistically significant. We would recommend reviewing which roles qualify for overtime as a matter of good practice and that policy and practice are free from bias.

Table 46: Overtime Incidence and Distribution by Ethnic Group and Grade

Grade	BAME	White	Grand Total	% BAME	% White
RHUL 1	1	7	8	12.5%	87.5%
RHUL 3	9	16	25	36.0%	64.0%
RHUL 4	7	23	30	23.3%	76.7%
RHUL 5	13	57	70	18.6%	81.4%
RHUL 6	3	15	18	16.7%	83.3%
RHUL 7	4	19	23	17.4%	82.6%
RHUL 8	2	7	9	22.2%	77.8%
RHUL 9		1	1	0.0%	100.0%
Total	39	145	184	21.2%	78.8%

Table 47: Mean Difference in Value of Overtime Payments by Ethnic Group and Grade

Grade	BAME	White	Difference	% difference
RHUL 1	-	-	-	-
RHUL 3	£920	£1,084	£165	15.2%
RHUL 4	£4,120	£1,324	-£2,795	-211.1%
RHUL 5	£3,261	£1,388	-£1,873	-134.9%
RHUL 6	-	-	-	-
RHUL 7	-	-	-	-
RHUL 8	-	-	-	-
Total		£1,052	£1,052	-80.1%

### Performance Awards

- 4.4 The total number of performance awards has increased from 50 in 2014 to 73 in 2016. A majority of performance awards was paid to female employees at each grade where a payment was made, with the exceptions of Professorial Band 4 and RHUL 9. However, the mean value of an award received by males was generally higher (apart from RHUL 7 and 8).
- 4.5 A total of 15 payments were made to employees identifying as BAME, which was 15% of the Total Payments made. The mean value of awards made to employees identifying as BAME was lower overall and at all levels with the exception of RHUL 4.
- 4.6 No payments of performance awards were made to Fixed Term employees working Part Time.
- 4.7 Further investigation is required to understand the reasons for this. Tables 49-51 refer.

*Table 48: Incidence, Distribution and Difference in Value of Awards by Gender and Grade*

Grade	Female	Male	Grand Total	% Female	% Male	% Difference in value Female of Male
ProfBand2	1		1	100.0%	0.0%	-
ProfBand4		2	2	0.0%	100.0%	0.0%
RHUL 4	8	2	10	80.0%	20.0%	166.3%
RHUL 5	12	1	13	92.3%	7.7%	113.7%
RHUL 6	6	3	9	66.7%	33.3%	104.7%
RHUL 7	10	2	12	83.3%	16.7%	99.7%
RHUL 8	6	4	10	60.0%	40.0%	91.1%
RHUL 9	7	9	16	43.8%	56.3%	106.0%
Total	50	23	73	68.5%	31.5%	79.7%

*Table 49: Incidence, Distribution and Difference in Value of Awards by ethnicity and grade*

Grade	BAME	White	Total (excl. Not Known)	% BAME	% White	% Difference in value BAME of White
ProfBand2	1		1	100.0%	0.0%	-
ProfBand4		2	2	0.0%	100.0%	0.0%
RHUL 4	3	7	10	30.0%	70.0%	113.3%
RHUL 5		13	13	0.0%	100.0%	0.0%
RHUL 6		8	8	0.0%	88.9%	0.0%
RHUL 7	3	9	12	25.0%	75.0%	79.2%
RHUL 8	2	8	10	20.0%	80.0%	62.1%
RHUL 9	2	13	15	12.5%	81.3%	77.7%
Total	11	60	71	15.1%	82.2%	84.8%

*Table 50: Incidence and Distribution of Awards by Contract Status and Grade*

	Fixed Term Full Time	Fixed-Term Part Time	Permanent Full Time	Permanent Part Time	Total
ProfBand2			1		1
ProfBand4			2		2
RHUL 9			13	3	16
RHUL 8			8	2	10
RHUL 7	2		10		12
RHUL 6			9		9
RHUL 5			7	6	13
RHUL 4			1	5	6
Total	2	0	51	16	69



## Market Supplements

4.8 Tables 53-56 show Market Supplement payments. The 34% of market supplements are paid to people in the Department of Economics. The other Departments who make most use of Market Supplements are: the School of Management (18%), Estates (17%) and Department of Psychology (12%). The majority of Market Supplements are paid to male employees, the only exceptions being Communications and External Relations and the Department of Psychology.

