



University  
of Dundee

Equality and Diversity  
Equal Pay Statement 2017 and Gender Pay Gap Report 2017  
30 April 2017

Presented by Mr. Ajit Trivedi  
Head of Equality and Diversity  
University of Dundee

## University of Dundee – Equal Pay Statement 2017

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The University of Dundee believes in the importance of Equality and Diversity in all its employment functions and activities. The University believes this extends to the way we reward our employees and that reward should be awarded fairly and equitably regardless of their protected characteristic as covered by the Equality Act 2010. The University believes that all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

The University recognises that in order to achieve equal pay for employees carrying out equal work we should operate a pay system which is transparent, based on objective criteria and free from bias. The University will continue to use the Higher Education Role Analysis (HERA) system, an analytical job evaluation system, to assist with determining equal pay, where appropriate.

It is important that all employees have confidence in our processes, so we will continue to work with the recognised trade unions, to ensure equality within our reward policy and practice.

Under the Equality Act 2010, both women and men have the right to equal pay for work of equal value, this applies to all employees regardless of full or part-time status, casual or temporary contract or length or service.

### **In line with the General Duty of the Equality Act 2010, our objectives are to:**

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Advance equality of opportunity and the principles of equal pay throughout the workforce;
- Foster good relations between people sharing different protected characteristics in the implementation of equal pay.

### **The University will:**

- Publish pay gap information related to disability, race and sex by 30 April 2017;
- Annually monitor and review the pay policy, practice and procedures with the campus trade unions so that trends or any unlawful practices that impact on pay are investigated and appropriate action taken where required;
- Plan and implement actions in partnership with campus trade unions representatives to ensure equality in pay and benefits;
- Provide training and guidance for those involved in determining pay and benefits.
- Respond promptly to grievances and other concerns on equal pay;
- Ensure that the work in this area is fully aligned with the commitments outlined in the University Outcome Agreement with Scottish Funding Council and the public sector equality duty Outcomes Plan 2017-2021;
- Conduct an Equal Pay Review every two years inclusive of disability, race and sex;
- Conduct and publish on the University's website an annual equal pay review in line with the Equality and Human Rights Commission (EHRC) guidance.

This Policy was developed by the Human Resources team in April 2017 and will be next reviewed in April 2018.

Responsibility for implementing this policy is held by the University's Director of Human Resources.

# Gender Pay Gap Report 2016

## Executive Summary

The report covers those staff for whom we hold salary data in a reportable form. Thus the report covers those staff on the Single Pay Spine (2921 staff in 2016) and Clinical pay scales (135 staff in 2016).

On both pay scales the data is considered by Gender, Ethnicity and Disability. The reports cover All Staff, and then are split by full-time and part-time. As part of drilling down we also split the data further into the Grades within the overall pay scales and in some instances considered Job Families.

The Single Pay Spine runs from Grade 1 (lowest salary) to Grade 10 (highest salary).

- All Jobs on this Pay Spine are covered by the HERA Job Evaluation scheme and thus we have surety that all jobs are fairly graded against each other.
- All Grades apart from Grade 10 has a minimum and maximum point and annual incremented progression. Thus, with time, all staff on Grades 1 to 9 will reach the top of that Grade.
- The University operates a fair recruitment system and there are no unreasonable barriers to prevent staff of different Genders, Ethnicity or Disabled status applying for and obtaining any Grade of job.

We highlighted areas where the average pay gap was  $\pm 5\%$  or more and have proposed likely explanations or where further analysis or investigation may be required. Positive %s show in favour of Males (Gender), White Ethnicity (Ethnicity) and Not Known to be Disabled (Disability).

**Single Pay Spine by Gender – All Staff.** In 2016 this is 23.78% in favour of males. Drilling down by grade, with the exception of Grade 10, all the average gender pay gaps are less than 5%. In the 6 lower salary Grades 1 to 6, there are 311 males (26% of all males) and 863 females (50% of all females) and in the higher salary Grades 7 Training to 10 there are 898 males (74% of all males) and 849 females (50% of all females). This difference in distribution of males and females across the grades thus affects the ALL figure.

**Single Pay Spine by Gender – Grade 10.** This was further drilled down into by Academic and Academic Related job families. The average gender pay gap for Academic Grade 10 staff in 2016 was 3.53% which is within acceptable limits. Of these Academic staff 114 are males and 28 females. The figure for Academic Related Grade 10 staff was 21.94% and had increased since 2014. Of these Academic Related staff 22 are males and 10 are females. Further investigation may be required here.

**Single Pay Spine by Ethnicity – All Staff.** The overall figure was -3.55% which indicates that BME staff have a higher average pay than White ethnicity. When drilled down into by Grade, this was reversed for all pay Grades. The average pay gap was within acceptable limits for all Grades apart from Grade 10 which gave a 15.91% average pay gap in favour of white ethnicity. The numbers of Grade 10 staff are 166 White ethnicity and 9 BME which could be too small to draw significant conclusions. BME staff are concentrated in the middle and higher Grades of the Single Pay Spine in comparison to White Ethnicity staff who have a much higher percentage of staff in the lower Grades 1 to 6 and this thus affects the ALL figure.

**Single Pay Spine by Disability – All Staff.** The overall figure was 6.63% in favour of Not Known to Be Disabled Staff. When this was drilled into by Grade, all the average pay gap %s were below 5%, indicating acceptable levels. At Grade 10, the average pay gap was -4.16% in favour of those with a Declared Disability but the numbers are 172 Not Known to be Disabled and 3 Declared Disability which could be too small to draw significant conclusions.

**Clinical Staff by Gender – All Staff.** The overall average pay gap in 2016 was 10.72% in favour of males. Further drilling within Clinical Grades identified the two Grades at the lower end of the Clinical scales (Clinical Academic and CLINL-Clinical Lecturer) held similar number of males and females (28 males and 31 females). The Average % Pay Gap here showed 7.51% and 13.49% in favour of women. This may require further investigation.

At the higher end of the Clinical Scales in Consult2004, there were 49 males and 22 females and here the average pay gap was within the acceptable limit. The salary at this level is almost twice that of the lowest two Clinical scales with very few staff on the scales in between. The moderate difference in the distribution of males and females across the grades and the significant difference in salary levels thus affects the ALL figure. It was noted that Clinical scales are often highly prescribed according to nhs rules. There is a query also regarding the accuracy of the Clinical data.

**Clinical Staff by Ethnicity – All Staff.** The overall average pay gap in 2016 was 15.41% in favour of White Ethnicity. When considered by Grade this remained outside of acceptable limits with 11.35% and 25.53% in the two lowest Clinical Grades. The number of White Ethnicity in these Grades is 117 and BME is 18. These numbers could be too small to draw significant conclusions. This may require further investigation. There is also a query regarding the accuracy of the Clinical data.

**Clinical Staff by Disability –** There are only 3 members of staff in this group who have a Declared Disability and thus the numbers were too small to analyse.

## **Summary**

The public sector equality duty (PSED) specific duties guidelines stipulate the gender pay gap information, as a minimum, should present a gender pay gap figure for the institution as a whole, further split by race, gender and occupational segregation (vertically by Grade and horizontally by Job Family). Due to the variety of roles within the University of Dundee the report was based on two separate pay spines. Single Pay Spine and Clinical the data was collated on 05 February 2016.

The report was generated on assignments held rather than headcount.

## **Gender Balance**

The Single Pay Spine gender split shows 59% of assignments are held by women. 73.3% of women hold assignments within Grade 1-6, opposed to 48.6% within Grade 7 Training and above. (Section 4.1, pg. 4)

The Clinical Pay Spine gender split show 41% of assignments are held by women. 52.5% of women hold assignments within Clinical Academic and CLINL-Clinical Lecturer, opposed to 31.6% within CLINPROF, CLINSL and CONSULT2004.

The gender balance analysis suggests more women than men are employed within the University of Dundee more senior assignments are held by males.

