



UNIVERSITY OF
CAMBRIDGE

Equality and Diversity Information Report 2022-2023

Published March 2024

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Foreword

The Equality, Diversity & Inclusion Information Report 2022-23 provides an overview of equality information on our staff and student communities including the gender and ethnicity pay gap data.

The data contained in this Report is used to inform the University's efforts to ensure an inclusive environment for work and study and to measure the impact of equality and inclusion initiatives.

The Report is presented mindful of guidance regarding our obligations under equality law which covers the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

This Report uses the term Black, Asian and Minority Ethnic (BAME). The University is aware of the limitations of the term and recognises that there is no agreement in the sector with regards to what terminology should be used. The Equality, Diversity & Inclusion (ED&I) Section is working with the Race Equality Network (REN) and other relevant groups to seek a consensus on the terminology. It is our aim to tackle all forms of inequality, including racism, and to foster inclusion.

While the university has made tremendous progress on many fronts, it needs to do more on the continuing gender pay and awarding gaps. These hugely important issues were discussed at the March 2024 meeting of the University Council and it was decided to tackle them with the urgency that they deserve. We will be producing clear action plans to address these issues.

This Report has been prepared for publication by the ED&I Section, which is part of the University's Human Resources Division, and governed by the University's ED&I Committee.

Professor Kamal Munir, Pro-Vice-Chancellor for University Community and Engagement, and Chair of the Equality, Diversity & Inclusion Committee.

Staff Overview

This section presents University of Cambridge staff equality and diversity information for the academic year 2022-23, excluding Colleges, which are separate entities. Please refer to the staff definitions and notes section for a detailed explanation of the data provided¹.

On 31 March 2023, the University had 13,358 employees in four University staff groups (**Table 1**). Please note Assistant and Academic-Related staff are combined in the analysis in this Report into Professional Services Staff (PSS).

Table 1: Count by staff group.

Staff Group	Number of employees (headcount)	Percentage of employees
Academic	2,047	15.3%
Academic-Related	2,991	22.4%
Assistant	4,478	34.5%
Researchers	3,842	29.8%
Total	13,358	100.0%

Key figures

- The gender breakdown in the University was 54.3% female.
- 87.0% of employees had a known disclosed ethnic background. Of these, 18.4% were BAME.
- 24.9% of all Professors were female, and 10.9% of Professors were BAME.
- 7.0% of all employees disclosed having a disability.

¹ This ED&I Information Report is derived from the Cambridge Human Resources Information System (CHRIS) as at 31 March 2023 census date, with the exception of the recruitment data which covers the period 1 April 2022 to 31 March 2023.

Diversity of Leadership

Within the University of Cambridge decision making is centred within the University's influential main committees, the University Council and General Board of the Faculties, and Councils of the Schools. These committees are composed of appointed, elected, and ex-officio members and therefore individuals often sit on more than one committee. Female members made up 48.2% of the Council (42.3% in 2021-22), which is the principal executive and policy-making body of the University. For those committees listed below, on average 6.4% of committee members disclosed their ethnicity as BAME (**Table 2**). Please note though, we do not currently collect diversity data on external committee members. Ethnicity data is also not recorded for on average 29.4% of those committee members who are University staff. 30.0% of Chairs of Faculty Boards and Heads of Departments were female, and 6.3% had disclosed their ethnicity as BAME.

Table 2: Diversity of members sitting on the University Council, General Board of the Faculties and Councils of Schools.

Committee	Percentage of Female	Percentage of BAME
University Council	48.2%	3.4%
General Board of the Faculties	44.4%	11.1%
Council of the School of Arts and Humanities	50.0%	6.3%
Council of the School of the Biological Sciences	50.0%	9.1%
Council of the School of Clinical Medicine	23.3%	6.7%
Council of the School of the Humanities and Social Sciences	47.1%	5.9%
Council of the School of the Physical Sciences	29.4%	5.9%
Council of the School of Technology	19.0%	4.8%

Staff Balance – by Gender²

Figure 1: Number and proportion of female and male staff in each of the University's three main staff groups.

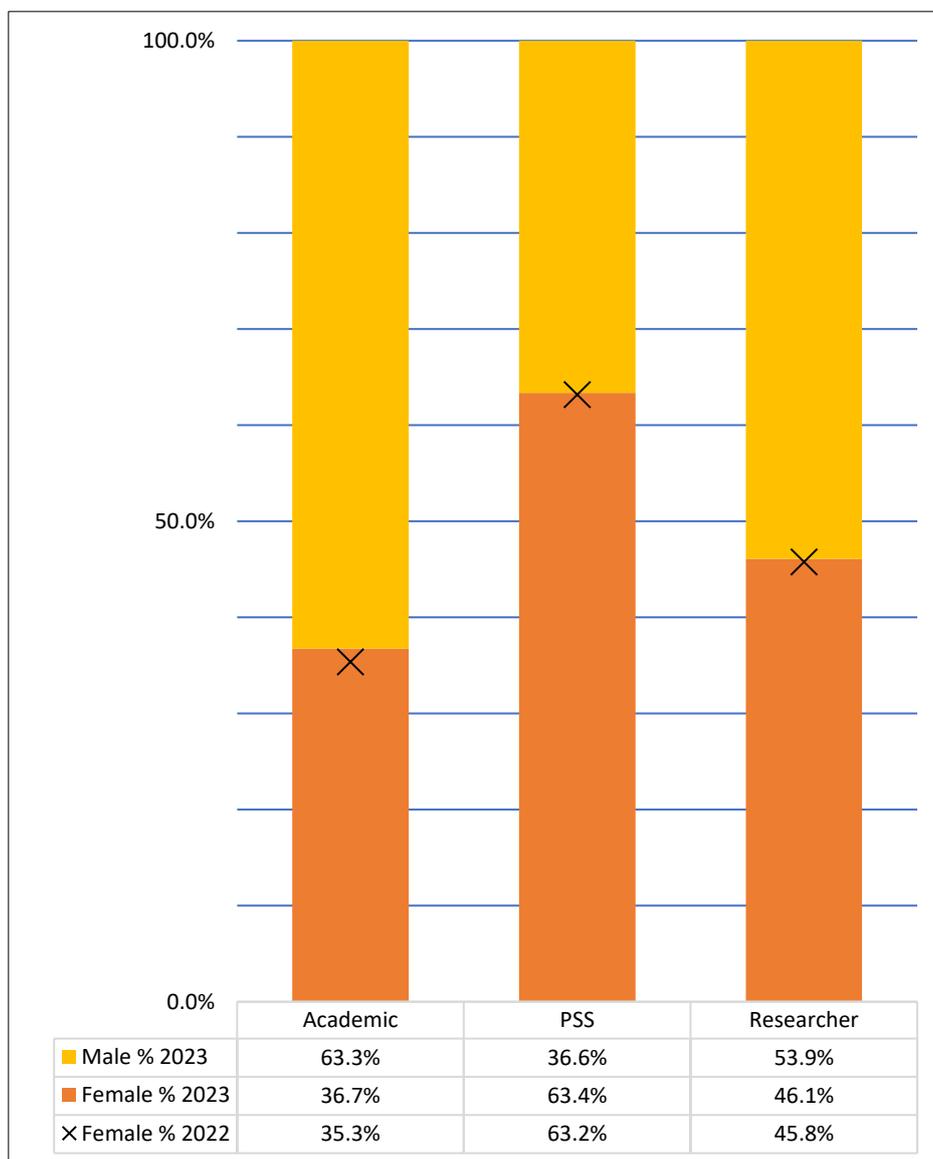


Figure 1 shows that 36.7% Academic staff were female, as were 63.4% PSS and 46.1% of Research staff.

² Available gender data here within refers to biological sex.

Figure 2: Proportion of female staff in each of the University's three main staff groups over the last five years as at 31 March.

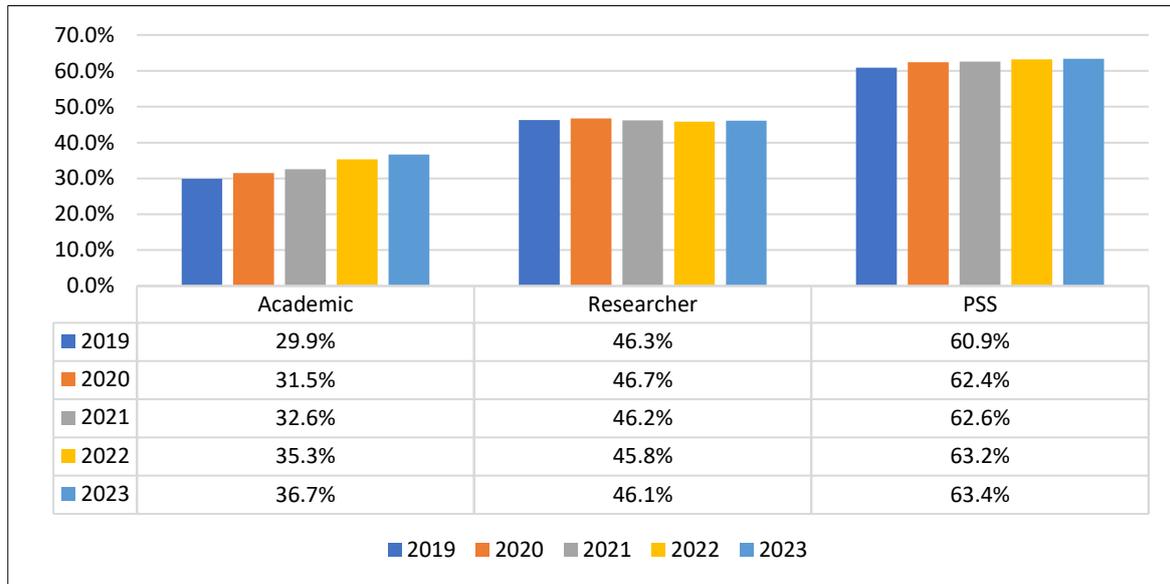


Figure 2 shows that while the proportion of female staff has remained relatively constant for Research staff and PSS, there has been an increase of 6.8% within Academic staff.

Figure 3: Staff grade and gender 2022 and 2023.

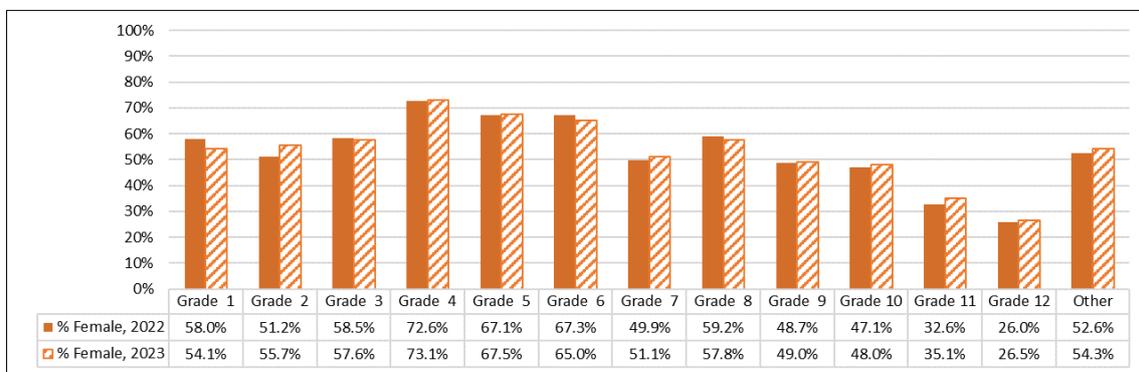
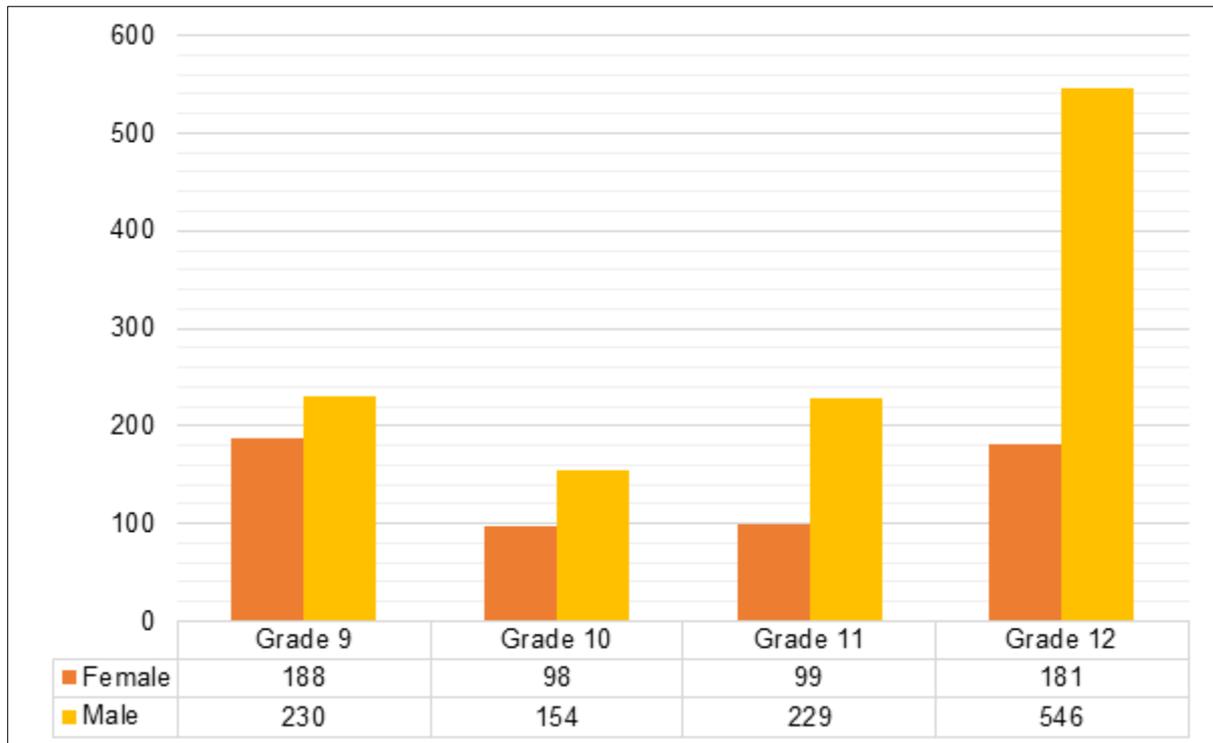


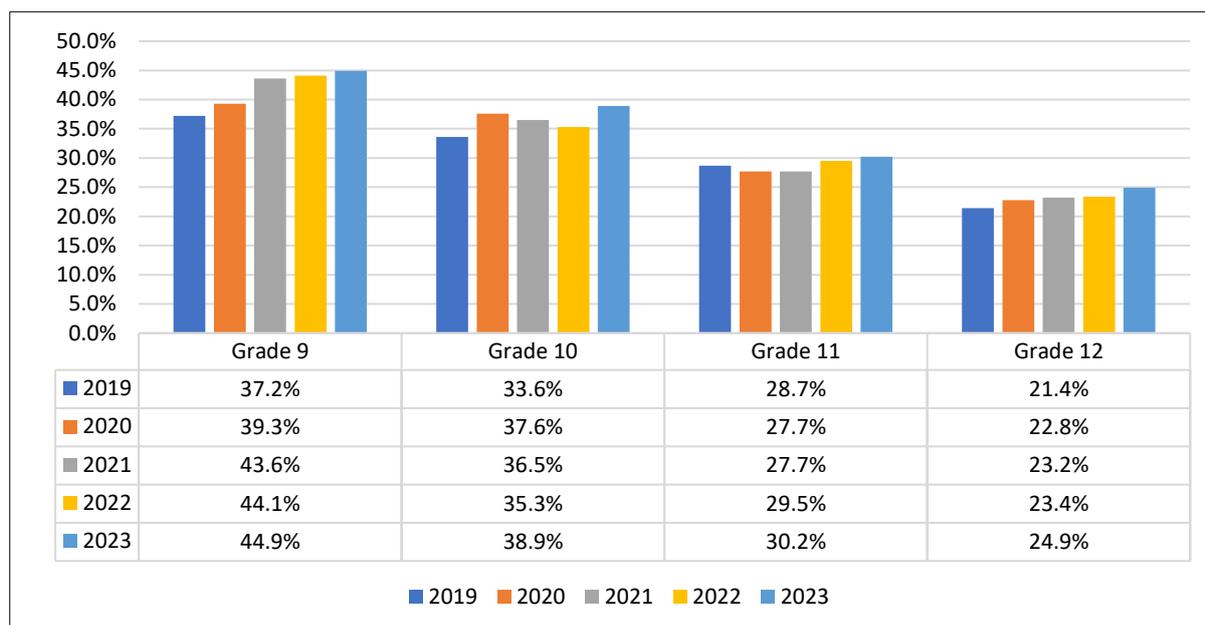
Figure 3 highlights the distribution of staff by gender across the University's grading structure, with females concentrated in lower graded roles. As with previous years, there are lower proportions of females in high graded roles. However, 2023 shows an increase in the proportion of female staff in these grades compared to the previous year. In 2023, females comprised 26.5% of Grade 12 staff, an increase from 22.3% in 2019.

Figure 4: Staff by gender in the Academic pipeline.



In March 2023, there were 188 female Associate and Assistant Professors Grade 9 (44.9%). 38.9% of Associate Professors Grade 10 and 30.2% of Professors Grade 11 were female (**Figure 4**). 24.9% of Professors were female, an increase from 21.4% in 2019 (**Figure 5**).

Figure 5: Female staff in the Academic pipeline.



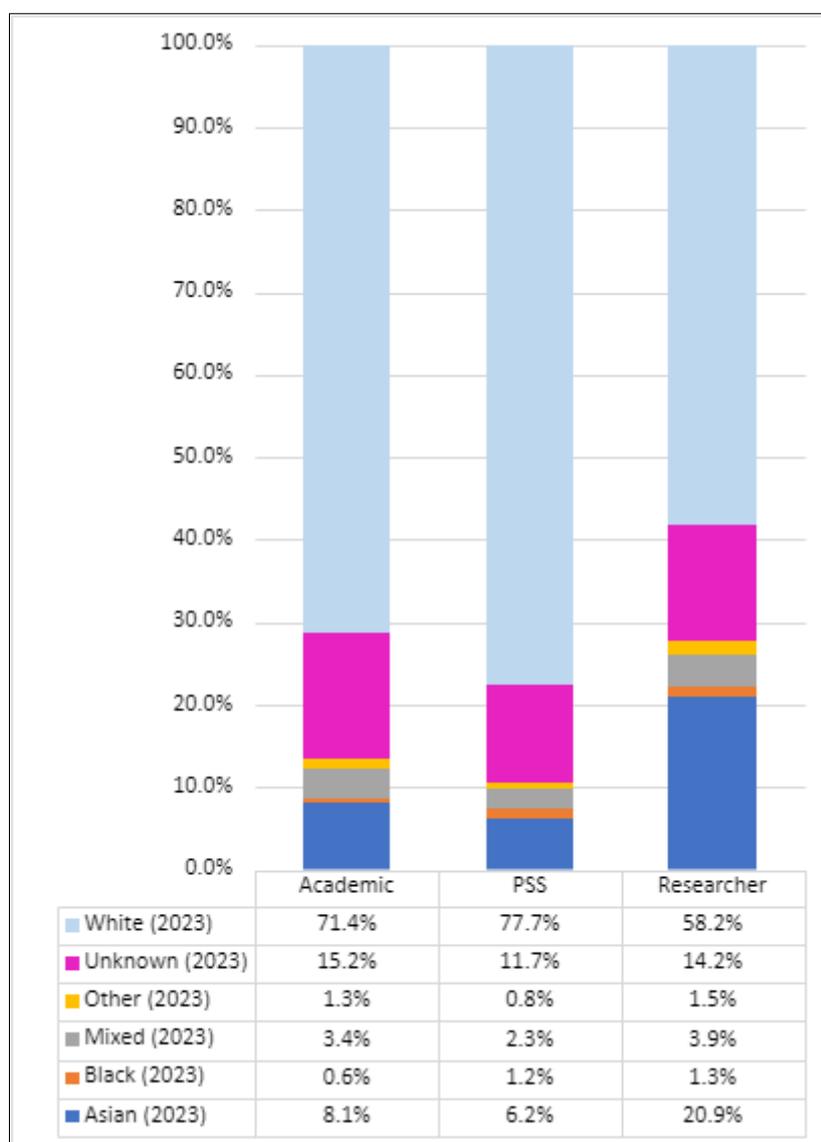
We have a lower proportion of female Professors compared to both the Russell Group (28.3%) and UK Universities (29.6%) average. Addressing the gender balance of Academic roles is a priority area within the University’s current Silver Athena Swan action plan³.

³ https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf

Staff Balance – by Ethnicity

16.0% of all staff employed within the University were BAME⁴, and 18.4% of those for whom ethnicity was known, as of 31 March 2023. The proportion of BAME staff varied by staff type, from 13.4% for Academic roles, 10.5% for PSS and 27.6% for Researcher posts (**Figure 6**).

Figure 6: Ethnicity by staff group.



⁴ The University is aware of the limitations of the term 'BAME' and recognises that there is no agreement in the sector as regards to what term should be used. It is our aim to tackle all forms of inequality including racism and foster inclusion.

Note: The University does not hold ethnicity data for 13.0% of all staff. This comprises a non-disclosure rate of 5.4%. This refers to individuals who actively chose not to disclose their ethnicity. The ethnicity of 7.6% is currently unknown because it has not been collected, suggesting there is more work to be done to improve our disclosure processes during recruitment and during employment.

On a similar trend to the prior year, this predominance of BAME staff in research roles is further illustrated by the high proportion of BAME staff in Grade 7 posts (**Figure 7**).

Disaggregating the broad BAME category, there are very small numbers of Black staff across all staff categories (Academics, PSS, and Researchers).

Figure 7: BAME percentage by grade.

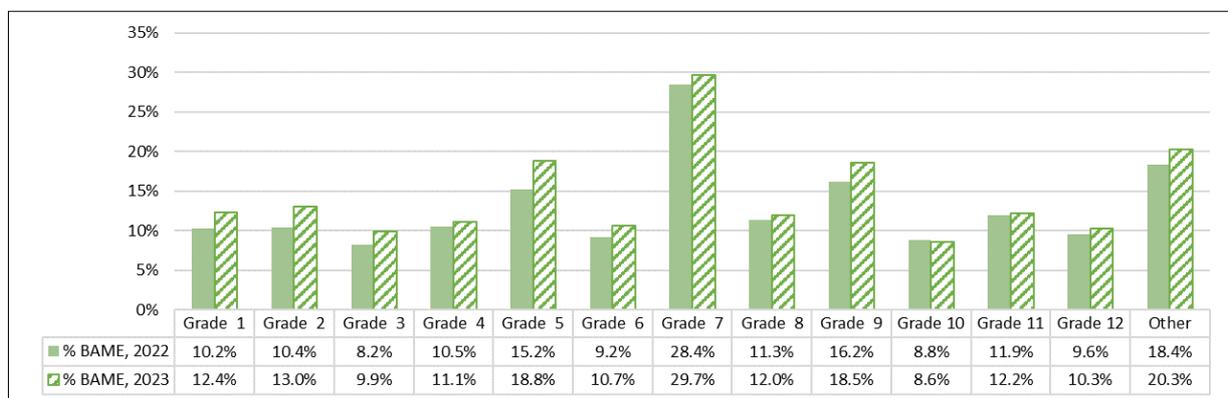


Figure 7 shows an increase in the proportion of BAME staff in all grades, except for Grade 10, which maintained a similar proportion compared to the previous year. Note that BAME percentages are given as a percentage of those with a disclosed ethnicity.

The proportion of BAME staff in Academic roles has increased from 10.8% in 2019 (**Figure 8**).

Figure 8: Proportion of BAME staff in Academic roles.