Table 51: Market Supplement by Department and Gender

Department	Female	Male	Grand Total	Female	Male	% of total market supplements
Campus Services		2	2	0.0%	100.0%	2.6%
Communications and External Relations	3	1	4	75.0%	25.0%	5.3%
Department of Economics	5	21	26	19.2%	80.8%	34.2%
Department of Electronic Engineering		1	1	0.0%	100.0%	1.3%
Department of Finance	2	3	5	40.0%	60.0%	6.6%
Department of Psychology	5	4	9	55.6%	44.4%	11.8%
Estates		13	13	0.0%	100.0%	17.1%
Principal's Office		1	1	0.0%	100.0%	1.3%
School of Biological Sciences		1	1	0.0%	100.0%	1.3%
School of Management	5	9	14	35.7%	64.3%	18.4%
Total	20	56	76	26.3%	73.7%	100.0%

Table 52: Incidence and distribution of Market Supplement by Grade and Gender

Grade	Female	Male	Total	Female	Male	% of Total Market Supplements
ProfBand1		2	2	0.0%	100.0%	2.6%
ProfBand2	3	7	10	30.0%	70.0%	13.2%
ProfBand3	3	4	7	42.9%	57.1%	9.2%
ProfBand4	1	9	10	10.0%	90.0%	13.2%
ProfBand5		3	3	0.0%	100.0%	3.9%
RHUL 10		1	1	0.0%	100.0%	1.3%
RHUL 4		2	2	0.0%	100.0%	2.6%
RHUL 5	1	10	11	9.1%	90.9%	14.5%
RHUL 6		1	1	0.0%	100.0%	1.3%
RHUL 7	1	1	1	50.0%	50.0%	2.6%
RHUL 8	6	7	13	46.2%	53.8%	17.1%
RHUL 9	5	9	14	35.7%	64.3%	18.4%
Total	20	56	76	26.3%	73.7%	100.0%

Table 53: Mean Value of Market Supplements by gender and Staff Group

Staff Group	Female	Male	% Difference
ACAD - Lecturer	£5,685	£7,431	23.5%
ACAD - Professor	£15,473	£17,880	13.5%
ACAD - Reader		£16,000	100.0%
ACAD - Senior Lecturer	£14,334	£14,556	1.5%
AD 1-5	£4,145	£2,279	-81.9%
AD 6-10	£8,422	£8,547	1.5%

Table 54: Incidence, distribution and difference in mean value of Market Supplement by Department

Department	Female	Male	% difference
Campus Services		-	100.0%
Communications and External Relations	-	-	-87.6%
Department of Economics	£15,400	£17,238	10.7%
Department of Electronic Engineering		-	100.0%
Department of Finance	-	-	0.0%
Department of Psychology	-	-	29.1%
Estates		£3,416	100.0%
Principal's Office		-	100.0%
School of Biological Sciences		-	100.0%
School of Management	£15,200	£16,444	7.6%
Total	£11,311	£12,220	7.4%

- 4.9 Eight BAME people were in receipt of a market supplement payment compared to one such payment in 2014.
- 4.10 The vast majority of market supplement payments are received by people on full time contracts (66 out of 76) and only those permanently employed by the institution.
- 4.11 There is no consistent pattern of variation in the payment of Market Supplements. The level of payment varies between Departments. Where these payments are not a standard amount, we would recommend continuing monitoring of this payment to ensure the policy is applied robustly and that differences can be fully justified against the market - for reasons other than gender, or any other protected characteristic.