## **Gender Balance Pay Gap %**

The overall figure for All Staff within the Single Pay Spine suggested a 23.78% gender average pay gap % and an 18.61% gender median pay gap % in favour of male assignments. A similar pattern continued within the full and part time analysis. (Chart 5, pg.3)

Gender balance analysis presents woman as the dominant assignment and are predominantly employed at a lower grade within the spinal point. This suggested an overall figure for All Staff would not provide a true reflection.

Additional analysis using occupational segregation was completed. The overall average and median pay gap % figures were separated vertically by Grade (section 4.1).

Grade analysis presented

- the % pay gap difference by grade was generally just over or below the 5% satisfactory range, with the exception of Grade 3, 6 and 10 Median % Pay Gap
- The overall 2016 Average Pay Gap % reduced by 0.71% against 2014 to 23.78% in favour of male assignments
- Grade 2, 3, 4, 5 & 7 Training showed an average pay gap % in favour of female assignment
- Grade 6, 7, 8, 9 & 10 showed an average pay gap % in favour of male assignments

As the average % pay gap for Grade 3 and 6 fell within the 5% satisfactory range the report concentrated on Grade 10 and completed further analysis using horizontal segregation by Job Family. (Section 4.2, pg.5-7).

Job Family analysis presented

- Grade 10 held 3 Job Families, Academic, Academic Related and Research
- Female Gender balance within each were: Academic 20%, Academic Related 31%, 0% Research
- Academic Related showed an average pay gap % of 21.94% in favour of male assignments. Increasing by almost 5% over the two year period. (Chart 12, pg. 7)

Further analysis within Academic Related appointments may provide further clarity.

The overall % figure for All Staff within the Clinical Pay Spine suggested a 10.72% average pay gap in favour of male assignments against a 6.45% average pay gap % in favour of males in 2014. Identifying the pay gap % has increased in favour of male assignments by 4.27% over the 2 year period.

### **Ethnicity Pay Gap %**

The Ethnicity balance within the Single Pay Spine data identifies 8% of assignments were held by BME staff this remained static in comparison to 2014. (Chart 13, 14 pg.7)

Overall analysis presented

- Overall the average pay gap % was favourable to BME and increased by 2.51% against 2014 to 3.55% in favour of BME (Chart 17 pg.8)
- The average pay gap % sat within the satisfactory 5% range, whereas the median pay gap % showed 12.49% in favour of BME (Section 5.4 pg.9)
- Grade 10 showed 15.91% average pay gap % and 15.3% median pay gap % significantly higher than the satisfactory 5% range

Numbers were low within BME and turnover could impact % figures dramatically. The All Staff, as opposed to Full- and Part Time staff pay gap % was viewed as a more credible analysis.

The Ethnicity balance within the Clinical Pay Spine data identifies a 13.3% of assignments were held by BME staff this increased from 11.6% in 2014. (Section 8.4 pg.17) The BME numbers are low within this area and there is a wide salary range within CLINL which has impacted the figures significantly.

- Overall Average % Pay Gap is 15.41% in favour of White staff.

**NOTE:** This area requires further investigation as anomalies have been found.

### **Disability**

The Disability balance within the Single Pay Spine data identified 4% of assignments were held by Declared Disabled staff. This remained static from 2014.

Overall analysis presented

- Overall the pay gap % was favourable to Not known to be disabled
- The average % pay gap is 6.63%, the median % pay gap 5.71%
- Numbers are small only 120 out of 2921
- Only Grade 10 is over the 5% satisfactory range within Median % Pay Gap, and this is in favour of Declared Disabled

No discrimination is evident with 7 of the 10 grades showing % pay gap figures in favour to Declared Disabled.

There are only three members of staff in this group who have declared a disability.

## 1. Introduction

The public sector equality duty specific duties for Scotland were revised for 2016 changing the threshold for reporting gender pay gap information and equal pay statements for institutions similar to the University of Dundee. The amendments required not only to publish equal pay statements to include gender but to include gender, race, disability and occupational segregation.

Information pertaining from the analysis requires to be published by 30 April 2017 within the University of Dundee's Website, and existing reporting mechanisms wherever practicable.

The following guidelines as to how the gender pay gap information should be collated were provided by the Equality Challenge Unit and are shown below:

- = as a minimum, present a gender pay gap figure for the institution as a whole
- = include all staff, including full- and part-time staff and those at the most senior levels
- = be provided as both mean (average) and median calculations, with an explanation of the methodology used
- = include commentary on progress, for example changes in pay gaps since the last report and the position of the institution compared to the wider sector/public sector, and the possible causes of remaining pay gaps in the institution
- = outline actions that will/have been taken to address pay gaps, including work linked to equality outcomes

The single pay spine covers a much larger number of staff than the clinical scales – 2921 as compared to 135. Within the single pay spine there are 10 grades, with Grade 1 containing the lowest salaries and Grade 10 the highest. With the exception of Grade 10, for which there are no increments and no upper boundary, all other Grades, 1 to 9, have annual increments and a maximum salary point. These Grades are governed by one Job Evaluation scheme to ensure that evaluation and subsequent salary allocation is consistent and fair across these grades. In addition the University promotes fair recruitment of staff to ensure it recruits from a wide, often international pool, to promote employment of the best person for the job irrespective of gender, ethnic origin and disability across the grades within the restrictions of the UKVI employment rules.

The % differences from the lowest increment on the Grade to the highest possible increment on the Grade are as follows:

Grade 1 – 0%	Grade 6 – 34%
Grade 2 – 4.5%	Grade 7 – 34%
Grade 3 – 22%	Grade 8 – 30%
Grade 4 – 22%	Grade 9 – 19%
Grade 5 – 26.5%	Grade 10 – does not apply (no upper salary boundary)



## 2. Methodology

Data was captured 5 February 2016, and included information on Gender, Ethnicity and Disability for two distinct groups of staff: staff aligned to the Single Pay Spine and staff on Clinical Grades.

Counts were based on assignment and were divided by:

- Single Pay Spine: Gender and Grade
- Single Pay Spine: Ethnicity and Grade
- Single Pay Spine: Disability and Grade
- Clinical Grades: Gender and Grade
- Clinical Grades: Ethnicity and Grade
- Clinical Grades: Disability and Grade *No data available*

### ***Grade being recognised as vertical segregation***

The pay gap % was calculated using male salaries, white staff and declared disabled staff as the comparators, the formulas are shown below. A positive % indicates a pay gap in favour of the comparators. For example, the average pay gap of 3.14% at Grade 6 means that the average female salary for Grade 6 is 96.86% of the average male salary for Grade 6.

### **Pay gap formula calculations:**

- $\text{Male} - \text{Female} / \text{Male} * 100$
- $\text{White} - \text{BME} / \text{White} * 100$
- $\text{Non declared disabled} - \text{declared disabled} / \text{non declared disabled} * 100$

\*Negative pay gap value = pay gap in favour of women

Legend to **RAG**

0 to $\pm 2.99\%$	$\pm 3\%$ to $\pm 4.99\%$	$\pm 5\%$ or more
Good	Satisfactory	Require further analysis

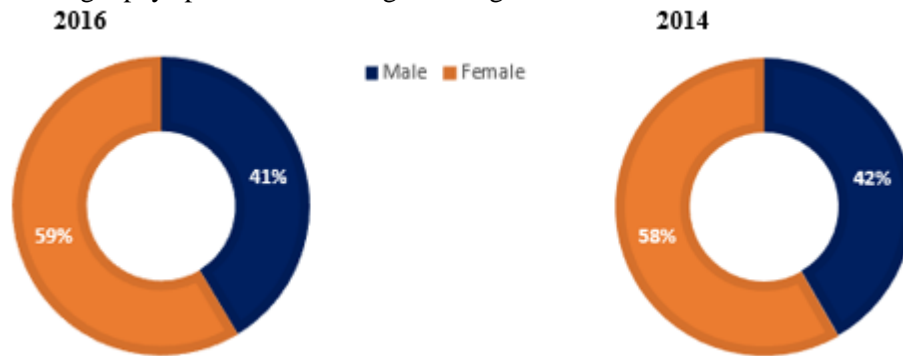
### **Hourly rate formula calculations:**

Single Pay Spine: The average hourly rate and median hourly rate has been calculated by averaging the recognised hours within the University of Dundee: 40 hours at Grade 7+ and 36.25 hours at Grade 1-6 / 2 = 38.125 hours per week

Clinical: The average hourly rate and median hourly rate has been calculated as 40 hours per week.