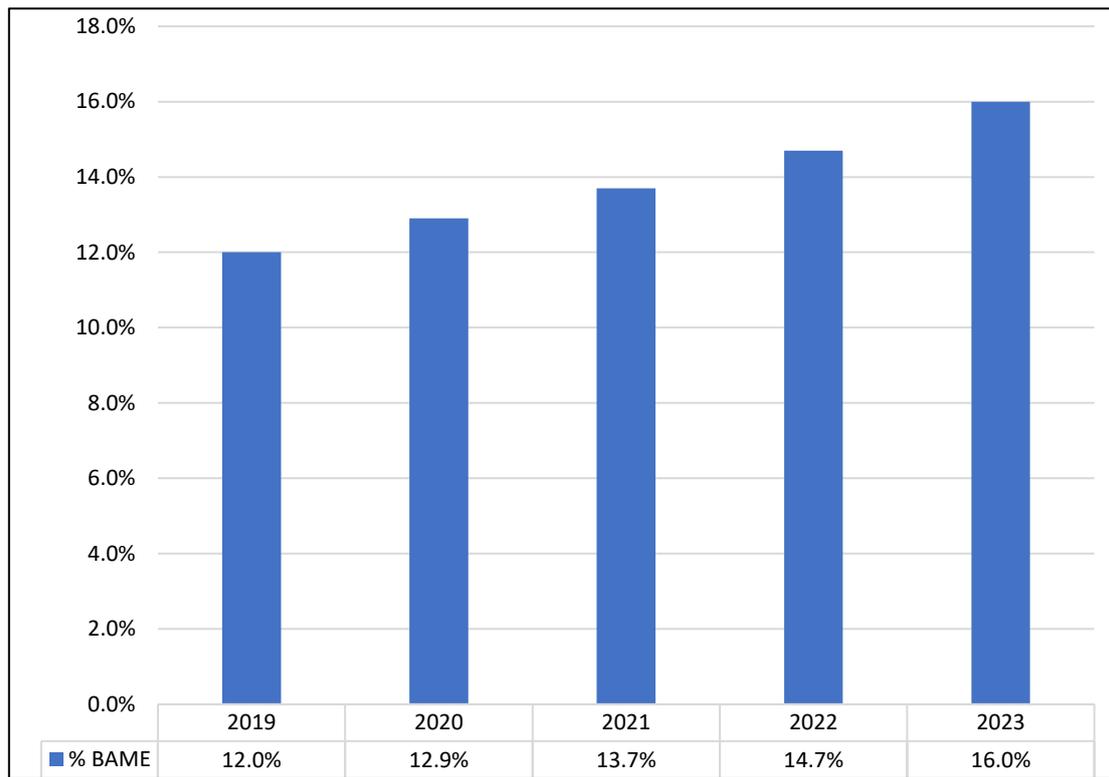
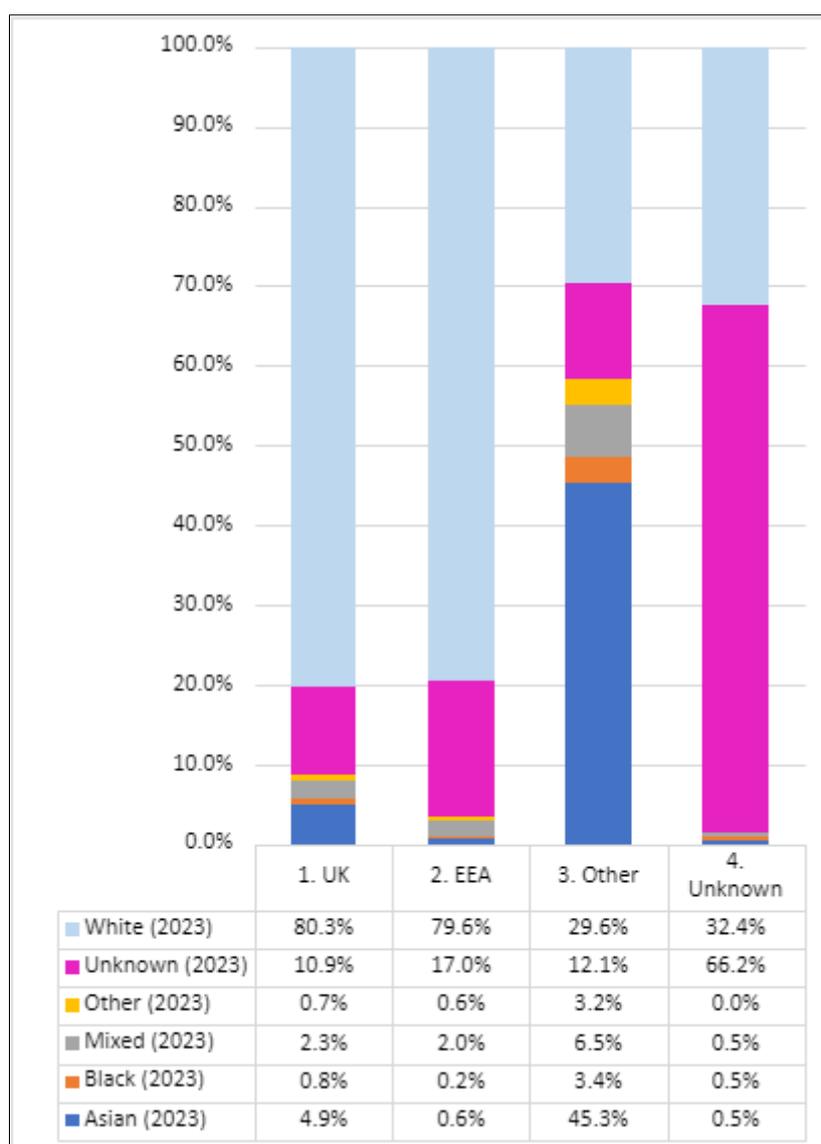


Figure 9: Staff ethnicity by nationality.



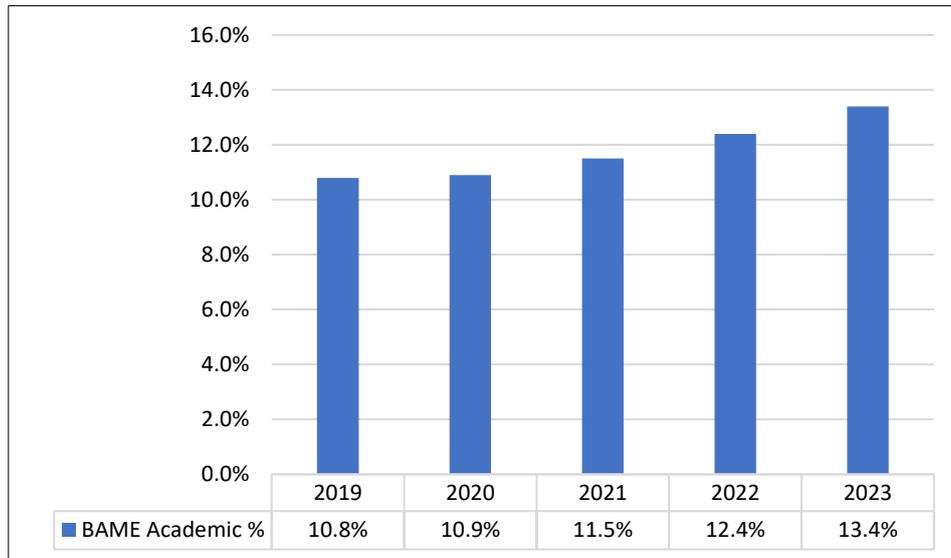
For staff with UK nationality, 8.7% declared their racial identity as BAME, compared to 3.4% for European Economic Area (EEA) staff. 58.2% of those from other non-UK nationalities were BAME (**Figure 9**). The University holds nationality data for the majority of our staff.

When ethnicity data was disaggregated, the largest grouping was White-British (48.5%) followed by White-Other (20.3%). Less than 0.05% of staff at the University self-identified as Roma - Traveller, and the proportion of Black staff was 0.9%.

Table 3: Disaggregated ethnicity data (2023).

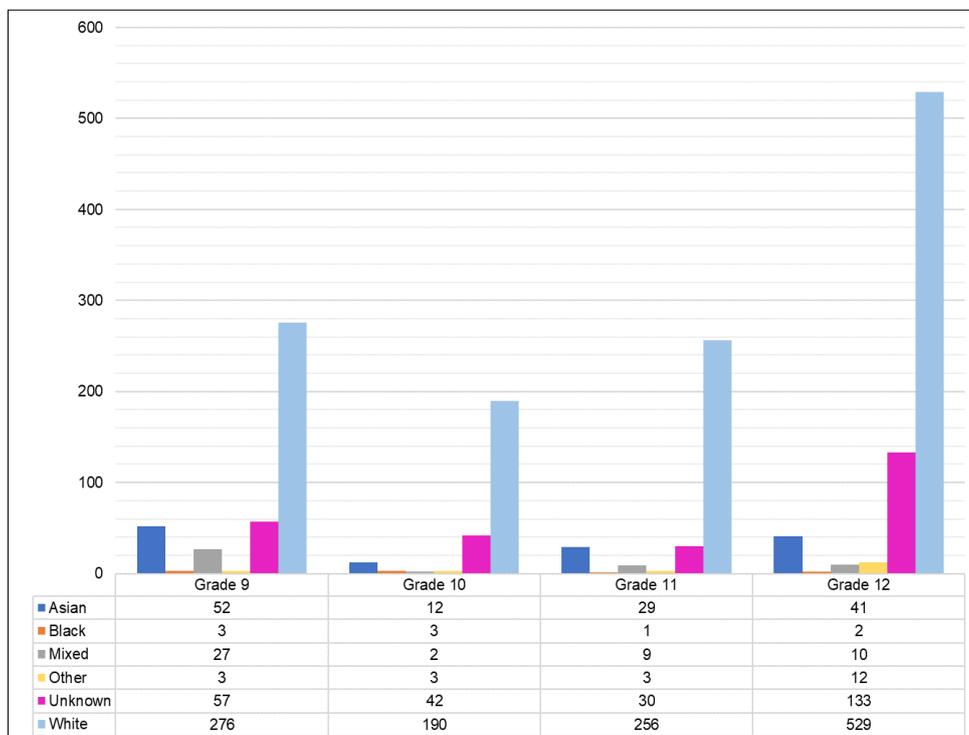
Background	Percentage
Any other Asian Background	2.2%
Any other Black Background	0.2%
Any other ethnic background	0.6%
Any other Mixed or Multiple ethnic background	1.7%
Any other White background	20.3%
Arab	0.5%
Asian - Bangladeshi or Bangladeshi British	0.3%
Asian - Chinese or Chinese British	4.4%
Asian - Indian or Indian British	3.5%
Asian - Pakistani or Pakistani British	0.5%
Black - African or African British	0.8%
Black - Caribbean or Caribbean British	0.2%
Mixed - White and Asian	0.9%
Mixed - White and Black African	0.1%
Mixed - White and Black Caribbean	0.3%
White	2.0%
White – British	48.5%
White - Gypsy or Irish Traveller	0.0%
White – Irish	0.2%
Prefer not to say	5.4%
Unknown	7.6%

Figure 10: Increases in BAME Academic staff.



The proportion of Academic staff who declared their racial identity as BAME has steadily risen over the last five years from 10.8% to 13.4% (for those staff with disclosed ethnicity) (**Figure 10**).

Figure 11: Increases in staff numbers in the Academic pipeline by ethnicity.



In March 2023, for those staff whose ethnicity had been disclosed, BAME staff comprised 23.5% of Associate and Assistant Professors (Grade 9), 9.5% of Associate Professors (Grade 10) and, 14.1% of Professors Grade 11 (**Figure 11**). 10.9% of Professors were BAME, an increase from 7.1% in 2016. In Grade 9 to Grade 12, most Professors from a BAME background were Asian.

Table 4: BAME Professors by ethnicity.

Professors by ethnicity	2022	2023
BAME Professors	56	65
Ethnicity Not Disclosed	125	133
All Professors	697	728
% BAME Professors	9.8%	10.9%
Russell Group Benchmark	8.2%	8.1%
Professors by ethnicity group	2022	2023
Asian	4.4%	5.6%
Black	0.4%	0.3%
Mixed	1.3%	1.4%
Other	1.9%	1.6%
White	74.0%	72.8%
Unknown	17.9%	18.3%

Further action is required to improve the percentage of BAME Professors, particularly within Black, Mixed, and other ethnic groups. We are above the Russell Group Universities average (8.1%), but slightly behind that of all UK Universities (11.2%), compared to 10.9% at the University of Cambridge.

Staff data

Staff – Disability data

In March 2023, 7.0% of all staff (940) disclosed disability information, an increase from 5.2% in 2022. Across the higher education sector, the proportion of staff disclosing as disabled has doubled in just over 10 years (from 3.2% in 2010/11 to 6.8% in 2021/22). In 2019 at the University of Cambridge 3.8% of staff had disclosed a disability (**Figure 12**). Whilst there is a steady increase, there is an opportunity for further exploration of ways to improve the current rate of disclosure.

Figure 12: Staff disability disclosures.

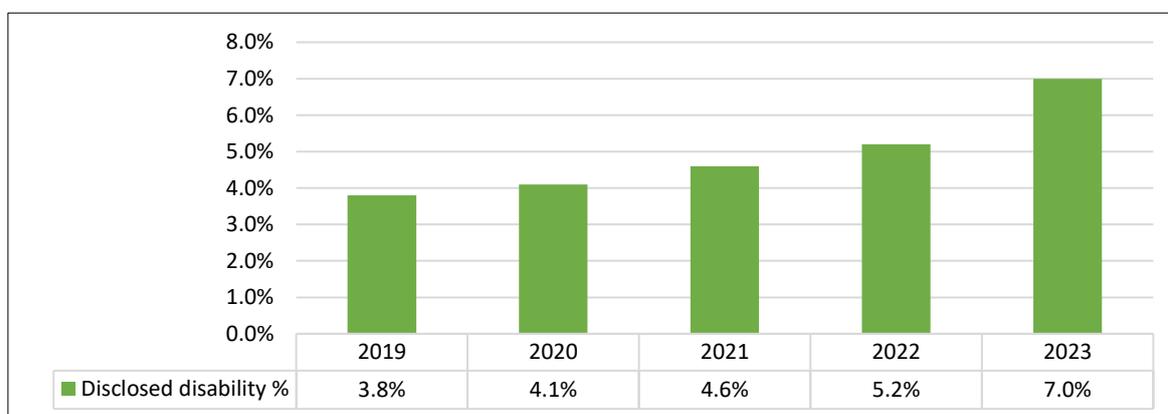


Table 5: Disclosed type of disability.

Disclosed type of disability	Percentage
Blind / serious visual impairment	0.7%
Cognitive impairment	3.2%
Deaf / serious hearing impairment	4.1%
General learning disability	0.7%
Long-standing illness / health condition	20.4%
Mental health condition or difficulty	21.9%
Multiple disabilities	8.3%
Other type of disability	9.0%
Physical impairment / mobility issue	7.0%
Social/Communication Impairment	2.1%
Specific learning disability	22.5%

Of those with a declared disability, 22.5% had a specific learning disability, 20.4% a long-standing illness, and 21.9% a mental health condition.

Staff – Sexual Orientation Data

810 staff disclosed their sexual orientation as LGBTQ+ (6.1%) of which 47.7% identified as Bisexual, 38.1% identified as Lesbian or Gay, and 14.2% identified as 'Other Sexual Orientation'. 61.9% of all staff identified as Heterosexual.

Staff – Transgender Data

102 of our staff population (0.8%) identified as transgender.

Staff – Religion or Belief Data

67.1% of staff had provided information regarding their religion or beliefs (excluding those who preferred not to disclose or whose data were unknown). 20.8% identified as Christian, and 39.3% as having no religion.

Staff Recruitment

During the period 1 April 2022 to 31 March 2023, the University offered 4,304 positions to candidates, from 61,436 applicants. Increasing recruitment of female and BAME staff into Academic roles is a strategic goal of the University, articulated in the institution's Athena Swan Silver, and Race Equality Charter (REC), action plans.⁵ The University has committed to increasing the proportion of female and BAME applications.

Of the posts filled, 3.9% were for Academic roles, 36.3% for Research roles, and the remainder, 59.7%, for PSS roles across both Academic-related and Assistant categories.

Recruitment by gender

- For all staff groups, female staff comprised a marginally higher percentage of those offered posts, compared to the proportion of applications (**Figures 13-20**). This does not apply to Academic recruitment where the proportion appears substantially higher.
- Over this period, females comprised 34.1% of all applicants to Academic roles, and 42.9% of those offered a post. This represents an increase from 2018, where female applicants made up only 33.1% of those offered Academic positions, and 41.9% of those offered posts in 2022, but a decrease from 49.3% in 2021.
- These data also indicate that during this year, the success rate (the proportion of those offered compared to applications) differed by gender, with 3.9% of female Academic applicants receiving an offer compared to 2.5% of men. The number of applications for Research roles was much greater this year, with female applicants offered 45% of posts, an increase of 1.2% compared to the prior year. Female applicants comprised 60.9% of those recruited into PSS roles over this time period.

⁵ https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf
https://www.race-equality.admin.cam.ac.uk/files/uoc_rec_action_plan.pdf

Recruitment by ethnicity

- BAME applicants comprised 50.4% of all applications (up from 44.8% in 2022) and 23.7% of those who received offers (up from 21.9% in 2022). When we consider nationality, individuals with UK nationality comprised 12.8% of all BAME applications but 25.8% of BAME individuals offered a post at the University (down from the previous year 1.8% and 1% respectively). These data also indicate that during this year, the success rate (the proportion of those offered compared to applications) differed by ethnicity, with 10.3% of White applicants receiving an offer compared to 3.3% of those from a BAME background.
- When disaggregating the BAME grouping, data show similarities between the success rates of applicants from different racialised groups. Black applicants' success rate was 3% while Asian applicants' success rate was 3.1%.
- As highlighted above, increasing the recruitment of those who identify as BAME is a strategic goal. The REC action plan committed to an increase in UK BAME applications for all job roles.
- In 2022-23, 46.6% and 66.1% (38.2% and 61.3% in 2021-22) of applications for Academic and Research positions, respectively, were from BAME applicants – 4.9% and 4% from UK BAME applicants respectively.
- 22.4% of those offered Academic posts were BAME (3.5% UK BAME), and 35.8% of those offered Research posts were BAME (4.7% UK BAME). This compares to 20.5% and 32.1% in 2022, respectively.
- Those identifying as BAME comprised 37.5% of all PSS applications, and 16.5% of those offered positions (up 6.8% and 1.9% respectively, from 2022).

Figure 13: All recruitment by gender.

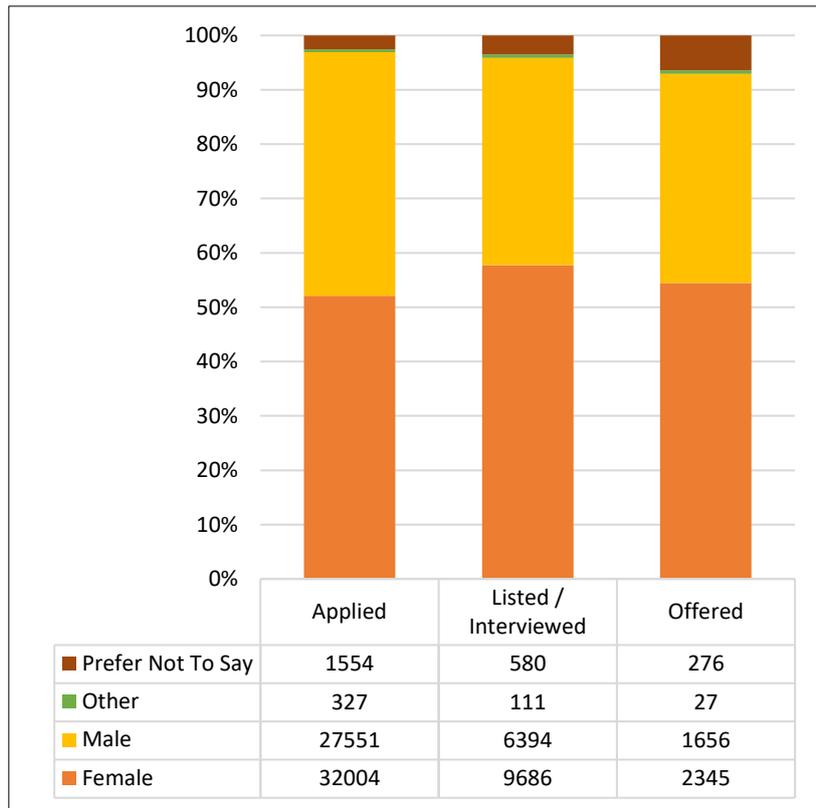


Figure 14: All recruitment by ethnicity.

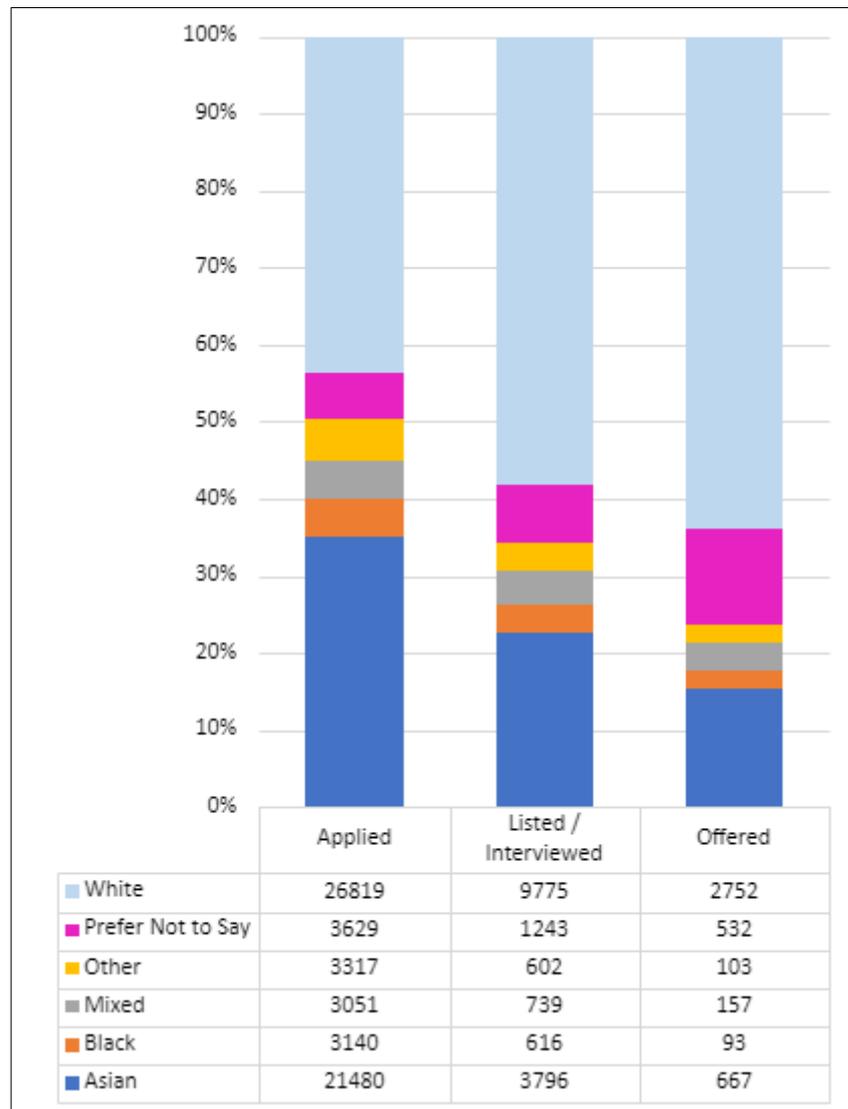


Figure 15: Academic recruitment by gender.

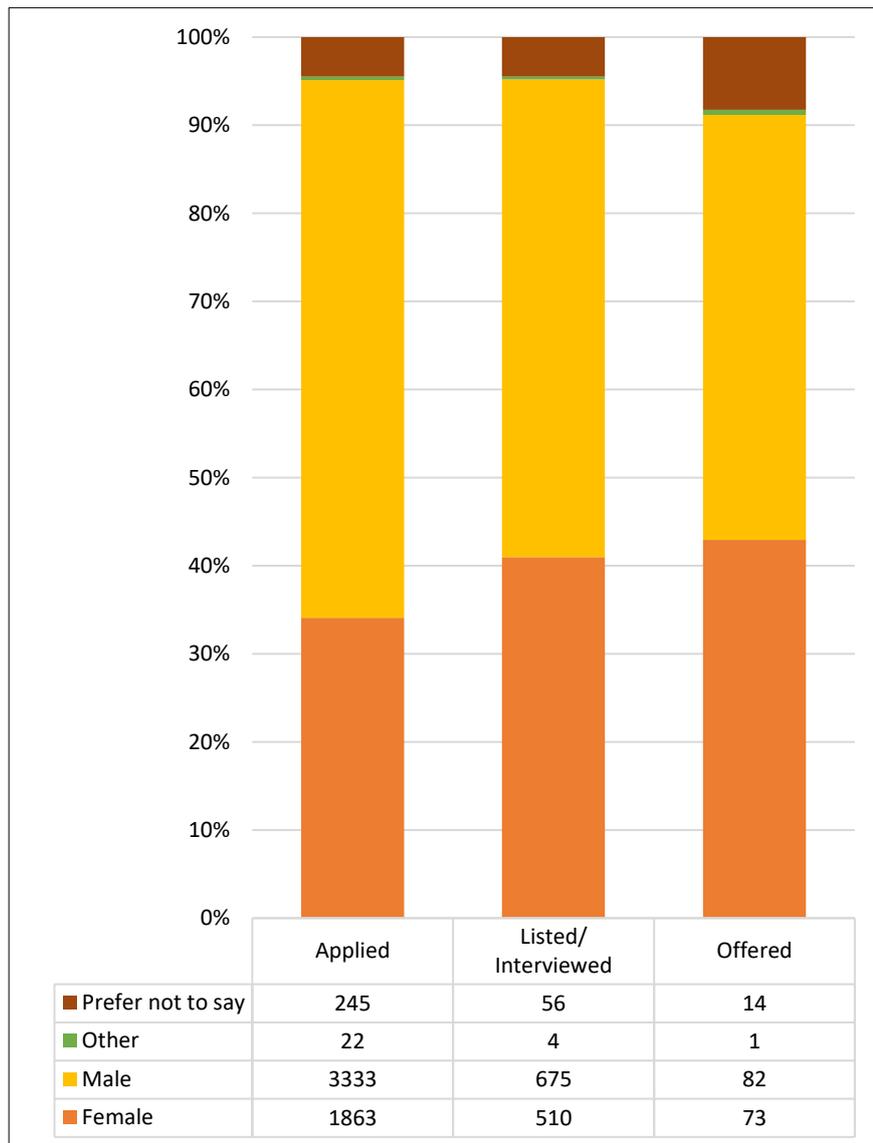


Figure 16: Academic recruitment by ethnicity.