## 5 Staff profile

- 5.1 The largest group overall is Professional Services (52%), for which grades are denoted with the prefix AD. Formally, AD1-5 form one Staff Group and AD 6-10 another. The Academic Staff Group constitutes 40% of the workforce, with Research accounting for the remaining 8%. Table 56 refers.
- 5.2 Since 2014 the size of the workforce has reduced and the proportion of academic staff increased from 36% to 40% of the total.

Table 55: Count of Staff Group

Staff Group	Count 2018	% of Workforce 2016	Count 2014	% of Workforce 2014
ACAD	612	40%	594	36%
AD 1-5	371	24%	385	23%
AD 6-10	426	28%	500	31%
RES	127	8%	159	10%
Total	1536	100%	1639	100%

### Gender

- 5.3 There is broadly equal gender distribution across all employees at RHUL. However once broken down into Staff Group we can see that this masks different gender splits within staff groups. These range from 65.5% of RHUL 1-5 staff being female and 61.8% of Academic staff being male, as shown in Table 57.

Table 56: Staff Group by Gender

Staff Group	Count			Percentage of staff group	
	Female	Male	Total	% Female	% Male
ACAD	234	378	612	38.2%	61.8%
AD 1-5	243	128	371	65.5%	34.5%
AD 6-10	250	176	426	58.7%	41.3%
RES	54	73	127	42.5%	57.5%
Total	781	755	1536	50.8%	49.2%

- 5.4 Likewise, if we look in more detail, we see differing patterns within each Staff Group. Table 58 shows the changing balance between men and women from lecturer level, where 51% are female to 73% male at professor. The category ACAD – Other is an aggregate grade, within which the majority is split between RHUL 7 (24) and RHUL 8 (39).

Table 57: Academic Level by Gender

Academic Level	Count			Percentage of Level	
	Female	Male	Total	% Female	% Male
ACAD - Professor	54	146	200	27.0%	73.0%
ACAD - Reader	29	53	82	35.4%	64.6%
ACAD - Senior Lecturer	69	79	148	46.6%	53.4%
ACAD - Lecturer	44	62	106	41.5%	58.5%
ACAD - Other	38	38	76	50.0%	50.0%

- 5.5 Taking this a stage further to look within the professorial grades, we see in Table 59 a growing preponderance of male professors through to the most senior professorial level, although since 2014 this is now no longer exclusively male.

Table 58: Professorial Grades by Gender

Prof Band	Count			Percentage of Level	
	Female	Male	Total	% Female	% Male
ProfBand1	13	21	34	38.2%	61.8%
ProfBand2	19	37	56	33.9%	66.1%
ProfBand3	12	23	35	34.3%	65.7%
ProfBand4	9	49	58	15.5%	84.5%
ProfBand5	1	16	17	5.9%	94.1%

5.6 The majority of employees in Research are found at the RHUL7 grade.

Table 59: Research Grades by Gender

Research	Count			Percentage of Level	
	Female	Male	Total	% Female	% Male
RHUL6	3	2	5	60.0%	40.0%
RHUL7	44	57	101	43.6%	56.4%
RHUL8	6	6	12	50.0%	50.0%
RHUL9		4	4	0.0%	100.0%

5.7 Looking at administrative grades alone, these are denoted as “AD”, running from 1 to 10. AD10 is an aggregate grade (like Professor and Academic – Other) comprised of four grades; as a consequence little meaningful analysis can be carried out at this level. The workforce is predominantly female at AD 6 and below and predominantly male at AD 9 and AD 10. All staff at AD 5 and below fall within Professional Services.

Table 60: Administrative Grades by Gender

Grade	Count			Percentage of level	
	Female	Male	Total	Female	Male
AD 6-10	250	176	426	58.7%	41.3%
AD 1-5	243	128	371	65.5%	34.5%
AD 10	2	5	7	28.6%	71.4%
AD 10A	2	3	5	40.0%	60.0%
AD 10B	2	2	4	50.0%	50.0%
AD 10C	2	4	6	33.3%	66.7%
AD 9	10	15	25	40.0%	60.0%
AD 8	74	53	127	58.3%	41.7%
AD 7	76	54	130	58.5%	41.5%
AD 6	82	40	122	67.2%	32.8%
AD 5	131	66	197	66.5%	33.5%
AD 4	82	38	120	68.3%	31.7%
AD 3	24	19	43	55.8%	44.2%
AD 2		2	2	0.0%	100.0%
AD 1	6	3	9	66.7%	33.3%
Total	493	304	797	61.9%	38.1%

5.8 RHUL Grades cover all staff other than Professorial grades. Table 62 shows the transition from 67% female employees at RHUL 1 through to 36% female at RHUL 10.