### 3. Single pay spine: all staff gender pay gap overview

#### 3.1. Single pay spine all staff assignments gender balance %

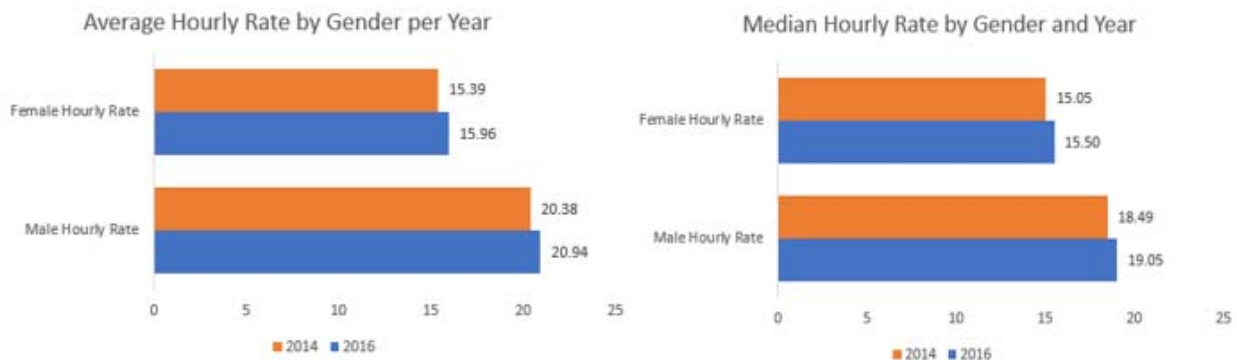


**Chart 1**

**Chart 2**

Comparing assignment numbers from 2014 to 2016 identified a reduction of assignments held by both male (reduction of 83) and female (reduction of 95) staff. Chart 1 and 2 shows the gender balance shifted by 1% in favour of men.

#### 3.2. Single pay spine all staff hourly pay rates by gender



**Chart 3**

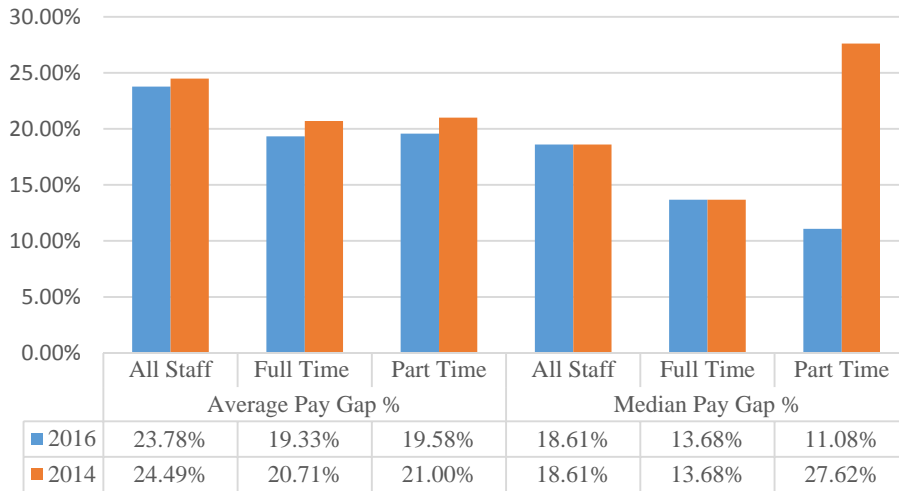
**Chart 4**

Comparing hourly rates 2016 shows an increase of average hourly rate for both male (2.67%:0.56p) and female (3.57%:0.57p) employees.

#### 3.3. Single pay spine all staff average and median pay gap % by year

\*Negative pay gap value = pay gap in favour of women

**Pay Gap %**



**Chart 5**

Chart 5 presents the overall average and median pay gap percentage, including all grades within the University of Dundee’s Single Pay Spine. The pay gap percentage is significant within Chart 5 suggesting male employees paid within the University of Dundee’s Single Pay Spine receive on average 23.78% more than females. Comparison with the 2014 figures shows a similar figure. The comparison shows a small decrease where the salary advantage for males decreased by just under 1% over the 2 year period. To determine if this percentage analysis was a true reflection across all grades additional analysis was completed. By use of Occupational Segregation both vertical (by Grade) and horizontal (by Job Family) drilling was completed using the overall figures of Chart 5.

#### 4. Single pay spine: occupational segregation

##### 4.1. Single pay spine vertical segregation

##### All Staff Gender and Grade Average % Pay Gap

All Employees	Male All			Female All			% Pay Gap	
Grade	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	35	14797	14797	117	14797	14797	0.00%	0.00%
2	39	15313	15356	9	15356	15356	-0.28%	0.00%
3	65	16825	16357	111	17342	18212	-3.07%	-11.34%
4	36	19744	19828	241	20222	20989	-2.42%	-5.86%
5	54	23273	23619	220	23597	24298	-1.39%	-2.87%
6	82	29371	30738	165	28449	28143	3.14%	8.44%
7 TRAINING	18	28860	28982	36	29284	29847	-1.47%	-2.98%
7	351	35426	36672	441	35406	36672	0.05%	0.00%
8	259	44921	46414	228	44746	46414	0.39%	0.00%
9	133	54629	55389	106	53915	55389	1.31%	0.00%
10	137	85773	78741	38	79739	71457	7.03%	9.25%
<b>All Grades</b>	<b>1209</b>	<b>41513</b>	<b>37768</b>	<b>1712</b>	<b>31641</b>	<b>30738</b>	<b>23.78%</b>	<b>18.61%</b>

Drilling down into the grades indicates a more positive viewpoint. The above table shows that the % difference by gender between each grade is generally low, especially given the possible % difference between the lowest and highest salary increments within each grade.

The Average % Pay Gap is generally below 5%. Within grades 1 to 9, one grade is neutral, five grades have an Average % Pay Gap slightly in favour of females and four grades have an Average % Pay Gap slightly in favour of males. The only Grade where this is not the case is Grade 10, where it rises to 7.03% in favour of males.

Further analysis providing segregation by gender within the grades identified 898 (74.3%) out of 1209 males are in Grade 7 Training and above in comparison to 849 (49.6%) females out of 1712.

Although there are almost as many women as men in the higher grades, women dominate assignment allocations within Grades 1 to 6 (311 males and 863 females). These grades attract lesser salaries thus influence the overall Average % Pay Gap figure (23.78%).

The following tables on page 5 capture the grade breakdown for full time and part time staff and show the statistics for both do not differ significantly from the statistics for all staff.