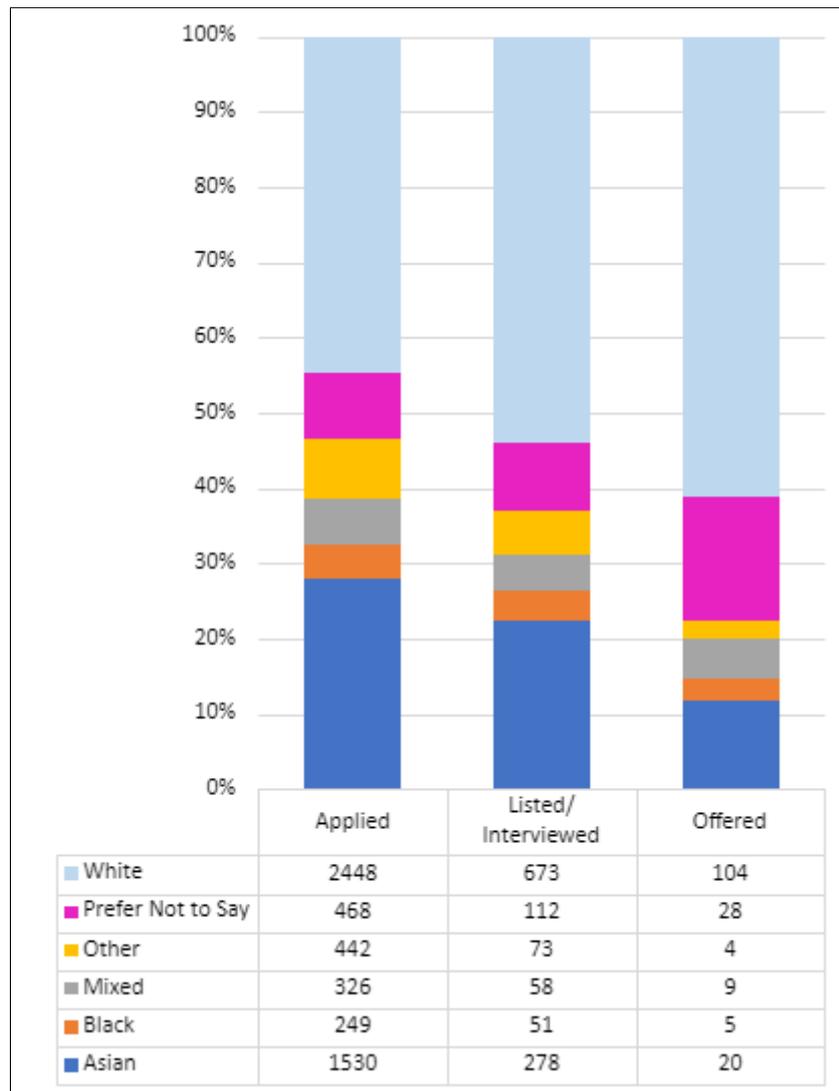


Figure 17: PSS recruitment by gender.

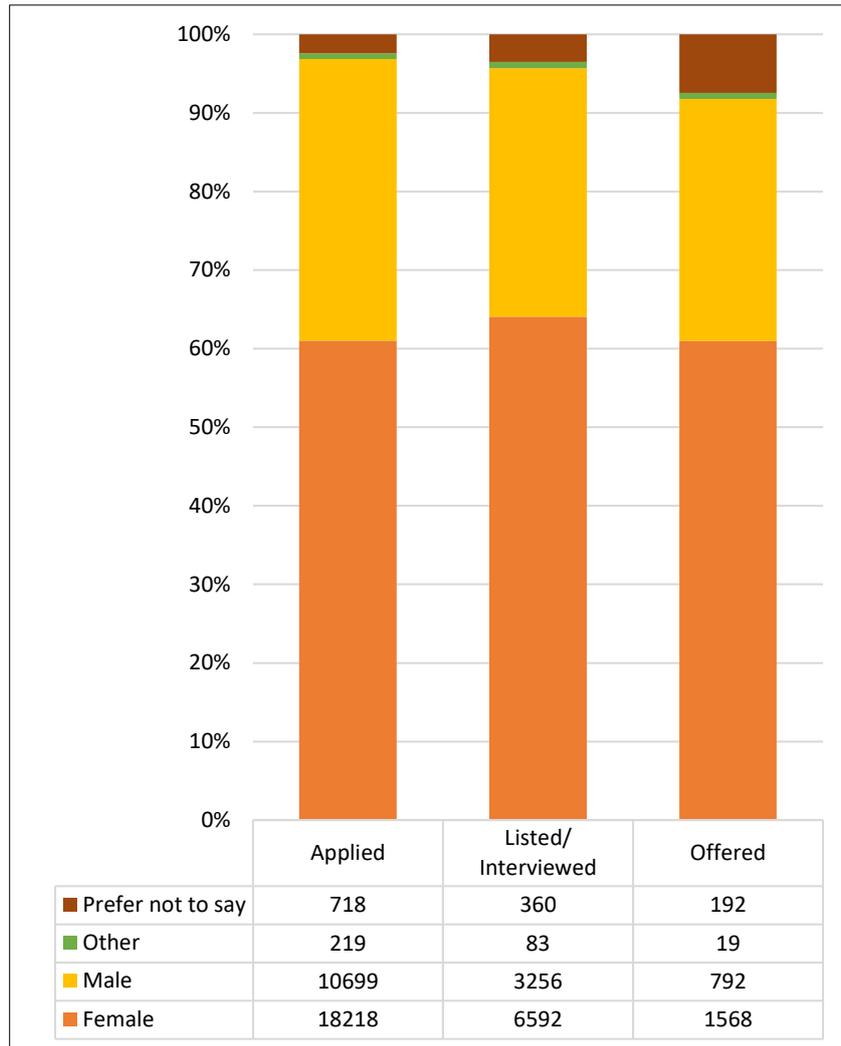


Figure 18: PSS recruitment by ethnicity.

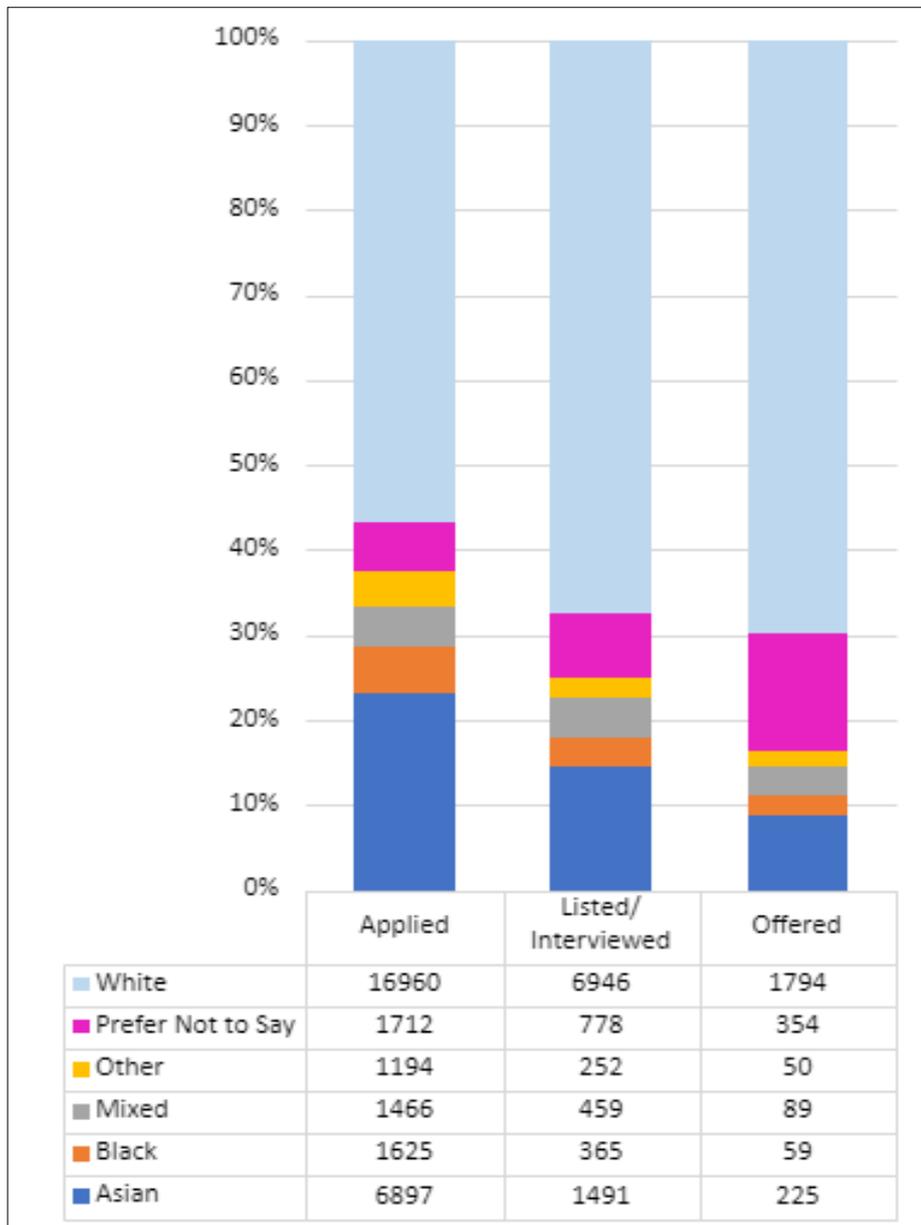


Figure 19: Research staff recruitment by gender.

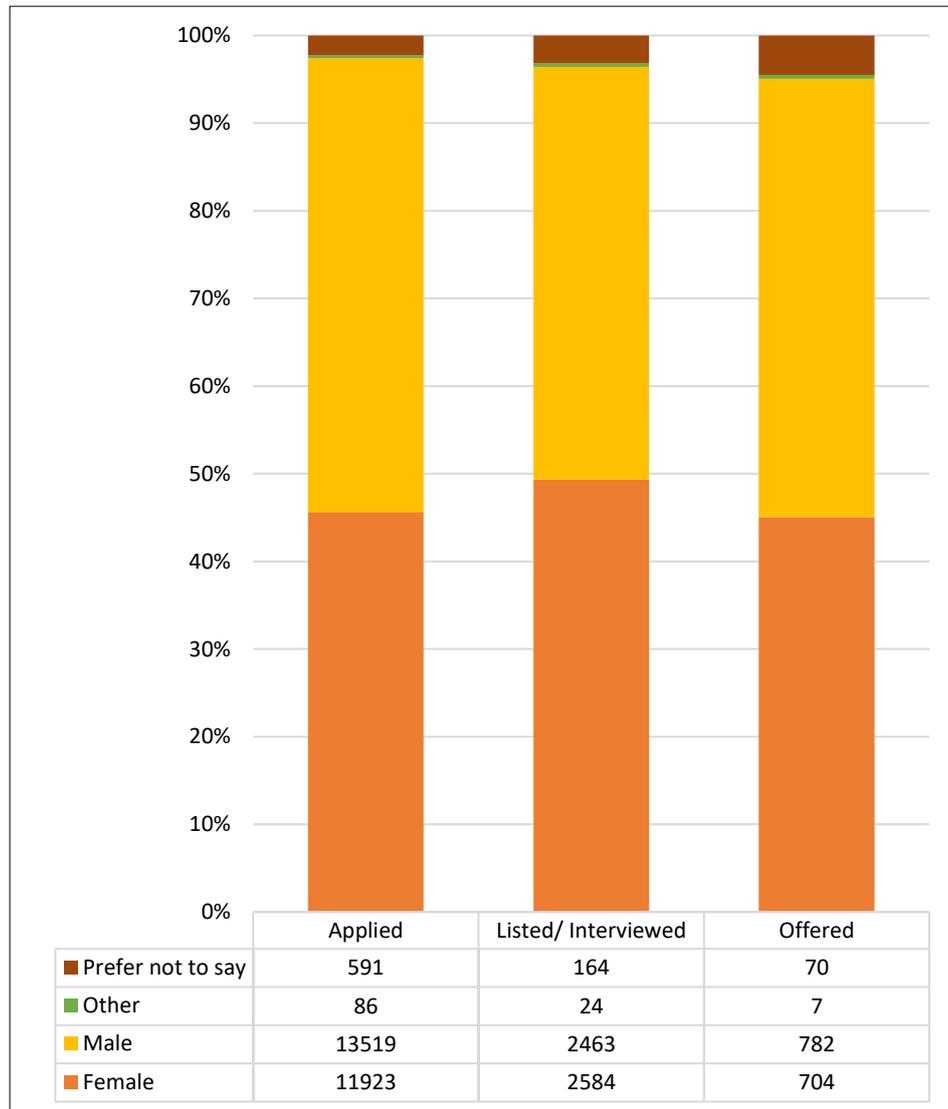
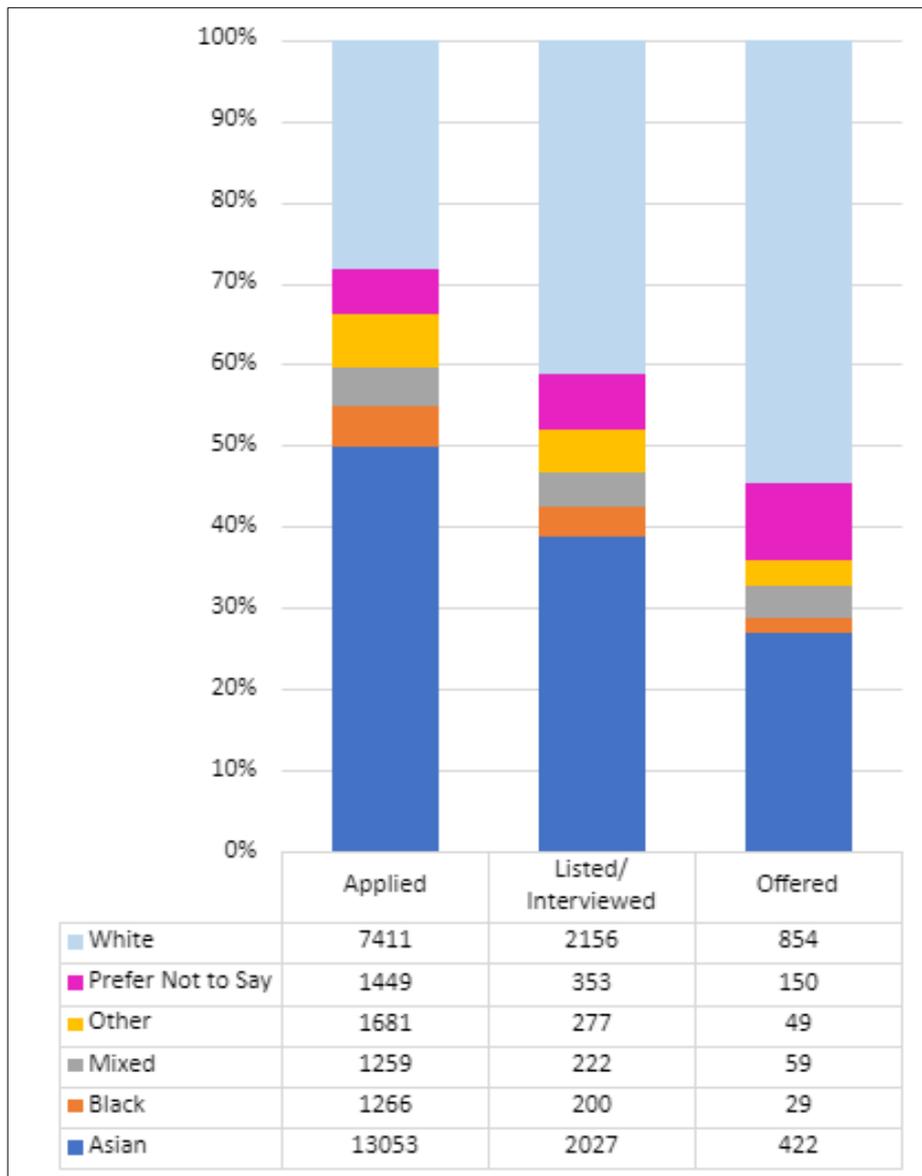


Figure 20: Research staff recruitment by ethnicity.



Academic Promotion

From 2021-22, the previous annual academic promotion exercise was replaced with the Academic Careers Pathway (ACP) and new academic titles were adopted which replaced the previous titles used by the University, such as Reader and Senior Lecturer.

Professorships (Grade 12)

- Over the last three promotion rounds, there were 210 applicants for Professorships, with 107 and 50 successful male and female applicants respectively (data presented as yearly average below). This represents an average success rate of 75.9% and 72.6% respectively (**Figure 21**).
- 26 applicants were BAME, 20 of whom were successful in the promotions exercise (76.9%). Over the same period there were 149 White applicants, of whom 111 were successful (data presented as yearly average below), with an average success rate of 74.5% (**Figure 22**).
- There remains a low number of eligible Black applicants for Professorships and therefore the University has committed in its REC action plan to build the pipeline of Black scholars at the University through recruitment and promotion.

Figure 21: Grade 12 Professorial applications by gender.

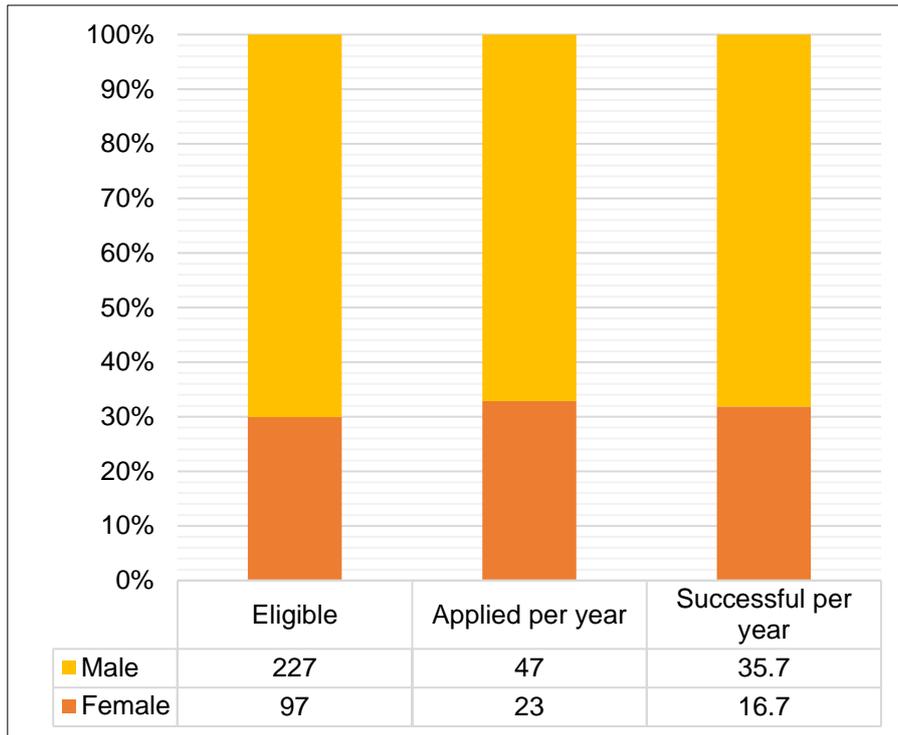
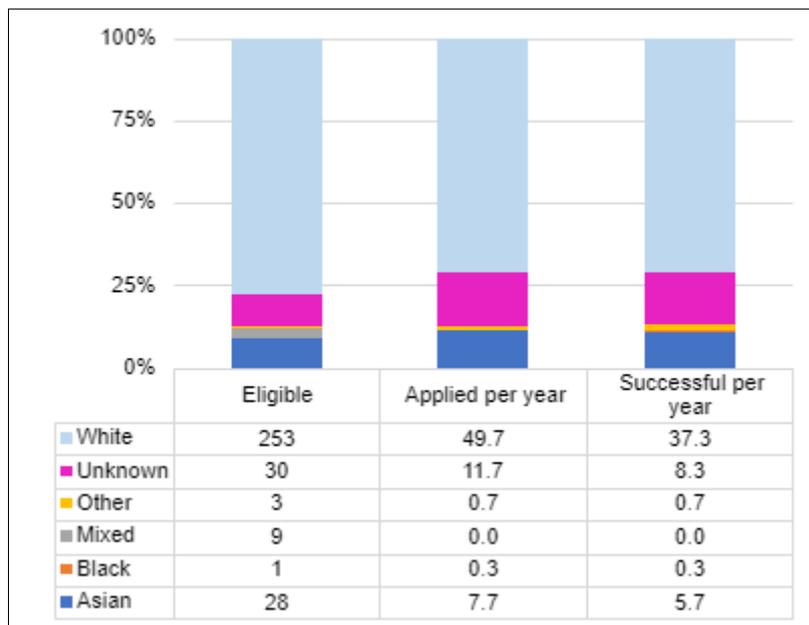


Figure 22: Grade 12 Professorial applications by ethnicity.



Professorships (Grade 11)

- Over the last three promotion rounds, there were 270 applicants for Professorships (Grade 11 – previously titled Readerships), with 141 and 69 successful male and female applicants respectively (data presented as yearly average below). This represents an average success rate of 77% and 79.3% respectively (**Figure 23**).
- During the three-year period, 32 applicants were BAME, 28 of whom were successful in the promotion exercise. Over the same period, there were 207 White applicants, with 161 successful (data presented as yearly average below) (**Figure 24**). This represents an average success rate of 87.9% and 77.8% respectively.

Figure 23: Grade 11 Professorial applications by gender.

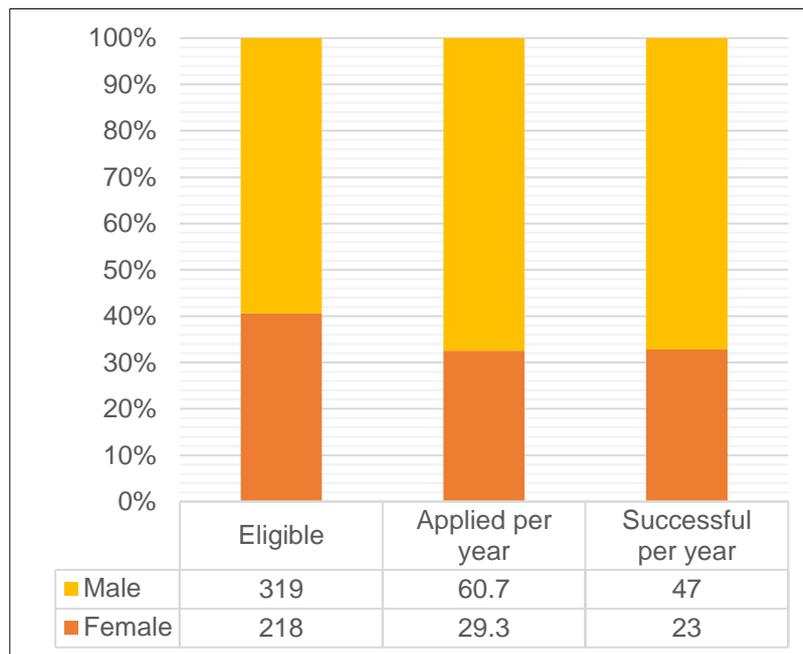
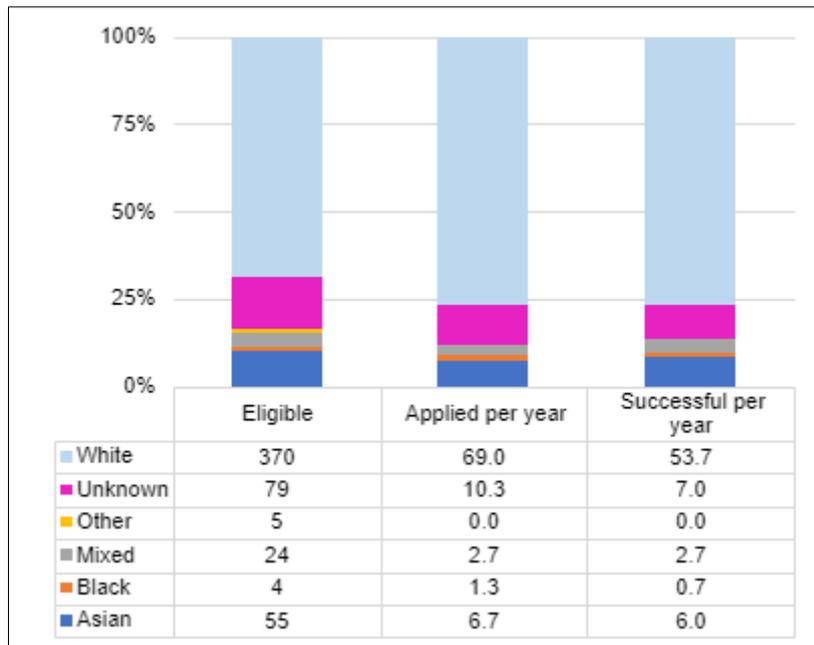


Figure 24: Grade 11 Professorial applications by ethnicity.