5.9 Within RHUL 10 there are three sub grades (Table 63), each of which contains a small number of roles.

Table 61: RHUL Grades by Gender

Grade	Count			Percentage of Level	
	Female	Male	Total	% Female	% Male
RHUL 1	6	3	9	66.7%	33.3%
RHUL 2		2	2	0.0%	100.0%
RHUL 3	24	19	43	55.8%	44.2%
RHUL 4	82	38	120	68.3%	31.7%
RHUL 5	131	66	197	66.5%	33.5%
RHUL 6	90	43	133	67.7%	32.3%
RHUL 7	132	123	255	51.8%	48.2%
RHUL 8	142	142	284	50.0%	50.0%
RHUL 9	111	155	266	41.7%	58.3%
RHUL 10	8	14	22	36.4%	63.6%

## Ethnic Group

- 5.10 Overall BAME employees comprise 14.7% of the workforce. This has increased from 14.1% in 2014 and 13.2% in 2012.
- 5.11 The highest proportion of BAME employees is found within the Lecturer grade (22.6%) and the lowest in the Professorial grade (6.5%). When compared to the Academic group overall Admin 1-5 have a higher than average proportion of BAME at 16.7% and Grades 6-10 slightly lower at 12.2% (Tables 64 and 65 refer).

Table 62: Staff Group by Ethnicity

Staff Group	Count				Percentage of staff group		
	BAME	White	Unknown	Total	% BAME	% White	Unknown
ACAD	86	501	25	612	14.1%	81.9%	4.1%
AD 1-5	62	300	9	371	16.7%	80.9%	2.4%
AD 6-10	52	365	9	426	12.2%	85.7%	2.1%
RES	19	100	8	127	15.0%	78.7%	6.3%
Total	219	1266	51	1536	14.3%	82.4%	3.3%

Table 63: Academic Level by Ethnicity

Academic Group	Count				Percentage of staff group		
	BAME	White	Unknown	Total	% BAME	% White	Unknown
ACAD - Professor	13	178	9	200	6.5%	89.0%	4.5%
ACAD - Reader	9	71	2	82	11.0%	86.6%	2.4%
ACAD - Senior Lecturer	29	114	5	148	19.6%	77.0%	3.4%
ACAD - Lecturer	24	78	4	106	22.6%	73.6%	3.8%
ACAD - Other	11	60	5	76	14.5%	78.9%	6.6%

- 5.12 There is no BAME representation in Prof Band 5. There is now representation in Prof Band 1 (change since 2014).
- 5.13 Looking at Administrative grades only, BAME representation exceeds 20% in AD 1 – 4. At RHUL 10 combined, there is just 4.5% BAME representation.



Table 64: Administrative Grades by Ethnicity

Grade	Count				Percentage of Grade		
	BAME	White	Unknown	Total	% BAME	% White	Unknown
AD 6-10	52	365	9	426	12.2%	85.7%	2.1%
AD 1-5	62	300	9	371	16.7%	80.9%	2.4%
AD 10		7		7	0.0%	100.0%	0.0%
AD 10A	1	4		5	20.0%	80.0%	0.0%
AD 10B		4		4	0.0%	100.0%	0.0%
AD 10C		6		6	0.0%	100.0%	0.0%
AD 9	1	24		25	4.0%	96.0%	0.0%
AD 8	18	106	3	127	14.2%	83.5%	2.4%
AD 7	20	108	2	130	15.4%	83.1%	1.5%
AD 6	12	106	4	122	9.8%	86.9%	3.3%
AD 5	22	171	4	197	11.2%	86.8%	2.0%
AD 4	25	92	3	120	20.8%	76.7%	2.5%
AD 3	10	31	2	43	23.3%	72.1%	4.7%
AD 2	1	1		2	50.0%	50.0%	0.0%
AD 1	4	5		9	44.4%	55.6%	0.0%
Total	114	665	18	797	14.3%	83.4%	2.3%