#### Single Pay Spine Gender and Grade Full Time Staff Average % Pay Gap

Full-Time Staff

Grade	Male Full Time			Female Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	1	14797	14797	0		0	n/a	n/a
2	28	15316	15356	1	15356	15356	-0.26%	0.00%
3	40	16648	16357	47	17227	18212	-3.47%	-11.34%
4	24	19702	19551	125	20108	20989	-2.06%	-7.36%
5	47	23319	23619	154	23568	24298	-1.07%	-2.87%
6	76	29479	30738	120	28316	28143	3.94%	8.44%
7 TRAINING	16	29001	29415	18	29287	29847	-0.99%	-1.47%
7	325	35422	36672	330	35117	35609	0.86%	2.90%
8	230	44810	46414	173	44466	46414	0.77%	0.00%
9	126	54587	55389	97	53791	53781	1.46%	2.90%
10	125	84354	75824	35	78787	71374	6.60%	5.87%
<b>All Grades</b>	<b>1038</b>	<b>42990</b>	<b>37768</b>	<b>1100</b>	<b>34681</b>	<b>32600</b>	<b>19.33%</b>	<b>13.68%</b>

## Single Pay Spine Gender and Grade Part Time Staff Average % Pay Gap

### Part-Time Staff

Grade	Male Part Time			Female Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	34	14797	14797	117	14797	14797	0.00%	0.00%
2	11	15305	15356	8	15356	15356	-0.33%	0.00%
3	25	17109	17703	64	17427	18212	-1.86%	-2.88%
4	12	19826	20695	116	20346	20989	-2.62%	-1.42%
5	7	22968	24298	66	23666	24298	-3.04%	0.00%
6	6	28009	27808	45	28802	29847	-2.83%	-7.33%
7 TRAINING	2	27736	27736	18	29282	29847	-5.57%	-7.61%
7	26	35469	36689	111	36267	37768	-2.25%	-2.94%
8	29	45805	46414	55	45627	46414	0.39%	0.00%
9	7	55389	55389	9	55257	55389	0.24%	0.00%
10	12	100553	91378	3	90847	83834	9.65%	8.26%
<b>All Grades</b>	<b>171</b>	<b>32551</b>	<b>24298</b>	<b>612</b>	<b>26176</b>	<b>21605</b>	<b>19.59%</b>	<b>11.08%</b>

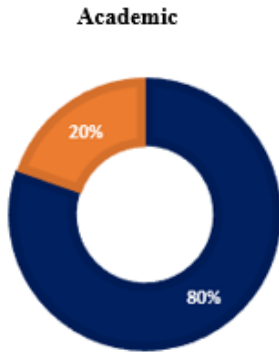
### 4.2. Single pay spine horizontal segregation Single pay spine Grade 10 assignments by Job Category



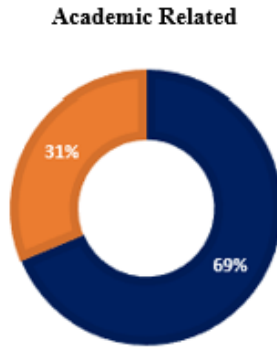
**Chart 6**

As Grade 10 was identified as the highest % difference across all tables' further research was completed. By drilling into the Grade 10 horizontally, Chart 6, the job families within that Grade were identified and could open further drilling down opportunities. 175 assignments were identified within three job family categories: Academic 81% (142), Academic Related 18% (32) and Research 1% (1).

Chart 7, 8, 9 presents the gender balance within each job category based on the single pay spine Grade 10 assignments for 2016.

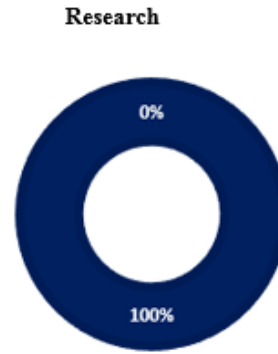


**Chart 7**



■ Male ■ Female

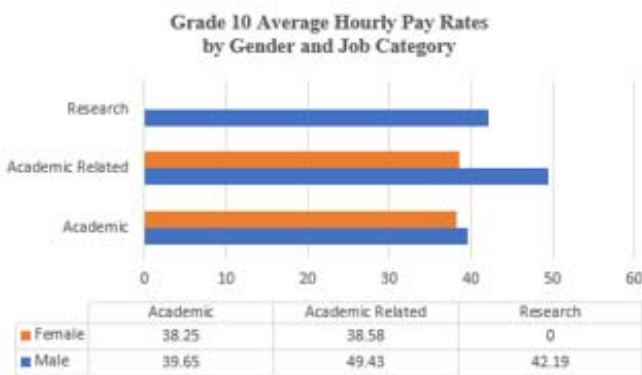
**Chart 8**



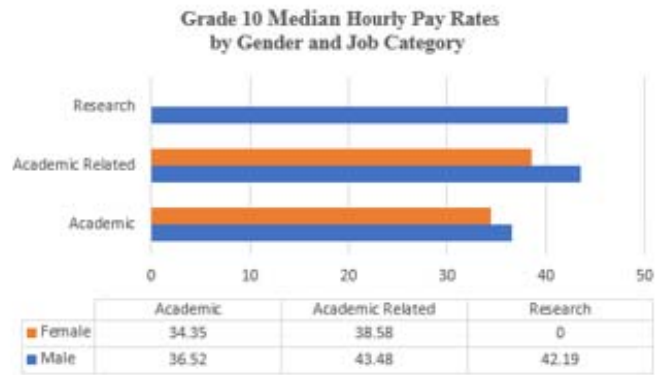
**Chart 9**

The numbers of female to male staff is 28:114 for Academic staff and 10:22 for Academic Related staff, one single male assignment is included within Research.

4.3. Single pay spine Grade 10 staff hourly pay rates by gender 2016



**Chart 10**

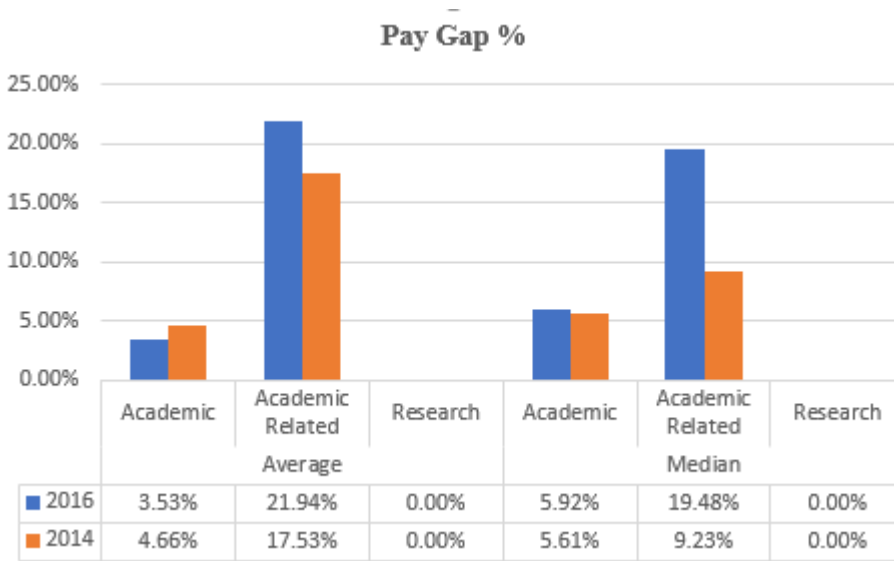


**Chart 11**

The above charts show the average and median hourly rates across each job category for both male and female staff. Chart 12 (page 7) shows the Pay Gap % of both the average and median pay rates within the single pay spine comparison of both 2014 and 2016.

Single pay Spine Grade 10 Pay Gap %

\*Negative pay gap value = pay gap in favour of women

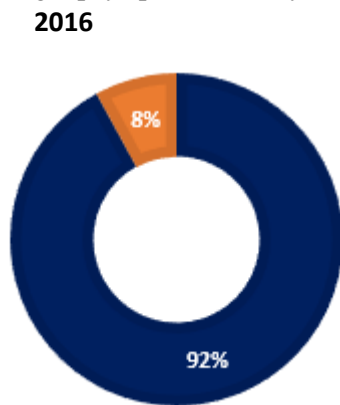


**Chart 12**

Drilling within Grade 10, Chart 12 by job family over 2014 and 2016 it can be seen that the average gender pay gap for Academic staff has decreased by over 1% and in both years was under 5%. For Academic Related staff the gender pay gap has increased by nearly 5% to 21.94% in favour of males.