Associate Professorships (Grade 10)

- There were 110 applicants with 51 and 46 successful female and male applicants respectively (data presented as yearly average below) over the last three promotion rounds. This represents an average success rate of 90.1% and 79.3% respectively.
- 12 applicants for promotion were BAME, 11 of whom were successful in the promotions exercise. Over the same period there were 91 White applicants, with 77 successful (data presented as yearly average below). This represents an average success rate of 91.7% and 84.6% respectively.

Figure 25: Grade 10 Professorial applications by gender.

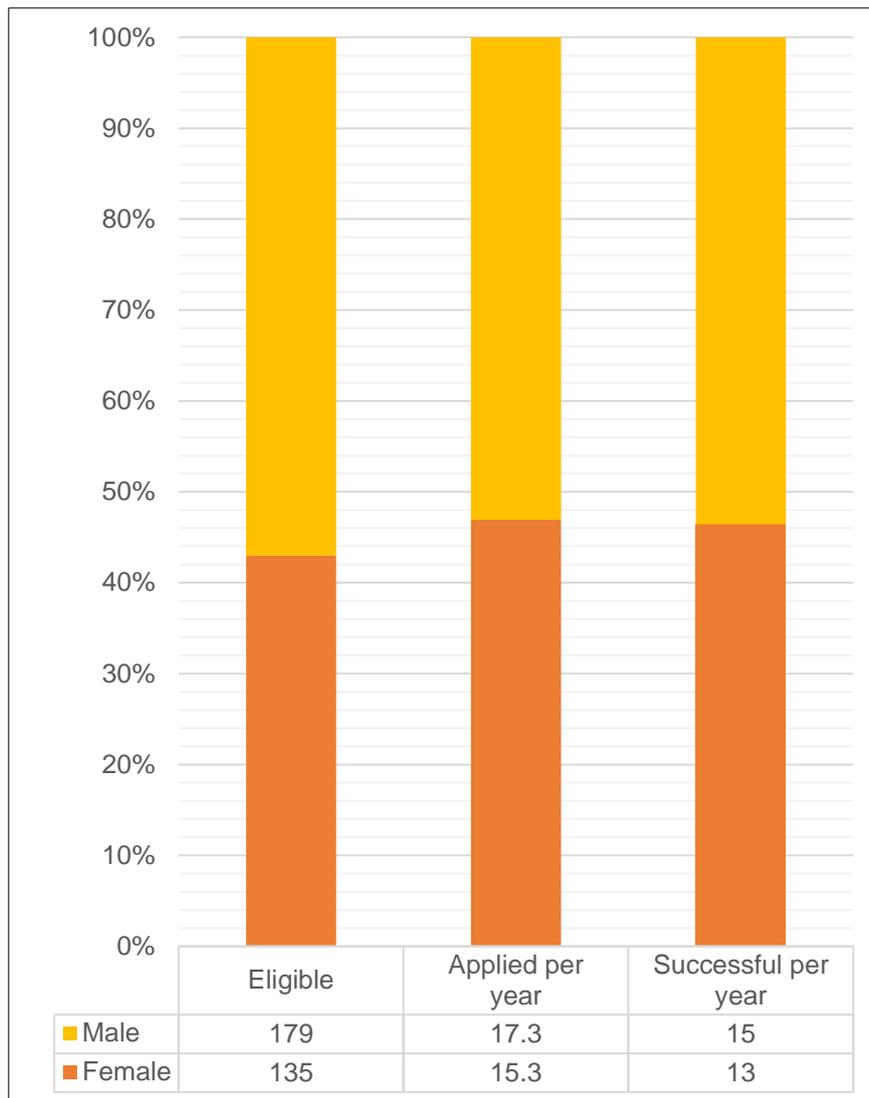
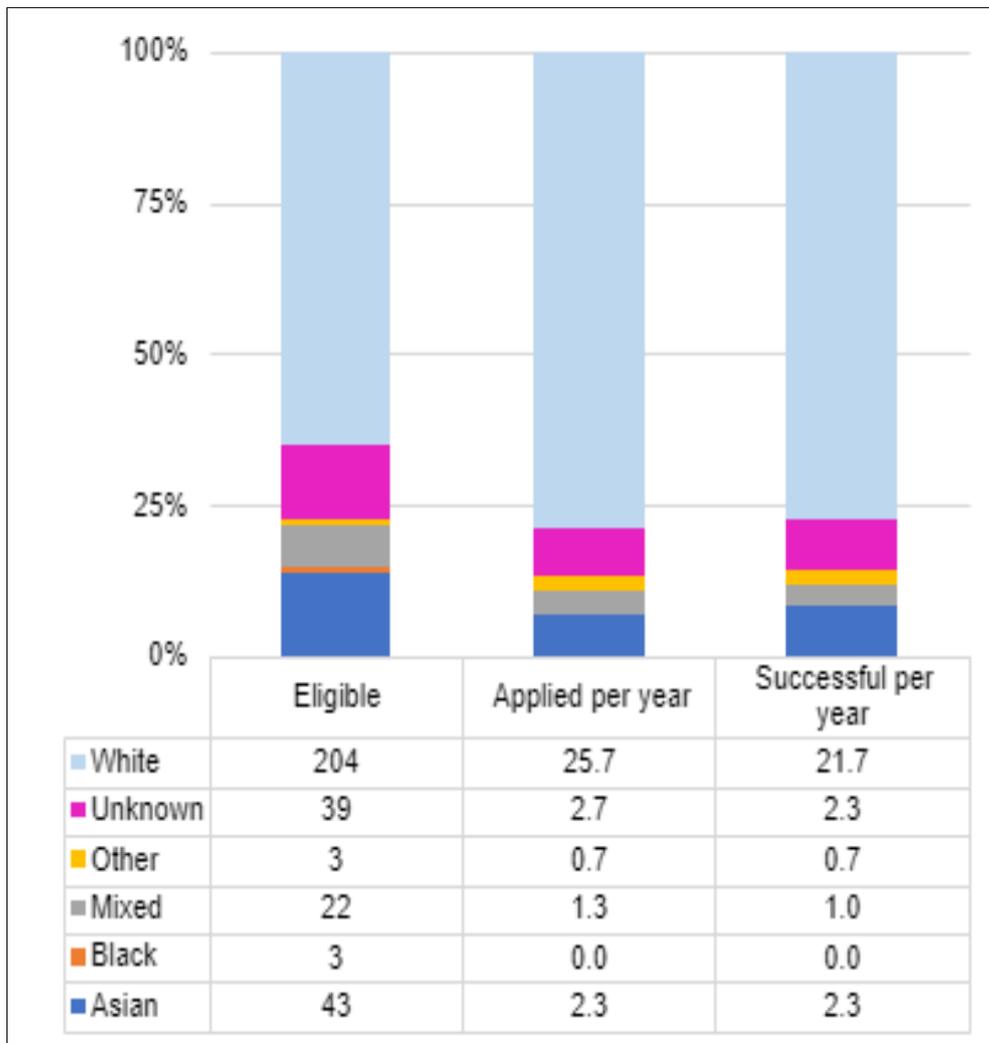


Figure 26: Grade 10 Professorial applications by ethnicity.



2022 - 2023 Reflections: Equality, Diversity, & Inclusion Actions

While the University's commitment to ED&I is evident through central initiatives such as the [Athena Swan](#) and [REC](#) awards and related action plans, the [Career Support Fund](#), and the [University Diversity Fund](#), numerous local-level ED&I activities showcase a comprehensive commitment, and provide a glimpse into the varied efforts across the University, which form only a part of the broader ED&I landscape.

Sharing Knowledge & Best Practices

- **School of Biological Sciences:** The appointment of an Equality, Diversity, and Inclusion Facilitator has been pivotal, supporting the preparation of the School's first Athena Swan application. A qualitative research project, involving 10 focus groups and 20 in-depth interviews, delved into ED&I challenges. A dedicated communication channel fosters across-School exchange to identify and share best practice.
- **School of Clinical Medicine:** In addition to preparing for its first ED&I & Culture Conference during 2023, the School has conducted skill raising initiatives such as British Sign Language Workshops, and an 'Introduction to Autism' awareness training. In addition, the 'Learning to Fly' event specifically targets eligible women, offering sessions on CV and presentation skills. 77% of those who participated in a public speaking career development coaching initiative were women.
- **Cambridge University Libraries:** The Decolonisation Working Group, celebrating its second anniversary, contributed to projects such as an introductory Decolonisation Reading List and plans to publish a 'LibGuide' about decolonisation and libraries.

Recruitment

- **School of Arts and Humanities:** The recruitment protocol has been refined, emphasising diversity issues. Early indicators show positive engagement in shortlisting and appointments, with a commitment to ongoing monitoring.
- **Cambridge University Development and Alumni Relations:** Initiatives include simplifying language in job descriptions, using the inclusivity tool 'UInclude,' and proactively reaching out to diverse candidate pools through dedicated careers pages and LinkedIn.

Promotion

- **Clinical School:** Academic Promotion "launch events" aim to encourage applicants from diverse backgrounds, with gender and ethnicity applicant splits being monitored for effectiveness.
- **School of Arts and Humanities:** A survey on 'Obstacles to Academic Promotions' led to the 'Climbing the Academic Career Ladder' pilot initiative, addressing topics including grant writing and improving feedback for unsuccessful candidates.

Disclosure Rates & Training Completion

- **Clinical School HR Team:** Experimenting with communication media like 'Loom', has contributed to improved information disclosure rates.

These initiatives, though just a snapshot, underscore the University's dedication to advancing ED&I goals, which will help to drive and inform the University's work towards completing its Athena Swan and Race Equality Charter renewal applications in 2024 and 2025 respectively.

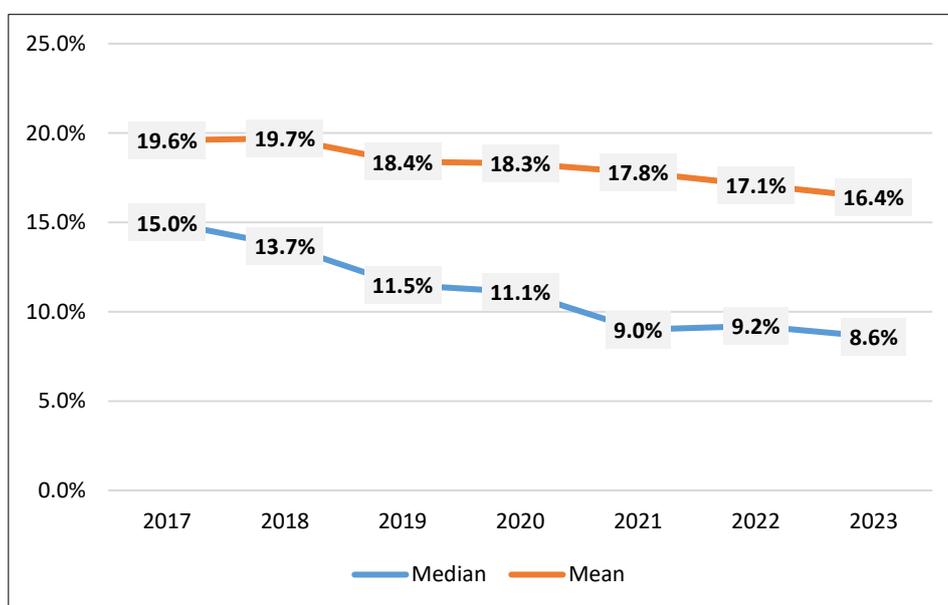
Gender and Ethnicity Pay Gaps

The tables below show the 2023 Gender Pay Gap for the University of Cambridge, as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 as at 31 March 2023. The figures for both the University Group, which includes the Academic University and Cambridge University Press & Assessment (CUPA)⁶, and the Academic University only, are provided. In addition, the Ethnicity Pay Gap for the Academic University is also provided.

Gender Pay Gap (Group figures)

- This year, we are pleased to report reductions in both the University Group's median and mean Gender Pay Gaps. The median has reduced to 8.6% (from 9.2% in 2022), and the mean has reduced to 16.4% (from 17.1% in 2022).
- We have continued to make progress in the Group figures since mandatory reporting began in 2017. The median has been reduced by 6.4% from 15.0% to 8.6% (a relative reduction of 42.7%) and the mean has been reduced by 3.2% from 19.6% to 16.4% (a relative reduction of 16.3%). **Figure 27** (below) demonstrates our progress over the last seven years.

Figure 27: Gender pay gap for the University Group.

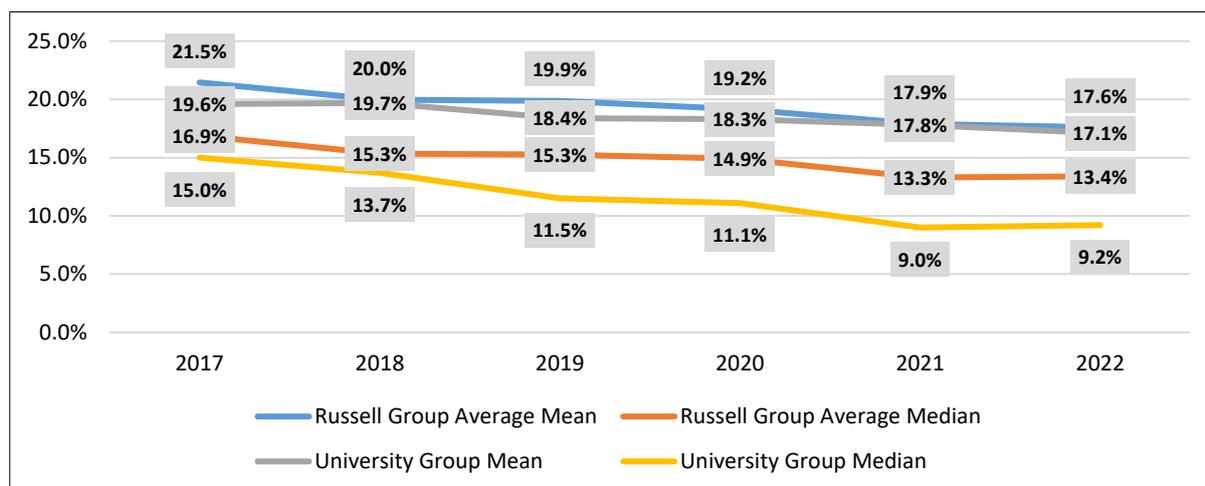


⁶ On 1 August 2021, Cambridge University Press and Cambridge Assessment merged to become Cambridge University Press & Assessment. Note, the data for Cambridge University Press & Assessment included in the University Group figures excludes OCR, the data for which is reported separately by Cambridge University Press & Assessment.

The University Group's mean Gender Pay Gap is reducing at a slower rate than the median, which is a trend across other Russell Group universities. Since 2017, the Russell Group average mean Gender Pay Gap has reduced by 3.9% (a relative reduction of 17.9%), compared to the median reducing by 3.5% (a relative reduction of 20.6%).

Median figures are typically lower than the mean figures. **Figure 28** shows the University's results in comparison to the averages across the Russell Group⁷ between 2017 and 2022 (as 2023 results for Russell Group Universities are not yet available).

Figure 28: Russell Group average gender pay gap.



In comparison to the higher education sector more widely, the University's median of 8.6% is considerably lower than 13.7% as reported by the Office for National Statistics (ONS).

As stated in previous gender pay gap reports, bonus pay gap figures fluctuate year on year, due to the variable nature of these payments. Last year we reported a significant increase in the number of individuals receiving a bonus, due to an increase in the number of those employed by Cambridge University Press & Assessment receiving bonuses.

This year, we have seen another significant increase in these numbers, as the Academic University awarded the majority of staff a one-off payment of £1,000 (pro-rated for part-time staff), in recognition of additional responsibilities and workloads impacted by the COVID-19 pandemic in July 2022. As this payment was made to a large majority of staff, the University Group's median bonus payment is 0.0% this year.

Other payments that are included in bonus gap calculations include payments made to professional services staff via the contribution reward scheme, recruitment incentive payments, Clinical Excellence Awards (awarded by the NHS), and a small number of bonus payments to those who have transferred to the University's employment under the Transfer of Undertakings (Protection of Employment) (TUPE) process.

⁷ The Russell Group data has been downloaded from the Government Gender Pay Gap Reporting website, and the average calculated is based on these data.

Table 6: Mean and median pay and bonus gaps (Group Gender pay gap).

	Median	Mean
Gender Pay Gap	8.6% (9.2%)	16.4% (17.1%)
Bonus Pay Gap	0.0% (10.2%)	24.6% (49.0%)

Table 7: Pay quartile distribution (University Group).

Pay Quartile Distribution					
	Women		Men		Total numbers
	Number	Proportion	Number	Proportion	
Upper	1,789 (1,658)	41.8% (41.2%)	2,488 (2,363)	58.2% (58.8%)	4,277 (4,021)
Upper Middle	2,293 (2,161)	53.6% (53.7%)	1,984 (1,860)	46.4% (46.3%)	4,277 (4,021)
Lower Middle	2,560 (2,322)	59.9% (57.7%)	1,717 (1,699)	40.1% (42.3%)	4,277 (4,021)
Lower	2,629 (2,493)	61.5% (62.0%)	1,647 (1,527)	38.5% (38.0%)	4,276 (4,020)
All Quartiles	9,271 (8,634)	54.2% (53.7%)	7,836 (7,449)	45.8% (46.3%)	17,107 (16,083)

2022 figures are shown in brackets.

Table 8: Proportion of women and men receiving a bonus (University Group).

Proportion of women and men receiving a bonus				
Women		Men		Total numbers
Number	Proportion	Number	Proportion	
9,556 (2,176)	76.9% (24.6%)	7,926 (1,701)	79.7% (22.6%)	17,482 (3,877)

2022 figures are shown in brackets.

Gender Pay Gap (Academic University figures)

- The Academic University's mean Gender Pay Gap has reduced from 19.3% to 18.1% this year. Unfortunately, the median has increased from 8.4% to 10.4%. However, this is still lower than it was prior to 2022 when it was 11.1%.
- Although the increase in our median is disappointing, 'University group figures 2017 – 2023' shows the progress we have made in our Gender Pay Gap figures since mandatory reporting was introduced in 2017. Various actions and initiatives that the University has put in place will help to continue to improve the Gender Pay Gap going forward. Section 4 of the Equal Pay Review (Annex A) provides an update on the initiatives in place which support the development and promotion of an inclusive culture, which is key to supporting our progress in this area.

Figure 29: Gender pay gap across the Academic University.

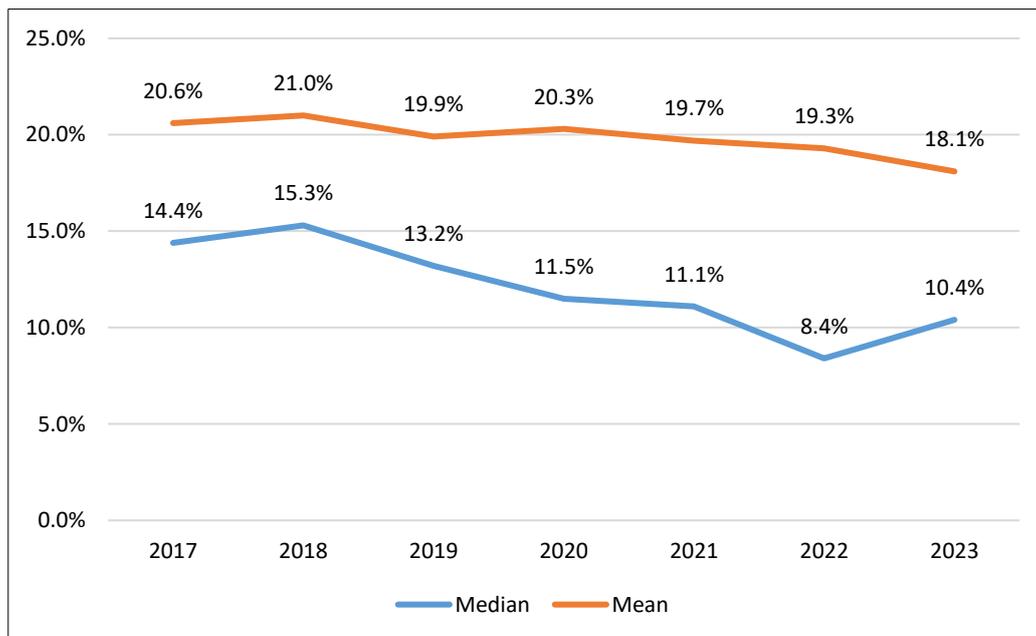


Table 9: Mean and median pay and bonus gaps (Academic University).

	Median	Mean
Gender Pay Gap	10.4% (8.4%)	18.1% (19.3%)
Gender Bonus Gap	0.0% (27.2%)	34.7% (74.4%)

2022 figures are shown in brackets.

Table 10: Pay quartile distribution (Academic University).

Pay Quartile Distribution		
	Proportion of Women	Proportion of Men
Upper	40.0% (39.3%)	60.0% (60.7%)
Upper Middle	52.0% (52.4%)	48.0% (47.6%)
Lower Middle	58.6% (55.8%)	41.4% (44.2%)
Lower	62.2% (63.9%)	37.8% (36.1%)
All Quartiles	53.2% (52.9%)	46.8% (47.1%)

2022 figures are shown in brackets.

Table 11: Proportion of women and men receiving a bonus (Academic University).

Proportion of women and men receiving a bonus	
Proportion of Women	Proportion of Men
74.4% (6.6%)	77.4% (6.7%)

2022 figures are shown in brackets.

Ethnicity Pay Gap (Academic University figures)

- This is the fifth year that we have reported the Ethnicity Pay Gap figures for the Academic University. Although we have seen increases in both the median and mean Ethnicity Pay Gaps this year, the figures remain low.
- Some fluctuation year on year is expected, as the composition of our workforce changes. As shown in the pay quartile distribution, the proportions of BAME staff in the lower pay quartiles have increased slightly this year, which will contribute to the increase in the pay gaps.

Table 12: Mean and median pay gaps across the University, and bonuses awarded, by ethnicity (Academic University).

	Median	Mean
Ethnicity Pay Gap	2.6% (2.2%)	5.3% (4.3%)
Ethnicity Bonus Gap	0.0% (-28.4%)	6.8% (-42.8%)

2022 figures are shown in brackets.

Table 13: Pay quartile distribution (Academic University).

Pay Quartile Distribution		
	Proportion of BAME staff	Proportion of White staff
Upper	13.9% (12.5%)	86.1% (87.5%)
Upper Middle	20.3% (19.2%)	79.7% (80.8%)
Lower Middle	22.5% (21.6%)	77.5% (78.4%)
Lower	16.6% (13.8%)	83.4% (86.2%)
All Quartiles	18.3% (16.8%)	81.7% (83.2%)

2022 figures are shown in brackets.

Table 14: Proportion of BAME and White employees receiving a bonus (Academic University).

Proportion of BAME and White employees receiving a bonus	
Proportion of BAME staff	Proportion of White staff
71.0% (3.6%)	83.6% (7.6%)

2022 figures are shown in brackets.

Equal Pay Reporting

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination, and recognition and reward of the University's staff as its greatest asset. As part of this commitment, the University analyses equal pay data annually. Previously, the Equal Pay Report (EPR) was published biennially; the Human Resources Committee agreed in 2021 to publish the EPR annually with effect from the 2021 Report.

The key findings from the 2023 Report are summarised below. Please see Annex A for the full Equal Pay Review.