5.14 The grade breakdown (Table 66) shows a step reduction in the proportion of BAME staff above RHUL 9.

Table 65: Grade by ethnicity

Grade	Count				Percentage of staff group		
	BAME	White	Unknown	Total	% BAME	% White	Unknown
ProfBand1	1	31	2	34	2.9%	91.2%	5.9%
ProfBand2	6	49	1	56	10.7%	87.5%	1.8%
ProfBand3	2	32	1	35	5.7%	91.4%	2.9%
ProfBand4	4	51	3	58	6.9%	87.9%	5.2%
ProfBand5		15	2	17	0.0%	88.2%	11.8%
RHUL 10	1	21	0	22	4.5%	95.5%	0.0%
RHUL 9	39	220	7	266	14.7%	82.7%	2.6%
RHUL 8	48	226	10	284	16.9%	79.6%	3.5%
RHUL 7	43	201	11	255	16.9%	78.8%	4.3%
RHUL 6	12	116	5	133	9.0%	87.2%	3.8%
RHUL 5	22	171	4	197	11.2%	86.8%	2.0%
RHUL 4	25	92	3	120	20.8%	76.7%	2.5%
RHUL 3	10	31	2	43	23.3%	72.1%	4.7%
RHUL 2	1	1		2	50.0%	50.0%	0.0%
RHUL 1	4	5		9	44.4%	55.6%	0.0%
Total	218	1262	51	1531	14.2%	82.4%	3.3%

Disability

5.15 The number of staff for whom a disability has been recorded is 1.4% of the workforce (Table 66 refers). This has declined from 1.7% in 2014. A further 1.8% have not disclosed their status. Consequently, analysis of this dimension has been limited. The profiles by staff group, academic level, Professional Services grade and RHUL grade are in Tables 67-69.



Table 66: Staff Group by Disability Status

Staff Group	Count				Percentage of staff group		
	Disabled	Not Disabled	Unknown	Total	% Disabled	% Not Disabled	Unknown
ACAD	10	590	12	612	1.6%	96.4%	2.0%
AD 1-5	6	357	8	371	1.6%	96.2%	2.2%
AD 6-10	5	414	7	426	1.2%	97.2%	1.6%
RES		127		127	0.0%	100.0%	0.0%
Total	21	1488	27	1536	1.4%	96.9%	1.8%

Table 67: Academic level by Disability Status

Academic Group	Count				Percentage of staff group		
	Disabled	Not Disabled	Unknown	Total	% Disabled	% Not Disabled	Unknown
ACAD - Lecturer	2	100	4	106	1.9%	94.3%	3.8%
ACAD - Other	2	71	3	76	2.6%	93.4%	3.9%
ACAD - Professor	2	196	2	200	1.0%	98.0%	1.0%
ACAD - Reader	2	79	1	82	2.4%	96.3%	1.2%
ACAD - Senior Lecturer	2	144	2	148	1.4%	97.3%	1.4%

Table 68: Admin Grade by Disability Status

Grade	Count				Percentage of staff group		
	Disabled	Not Disabled	Unknown	Total	% Disabled	% Not Disabled	Unknown
AD 10	1	20	1	22	4.5%	90.9%	4.5%
AD 9		24	1	25	0.0%	96.0%	4.0%
AD 8		126	1	127	0.0%	99.2%	0.8%
AD 7	3	125	1	129	2.3%	96.9%	0.8%
AD 6	1	118	3	122	0.8%	96.7%	2.5%
AD 5	2	189	6	197	1.0%	95.9%	3.0%
AD 4	2	116	2	120	1.7%	96.7%	1.7%
AD 3	2	41		43	4.7%	95.3%	0.0%
AD 2		2		2	0.0%	100.0%	0.0%
AD 1		9		9	0.0%	100.0%	0.0%
Total	11	770	15	796	1.4%	96.7%	1.9%