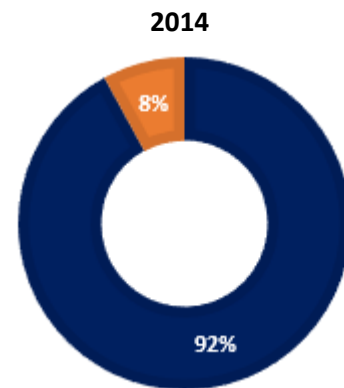
5. Single pay spine: Ethnicity

5.1. Single pay spine Ethnicity



**Chart 13**

■ BME ■ White



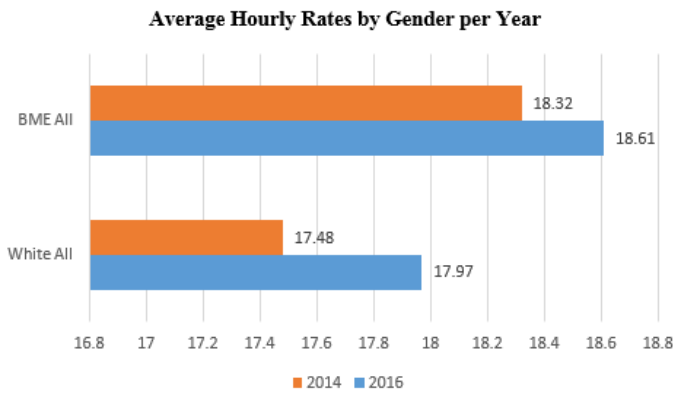
**Chart 14**

All staff have been included in the 2016 figures, those who have declined to declare whether or not they are disabled have been included within the White figures. This is different from the 2014 report in which

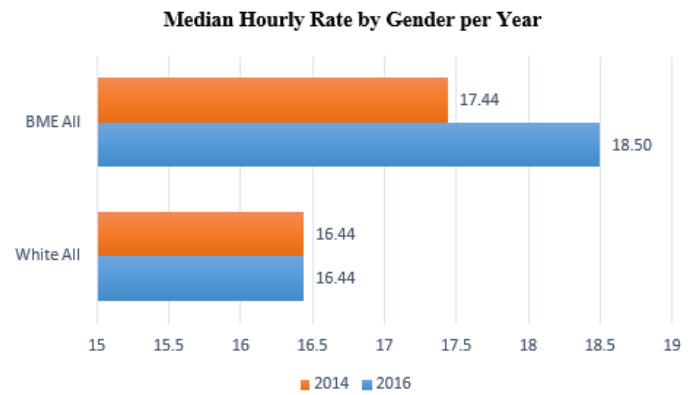
only staff where Ethnicity was known were included. Chart 13 and 14 identify there is no change from 2014 statistics with the University of Dundee identifying 92% of its ethnic workforce as White.

Within this section a positive % indicates a pay gap in favour of white staff and a negative % indicates a pay gap in favour of BME staff.

### 5.2. Single pay spine Ethnicity hourly pay rates



**Chart 15**

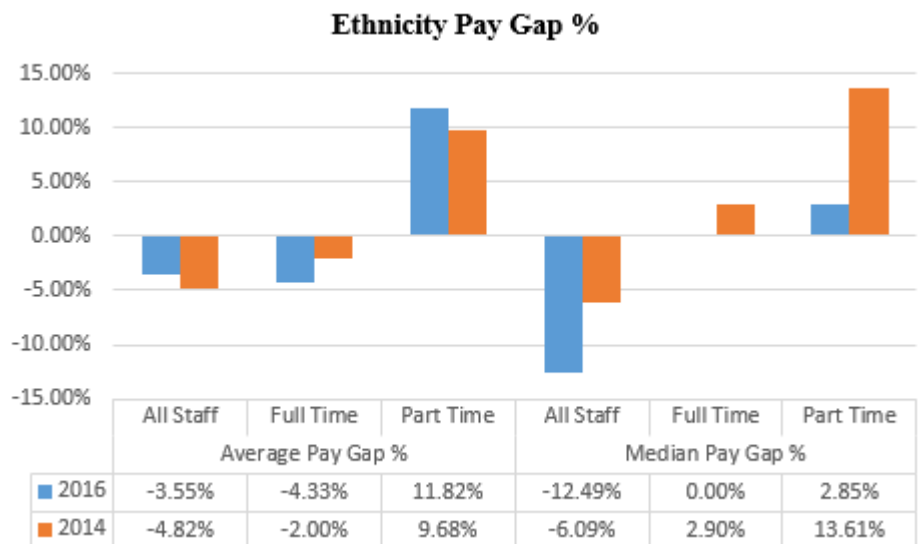


**Chart 16**

Chart 15 and 16 show the average and median hourly rates of both White and BME staff within the Single Pay Spine. Both BME and White show an increase of average hourly rate. These figures cannot compare to section 3.2 of this document as the gender data set has not been separated.

### 5.3. Single pay spine Ethnicity average and median pay gap %

\*Negative pay gap value = pay gap in favour of BME



**Chart 17**

The overall numbers for the single pay spine by Ethnicity look to be within reasonable limits. 2016 has shown movement by almost 1.5% but remains more favourable towards BME.



When looking at part-time staff within Chart 17 the statistics show that there is over a 5% Average pay gap both in 2014 and 2016, with 2016 being significantly higher. However, the Median % Pay Gap has dropped significantly. The numbers are small within 2016 as BME 233 against White 2688, the figure was higher in 2014 with BME 242 against White 2786. The smallest of assignment turnover would impact these %'s dramatically, which offers All Staff % figures more credibility.

#### 5.4. Ethnicity vertical segregation (by grade) 2016

##### All Staff

Grade	White All			BME All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	144	14797	14797	8	14797	14797	0.00%	0.00%
2	48	15321	15356	0		0	n/a	n/a
3	171	17154	17703	5	17047	16776	0.63%	5.24%
4	270	20182	20989	7	19309	19273	4.33%	8.18%
5	266	23554	24298	8	22866	22912	2.92%	5.70%
6	233	28773	29847	14	28458	29847	1.09%	0.00%
7 TRAINING	51	29168	29847	3	28719	28982	1.54%	2.90%
7	669	35502	36672	123	34942	34576	1.58%	5.72%
8	449	44915	46414	38	43947	45066	2.15%	2.90%
9	221	54315	55389	18	54280	55389	0.07%	0.00%
10	166	85159	77512	9	71609	65650	15.91%	15.30%
<b>All Grades</b>	<b>2688</b>	<b>35626</b>	<b>32600</b>	<b>233</b>	<b>36891</b>	<b>36672</b>	<b>-3.55%</b>	<b>-12.49%</b>

Using the high line figure for 2016 within Chart 17, vertical segregation can be completed by drilling within the grades. Grade 10 shows a 15.91% average pay gap in favour of white ethnicity. However the BME numbers at this Grade are very small with only 9 BME staff at this Grade, out of a total of 175 (5.1%) staff at Grade 10 are BME.