Key findings

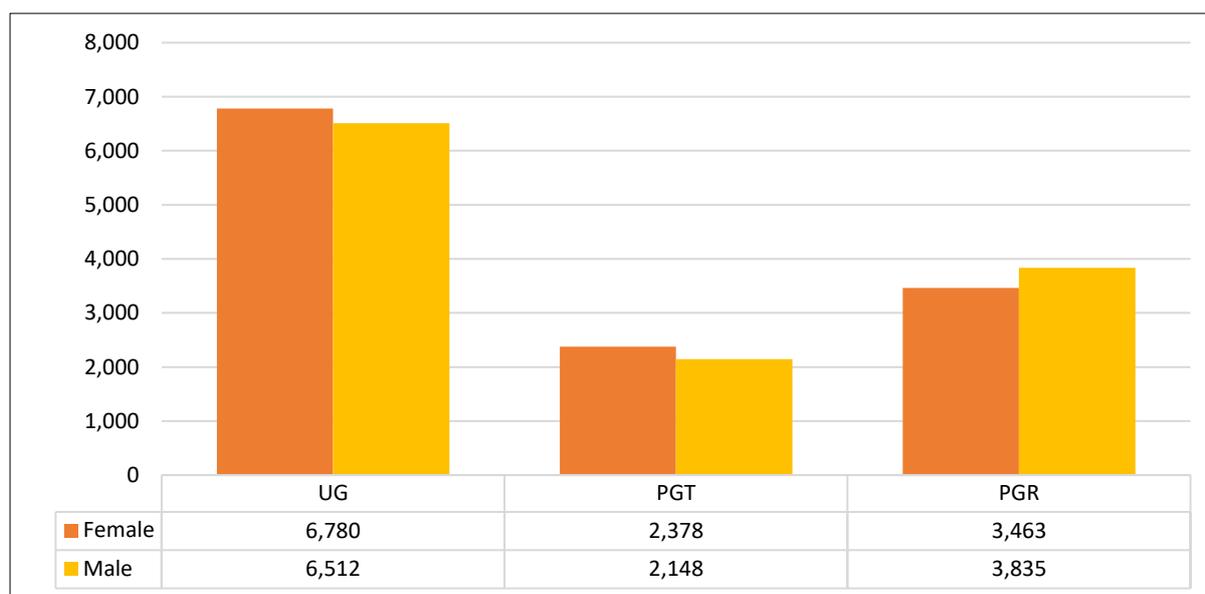
- Women occupy 54.5% of positions, this proportion has increased year on year for over 10 years.
- The gender pay gap excluding additional payments (basic pay) is 15.3% (mean) and including additional payments (total pay) is 17.1% (mean). Both pay gaps have decreased since the review was first published in 2008, base pay by 34.6% and total pay by 28.8%.
- There is significant variation between Schools for both gender pay gaps, although all have reduced in the last five years with the exception of the Unified Administrative Service. Basic pay gaps range from 5.3% to 21.0%, and total pay gaps from 7.4% to 24.5%.
- Men continue to occupy a higher proportion of the positions at the upper end of the pay scale compared to women, and vice versa at the lower end of the scale. The proportion of men in the top three grades has increased slightly since the 2022 Report.
- A breakdown of average salary by grade shows smaller gender pay gaps. Base pay gaps range from -1.1% to 3.0%. Total pay gaps range from -2.8% to 6.6%. Across all grades, average pay for men is the same as, or higher than women, with the exception of Grade 11, where women receive on average more than men for both base and total pay.
- Men continue to receive a higher proportion of market-related additional payments both in terms of total number and value. The gap in the average value of payments has decreased from 39.2% to 35.1% between the 2022 and 2023 Reports. The number of women who receive market pay has decreased by 14.8%, compared to a 10.2% increase in awards to men.
- Both genders are more likely to be appointed above the grade minimum from Grade 4 upwards (Grade 6 in the last Report). Across most grades, men are more likely to be appointed above the grade minimum (75.5% of men, compared to 67.3% for women).

Student overview

The following information is a summary of student figures sourced from holders of student data across the University. Comparative data are sourced from the Higher Education Statistics Agency (HESA,) via the Higher Education Information Database for Institutions (HEIDI).

Student numbers by gender

Figure 30: Student numbers by gender for 2022-2023.



In 2022-23, female students comprised 50.8% of all undergraduate students (UG), 50.0% of all taught postgraduate students (PGT) and 44.3% of all research postgraduate students (PGR) (**Figure 30**). These proportions have been consistent over a number of years at the University.

This proportion of female students compares against a Russell Group average of 54.9% of UG, 59.5% of all PGT and 46.6% of all PGR in 2021-22.

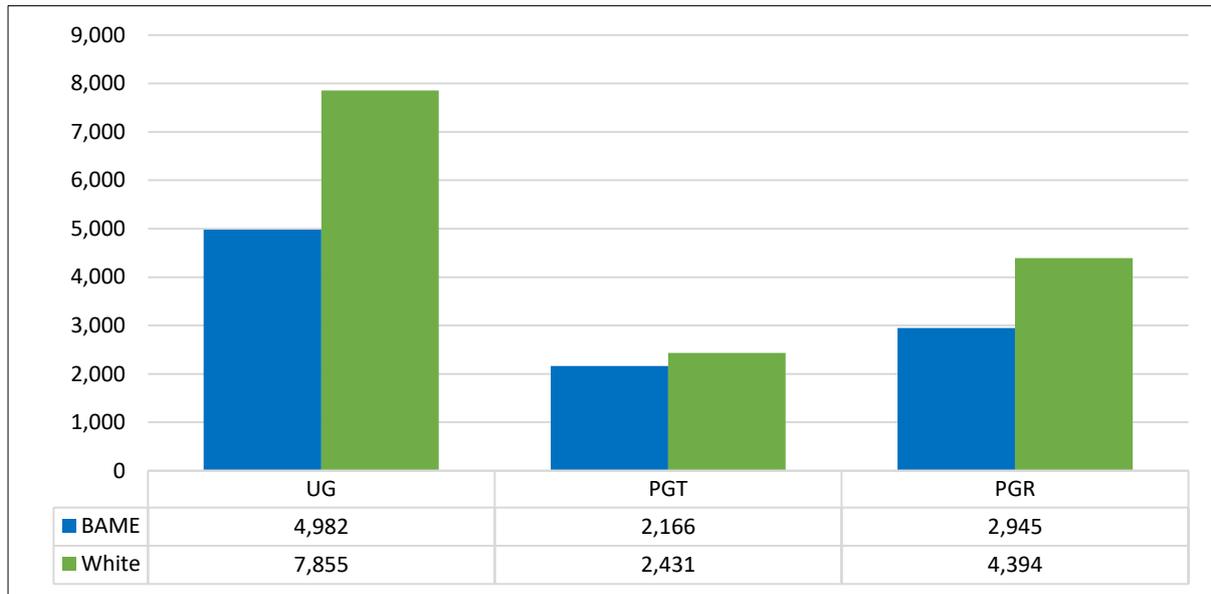
Student numbers by ethnicity

Figure 31 shows that students from a BAME background made up 37.3% of all UG students, 45.5% of PGT and 37.7% of PGR who disclosed their ethnicity in 2022-23.

Of students domiciled in the UK, 30.4% of UG students, 27.9% of PGT and 20.7% of PGR were BAME.

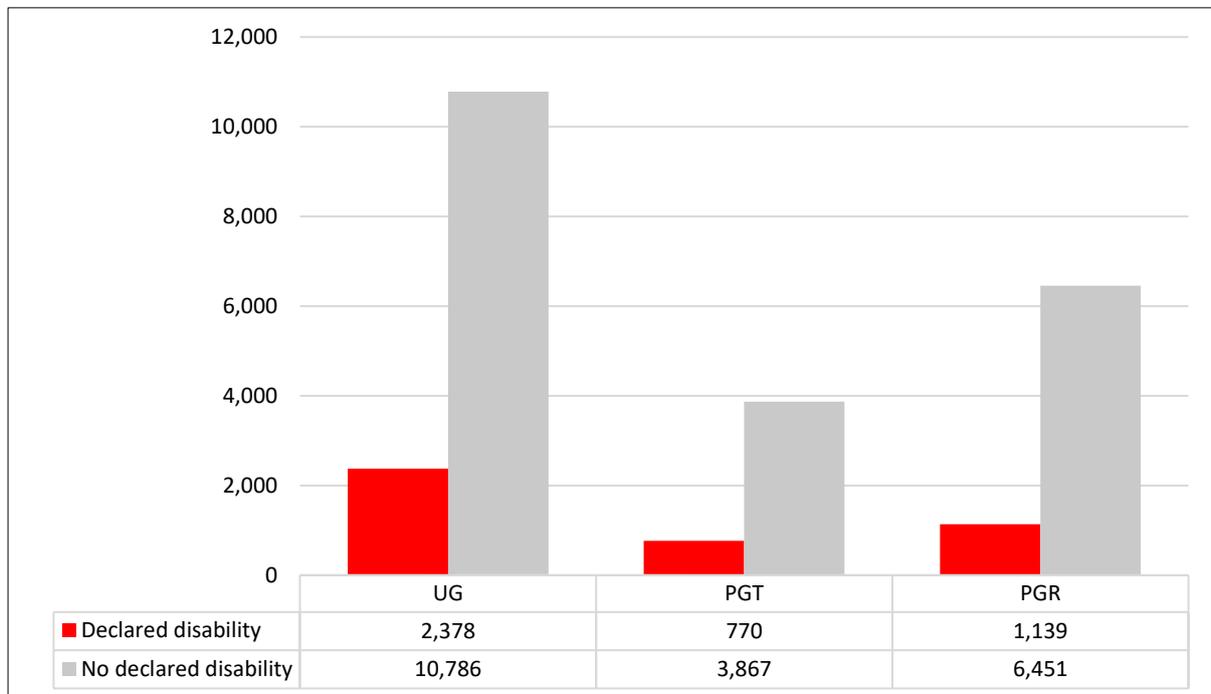
This compares against a Russell Group average of 20.4% UK BAME, 9.1% of all PGT students and 10.1% of all research PGR students in 2021-22.

Figure 31: All student numbers by known ethnicity - disclosed ethnicity (2022-2023).



Student numbers by disability

Figure 32: Student numbers by disability status (2022-23).



In 2022-23, 17.8% of UG students declared a disability, as did 16.2% of all taught PGT students and 14.6% of all PGR students (**Figure 32**). Of these students, 30.4% disclosed a mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety, and 28.6% a learning difference such as dyslexia, dyspraxia or AD(H)D. This continues a steady increase in the proportion of students who have reported a disability since 2015-16.

This compares against a Russell Group average of 10.8% declared disability for UG students, 6.3% of all PGT students and 7.6% of all PGR students in 2021-22.

Undergraduate admissions

Undergraduate admissions by gender

Figure 33: All undergraduate admissions by gender (October 2022).

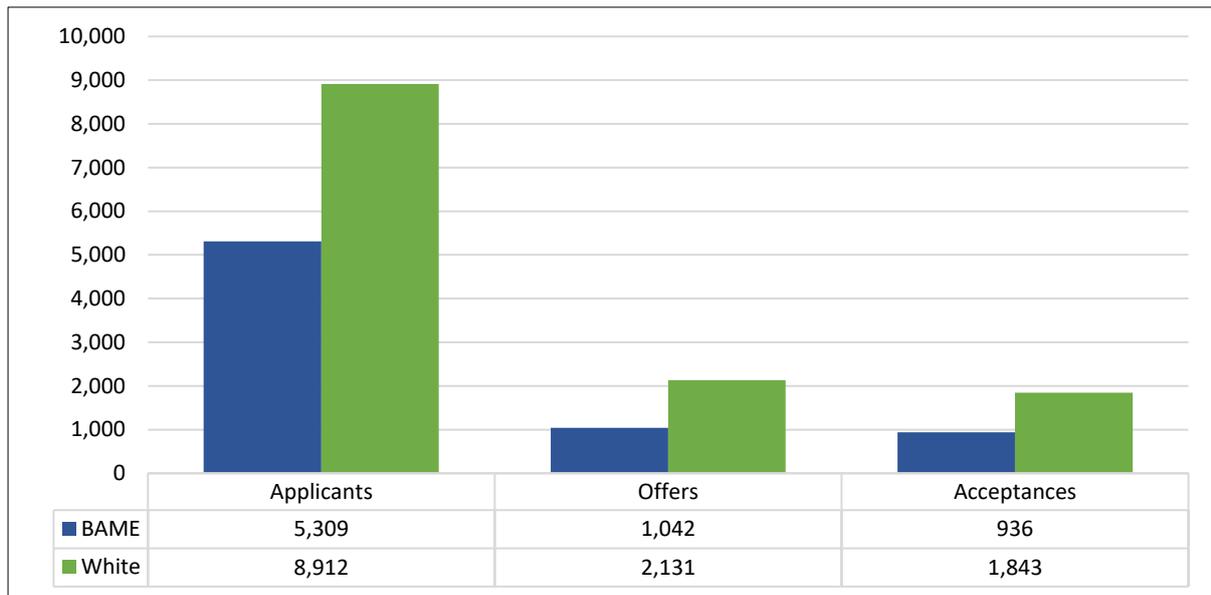


In 2022, there were more applications to the University from prospective UG students who were female 50.7% (2021: 49.1%). Female students made up 50.4% of those offered places (**Figure 33**). This compares against a Russell Group average of 55.2% for first year admissions in 2021-22.

Undergraduate Admissions by ethnicity (Home students)

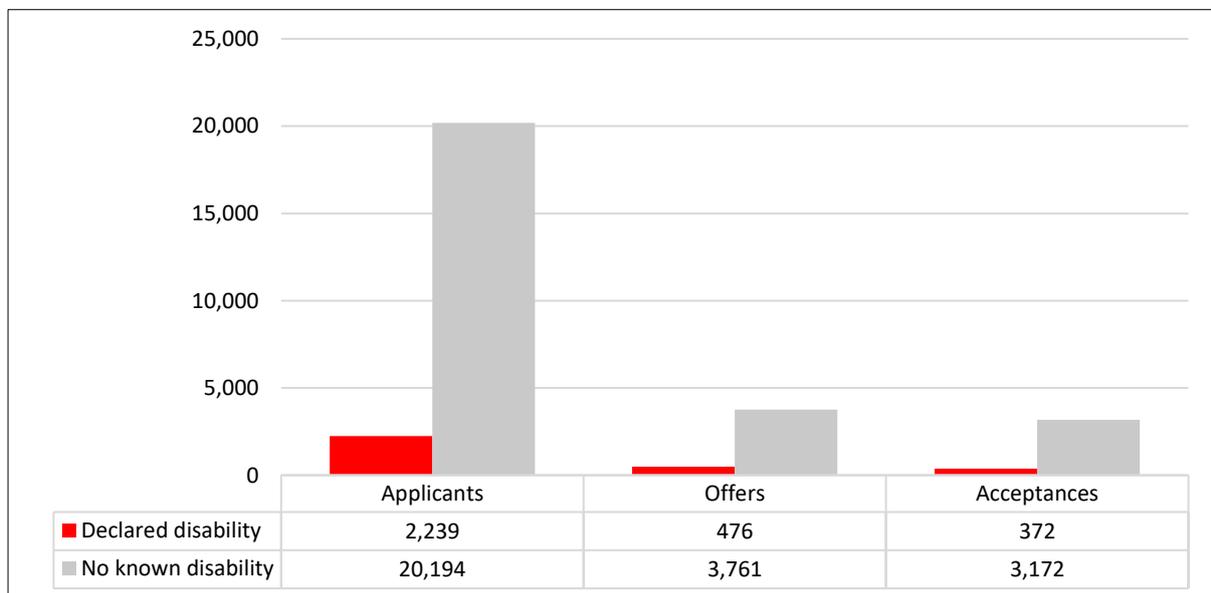
Students from a BAME background comprised 35.6% of home UG applicants, up from 21.9% in 2015. 32.1% of all offers and 33.4% of all students who accepted a place in 2022-23 were BAME (**Figure 34**). This compares against a Russell Group average of 22.1% BAME for first year UG admissions in 2021-22.

Figure 34: Home undergraduate admissions by ethnicity (October 2022).



Undergraduate Admissions by disability

Figure 35: Undergraduate admissions by declared disability (October 2022).



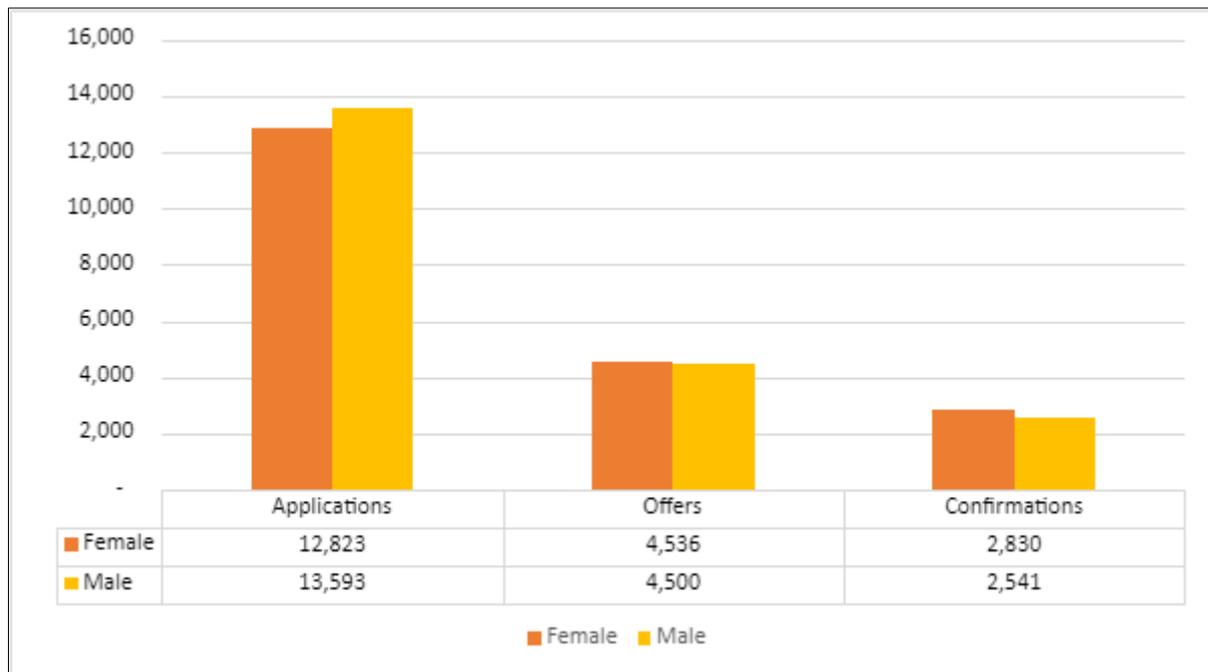
There were 2,239 applicants with a declared disability (10.0% of all UG student applicants – an increase from 6.6% in 2017); of these 476 were accepted (11.2% of total UG acceptances). This compares against a Russell Group average of 14.4% declared disability for first year UG admissions in 2021-22.

24.7% of those students declaring a disability who were accepted into the University disclosed a Specific Learning Disability (such as dyslexia). Disclosure of disability tends to increase post-admission, with the Accessibility and Disability Resource Centre reporting that 35-40% of the students on their records disclosed after being admitted⁸.

Graduate admissions

Graduate admissions by gender

Figure 36: Graduate admissions by gender (2022-2023).



In 2022-23 there were 13,593 male, and 12,823 female, applicants (48.5% female) (Figure 36). This compares against a Russell Group average of 58.6% for first year postgraduate admissions in 2021-2022⁹.

35.4% of female applicants were offered admission, compared to 33.1% of male.

⁸ <https://www.disability.admin.cam.ac.uk/sites/default/files/2023-09/adrc-annual-report-2021-2022-pdf-1mb.pdf>

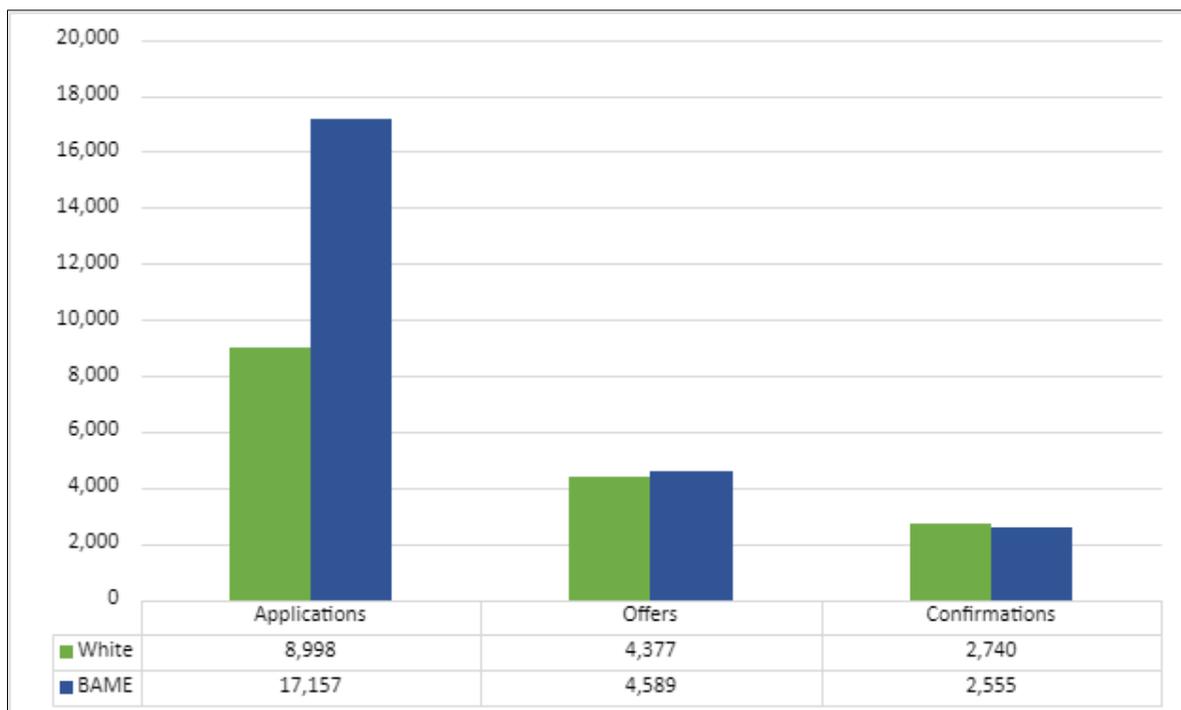
⁹ Russell Group figures for 2022-2023 are not available at the time of the development of this report.

Graduate Admissions by ethnicity

In 2022-23 applications were received from 8,998 White and 17,157 BAME students (making up 65.6% of all applicants) (Figure 37). Of these BAME applicants, 26.7% (4,589) were offered admission, compared to 48.6% (4,377) of White applicants.

This compares against a Russell Group average of 23.7% BAME first year postgraduate admissions in 2021-2022¹⁰.

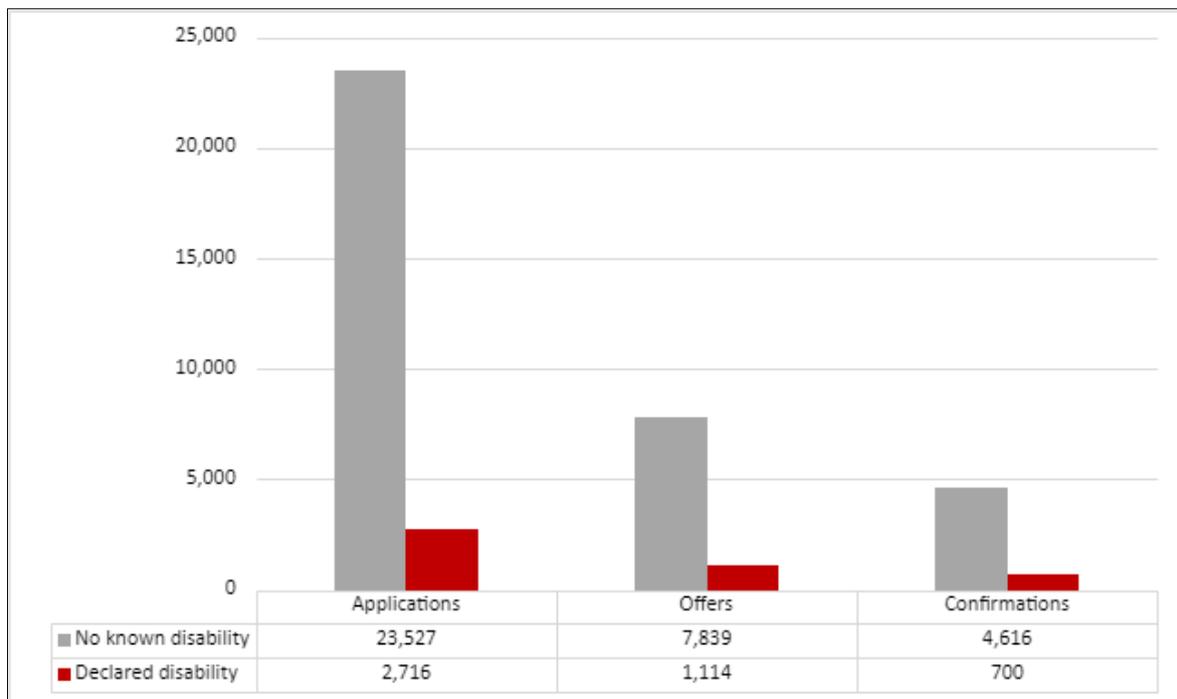
Figure 37: Total graduate admissions by ethnicity 2022-2023.