Table 69: Grade by Disability Status

Grade	Count				Percentage of staff group		
	Disabled	Not Disabled	Unknown	Total	% Disabled	% Not Disabled	Unknown
ProfBand1		33	1	34	0.0%	97.1%	2.9%
ProfBand2	1	55		56	1.8%	98.2%	0.0%
ProfBand3		34	1	35	0.0%	97.1%	2.9%
ProfBand4	1	57		58	1.7%	98.3%	0.0%
ProfBand5		17		17	0.0%	100.0%	0.0%
RHUL 10	1	20	1	22	4.5%	90.9%	4.5%
RHUL 9	4	258	4	266	1.5%	97.0%	1.5%
RHUL 8	2	274	8	284	0.7%	96.5%	2.8%
RHUL 7	5	249	1	255	2.0%	97.6%	0.4%
RHUL 6	1	129	3	133	0.8%	97.0%	2.3%
RHUL 5	2	189	6	197	1.0%	95.9%	3.0%
RHUL 4	2	116	2	120	1.7%	96.7%	1.7%
RHUL 3	2	41		43	4.7%	95.3%	0.0%
RHUL 2		2		2	0.0%	100.0%	0.0%
RHUL 1		9		9	0.0%	100.0%	0.0%
Total	21	1483	27	1531	1.4%	96.9%	1.8%

## Employment Status

5.16 The majority of the workforce is employed on permanent contracts, with 13.8% employed on fixed term contracts (Tables 71-73 refer). The number of fixed term employees has fallen more than the number of permanent employees since 2014 (288 and 1349, respectively). The main concentration of fixed term employees is in Research where 83.5% of staff have this employment status.

Table 70: Employment Status by Staff Group (Fixed Term, Permanent)

Staff Group	Count			Percentage	
	Fixed Term	Permanent	Total	Fixed Term	Permanent
ACAD	53	559	612	8.7%	91.3%
AD 1-5	21	350	371	5.7%	94.3%
AD 6-10	32	394	426	7.5%	92.5%
RES	106	21	127	83.5%	16.5%
Total	212	1324	1536	13.8%	86.2%

Table 71: Employment Status - Fixed Term, Grade and Gender

Grade	Count			Percentage	
	Female	Male	Total	Female	Male
ProfBand1					
ProfBand2		1	1	0%	100%
ProfBand3					
ProfBand4					
ProfBand5					
RHUL 10	0	1	1	0%	100%
RHUL 9	2	1	3	67%	33%
RHUL 8	20	25	45	44%	56%
RHUL 7	53	63	116	46%	54%
RHUL 6	13	7	20	65%	35%
RHUL 5	8	2	10	80%	20%
RHUL 4	2	6	8	25%	75%
RHUL 3	1	2	3	33%	67%
RHUL 2					
RHUL 1					
AR-RES-NS	1	4	5	20%	80%
Total	100	112	212	47%	53%

Table 72: Employment Status – Permanent, Grade and Gender

Grade	Count			Percentage	
	Female	Male	Total	Female	Male
ProfBand1	13	21	34	38%	62%
ProfBand2	19	36	55	35%	65%
ProfBand3	12	23	35	34%	66%
ProfBand4	9	49	58	16%	84%
ProfBand5	1	16	17	6%	94%
RHUL 10	8	13	21	38%	62%
RHUL 9	109	154	263	41%	59%
RHUL 8	122	117	239	51%	49%
RHUL 7	79	60	139	57%	43%
RHUL 6	77	36	113	68%	32%
RHUL 5	123	64	187	66%	34%
RHUL 4	80	32	112	71%	29%
RHUL 3	23	17	40	58%	43%
RHUL 2		2	2	0%	100%
RHUL 1	6	3	9	67%	33%
Total	681	643	1324	51%	49%

- 5.17 Overall a broadly even gender split for both Fixed Term and Permanent employees masks considerable variation between grades.
- 5.18 There are no Fixed Term employees in RHUL 1 or 2 and just one within the Professorial Bands. The highest ration of Fixed Term to Permanent employees is found at RHUL 7, where there are more male Fixed Term employees than Permanent.