#### 5.5. Ethnicity vertical segregation (by grade) Full Time Staff 2016

##### Full-Time Staff

Grade	White Full Time			BME Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	1	14797	14797	0		0	n/a	n/a
2	29	15356	15356	0		0	n/a	n/a
3	84	16567	16567	3	17002	16776	-0.25%	-1.26%
4	144	20989	20989	5	19192	19273	4.38%	8.18%
5	196	24298	24298	5	22669	22912	3.66%	5.70%
6	182	29847	29847	14	28458	29847	1.16%	0.00%
7 TRAINING	32	29847	29847	2	29415	29415	-0.96%	1.45%
7	535	36672	36672	120	34965	34576	1.05%	5.72%
8	369	46414	46414	34	44110	45740	1.35%	1.45%
9	205	55389	55389	18	54280	55389	-0.08%	0.00%
10	151	75461	75461	9	71609	65650	14.57%	13.00%

## 5.6. Ethnicity vertical segregation (by grade) Part Time Staff 2016

### Part-Time Staff

Grade	White Part Time			BME Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	143	14797	14797	8	14797	14797	0.00%	0.00%
2	19	15327	15356	0		0	n/a	n/a
3	87	17343	18212	2	17115	17115	1.32%	6.03%
4	126	20308	20989	2	19601	19601	3.49%	6.62%
5	70	23617	24298	3	23195	24298	1.79%	0.00%
6	51	28709	29847	0		0	n/a	n/a
7 TRAINING	19	29222	29847	1	27328	27328	6.48%	8.44%
7	134	36162	37768	3	34027	33574	5.91%	11.10%
8	80	45845	46414	4	42560	41872	7.17%	9.79%
9	16	55315	55389	0		0	n/a	n/a
10	15	98612	88174	0		0	n/a	n/a
<b>All Grades</b>	<b>760</b>	<b>27664</b>	<b>21605</b>	<b>23</b>	<b>24393</b>	<b>20989</b>	<b>11.83%</b>	<b>2.85%</b>

## 6. Disability

### 6.1. Single pay spine Disability by year

2016

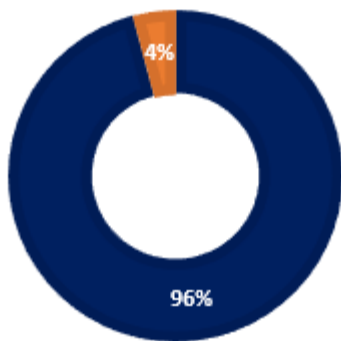


Chart 18

2014

■ Non Declared Disability ■ Declared

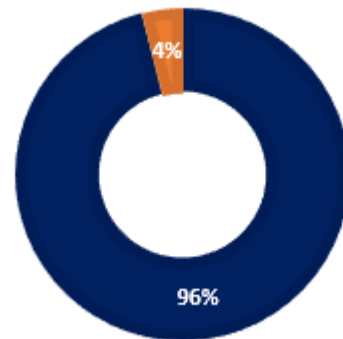


Chart 19

Chart 18 and 19 identify there is no change from 2014 statistics with the University of Dundee identifying 96% of its workforce not declaring a disability.

6.2. Single pay spine Disability hourly pay rates

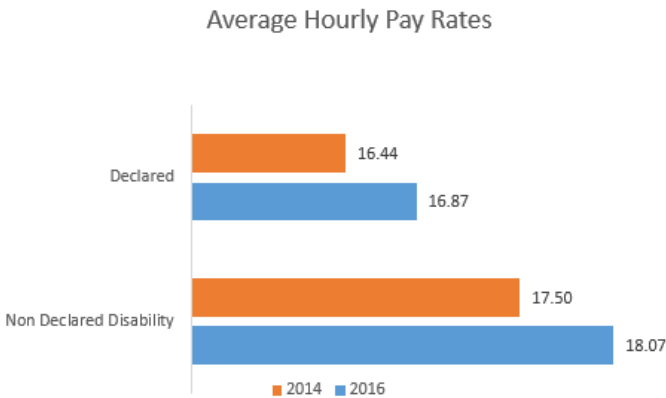


Chart 20

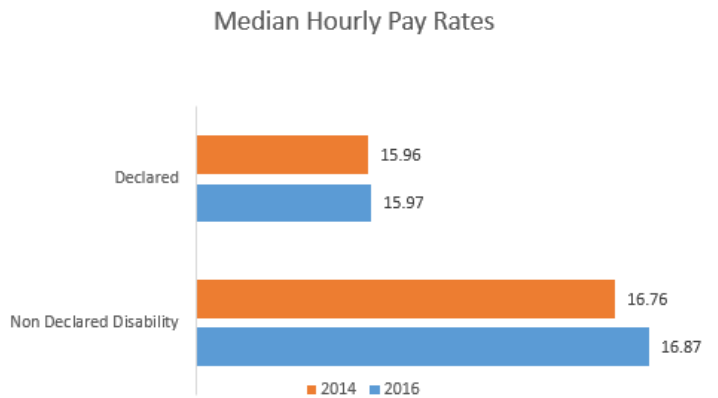


Chart 21

Chart 20 and 21 show the average and median hourly rates of both Declared and Non Declared staff within the Single Pay Spine show an increase of average hourly rate during this period. These figures cannot compare to section 3.2 or 5.2 of this document as the gender data set has not been separated.

6.3. Single pay spine Disability pay gap %

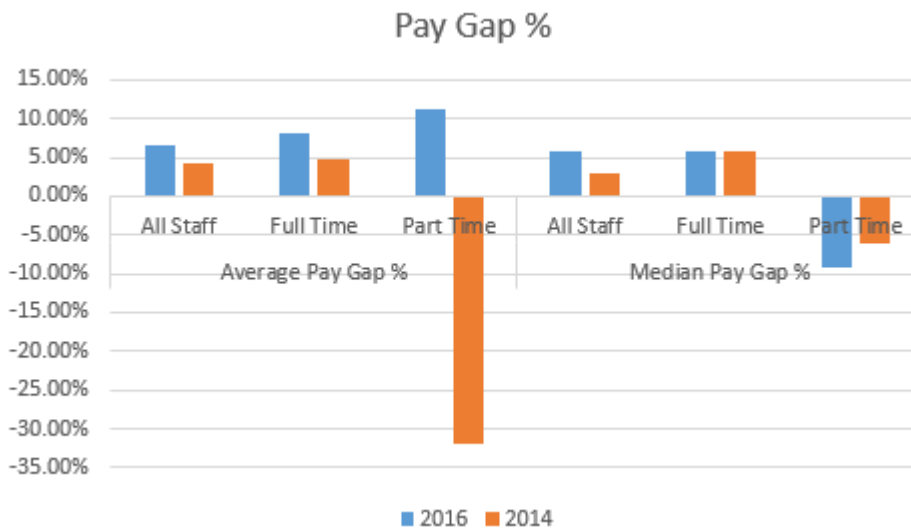


Chart 22

#### 6.4. Disability vertical segregation all staff by grade 2016

\*Negative pay gap value = pay gap in favour of Declared Disability

Grade	Not known to be disabled All			Declared disability All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	147	14797	14797	5	14797	14797	0.00%	0.00%
2	45	15319	15356	3	15356	15356	-0.24%	0.00%
3	165	17143	17703	11	17271	17703	-0.74%	0.00%
4	268	20151	20989	9	20424	20989	-1.35%	0.00%
5	259	23510	24298	15	23940	24298	-1.83%	0.00%
6	237	28745	29847	10	28990	30293	-0.85%	-1.49%
7 TRAINING	52	29116	29847	2	29847	29847	-2.51%	0.00%
7	758	35413	36672	34	35458	37220	-0.13%	-1.49%
8	469	44850	46414	18	44561	45740	0.64%	1.45%
9	229	54326	55389	10	53993	54585	0.61%	1.45%
10	172	84402	75953	3	87914	87204	-4.16%	-14.81%
<b>All grades</b>	<b>2801</b>	<b>35825</b>	<b>33574</b>	<b>120</b>	<b>33449</b>	<b>31656</b>	<b>6.63%</b>	<b>5.71%</b>

The numbers of staff with a declared Disability are small compared with the total number, 120 (4.1%) out of 2921. Although the overall Average Pay Gap shows 6.63% in favour of non-disabled staff, when looked at by Grades, all the Average Pay Gap %s are less than 5%. When looked at by full-time and part-time status, all Grades continue to show an Average Pay Gap of less than 5% with the exception of Grade 10 full-time which gives an Average % Pay Gap of 5.86% in favour of staff with a declared Disability. However the numbers are very small with only 3(1.7%) out of 175 staff at Grade 10 having a declared Disability.