¹⁰ Russell Group figures for 2022-2023 are not available at the time of the development of this report.

Graduate Admissions by disability

Figure 38: Graduate admissions by declared disability 2022-2023.



In 2022-23 applications were received from 2,716 students with a declared disability (10.3% of total graduate student applications (Figure 38)). Of those who accepted offers from the University, 700 were disabled. The success rates for students receiving offers varied considerably by type of disability from 20.6% to 53.3%, compared to 33.3% for those without a disability.

This compares against a Russell Group average of 9.7% declared disability for first year postgraduate admissions in 2021-2022¹¹.

¹¹ Russell Group figures for 2022-2023 are not available at the time of the development of this report.

Undergraduate degree attainment

Undergraduate degree attainment by gender

Table 15: UK domiciled students – all undergraduate examination results by gender 2022-23.

	Class I	Class II Division I	Class II Division II and lower
Male	30.7%	50.5%	18.8%
Female	22.4%	60.2%	17.4%

The percentage of female students gaining first class examination results was 22.4% compared with 30.7% of males, a gender awarding gap of 8.3%, when the results of all UG examinations were considered. (Table 13). This gender awarding gap was reversed for 'good degrees' with 81.2% of males and 82.7% of females receiving an examination classification of 2:1 or above.

This compares against a Russell Group average gender awarding gap of 1.2% in favour of females receiving first class honours in 2021-22.

Undergraduate degree attainment by ethnicity

Table 16: UK domiciled students - undergraduate examination results by ethnicity 2022-23.

	Class I	Class II Division I	Class II Division II and lower
White	28.8%	56.2%	15.0%
BAME	20.3%	54.8%	24.9%

The percentage of White students gaining first class examination results was 28.8% compared with 20.3% of BAME students, an ethnicity awarding gap of 8.5% (6.7% in 2019-20) (Table 14).

This gap widened for 'good degrees'; 75.1% of BAME and 85.0% of White students receiving an examination classification of 2:1 or above. This compares against a Russell Group average ethnicity awarding gap of 7.4% in favour of White students receiving first class honours in 2021-22.

It is important to note that the awarding gap varies by ethnic minority, with only 7.5% of Black receiving a Class 1 pass in 2022-23.

Undergraduate degree attainment by disability

Table 17: UK domiciled students - undergraduate examination results by disability 2022-23.

	Class I	Class II Division I	Class II Division II and lower
No Disability	27.0%	55.7%	17.3%
Declared Disability	23.3%	55.7%	21.0%

Table 15 shows that the percentage of students with no disability gaining first class examination results was 27.0% compared with 23.3% of students who had declared a disability, an awarding gap of 3.3%. This gap reduced for 'good degrees' with 82.7% of students with no declared disability and 79.0% of declared disabled students receiving an examination classification of 2:1 or above. Analysis of this data to a more granular level is complicated by small numbers.

This compares against a Russell Group average disability awarding gap of 1.9% in favour of students with no disability receiving first class honours in 2021-22.

Staff – Definition and Notes

This ED&I Information Report is derived from the HR CHRIS¹² system as on 31 March 2023 census date. Recruitment data was sourced from the University's Web Recruitment system, and covers the period 1 April 2022 to 31 March 2023.

Any person who holds a University office or post and has a University contract of employment is considered to be an employee. Employees are categorised as Academic, Professional Support Staff (which comprises Academic-Related and Assistant staff) or Researchers, on the basis of the main duties of their post. Academic roles are further disaggregated into Academic staff types, namely Assistant Professor, Associate Professor, and Professor.

The staff numbers presented are of individual staff members (headcount) rather than full time equivalent (FTE). Full-time staff are defined for the purpose of this Report as being employed at 1 FTE. Part-time staff are defined as being employed at less than 1 FTE.

Where staff had multiple contracts or in cases where contracts involved more than one activity, a set rule was applied for non-Academic staff. The individual was assigned to the position with the highest FTE, or if the FTEs were identical, the staff member was assigned to the position that they had held for the longest period of time. In cases where Academic staff held both an Academic and Research post, they were assigned to their Academic role. Positions held in association with a substantive Academic appointment were not counted.

The majority of posts are assigned to a specific grade within the grading structure 1-12¹³. The grades overlap with staff groups so members of different staff groups can be employed on the same grade, but with different core roles and responsibilities. Staff are defined as having either permanent (open-ended) or fixed contracts. Those on fixed contracts are employed for a fixed term period or have an end date on their contract of employment, for a range of reasons including limited funding.

Where staff information categories would include numbers less than five, information has been rounded or excluded.

Due to rounding to one decimal place, some total percentages may not equal 100%. No statistical testing has been conducted.

¹² Cambridge Human Resources Information System.

¹³ <http://www.hr.admin.cam.ac.uk/pay-benefits/salary-scales>.

Disability (staff)

Disability is recorded within the CHRIS system using the HESA staff¹⁴ categories.

Ethnicity (staff)

Ethnicity data has been combined for easier comparison. Staff or applicants who disclosed their ethnicity as the following have been aggregated as Black, Asian, and Minority Ethnic (BAME):

- Arab
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Black or Black British African
- Black or Black British Caribbean
- Chinese
- Mixed Ethnicity
- Other Asian Background
- Other Black Background
- Other Ethnic background

The University records White – British, White – Irish, and White – Other, which for the purposes of this data has been aggregated as White.

Staff and applicant data on nationality have been aggregated into UK, EEA and Other.

Recruitment data

Recruitment data cover applications submitted between 1 April 2022 and 31 March 2023.

¹⁴ For details on all HESA staff categories go to [Definitions: Staff | HESA](#).

Promotions data

- For the ACP data provided, please note that:
- Eligible values are as on 31 March 2023.
- Eligible for Grade 12 Professorships are current Professors (Grade (11)/Readers.
- Eligible for Grade 11 Professorships are current Assistant/Associate Professors (Grade 9)/Lecturers and Associate Professors (Grade 10)/Senior Lecturers.
- Eligible for Grade 10 Associate Professorships are current Assistant Professors/ Associate Professors (Grade 9)/Lecturers.
- Applied and Successful values are the average annual number over the last three rounds of ACP (2020, 2022, 2023). Please note that the University's promotion scheme was paused during the COVID pandemic, as a result of which there is no data for 2021.

Benchmarking

Where useful, data from the other Russell Group universities has been provided for benchmarking purposes. These data have been sourced from HESA via the Higher Education Information Database for Institutions (HEIDI) online tool. The latest available information was for 2021-22.

Data quality

This Report provides a snapshot of key themes, trends and results of the University of Cambridge's equality and diversity journey to date. The information provided in this Report is based on data received from different processes and systems within different parts of our collegiate University. In the absence of a full and thorough data process audit, with sufficient and relevant people and technological resource allocation, the University acknowledges that there is no guarantee of completeness and accuracy.

Student – Definition and Notes

The enclosed student figures are a summary of information sourced from reports and publications produced by the Student Statistics Office, Graduate Admissions, and Cambridge Admissions Office. Further detailed information for all students is available from these offices. The information has been presented in line with the requirements of the Equality Act 2010's public sector equality duty which obliges Higher Education Institutions (HEIs) to publish information about the people affected by its policies and practices; in this case students.

All student figures are the latest available and in most cases are for the academic year 2022-23 unless otherwise specified. For full information and definitions on student figures, please refer to the CamDATA website: www.admin.cam.ac.uk/univ/camdata/. Please note that due to rounding to one decimal place, some total percentages may not equal 100%. No significance testing has been performed.

Annex A – Equal Pay Review

Background

The University of Cambridge is committed to the principles of equal pay for work of equal value, freedom from discrimination and recognition and reward of the University's staff as its greatest asset. As part of this commitment, the University analyses equal pay data annually. Previously, the Equal Pay Report (EPR) has been published biennially; the Human Resources Committee agreed, with effect from 2021 to publish the EPR annually as part of the annual Equality, Diversity & Inclusion Report.

What is an Equal Pay Review?

An equal pay review is a statistical analysis of an organisation's pay and Human Resources data to identify any gender pay differences. It is recommended in the statutory Code of Practice (Equality and Human Rights Commission 2011) as an effective means of ensuring that a pay system delivers equal pay.

How was the Equal Pay Review 2023 conducted?

The Equal Pay Review 2023 was prepared in consultation with representatives from the University's trade unions, Schools, faculties, departments (and equivalent), and the Equality, Diversity and Inclusion, HR Business Systems and Analytics, and the Reward teams.

The review represents data collected as on 31 March 2023 and compares the number of employees by gender and the pay of males and females carrying out work of equal value or work rated as equivalent (grade). Consistent with previous years, this review includes in its analysis all University employees on the single salary spine in all grades (1 to 12), where their salary is determined by the University.

Any difference between the average pay of men and women is referred to as a gender 'pay gap', calculated by dividing the difference between the average pay of women and men by the average pay for men. A value above zero indicates the figure is in favour of men, and a value lower than zero indicates the gap is in favour of women. For further information on the methodology used in this Equal Pay Review please refer to Appendix F.

Key findings

- Women occupy 54.5% of positions, this has increased year on year for over 10 years.
- The gender pay gap excluding additional payments (basic pay) is 15.3% and including additional payments (total pay) is 17.1%. Both pay gaps have decreased since the review was first published in 2008, base pay by 34.6% and total pay by 28.8%.
- Men continue to occupy a higher proportion of the positions at the upper end of the pay scale compared to women, and vice versa at the lower end of the scale. The proportion of men in the top three grades has increased slightly since the 2022 Report.
- A breakdown of average salary by grade shows smaller gender pay gaps. Base pay gaps range from -1.1% to 3.0%. Total pay gaps range from -2.8% to 6.6%. Across all grades, average pay for men is the same as, or higher than women, with the exception of Grade 11, where women receive on average more than men for both base and total pay.
- Men continue to receive a higher proportion of market-related additional payments both in terms of total number and value. The gap in the average value of payments has decreased from 39.2% to 35.1% between the 2022 and 2023 Reports. The number of women who receive market pay has decreased by 14.8%, compared to a 10.2% increase in awards to men.
- Both genders are more likely to be appointed above the grade minimum from Grade 4 upwards (Grade 6 in the last Report). Across most grades, men are more likely to be appointed above the grade minimum (75.5% of men, compared to 67.3% for women).

Main Report

Overall figures and trend analysis

Employee gender profile by year and in comparison, to the sector¹⁵.

Table 18: Comparison of University of Cambridge with UK workforce gender representation.

Benchmark	Women (%)								
	2015	2016	2017	2018	2019	2020	2021	2022	2023
Cambridge Equal Pay Review	50.3%	50.8%	51.3%	52.1%	52.5%	53.4%	53.5%	53.8%	54.5%
UK Higher Education Sector*	54.0%	54.1%	54.2%	54.3%	54.3%	54.7%	54.7%**	55%**	***

* Source: HESA - Staff at Higher Education Institutions in the UK (table 2).

** From 2019/20, HEIs have not been required to report non-academic staff numbers – HEIs not reporting are removed from the totals.

***data not yet available.

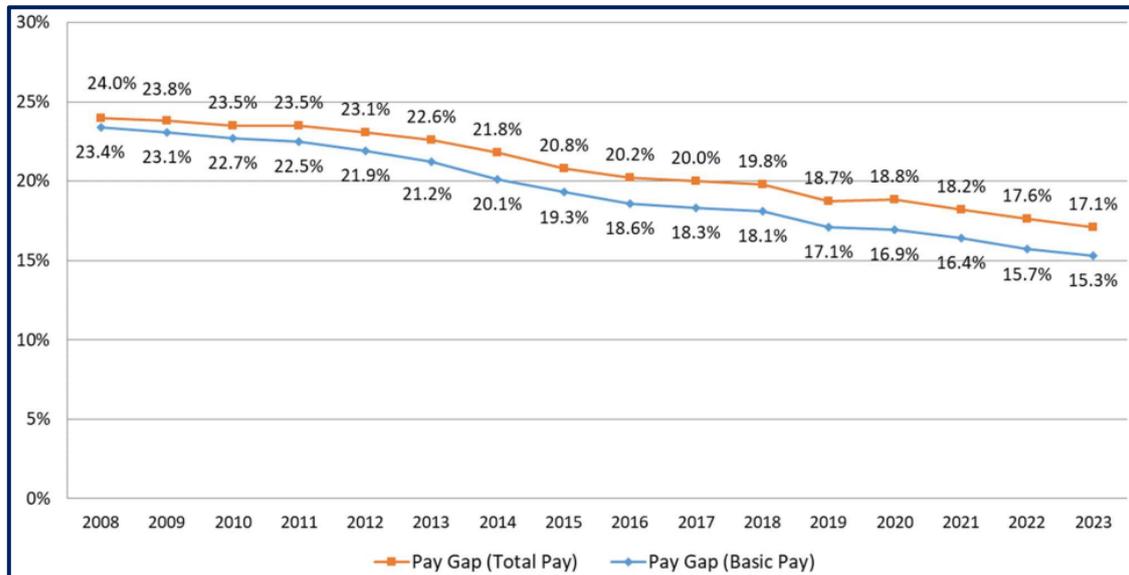
Key findings

- The proportion of men and women at the University **has remained fairly stable** over time but since 2015 has shifted from a higher proportion of men to an increasingly **higher proportion of women**.
- Women now represent 54.5% (6,691 employees) of the University’s workforce; the proportion of women has increased each year since 2013.
- The proportion of women at the University has remained consistently lower than in the UK Higher Education (HE) Sector, but the gap between Cambridge and the UK HE sector has decreased (from 4.4% in 2012 to 1.2% in 2022).

¹⁵ Please note that benchmarking comparators are provided for illustrative purposes as methodology for different sources may differ.

Gender pay gap by year

Figure 39: Percentage pay gap by year



Key findings

- The overall mean gender basic pay gap has decreased year on year (down from 23.4% in 2008, to 15.3% in 2023), a reduction of 34.6% since 2008.
- The overall mean gender total pay gap has decreased year on year (down from 24.0% in 2008, to 17.1% in 2023), a reduction of 28.8% since 2008.

Table 19: Percentage pay gap by year (full details), University of Cambridge.

Year	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay Gap (Basic Pay)	Women	Men	Difference	Pay Gap (Total Pay)
2008	£28,183	£36,810	£8,627	23.4%	£28,247	£37,157	£8,910	24.0%
2009	£29,772	£38,703	£8,931	23.1%	£29,969	£39,336	£9,367	23.8%
2010	£30,253	£39,139	£8,886	22.7%	£30,452	£39,804	£9,352	23.5%
2011	£30,603	£39,488	£8,885	22.5%	£30,811	£40,260	£9,449	23.5%
2012	£31,023	£39,698	£8,675	21.9%	£31,230	£40,608	£9,378	23.1%
2013	£31,651	£40,180	£8,529	21.2%	£31,900	£41,223	£9,323	22.6%
2014	£32,111	£40,188	£8,076	20.1%	£32,384	£41,416	£9,032	21.8%
2015	£33,164	£41,117	£7,953	19.3%	£33,436	£42,243	£8,807	20.8%
2016	£33,734	£41,444	£7,710	18.6%	£34,091	£42,717	£8,626	20.2%
2017	£34,282	£41,973	£7,691	18.3%	£34,693	£43,359	£8,666	20.0%
2018	£34,976	£42,713	£7,738	18.1%	£35,414	£44,177	£8,763	19.8%
2019	£35,956	£43,394	£7,438	17.1%	£36,427	£44,833	£8,406	18.7%
2020	£36,800	£44,307	£7,507	16.9%	£37,295	£45,948	£8,653	18.8%
2021	£37,485	£44,838	£7,352	16.4%	£38,021	£46,497	£8,476	18.2%
2022	£38,504	£45,676	£7,173	15.7%	£39,100	£47,455	£8,355	17.6%
2023	£40,879	£48,258	£7,379	15.3%	£42,802	£51,621	£8,819	17.1%

Key findings

- The gender base pay gap has decreased by 34.6% and the total pay gap by 28.8% since the Equal Pay Review was first published in 2008.
- Average basic and total pay (£) values continue to increase each year for both genders.
- Average salaries of men have remained consistently higher than women. However, in most years (11 out of 14 years) the difference has reduced. The average decrease was larger (£170.36), than the average increase (£156.50).
- Since 2008, average pay for women has increased by 45.0%, in comparison to men whose average has increased by 31.1%.

Table 20: Percentage pay gap (mean) basic pay in favour of men - comparison of University of Cambridge mean base pay gap with UK public and private sectors.

Benchmark	% pay gap (mean) basic pay in favour of men								
	2015	2016	2017	2018	2019	2020	2021	2022	2023
Cambridge Equal Pay Review	19.3%	18.6%	18.3%	18.1%	17.1%	16.9%	16.4%	15.7%	15.3%
UK public sector*	17.9%	17.8%	17.7%	17.4%	15.7%	14.7%	14.6%	13.6% *	**
UK private sector*	22.7%	21.9%	20.9%	20.6%	19.9%	16.8%	17.7%	16.7% *	**

Source: Office of National Statistics Annual Survey of Hours and Earnings, Gender Pay Gap (table 13.12).

Note: ONS may revise previous years data.

*Provisional data at the time of reporting.

** Data not published at the time of reporting.

Key findings

- The mean gender base pay gap overall at the University has remained **consistently higher** than the UK public sector since 2015, by an average of 1.4%. The lowest difference was seen in 2017 (0.6%). The gap currently stands at 2.1%.
- The mean gender pay gap overall at the University has remained **consistently lower** than the UK private sector by an average of 2.1% since 2015. The gap in the UK private sector reduced significantly (by 2.9%) in 2020.
- The Office for National Statistics (ONS) noted this reduction was driven by a reduction in the pay gap for the ‘managers, directors and senior officials occupation group’. The gap has increased to 1% since this point.

Employee gender profile

By grade

Figure 40: Number of employees at each grade by gender.

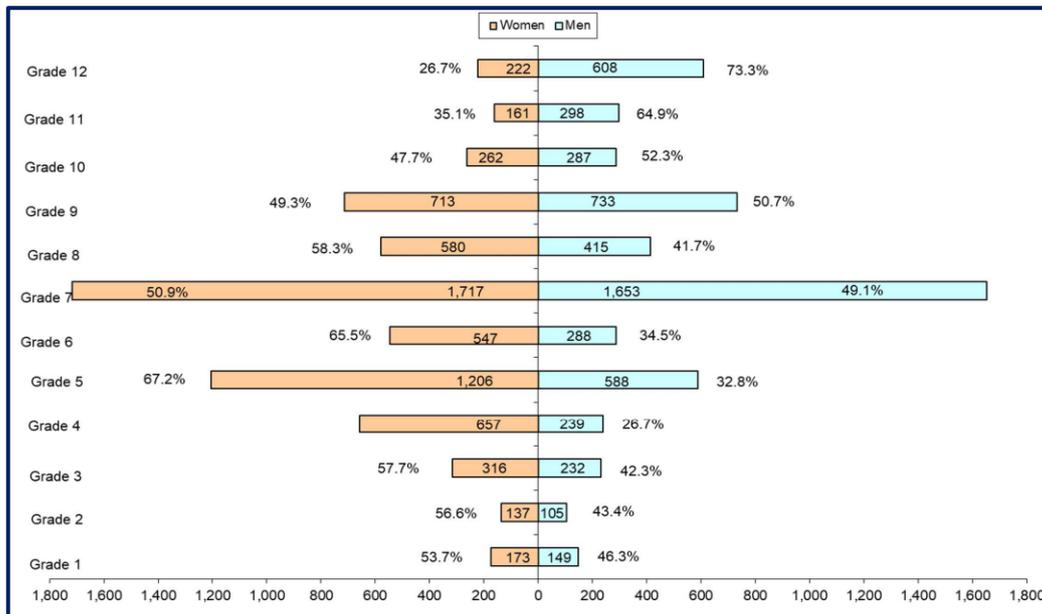


Table 21: Proportion of total gender population by grade.

Gender	% of Total Gender Population by Grade												
	1	2	3	4	5	6	7	8	9	10	11	12	All
Female	2.6%	2.0%	4.7%	9.8%	18.0%	8.2%	25.7%	8.7%	10.7%	3.9%	2.4%	3.3%	100.0%
Male	2.7%	1.9%	4.1%	4.3%	10.5%	5.1%	29.5%	7.4%	13.1%	5.1%	5.3%	10.9%	100.0%

Key findings

- Men continue to occupy a **higher proportion** of the positions in Grades 9 to 12 of the pay scale (58.6%). This has decreased by 1.8% since the 2020 Report when it was 60.4%.
- A greater proportion (63.9%) of women occupy roles at the lower end of the scale (Grades 1 to 4), compared to those in Grades 9 to 12 (41.3%).

- The **lowest proportion** of women continue to be in Grade 12, but this proportion has **increased** to 26.7%, up from 16.5% in 2012.

By staff category (Appendices A2 - A5)

Table 22: Gender profile by employment type – percentage gender representation by staff type.

Staff category	Gender profile by Employment Type				
	Grade range	Women	Women %	Men	Men %
Academic	5 to 12	688	37.6%	1143	62.4%
Research	5 to 12	1671	46.9%	1895	53.1%
Academic-Related	5 to 12	1767	59.6%	1200	40.4%
Assistant	1 to 8	2565	65.4%	1357	34.6%
Overall		6,691	54.5%	5,595	45.5%

Key findings

- While the lowest proportion of women remains in Academic roles, the proportion continues to increase from the 27.1% seen in 2012, a percentage increase of 38%.
- The proportion of women in the Research staff category (46.9%) is slightly above the average seen since 2012 of 46.2%. The proportion of women has remained fairly static since 2012.
- The proportion of women in Academic-Related roles has decreased by 0.8% since the 2022 Report but remains well above the 49.9% in 2012. This year's figure is also above the average of 56.4% since 2012.
- The highest proportion of women remain within the Assistant staff category, where women occupy 65.4% of positions. The proportion of women in this group has remained stable over the past ten years, with an average proportion of women of 63.8%. The proportion of women has increased each year, with the exception of the 2021 Report (0.3% decrease).

Average Pay (Appendices A1 - B5)

Gender pay analysis by grade

Table 23: Average (mean) basic and average (mean) total pay - percentage pay gap by grade in 2023.

Grade	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Difference	Pay gap (%)	Women	Men	Difference	Pay gap (%)
1	£21,400	£21,39	-£2	0.0%	£22,348	£22,502	£154	0.7%
2	£22,159	£22,22	£64	0.3%	£22,980	£23,166	£186	0.8%
3	£24,236	£24,38	£144	0.6%	£25,148	£26,695	£1,548	5.8%
4	£27,780	£27,85	£70	0.3%	£28,863	£29,268	£405	1.4%
5	£31,923	£31,98	£66	0.2%	£33,081	£33,222	£141	0.4%
6	£35,858	£36,13	£278	0.8%	£37,223	£37,732	£509	1.3%
7	£39,703	£39,97	£268	0.7%	£41,007	£41,366	£359	0.9%
8	£47,896	£49,40	£1,504	3.0%	£49,602	£51,246	£1,644	3.2%
9	£53,921	£53,95	£32	0.1%	£56,873	£56,890	£16	0.0%
10	£63,481	£63,82	£343	0.5%	£67,129	£67,874	£745	1.1%
11	£68,279	£67,51	-£766	-1.1%	£75,069	£73,029	-£2,039	-2.8%
12*	£93,439	£96,04	£2,610	2.7%	£102,709	£109,99	£7,282	6.6%
Overall	£40,879	£48,25	£7,379	15.3%	£42,802	£51,621	£8,819	17.1

*Grade 12 is separated into four bands. Appendices A1 and B1 show that across all employment types, the pay gaps within bands 1 to 4 range from -0.7% to 0.9%.

Key findings

- The gender pay gap figures are smaller within each grade compared to the overall gender pay gaps. This is due to the higher proportion of men occupying positions at the higher end of the pay scale compared to women impacting on the overall pay gap figure.
- Compared to the 2021 Report, both the base and total pay gaps for each grade have remained stable, with all grades, except Grade 6, altering by less than 1%. For Grade 6, the gap decreased by 1.2%.
- For base pay, the difference between the 2022 and 2023 pay gaps ranges from a 1.2% decrease (Grade 6) to a 0.9% increase (Grade 7). The difference in total pay gaps ranges from a decrease of 3.6% (Grade 11) to an increase of 1.2% (Grade 12).