Table 73: Employment Status – Grade and Gender

Grade	Percentage Fixed Term of Permanent employees		
	Female	Male	Total
ProfBand1	0%	0%	0%
ProfBand2	0%	3%	2%
ProfBand3	0%	0%	0%
ProfBand4	0%	0%	0%
ProfBand5	0%	0%	0%
RHUL 10	0%	8%	5%
RHUL 9	2%	1%	1%
RHUL 8	16%	21%	19%
RHUL 7	67%	105%	83%
RHUL 6	17%	19%	18%
RHUL 5	7%	3%	5%
RHUL 4	3%	19%	7%
RHUL 3	4%	12%	8%
RHUL 2		0%	0%
RHUL 1	0%	0%	0%
Total	15%	17%	16%

- 5.19 More Academic Fixed Term employees and those in AD 1-5 work part time than full time hours. The majority of Permanent employees in all Staff Groups and Grades work full time. Tables 75 to 80 refer.

Table 74: Employment Status - Fixed Term Contracts by Staff Group and Position Status

Staff Group	Count			Percentage of Fixed Term Contracts	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD	34	19	53	64%	36%
AD 1-5	12	9	21	57%	43%
AD 6-10	5	27	32	16%	84%
RES	19	87	106	18%	82%
Total	70	142	212	33%	67%

Table 75: Employment Status - Permanent Contract by Staff Group and Position Status

Staff Group	Count			Percentage of Fixed Term Contracts	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD	63	496	559	11%	89%
AD 1-5	103	247	350	29%	71%
AD 6-10	49	345	394	12%	88%
RES	1	20	21	5%	95%
Total	216	1108	1324	16%	84%

Table 85: Grade and Mean Age – Disability

Grade	Mean Age		
	Disabled	Not Disabled	Not Known
ProfBand1		47	51
ProfBand2	62	51	
ProfBand3		55	51
ProfBand4	56	58	
ProfBand5		61	
RHUL 10	64	53	49
RHUL 9	47	46	36
RHUL 8	33	42	32
RHUL 7	33	39	35
RHUL 6	51	40	36
RHUL 5	35	43	33
RHUL 4	40	43	31
RHUL 3	49	42	
RHUL 2		34	
RHUL 1		40	



Age

5.21 The mean age of employees by Staff Group and Grade is set out in Tables 84 – 86 for reference.

Table 83: Grade and Mean Age – Gender

Grade	Mean Age	
	Female	Male
ProfBand1	47	47
ProfBand2	50	52
ProfBand3	58	53
ProfBand4	58	57
ProfBand5	45	62
RHUL 10	52	56
RHUL 9	45	47
RHUL 8	42	42
RHUL 7	39	40
RHUL 6	41	37
RHUL 5	44	41
RHUL 4	46	37
RHUL 3	43	41
RHUL 2		34
RHUL 1	36	48

Table 84: Grade and Mean Age – Ethnicity

Grade	Mean Age		
	Minority Ethnic	White	Not Known
ProfBand1	40	46	57
ProfBand2	50	51	51
ProfBand3	51	55	51
ProfBand4	59	57	56
ProfBand5		62	53
RHUL 10	49	54	
RHUL 9	46	46	44
RHUL 8	43	42	37
RHUL 7	38	40	31
RHUL 6	34	40	41
RHUL 5	36	44	40
RHUL 4	38	44	41
RHUL 3	43	41	54
RHUL 2	48	20	
RHUL 1	41	39	

Table 76: Employment Status - Fixed Term Contracts by Academic Level and Position Status

ACAD Staff group	Count			Percentage of Fixed Term Contracts	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD - Professor		1	1	0%	100%
ACAD - Reader					
ACAD - Senior Lecturer	1		1	100%	0%
ACAD - Lecturer	2	5	7	29%	71%
ACAD - Other	31	13	44	70%	30%