#### 6.5. Disability vertical segregation (by grade) Full Time Staff 2016

Grade	Not known to be disabled Full Time			Declared disability Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	1	14797	14797	0		0	n/a	n/a
2	27	15315	15356	2	15356	15356	-0.27%	0.00%
3	80	16963	16567	7	16938	16776	0.14%	-1.26%
4	141	20025	20400	8	20354	20989	-1.64%	-2.89%
5	191	23489	24298	10	23899	24298	-1.75%	0.00%
6	188	28750	29847	8	29175	30293	-1.48%	-1.49%
7 TRAINING	32	29109	29847	2	29847	29847	-2.53%	0.00%
7	625	35254	35609	30	35557	37220	-0.86%	-4.52%
8	387	44676	46414	16	44329	44412	0.78%	4.31%
9	213	54252	55389	10	53993	54585	0.48%	1.45%
10	157	83045	75000	3	87914	87204	-5.86%	-16.27%
<b>All Grades</b>	<b>2042</b>	<b>38858</b>	<b>36672</b>	<b>96</b>	<b>35665</b>	<b>34576</b>	<b>8.22%</b>	<b>5.72%</b>

6.6. Disability vertical segregation (by grade) Part Time Staff 2016

Grade	Not known to be disabled Part Time			Declared disability Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
1	146	14797	14797	5	14797	14797	0.00%	0.00%
2	18	15325	15356	1	15356	15356	-0.20%	0.00%
3	85	17314	18212	4	17853	18212	-3.12%	0.00%
4	127	20292	20989	1	20989	20989	-3.44%	0.00%
5	68	23568	24298	5	24021	24298	-1.92%	0.00%
6	49	28727	29847	2	28254	28254	1.65%	5.34%
7 TRAINING	20	29127	29847	0		0	n/a	n/a
7	133	36157	37768	4	34719	35184	3.98%	6.84%
8	82	45671	46414	2	46414	46414	-1.63%	0.00%
9	16	55315	55389	0		0	n/a	n/a
10	15	98612	88174	0		0	n/a	n/a
<b>All Grades</b>	<b>759</b>	<b>27663</b>	<b>21605</b>	<b>24</b>	<b>24586</b>	<b>23605</b>	<b>11.12%</b>	<b>-9.26%</b>

7. Clinical grades: all staff overview

7.1. Clinical grades assignments overview

2016

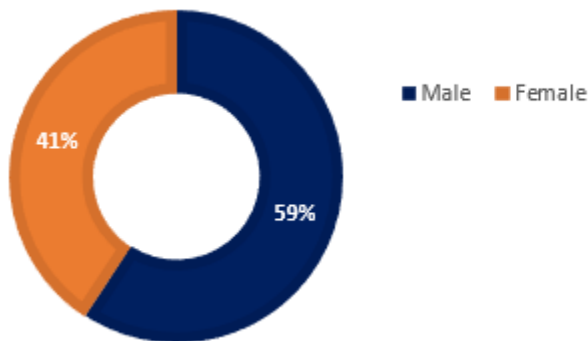


Chart 23

2014

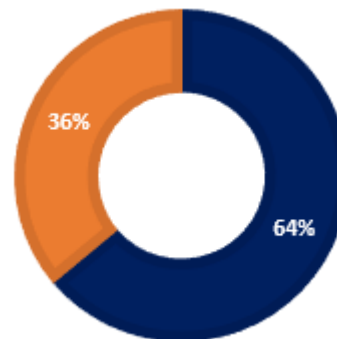


Chart 24

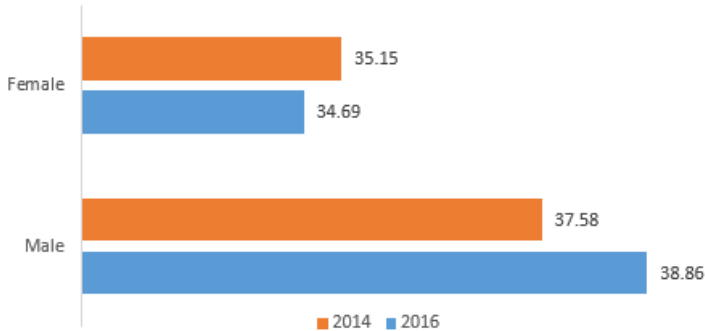
The numbers of assignments within Clinical Scales is relatively small – only 135 in 2016 in comparison to 147 assignments in 2014. During the period of 2014 to 2016 period the grades were aligned resulting in fewer job categories. CLINL, CLINPROF, CLINSCIENTIST and EDPSYCHOL are obsolete leaving:

2016

- Clinacademic
- CLINL
- CLINPROF
- CLINSL
- CONSULT2004

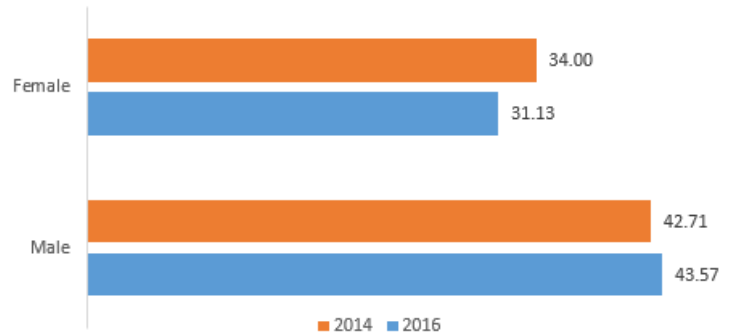
## 7.2. Clinical all staff hourly rates by gender

**Average Hourly Rates by Gender per Year**



**Chart 25**

**Median Hourly Rates by Gender per Year**

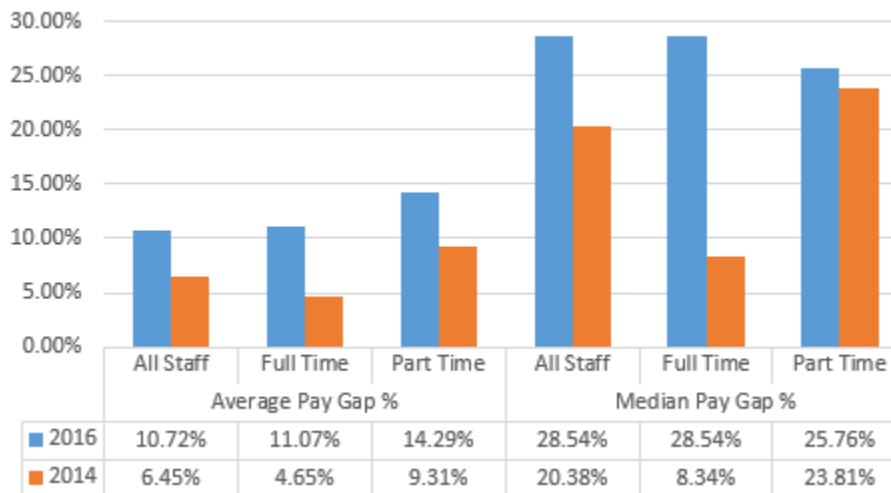


**Chart 26**

Chart 25 and 26 suggest a decline in the average and median hourly rate. This could be explained by the restructure as due to the low numbers within the category a small turnover could influence numbers.

## 7.3. Clinical all staff average and median pay gap %

**Pay Gap %**



**Chart 27**

At the time of reporting in 2014 the Average % Pay Gap was 6.45 % in favour of males this increased to 10.72% (Chart 27) in 2016. The pattern followed showing within both Full and Part Time staff. The Median pay gap % also increased significantly. Further occupational segregation was required to enable an understanding.