- Grade 8 still has the highest base pay gap (3.0%), but this has decreased from 3.8% in the 2022 Report.
- Grade 12 has the highest total pay gap (6.6%); this has increased by 0.3% from the 2022 Report (6.3%). The current value is also above the average gap since 2012 (5.8%).
- The total pay gap in Grade 3 is primarily due to additional payments made to security staff in relation to the 24-hour patrol service, shifts and unsocial hours working required in the role.
- The awarding of market-related supplements influences the total pay gap, as men receive the majority (64.2%) of all awards, as well as more of the total value of awards made (73.5%).

Gender pay analysis by staff category

Table 24: Average (mean) basic pay and average (mean) total pay - percentage pay gap by staff category.

Staff category	Average (mean) basic pay				Average (mean) total pay			
	Women	Men	Average	Pay gap (%)	Women	Men	Average	Pay gap (%)
Academic	£62,202	£72,621	£68,706	14.3%	£67,433	£81,508	£76,220	17.3%
Research	£41,103	£43,920	£42,600	6.4%	£42,603	£45,662	£44,229	6.7%
Academic-Related	£48,825	£53,356	£50,658	8.5%	£50,972	£56,031	£53,018	9.0%
Assistant	£29,540	£29,289	£29,453	-0.9%	£30,696	£30,882	£30,760	0.6%
Overall	£40,879	£48,258	£44,240	15.3%	£42,802	£51,621	£46,818	17.1%

Key findings

- The **Academic** staff category has both the **highest** basic pay gap (14.3%) and total pay gap (17.3%). The base pay gap has increased since 2020 (10%). The total pay gap **increased** 0.1% from the 2022 Report and is **higher** than the gap in 2012 (15.6%).

- The **Academic-Related** staff group has the second highest base and total pay gap. Both have **decreased** since the 2022 Report (base pay by 0.9% and total pay by 1.2%).
- The **Research** staff category continues to show the **third highest** basic pay (6.4%) and total pay (6.7%) gaps. Both have **increased** since the 2022 Report (basic pay by 0.5% and total pay by 0.6%).
- The **Assistant** staff category continues to show the lowest basic pay (-0.9%) and total pay (0.6%) gaps. Both gaps are at the **lowest level** since 2012 when the gaps were 2% (base) and 3.5% (total).

Additional Payments (Appendices C1 - D2)

Additional payments comprise longer-term pensionable payments and ad-hoc, shorter-term non-pensionable payments. They can be discretionary e.g., additional hours, additional responsibility payments, or are linked to a role e.g., Head of Department or Secretary of a Faculty Board. The levels are determined by the University through policy or custom and practice and are approved through governing bodies relevant to the payment. When additional payments are added to basic pay, the overall pay gap **increases** from 15.3% to 17.1%. Further analysis is provided below:

During the period covered by the 2023 Report, the University made a number of additional payments to employees on the single salary spine to support them with the rising cost of living. This support initially took the form of a one-off payment of £1,000 (pro rata), and subsequently a payment of 2% of annual salary paid across 6 months (i.e., 4% per month). For consistency with previous equal pay reports, Table 25 excludes these payments so that a like for like comparison between reports remains possible. However, the impact of these payments is given in Table 26. The summary analysis covers data in Table 25 only.

Additional non-pensionable payments (Appendix C1)

Table 25: Non-pensionable payments by gender (excluding Cost of Living-related payments).

Non-pensionable payments	Women	Men	Total
Number	591 (44.4%)	740 (55.6%)	1331
Value	£795,053 (33.7%)	£1,564,382 (66.3%)	£2,359,436
Average payment value	£1,345.27	£2,114.03	£1,772.68

Key findings

- Men received a **higher** proportion of the total **number** of non-pensionable additional payments (55.6%). This figure has decreased slightly since 2012 (58.0%).
- Men also received a **higher** proportion of the total **value** of non-pensionable additional payments (66.3%). This is a **decrease** both from 2022 (68.2%) and from the high of 83.2% (2014).

- On average, women were paid £768.76 **less** per non-pensionable payment than men were. This gap has **decreased** since the 2021 Report (£1,029.38) and is at the lowest level since 2012 (£2,849.83).
- Compared to the 2022 Report, the average value per payment has **increased** for women by 3.6%, while for men, the average payment has **decreased** by 7.7%.
- The average payment to women (£1,345) was 36.4% lower than the average payment to men (£2,114). The gap in payment values has **reduced** from the high of 71.3% that was seen in 2014 (£2,472 compared to £710).

Table 26: Non-pensionable payments by gender (including Cost of Living-related payments).

Non-pensionable payments	Women	Men	Total
Number	14,417 (52.9%)	12,853 (47.1%)	27,270
Value	£10,545,476 (48.4%)	£11,240,408 (51.6%)	£21,785,884
Average payment value	£731.46	£874.54	£798.90

Additional pensionable payments (Appendix C2 and C3)

Table 27: Pensionable payments by type and gender.

Pensionable payments	Women		Men		Total	
	Number	Value	Number	Value	Number	Value
Discretionary	227	£465,070	181	£869,294	408	£1,334,364
Linked to a role	425	£930,707	453	£1,992,041	878	£2,922,747
Total Number	652	£1,395,777	634	£2,861,335	1286	£4,257,111

Key findings

- Women received a **higher** proportion of the total **number** of pensionable additional payments (50.7%), a small **decrease** compared to 2022 (53%), both of which are significantly above the 37.6% seen in 2012. The 2022 Report was the **first** where **more than half** of the awards were made to women.
- Men still received a **higher** proportion of the total **value** of pensionable additional payments (67.2%); the gap has **increased** from the 64.4% seen in 2022. The gap has **decreased** since 2012 where women received 21.4% of the value of all awards.
- Women were **more likely** to receive a discretionary additional payment (34.8% of payments to women) compared to men (28.6%). Of the total value of these payments per gender, men received 30.4% compared to women who received 33.3% of the total value of payments made.
- For payments that were linked to the role, men received a **higher proportion** of these (71.5%) compared to women (65.2%). Of these payments, men received proportionally more (69.6%) of the EPR 2023 total value of the awards made per gender (65.2% of the total payments to women for payments that were linked to their role).
- For discretionary payments, women were paid on average 42.7% of the average value received men (a gap of £2,754). This is a **decrease** from the largest gap of £3,091 seen in 2021, but above the average difference of £2,287 since 2012.
- For **payments linked to the role**, women received on average 49.8% of the value received by men (a gap of £2,208). The gap is the same as the 2022 Report and is **lower** than the average gap of £2,580 since 2012.
- Across both types of pensionable payment, women were on average paid £2,372 **less** per payment than men; this gap is **slightly higher** than in 2022 (£2,344), women were paid on average 47.4% of the value paid to men.

Market-related payments (Appendix C4)

Market-related payments are paid to secure the recruitment or retention of an individual where evidence indicates that similar posts outside the University command a higher salary. These payments are awarded under either the Market Pay (MP) or Advanced Contribution Supplement (ACS) schemes.

Table 28: Market-related payments by gender and occupational category.

Occupational Category	Women		Men	
	Recruitment	Retention	Recruitment	Retention
Academic	30 (£433,293)	61 (£1,203,421)	71 (£1,920,801)	138 (£3,807,012)
Academic-Related	34 (£388,629)	29 (£398,745)	43 (£616,702)	31 (£360,307)
Assistant		1 (£3,079)		1 (£4,038)
Research	2 (£17,853)	5 (£21,260)	2 (£33,819)	5 (£85,022)
Total Number	66	96	116	175
Total Value	£839,775	£1,626,505	£2,571,322	£4,256,378
Combined Total	162		291	
Combined Value	£2,466,280		£6,827,700	

Key findings

- Men received a higher proportion of the **number** of market-related payments (64.2%), a **decrease** of 1.7% from the 2022 Report (65.9%) and of 19.9% compared to the 2012 Report (84.1%).
- Overall, men received a greater share of the total value of market pay received (73.5%). This has **decreased slightly** from the 2022 value (77.5%) but has **decreased** significantly since the 93.6% seen in 2012.
- On average women were paid £8,239 **less** per market-related payment than men (£15,224 compared to £23,463), a **decrease** of £783 from the 2022 Report.

- Women on average receive 64.9% of the average value received by men (£15,224 compared to £23,463). This gap has **increased** since 2022 (60.8%) but is **substantially higher** than the level seen in 2012 (36%).
- Average award values have **increased** for **both** men (2%) and women (8.9%) in comparison to the values in the 2022 Report.
- A **higher** proportion of awards to men were for **retention** purposes (60.1%), an **increase** from the 54.2% in the 2022 Report. For women, payments were primarily for retention (59.3%), a significant change from 2022, when they were evenly split between recruitment and retention.
- The majority of market payment awards made to women were at **Grade 9** (40.6%), whereas for **men** the majority of awards were at **Grade 12** (49.2%). Of the 163 awards in Grade 12, men received just under four times as many awards as women (78.9% for men compared to 21.2% for women), a small change from the 79.6% of awards that were made to men in the 2022 Report. The proportion of awards made to men has **decreased** in each Report since 2012.
- Both **men and women** receive **higher** average payments for retention purposes when compared to recruitment-based awards (women £16,943 compared to £12,724, whereas for men the values are £24,332 compared to £22,167).
- Male academic staff receive the highest average payment (£27,587) for retention purposes; in comparison women academics on average receive £19,728 per recruitment-based award. Women in Academic-related roles receive higher average payments for retention than men (£13,750 compared to £11,663). However, for recruitment-based awards men receive, on average, more than women (£14,342 compared to £11,430).

Contribution payments (Appendices D1 and D2)

Contribution increments (a spine point movement within the employee's grade) and single contribution payments (a one-off payment of 2% or 3% of salary) are awarded under the annual Contribution Reward Scheme for Assistant and Academic-Related staff in Grades 1 to 11 for exceptional contribution.

Table 29: Amount of contribution increments awarded by gender.

Contribution points awarded	Women		Men	
	Number	%	Number	%
1 Point	265	69.0%	119	31.0%
2 Points	136	73.5%	49	26.5%
3 Points	10	83.3%	2	16.7%
Total	411	70.7%	170	29.3%

Key findings

- A **higher** proportion of employees receiving contribution increments were **women** (69%), a **small increase** when compared with both 2020 (68.6%) and 2022 (66.3%). The CRS scheme did not run in 2021 due to COVID related pay restraint measures.
- The proportion of men and women who received **two increments increased** to the highest level (31.8% of all awards made) since 2014, when only 7.8% of awards were at this level. Men received **proportionally fewer** awards of two increments (28.8% of awards to men) compared to women (33.1%).
- Awards for three increments have **decreased** from the 2022 Report (3.5%) but are **higher** than in 2014 when only 0.3% of awards were at this level. Overall women received a **higher proportion** of awards at this level (2.4% of the awards made to women, compared to 1.2% of the awards made to men).

Table 30: Single contribution payment type by gender.

Single Contribution Payment	Women		Men	
	Number	%	Number	%
2% Team Award	144	67.6%	69	32.4%
3% Individual Award	271	64.7%	148	35.3%
Total	415	65.7%	217	34.3%

Key findings

- A **higher proportion** of employees receiving single contribution payments were **women** (65.7%), an **increase** from 2022 (59.4%) but lower than the peak of 70.9% seen in 2014).
- Both **men and women** received more individual than team awards, with 68.2% of men receiving individual awards and 31.8% receiving team awards. These proportions **are almost the same** for women who received 65.3% individual and 34.7% team awards.
- Women have seen an increasing proportion of team awards since 2014, where only 8.8% were team awards. Men have **averaged 27%** of awards being team awards since 2104, whereas **women have averaged 23.1%** over the same period.

New Employees (Appendices E1 - E3)

Key findings

- Of the 2,380 employees recruited to the University from 1 April 2022 to 31 March 2023, 57.2% (1362) were women and 42.8% (1018) were men.
- Women were **more likely** than men to be appointed in **Grades 1 to 6**, with 55.4% (754) of women and 40.5% (412) of men appointed to these grades. The proportion of women appointed in Grades 1 to 6 remains the same as in 2022 (55.3%), and the proportion of men has increased (from 37.1% in 2022).
- Across all grades, 70.8% of employees were appointed above the bottom point of the grade, **a slight increase** from 2022 (69.4%). Of these, men were **more likely** to be appointed **above** the grade minimum compared to women (75.5% compared to 67.3% respectively). The proportion of those appointed above the bottom point has decreased since 2022 for both men (76.3%) but increased for women (63.8%).
- Of 2,380 new starters, 49 employees received a market-based payment (2%), an **increase** from the 1% seen in 2022. Of the awards made, 67.3% were made to men, which is **higher** than the 54.6% seen in 2022.
- The average award made was £12,843, a significant decrease from the £18,907 seen in 2022. The average award received by men (£14,162) has **decreased significantly** from the 2022 Report (£25,623). The average award value for women of £10,124 has **decreased slightly** from the £10,848 seen in 2022.

Part-time employees

Table 31: Percentage pay gap by full-time and part-time.

Working Hours	Population		Average (mean) basic pay			
	Women	Men	Women	Men	Difference	Pay gap (%)
Full-Time	4,667	4,847	£42,333	£48,671	£6,338	13.0%
Part-Time	2,024	750	£37,527	£45,569	£8,042	17.6%

Key findings

- 22.6% of the workforce work part-time hours (2,774 out of 12,288 employees). Overall, the number of part-time workers has **increased** from 21.9 (2022) to 22.6% in this Report. Part-time working has increased from the 18.8% seen in 2012.
- A **higher proportion** of women occupy part-time positions (16.5%) compared to men (6.1%).
- **Women** are more likely to be employed part-time, with 30.2% of women (2,024 out of 6,691) and 13.4% (750 out of 5,597) of men working part-time hours. The proportion of part-time working has **increased** for both men and women compared to 2022 (men 12.5% and women 29.9%)
- Part-time men earn on **average 93.6%** of the full-time men's average salary, this gap **increased** since the 94.9% seen in the 2022 Report. The gap has **reduced** from the 87.7% seen in 2012.
- Part-time women earn on **average 88.7%** of women's average full-time salary, this gap has **decreased** compared to the 87.5% seen in 2022 and is **slightly higher** than the 85.7% gap seen in 2012.
- The gender pay gap for part-time employees is **higher** than for full-time positions, standing at 17.6% for part-time men compared to part-time women. The part-time pay gap has **decreased** from the high of 23.8% seen in 2016.
- The gap for full-time employees stands at 13%. This is unchanged from the 2022 Report. Since 2012 the pay gap for full-time employees has decreased **year on year** from the high of 19%.

Gender pay analysis by School

Table 32: Percentage pay gap by School, base and total pay.

Gender Pay Gap by School - Base Pay					
School	2019	2020	2021	2022	2023
Non-School Institutions	14.7%	16.0%	15.0%	13.4%	13.4%
School of Arts and Humanities	20.2%	20.4%	17.1%	15.4%	11.6%
School of Clinical Medicine	13.3%	13.0%	12.8%	12.0%	11.6%
School of Technology	19.4%	19.2%	18.9%	18.5%	18.2%
School of the Biological Sciences	15.7%	16.1%	14.8%	16.0%	15.0%
School of the Humanities and Social Sciences	22.1%	22.1%	22.0%	20.1%	21.0%
School of the Physical Sciences	21.1%	19.7%	19.1%	17.9%	16.5%
Unified Administrative Service	-0.1%	1.4%	2.9%	3.7%	5.3%
University	17.1%	16.9%	16.4%	15.7%	15.3%
Gender Pay Gap by School - Total Pay					
School	2019	2020	2021	2022	2023
Non-School Institutions	15.3%	16.9%	15.8%	13.9%	13.8%
School of Arts and Humanities	20.6%	20.7%	17.4%	15.5%	11.7%
School of Clinical Medicine	14.6%	14.4%	14.2%	13.0%	12.7%
School of Technology	21.0%	21.6%	21.3%	22.1%	21.4%
School of the Biological Sciences	16.6%	17.1%	15.8%	17.0%	15.7%
School of the Humanities and Social Sciences	25.6%	25.8%	25.5%	23.7%	24.5%
School of the Physical Sciences	22.3%	21.0%	20.1%	18.8%	17.8%
Unified Administrative Service	3.5%	4.9%	6.4%	6.2%	7.4%
University	18.7%	18.8%	18.2%	17.6%	17.1%

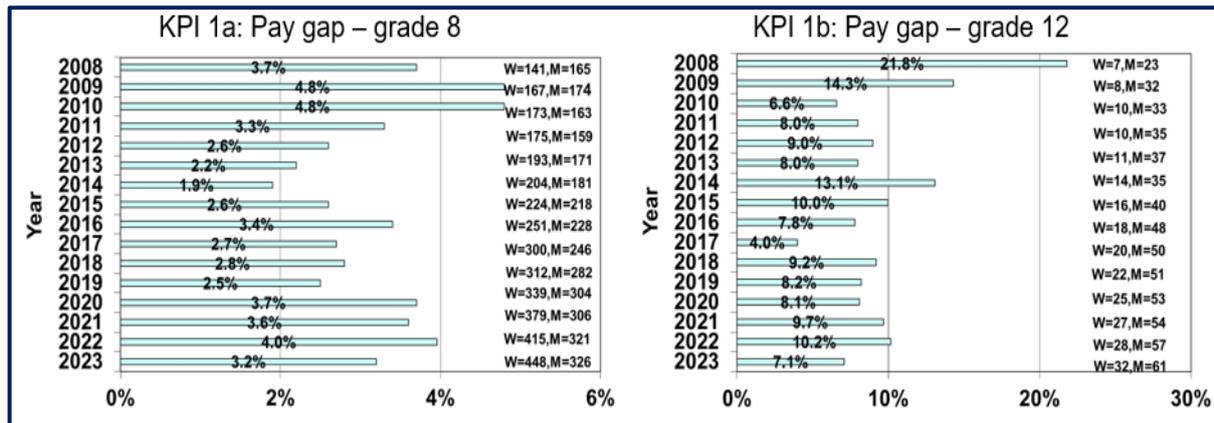
Key findings

- There is **significant variation between Schools** for both gender pay gaps. Basic pay gaps range from 5.3% to 21.0%, and total pay gap from 7.4% to 24.5%.
- Both gender pay gaps have reduced in the last five years across all Schools, with the exception of the Unified Administrative Service.

Key Performance Indicators

The University identified a number of Key Performance Indicators (KPIs) in 2010 to highlight key themes in equal pay at the University, which have been tracked over time to help quantify the effectiveness of related policy action.

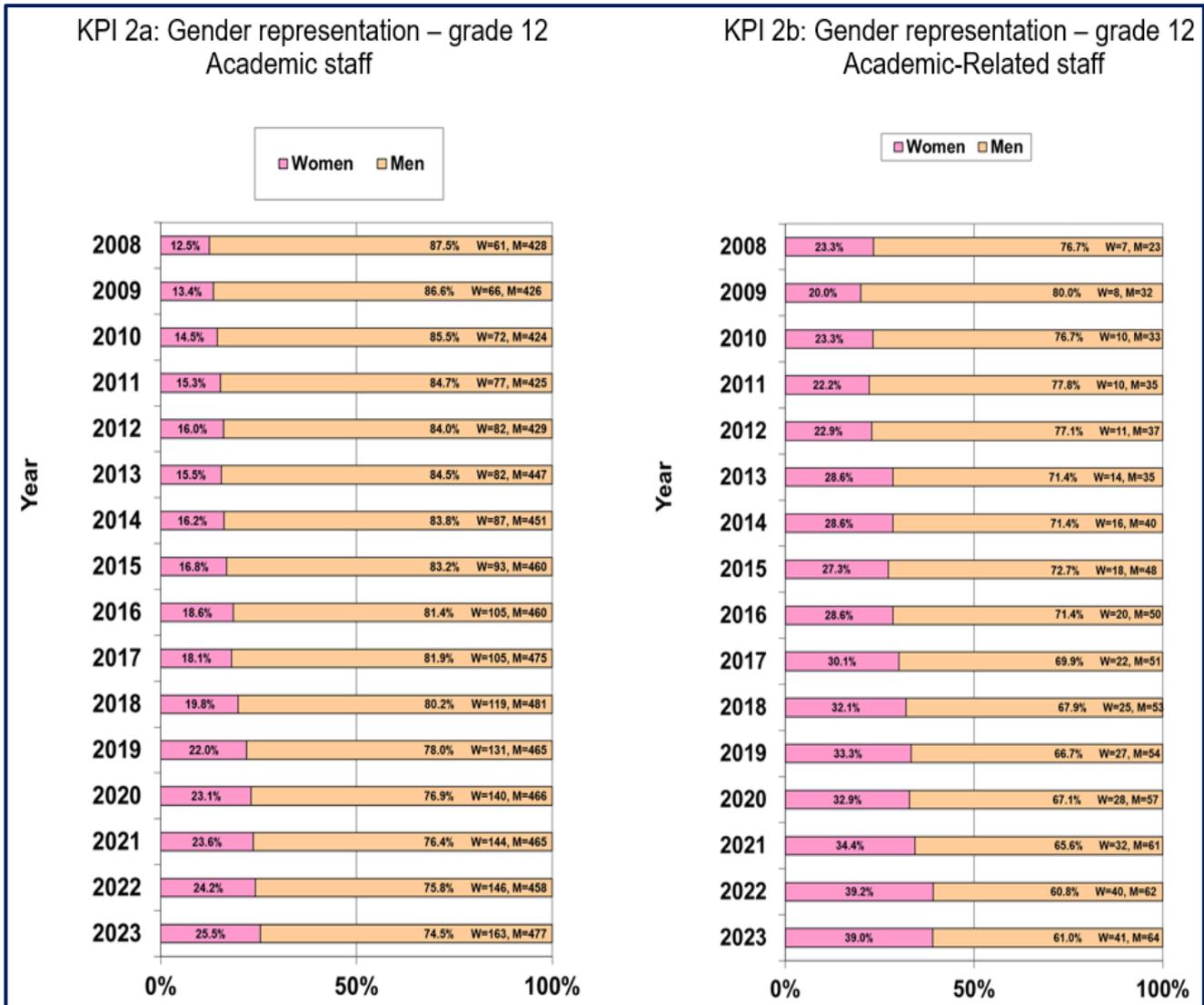
Key Performance Indicator 1 (KPI 1a and 1b): The mean pay gap for Grade 8 and 12 Academic-related staff.



Key findings

- The gender pay gap in respect of Grade 8 Academic-Related staff (KPI a) of 3.2% is in line with the average rate reported since 2008 (3.2%).
- The gender pay gap in respect of Grade 12 Academic-Related staff has **decreased** since the 2008 Report. The value of 7.1% seen in this Report **reverses** the recent increases from the 2021 (9.7%) and 2022 Reports (10.2%). The reported gap has only been lower in two previous Reports (2010 and 2017).

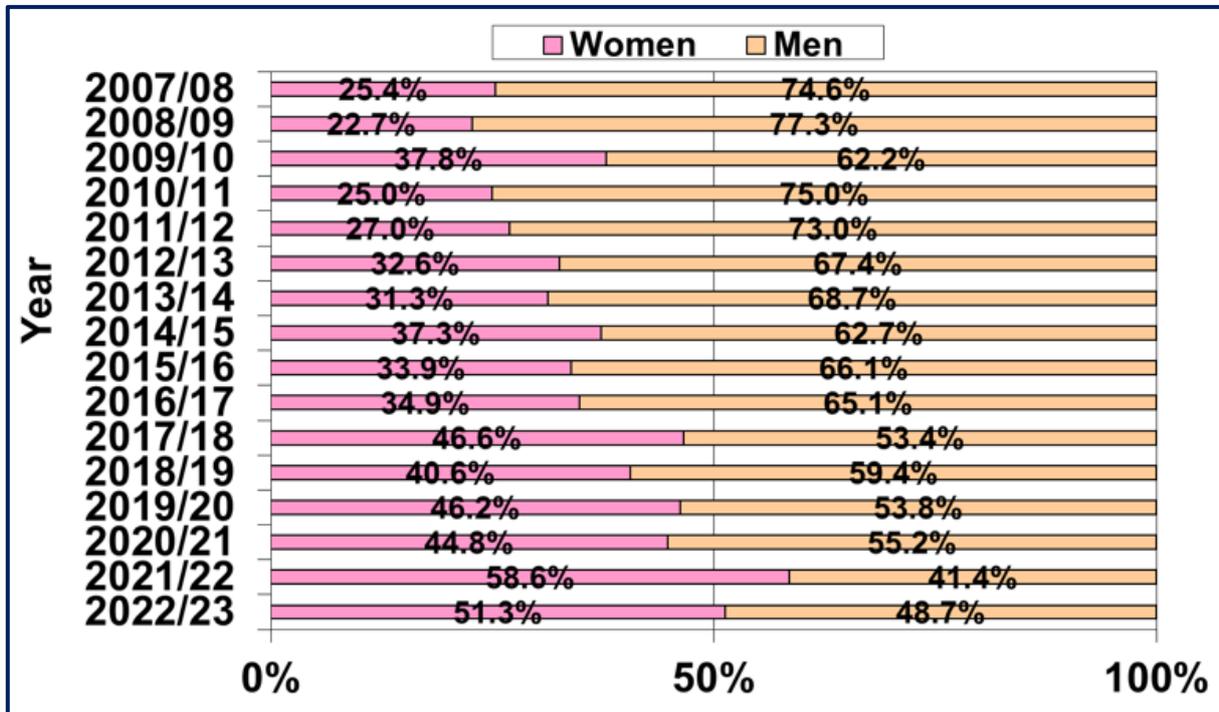
Key Performance Indicator 2 (2a and 2b): Gender representation of Academic and Academic-Related staff in Grade 12



Key findings

- Men continue to occupy the majority of Academic and Academic-Related Grade 12 positions. The proportion of academic positions occupied by women has **increased** across almost all reporting periods (2013 and 2017 both saw a 0.5% decrease).
- For women in Academic-Related roles, there have been **fluctuations year on year**, but the trend is for an increasing proportion of women in Grade 12 Academic-Related roles: since 2008 the proportion has **increased** by 67%.