Table 77: Employment Status - Permanent Contract by Academic Level and Position Status

ACAD Staff group	Count			Percentage of Permanent	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ACAD - Professor	25	174	199	13%	87%
ACAD - Reader	6	76	82	7%	93%
ACAD - Senior Lecturer	12	135	147	8%	92%
ACAD - Lecturer	12	87	99	12%	88%
ACAD - Other	8	24	32	25%	75%

Table 78: Employment Status - Fixed Term Contract by Grade and Position Status

Grade	Count			Percentage	
	Part-Time	Full-Time	Total	Part-Time	Full-Time
ProfBand1					
ProfBand2		1	1	0%	100%
RHUL 10	0	1	1	0%	100%
RHUL 9	3		3	100%	0%
RHUL 8	20	25	45	44%	56%
RHUL 7	30	86	116	26%	74%
RHUL 6	5	15	20	25%	75%
RHUL 5	5	5	10	50%	50%
RHUL 4	5	3	8	63%	38%
RHUL 3	2	1	3	67%	33%
AR-RES-NS		5	5	0%	100%

Table 79: Employment Status - Permanent Contract by Grade and Position Status

Grade	Count			Percentage of Permanent	
	Part-Time	Full Time	Total	Part-Time	Full-Time
ProfBand1	3	31	34	9%	91%
ProfBand2	1	54	55	2%	98%
ProfBand3	4	31	35	11%	89%
ProfBand4	11	47	58	19%	81%
ProfBand5	6	11	17	35%	65%
RHUL 10	0	21	21	0%	100%
RHUL 9	21	242	263	8%	92%
RHUL 8	34	205	239	14%	86%
RHUL 7	16	123	139	12%	88%
RHUL 6	17	96	113	15%	85%
RHUL 5	43	144	187	23%	77%
RHUL 4	42	70	112	38%	63%
RHUL 3	15	25	40	38%	63%
RHUL 2	1	1	2	50%	50%
RHUL 1	2	7	9	22%	78%

Position Status

5.20 There are more female part time workers than male across the Staff Groups. The exception to this is in the Professorial Band where there are more males than females working part time (72% male).

Table 80: Position Status Part-Time and Gender by Staff Group

Staff Group	Count			Percentage	
	Female	Male	Total	Female	Male
ACAD	55	42	97	56.7%	43.3%
AD 1-5	97	18	115	84.3%	15.7%
AD 6-10	46	8	54	85.2%	14.8%
RES	11	9	20	55.0%	45.0%
Total	209	77	286	73.1%	26.9%

Table 81: Position Status Part-Time and Gender by Academic Level

ACAD breakdown	Count			Percentage	
ACAD breakdown	Female	Male	Total	Female	Male
ACAD - Professor	7	18	25	28.0%	72.0%
ACAD - Reader	5	1	6	83.3%	16.7%
ACAD - Senior Lecturer	12	1	13	92.3%	7.7%
ACAD - Lecturer	9	5	14	64.3%	35.7%
ACAD - Other	22	17	39	56.4%	43.6%

Table 82: Position Status Part-Time and Gender by Grade

Grade	Count			Percentage of Part-Time	
	Female	Male	Total	Female	Male
ProfBand1	1	2	3	33.3%	66.7%
ProfBand2		1	1	0.0%	100.0%
ProfBand3	3	1	4	75.0%	25.0%
ProfBand4	3	8	11	27.3%	72.7%
ProfBand5		6	6	0.0%	100.0%
RHUL 9	20	4	24	83.3%	16.7%
RHUL 8	35	19	54	64.8%	35.2%
RHUL 7	31	15	46	67.4%	32.6%
RHUL 6	19	3	22	86.4%	13.6%
RHUL 5	38	10	48	79.2%	20.8%
RHUL 4	41	6	47	87.2%	12.8%
RHUL 3	16	1	17	94.1%	5.9%
RHUL 2		1	1	0.0%	100.0%
RHUL 1	2		2	100.0%	0.0%