#### 7.4. Clinical all staff vertical segregation 2016

\*Negative pay gap value = pay gap in favour of women

Grade	Male All			Female All			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	21	45798	44307	24	49239	48123	-7.51%	-8.61%
CLINL	7	47650	46215	7	54077	55288	-13.49%	-19.63%
CLINPROF	0			1	141873	141873	n/a	n/a
CLINSL	3	72392	72392	1	72392	72392	0.00%	0.00%
CONSULT2004	49	95282	97787	22	91286	89224	4.19%	8.76%
<b>All Grades</b>	<b>80</b>	<b>77038</b>	<b>86369</b>	<b>55</b>	<b>68779</b>	<b>61716</b>	<b>10.72%</b>	<b>28.54%</b>

Further drilling within Clinical Grades identified the two Grades at the lower end of the Clinical scales (Clinical Academic and CLINL-Clinical Lecturer) held similar number of males and females (28 males and 31 females). The Average % Pay Gap actually showed 7.51% and 13.49% in favour of women.

The three higher Grades (Clinical Senior Lecturer, Clinical Professor and Consultant 2004) have a total of 52 males and 24 females, but these salaries are almost twice the amount per annum of the two lower Clinical Grades. 65% of males employed on the Clinical Grades are in the three higher Clinical Grades and 43.6% of females employed in the Clinical Grades are in the three higher Clinical Grades. The level of salary at in the three higher Clinical Grades gives rise to the overall Average % Pay Gap of 10.72% within all the Clinical Grades whereas within the three higher Grades themselves the highest Average % Pay Gap is less than 5%. The same explanation can be provided for full time and part time %.

#### 7.5. Clinical grades vertical segregation (by grade) full time

Grade	Male Full Time			Female Full Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	20	45216	43353	18	47806	47169	-5.73%	-8.80%
CLINL	6	45692	45261	2	44879	44879	1.78%	0.85%
CLINPROF	0			0			n/a	n/a
CLINSL	3	72392	72392	0			n/a	n/a
CONSULT2004	43	95745	79165	17	92290	92078	3.61%	-16.31%
<b>All Grades</b>	<b>72</b>	<b>76565</b>	<b>86369</b>	<b>37</b>	<b>68087</b>	<b>61716</b>	<b>11.07%</b>	<b>28.54%</b>

#### 7.6. Clinical grades vertical segregation (by grade) part time

Grade	Male Part Time			Female Part Time			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	1	57444	57444	6	53535	57444	6.81%	0.00%
CLINL	1	59401	59401	5	57756	59401	2.77%	0.00%
CLINPROF	0			1	141873	141873	n/a	n/a
CLINSL	0			1	72392	72392	n/a	n/a
CONSULT2004	6	91297	85171	5	87874	86369	3.75%	-1.41%
<b>All Grades</b>	<b>8</b>	<b>81904</b>	<b>81569</b>	<b>18</b>	<b>70201</b>	<b>60559</b>	<b>14.29%</b>	<b>25.76%</b>

## 8. Clinical grades Ethnicity Overview –

### 8.1. Clinical grades assignments by Ethnicity overview

2016

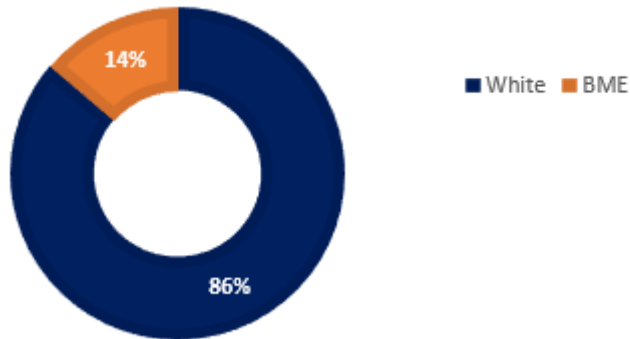


Chart 28

2014

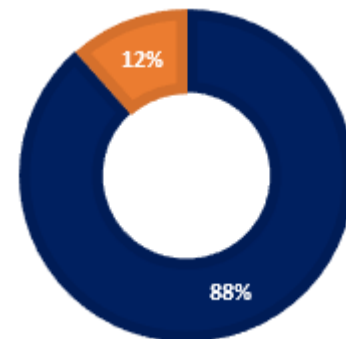


Chart 29

### 8.2. Clinical grades hourly rates

Clinical Ethnicity Average Hourly Rates

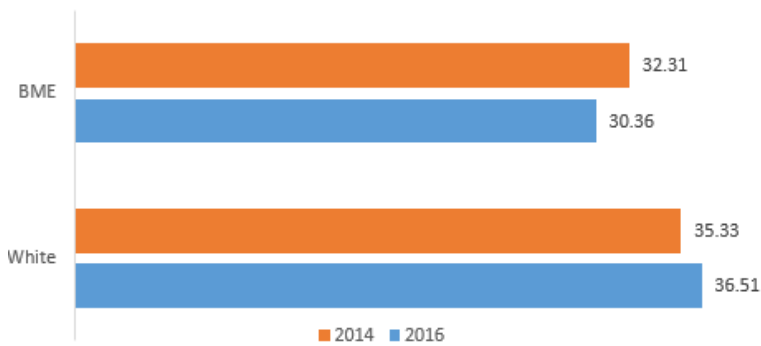


Chart 30

Clinical Ethnicity Median Hourly Rates

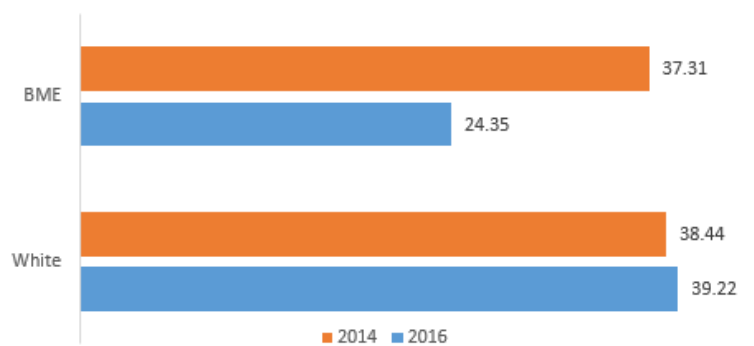


Chart 31

### 8.3. Clinical grades pay gap %

Clinical Ethnicity	White			BME			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	36	48739	47169	9	43208	42399	11.35%	10.11%
CLINL	13	51808	55288	1	38582	38582	25.53%	30.22%
CLINPROF	1	141873	141873				n/a	n/a
CLINSL	3	72392	72392	1	72392	72392	n/a	n/a
CONSULT2004	64	94246	97787	7	92550	92078	1.80%	5.84%
All Grades	117	75375	81568	18	63761	50646	15.41%	37.91%



#### 8.4. Clinical grades Ethnicity vertical segregation

Negative pay gap value = pay gap in favour of BME

Clinical Ethnicity	White			BME			% Pay Gap	
	Assignment Count	Average Salary	Median Salary	Assignment Count	Average Salary	Median Salary	Average % Pay Gap	Median % Pay Gap
CLINACADEMIC	36	48739	47169	9	43208	42399	11.35%	10.11%
CLINL	13	51808	55288	1	38582	38582	25.53%	30.22%
CLINPROF	1	141873	141873				n/a	n/a
CLINSL	3	72392	72392	1	72392	72392	n/a	n/a
CONSULT2004	64	94246	97787	7	92550	92078	1.80%	5.84%
All Grades	117	75375	81568	18	63761	50646	15.41%	37.91%

Although the numbers are small, when split into white ethnic and BME the statistics show when Clinical staff are looked at as a whole and when broken down into grades that the Average % Pay Gap has increased by over 8% (Chart 32) in favour of white ethnic from 2014 to 2016, and that the Average % Pay Gap shows in favour of white ethnic in both the lower and higher Clinical Grades with Clinical Academic showing 9.52% in favour of white ethnic and Consultant 2004 showing 16.84 % Average Pay Gap in favour of white ethnic. Overall, 13.8% of all Clinical staff are BME.

#### 9. Clinical Grades: Disability and Grade

There only three members of staff in this group who have declared a disability.