Key Performance Indicator 3: Gender distribution of new employees appointed within the top half of Grade 9 (points 55-61).



Key findings

- Women in Grade 9 were more likely to be appointed to the top half of the grade compared to men, this is only the second Report since 2007/08 where more women have been appointed to the top half of the grade.

Actions Arising from the 2022 Equal Pay Review and Progress

As a result of the findings of the 2022 Equal Pay Review, the Equal Pay Review Group made the following recommendations, and progress is noted below:

1. For the Gender Equality Steering Group (GESG)/the University to take action to address the gender balance of staff across all categories and in particular, the under-representation of women at senior grades.

Whilst the 2023 Equal Pay Review indicates a continued improvement in the representation of women at higher levels (including Grades 11 and 12), the overall trend of men occupying a higher proportion of the positions at the higher end of the pay scale compared to women, and vice versa, continues. It would therefore be beneficial for this recommendation to continue and therefore remains in the 2023 recommendations below.

Addressing culture is key to supporting change and as part of this work, **unconscious bias training** has been rolled out to all staff. It is mandatory for those whose roles involve recruitment or promotion decision making. This is supported by regular face-to-face awareness-raising sessions with specialists and adaptation of the generic Equality and Diversity online training module to include information on unconscious bias. The Women's Staff Network provides regular sessions on various aspects of professional development. This is the largest of the University's staff diversity networks. The University of Cambridge is a recipient of external funding from Elsevier and Winton Capital Management, to provide support for collaborative projects focusing on advancing women in STEMM careers, skills development, and career progression.

Further action is being undertaken to address both the vertical and horizontal segregation that occurs within the University; specific examples include work on gender neutral language within the recruitment process, and an increased focus on family friendly policies, such as the implementation in October 2019 of improved emergency leave for dependants, which provides employees with up to 5 working days' paid leave in any rolling 12-month period in recognition of the challenges to employees when care arrangements for dependents break down unexpectedly.

In addition, further work is being undertaken that will focus on a range of areas including team leader training, as well as systems and processes linked to both career progression and pay progression.

2. For GESG to explore in further detail the following areas to help determine any contributing factors and further action required:

- a. Any pay gaps greater than 5%.
- b. Gender differences in starting salaries.
- c. Gender differences in additional payments.

- i) Gender pay gap differences in working arrangements (part-time compared to full-time working patterns).

The University's Silver Athena Swan action plan¹⁶ incorporates high level objectives in relation to addressing equality in staff pay and related reward structures by responding to findings identified.

This Equal Pay Review will continue to provide a focus for discussion by the GESG which oversees progress in this area and will investigate whether any gender related issues can be determined to explain gaps above the 5% threshold.

The gender pay gap for new starters is lower than the overall pay gap:

Table 33: Gender pay gap for new starters

Staff category	Men	Average base pay	Women	Average Base pay	Pay Gap for new starters	Pay gap (from table 24)
Academic	60	£46,582.37	69	£46,854.20	-0.6%	14.3%
Research	533	£35,330.43	518	£33,678.05	4.9%	6.4%
Academic-Related	177	£47,624.91	236	£41,844.97	13.8%	8.5%
Assistant	224	£25,001.53	516	£25,724.44	-2.8%	-0.9%
Grand Total	994	£35,871.24	1339	£32,731.44	9.6%	15.3%

Pay gaps across all staff types, except Academic-Related staff, are lower at the point of recruitment, increasing once individuals are in post. The long-term trend is not clear, and there is a need to fully understand at what length of service the gaps start to increase. Overall, the largest contributors to the gender pay gap remain the Academic and Academic-Related staff categories.

3. Identify enhancements to the data that can be incorporated within future EPRs.

This should cover both additional data not currently in the report and alterations to improve the relevance of existing data within the EPR. This may include (but is not limited to) data on starting salaries and additional payments.

Work is being undertaken to review the content and structure of the Equal Pay Report, including additional sources of data and well as the addition of areas not currently covered. Areas currently under consideration include further segmentation by grade and employment type, new starters, and additional payments. Additional discussions will be required with stakeholders to determine the ability to extract and analyse information as part of any revised report.

GESG is asked to suggest areas they may wish to include in any revised report. Each suggestion would need to be analysed by suitability for inclusion, based on factors such being able to obtain and meaningfully analyse the data suggested.

¹⁶ https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf

4. Consider how the EPR sits in relation to the Mandatory Gender Pay Gap (GPG) report, identify any synergies, and areas where variations can add value to the purpose and content of the EPR.

Mandatory Gender Pay Gap (GPG) reporting is now fully established within the University. The sixth Report was published in March 2023 (based on data as at March 2022). The focus and methodology of the Equal Pay Report (EPR) differs from that of the GPG, and as such, careful communication of the differences may be required. Further consideration is needed to identify the interaction between the reports, and consideration should be given to whether changes to the format or focus of the EPR would be beneficial and ensure the EPR remains relevant and informative (*which is linked to action 3 above*).

5. To monitor KPI 1a and 1b, with a view that if there is no significant increase that reporting on this is stopped. Continue monitoring KPI 1a and 1b, to assess if there is any impact on either of these resulting from both COVID-19 and Brexit. The suitability of these KPIs to be continued should be reviewed as part of the 2023 EPR

KPI 1a has decreased from the peak seen in 2010, with some fluctuations in the percentage across the following years. The rate currently sits at the highest level since 2014. Whether this increase is a long-term trend, or part of the normal fluctuation of the rate remains to be seen. Given the recent increase in the gap for the KPI, it is suggested that the suitability be reviewed again during the 2024 Report, to assess the pattern, and to determine if the issue continues to require monitoring.

KPI 1b has shown a long-term downward trend from the 21.8% seen in 2008, with the level now showing at 10.2%, while the proportion of women in Grade 12 now stands at nearly 40% (up from 30% in 2008). Given that over the last five years the gap has remained fairly stable, the suggestion is that monitoring of KPI1b and KPI2b are ceased following this Report. Gender balance at this grade would continue to be reported as part of the Staff Statistical Information report, and representation could be monitored via that report.

Appendices

Appendices A1 to F are provided in the remainder of this document.

Appendix A1: Gender pay gap by grade (basic pay) – all staff categories.

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1*	173	149	322	53.7%	46.3%	100.0%	100.0%	£21,400	£0	£21,398	£22	£21,399	0.0%	£21,400	£0	£21,400	£0	£21,400	0.0%
2	137	105	242	56.6%	43.4%	5.8%	4.8%	£22,159	£559	£22,223	£495	£22,187	0.3%	£21,761	£869	£22,197	£869	£21,979	2.0%
3	316	232	548	57.7%	42.3%	11.7%	10.3%	£24,236	£1,287	£24,380	£1,217	£24,297	0.6%	£24,144	£2,136	£24,715	£2,136	£24,144	2.3%
4	657	239	896	73.3%	26.7%	14.6%	17.2%	£27,780	£1,728	£27,850	£1,807	£27,798	0.3%	£28,131	£2,287	£28,131	£2,634	£28,131	0.0%
5	1,206	588	1,794	67.2%	32.8%	15.4%	14.8%	£31,923	£2,193	£31,989	£2,141	£31,944	0.2%	£31,502	£3,586	£32,411	£2,729	£32,411	2.8%
6	547	288	835	65.5%	34.5%	18.1%	18.4%	£35,858	£2,639	£36,136	£2,525	£35,954	0.8%	£36,333	£4,038	£37,386	£3,072	£36,333	2.8%
7	1,717	1,653	3,370	50.9%	49.1%	10.1%	10.2%	£39,703	£3,606	£39,971	£3,498	£39,834	0.7%	£39,592	£6,822	£39,592	£6,822	£39,592	0.0%
8	580	415	995	58.3%	41.7%	11.0%	17.8%	£47,896	£5,063	£49,400	£5,198	£48,523	3.0%	£48,423	£9,686	£51,306	£7,104	£48,423	5.6%
9	713	733	1,446	49.3%	50.7%	21.5%	19.0%	£53,921	£4,850	£53,953	£4,774	£53,937	0.1%	£56,048	£6,207	£56,048	£6,207	£56,048	0.0%
10	262	287	549	47.7%	52.3%	34.0%	34.8%	£63,481	£2,902	£63,824	£2,654	£63,660	0.5%	£63,059	£3,718	£63,059	£1,887	£63,059	0.0%
11	161	298	459	35.1%	64.9%	100.0%	100.0%	£68,279	£3,065	£67,513	£2,126	£67,782	-1.1%	£66,890	£0	£66,890	£0	£66,890	0.0%
12*	222	608	830	26.7%	73.3%	100.0%	100.0%	£93,439	£20,513	£96,049	£22,889	£95,351	2.7%	£84,683	£26,597	£84,683	£32,929	£84,683	0.0%
Band 1	136	337	473	28.8%	71.2%	100.0%	100.0%	£81,634	£6,324	£81,345	£5,919	£81,428	-0.4%	£77,512	£7,171	£77,512	£4,710	£77,512	0.0%
Band 2	42	111	153	27.5%	72.5%	100.0%	100.0%	£104,778	£8,053	£105,755	£8,085	£105,487	0.9%	£105,670	£15,150	£107,230	£15,602	£107,230	1.5%
Band 3	22	74	96	22.9%	77.1%	100.0%	100.0%	£127,131	£8,894	£124,797	£9,069	£125,332	-1.9%	£126,142	£13,530	£124,280	£14,680	£124,280	-1.5%
Band 4	6	24	30	20.0%	80.0%	100.0%	100.0%	£160,606	£18,195	£159,436	£19,626	£159,670	-0.7%	£159,743	£18,992	£157,385	£32,848	£157,385	-1.5%
no band	16	62	78	20.5%	79.5%	100.0%	100.0%	£92,495	£18,631	£99,746	£26,373	£98,259	7.3%	£77,512	£31,348	£89,871	£36,236	£85,953	13.8%
Total	6,691	5,595	12,286	54.5%	45.5%	21.9%	31.2%	£40,879	£15,501	£48,258	£21,929	£44,240	15.3%	£37,386	£16,428	£43,155	£20,740	£39,592	13.4%

* All points on these grades are discretionary

Appendix A2: Gender pay gap by grade (basic pay) - Academic staff.

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Woman standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
6	17	6	23	73.9%	26.1%	£36,321	£1,906	£36,201	£1,861	£36,290	-0.3%	£37,386	£3,072	£37,386	£2,304	£37,386	0.0%
7	96	66	162	59.3%	40.7%	£38,427	£3,964	£37,972	£3,674	£38,242	-1.2%	£37,386	£7,847	£37,386	£7,617	£37,386	0.0%
8	40	21	61	65.6%	34.4%	£45,915	£4,633	£46,348	£4,894	£46,064	0.9%	£44,414	£8,276	£45,737	£9,375	£44,414	2.9%
9	184	214	398	46.2%	53.8%	£52,912	£4,066	£53,605	£3,803	£53,285	1.3%	£56,048	£6,207	£56,048	£4,742	£56,048	0.0%
10	93	152	245	38.0%	62.0%	£62,983	£2,336	£63,278	£2,110	£63,166	0.5%	£63,059	£0	£63,059	£0	£63,059	0.0%
11	95	207	302	31.5%	68.5%	£67,021	£951	£66,949	£442	£66,971	-0.1%	£66,890	£0	£66,890	£0	£66,890	0.0%
12	163	477	640	25.5%	74.5%	£90,135	£17,418	£93,000	£19,985	£92,270	3.1%	£82,222	£19,207	£82,222	£26,597	£82,222	0.0%
Total	688	1,143	1,831	37.6%	62.4%	£62,202	£20,070	£72,621	£22,775	£68,706	14.3%	£59,450	£19,843	£66,890	£23,784	£66,890	11.1%

* Data not displayed due to a gender population of less than 5.

Appendix A3: Gender pay gap by grade (basic pay) - Academic-related staff.

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	13	14	27	48.1%	51.9%	£30,205	£1,834	£29,728	£1,302	£29,957	-1.6%	£28,929	£1,690	£28,929	£1,690	£28,929	0.0%
6	79	36	115	68.7%	31.3%	£35,860	£3,016	£36,427	£3,328	£36,037	1.6%	£36,333	£4,038	£37,386	£5,126	£36,333	2.8%
7	624	310	934	66.8%	33.2%	£39,670	£3,825	£40,236	£3,789	£39,858	1.4%	£39,592	£6,822	£40,745	£5,769	£39,592	2.8%
8	522	384	906	57.6%	42.4%	£47,919	£5,086	£49,519	£5,184	£48,597	3.2%	£48,423	£9,686	£51,306	£7,104	£48,423	5.6%
9	279	220	499	55.9%	44.1%	£54,846	£4,952	£55,377	£4,783	£55,080	1.0%	£56,048	£6,417	£56,048	£4,882	£56,048	0.0%
10	167	132	299	55.9%	44.1%	£63,764	£3,161	£64,525	£3,019	£64,100	1.2%	£63,059	£5,662	£63,059	£3,831	£63,059	0.0%
11	42	40	82	51.2%	48.8%	£71,123	£4,148	£70,334	£3,958	£70,738	-1.1%	£73,077	£8,373	£70,953	£8,373	£70,953	-3.0%
12	41	64	105	39.0%	61.0%	£105,933	£26,762	£114,014	£29,012	£110,859	7.1%	£98,146	£42,058	£107,230	£34,827	£104,109	8.5%
Total	1,767	1,200	2,967	59.6%	40.4%	£48,825	£13,745	£53,356	£18,638	£50,658	8.5%	£45,737	£16,456	£51,306	£14,568	£47,047	10.9%

Appendix A4: Gender pay gap by grade (basic pay) - Assistant staff.

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	173	149	322	53.7%	46.3%	£21,400	£0	£21,398	£22	£21,399	0.0%	£21,400	£0	£21,400	£0	£21,400	0.0%
2	137	105	242	56.6%	43.4%	£22,159	£559	£22,223	£495	£22,187	0.3%	£21,761	£869	£22,197	£869	£21,979	2.0%
3	316	232	548	57.7%	42.3%	£24,236	£1,287	£24,380	£1,217	£24,297	0.6%	£24,144	£2,136	£24,715	£2,136	£24,144	2.3%
4	657	239	896	73.3%	26.7%	£27,780	£1,728	£27,850	£1,807	£27,798	0.3%	£28,131	£2,287	£28,131	£2,634	£28,131	0.0%
5	799	332	1,131	70.6%	29.4%	£31,987	£2,104	£32,216	£2,168	£32,054	0.7%	£31,502	£2,729	£33,348	£2,729	£32,411	5.5%
6	451	246	697	64.7%	35.3%	£35,840	£2,596	£36,092	£2,409	£35,929	0.7%	£36,333	£4,038	£36,333	£3,072	£36,333	0.0%
7	26	46	72	36.1%	63.9%	£41,999	£3,571	£41,787	£2,998	£41,864	-0.5%	£43,155	£5,076	£43,155	£2,410	£43,155	0.0%
8	6	8	14	42.9%	57.1%	£51,639	£2,747	£51,718	£4,577	£51,684	0.2%	£52,074	£4,882	£52,841	£2,296	£52,841	1.5%
Total	2,565	1,357	3,922	65.4%	34.6%	£29,540	£5,186	£29,289	£6,116	£29,453	-0.9%	£28,929	£8,063	£28,929	£9,686	£28,929	0.0%

Appendix A5: Gender pay gap by grade (basic pay) - Research staff.

Grade	Population			Gender split (%)		Average (mean) basic pay						Median basic pay					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	394	242	636	61.9%	38.1%	£31,849	£2,356	£31,808	£2,053	£31,833	-0.1%	£32,411	£3,586	£32,411	£2,729	£32,411	0.0%
6	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7	971	1,231	2,202	44.1%	55.9%	£39,789	£3,381	£39,943	£3,380	£39,875	0.4%	£39,592	£6,822	£39,592	£6,822	£39,592	0.0%
8	12	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
9	250	299	549	45.5%	54.5%	£53,631	£5,093	£53,154	£5,158	£53,372	-0.9%	£54,421	£6,207	£54,421	£7,625	£54,421	0.0%
10	<5	<5	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
11	24	51	75	32.0%	68.0%	£68,283	£3,109	£67,594	£2,477	£67,814	-1.0%	£66,890	£0	£66,890	£0	£66,890	0.0%
12	18	67	85	21.2%	78.8%	£94,902	£20,259	£100,596	£27,079	£99,390	5.7%	£85,016	£34,607	£92,520	£39,643	£92,520	8.1%
Total	1,671	1,895	3,566	46.9%	53.1%	£41,103	£10,201	£43,920	£14,476	£42,600	6.4%	£39,592	£7,847	£40,745	£8,081	£39,592	2.8%

* Data not displayed due to a gender population of less than 5.

Appendix B1: Gender pay gap by grade (total pay) - all staff.

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
1	173	149	322	53.7%	46.3%	100.0%	100.0%	£22,348	£896	£22,502	£924	£22,419	0.7%	£22,142	£1,486	£22,535	£1,629	£22,254	1.7%
2	137	105	242	56.6%	43.4%	5.8%	4.8%	£22,980	£1,016	£23,166	£899	£23,061	0.8%	£23,003	£1,458	£23,173	£1,775	£23,118	0.7%
3	316	232	548	57.7%	42.3%	11.7%	10.3%	£25,148	£1,607	£26,695	£3,602	£25,803	5.8%	£25,287	£2,802	£26,148	£2,413	£25,530	3.3%
4	657	239	896	73.3%	26.7%	14.6%	17.2%	£28,863	£2,009	£29,268	£2,461	£28,971	1.4%	£29,101	£3,325	£29,395	£3,097	£29,137	1.0%
5	1,206	588	1,794	67.2%	32.8%	15.4%	14.8%	£33,081	£2,489	£33,222	£2,616	£33,128	0.4%	£33,010	£3,775	£33,456	£3,779	£33,041	1.3%
6	547	288	835	65.5%	34.5%	18.1%	18.4%	£37,223	£2,841	£37,732	£2,822	£37,399	1.3%	£37,734	£4,105	£38,266	£3,305	£37,922	1.4%
7	1,717	1,655	3,372	50.9%	49.1%	10.1%	10.2%	£41,007	£3,990	£41,366	£3,853	£41,183	0.9%	£41,227	£6,615	£41,235	£6,936	£41,231	0.0%
8	580	415	995	58.3%	41.7%	11.0%	17.8%	£49,602	£5,487	£51,246	£5,511	£50,288	3.2%	£49,218	£9,493	£53,027	£7,859	£50,213	7.2%
9	713	733	1,446	49.3%	50.7%	21.5%	19.0%	£56,873	£7,047	£56,890	£6,739	£56,882	0.0%	£57,395	£8,011	£57,964	£8,011	£57,931	1.0%
10	262	287	549	47.7%	52.3%	34.0%	34.8%	£67,129	£6,750	£67,874	£7,585	£67,519	1.1%	£65,089	£5,755	£65,187	£3,894	£65,089	0.1%
11	161	298	459	35.1%	64.9%	100.0%	100.0%	£75,069	£13,124	£73,029	£11,560	£73,745	-2.8%	£69,343	£8,310	£68,983	£2,360	£68,983	-0.5%
12	222	608	830	26.7%	73.3%	100.0%	100.0%	£102,709	£28,548	£109,992	£38,268	£108,044	6.6%	£92,420	£35,717	£97,848	£40,758	£97,215	5.5%
Band 1	136	337	473	28.8%	71.2%	100.0%	100.0%	£89,720	£16,955	£92,562	£21,643	£91,745	3.1%	£82,539	£12,581	£84,566	£15,523	£84,566	2.4%
Band 2	42	111	153	27.5%	72.5%	100.0%	100.0%	£116,439	£20,538	£120,038	£28,365	£119,050	3.0%	£112,632	£13,857	£113,246	£20,735	£113,246	0.5%
Band 3	22	74	96	22.9%	77.1%	100.0%	100.0%	£139,156	£18,950	£152,616	£48,310	£149,532	8.8%	£134,989	£19,849	£139,934	£34,264	£138,871	3.5%
Band 4	6	24	30	20.0%	80.0%	100.0%	100.0%	£187,522	£37,149	£183,775	£29,837	£184,525	-2.0%	£185,261	£21,396	£179,603	£34,192	£181,396	-3.2%
no band	16	62	78	20.5%	79.5%	100.0%	100.0%	£95,156	£18,998	£107,307	£34,607	£104,815	11.3%	£85,875	£37,476	£94,462	£40,516	£93,399	9.1%
Total	6,691	5,597	12,288	54.5%	45.5%	21.9%	31.2%	£42,802	£17,682	£51,621	£27,508	£46,818	17.1%	£38,355	£15,857	£44,517	£23,803	£40,939	13.8%

* All points on these grades are discretionary.

Appendix B2: Gender pay gap by grade (total pay) - Academic staff.

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
6	17	6	23	73.9%	26.1%	£36,623	£1,997	£36,663	£2,178	£36,633	0.1%	£37,647	£3,351	£37,786	£2,918	£37,647	0.4%
7	96	66	162	59.3%	40.7%	£39,115	£4,178	£38,842	£3,999	£39,004	-0.7%	£38,056	£8,027	£37,864	£7,373	£37,922	-0.5%
8	40	21	61	65.6%	34.4%	£47,603	£6,229	£47,464	£5,549	£47,555	-0.3%	£46,131	£9,253	£46,610	£10,930	£46,138	1.0%
9	184	214	398	46.2%	53.8%	£57,059	£8,478	£57,566	£7,075	£57,332	0.9%	£56,964	£6,666	£57,964	£5,631	£57,964	1.7%
10	93	152	245	38.0%	62.0%	£67,814	£9,060	£67,821	£8,581	£67,818	0.0%	£65,089	£3,872	£65,089	£2,484	£65,089	0.0%
11	95	207	302	31.5%	68.5%	£74,539	£15,452	£73,098	£12,887	£73,551	-2.0%	£68,983	£3,850	£68,983	£847	£68,983	0.0%
12	163	477	640	25.5%	74.5%	£99,544	£25,414	£108,227	£39,043	£106,016	8.0%	£91,631	£31,286	£95,032	£39,776	£93,770	3.6%
Total	688	1,143	1,831	37.6%	62.4%	£67,433	£25,666	£81,508	£35,585	£76,220	17.3%	£65,089	£30,964	£69,218	£28,025	£68,983	6.0%

Appendix B3: Gender pay gap by grade (total pay) - Academic-related staff.

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Woman	Male	Total	Woman	Male	Woman	Woman standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Woman	Woman inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
5	13	14	27	48.1%	51.9%	£31,325	£2,188	£30,368	£1,846	£30,829	-3.2%	£31,238	£2,737	£29,055	£2,716	£30,395	-7.5%
6	79	36	115	68.7%	31.3%	£37,107	£3,094	£37,817	£3,553	£37,329	1.9%	£37,314	£4,274	£38,855	£5,905	£37,918	4.0%
7	624	310	934	66.8%	33.2%	£41,078	£4,224	£41,729	£3,976	£41,294	1.6%	£41,235	£6,861	£42,395	£5,969	£41,294	2.7%
8	522	384	906	57.6%	42.4%	£49,618	£5,422	£51,397	£5,462	£50,372	3.5%	£49,290	£9,476	£53,134	£7,268	£50,412	7.2%
9	279	220	499	55.9%	44.1%	£57,238	£6,071	£58,168	£6,821	£57,648	1.6%	£57,964	£7,331	£57,964	£6,063	£57,964	0.0%
10	167	132	299	55.9%	44.1%	£66,732	£5,058	£68,046	£6,334	£67,312	1.9%	£65,089	£5,755	£66,995	£4,927	£65,269	2.8%
11	42	40	82	51.2%	48.8%	£77,790	£9,666	£76,304	£9,715	£77,065	-1.9%	£75,271	£13,010	£73,122	£6,731	£75,257	-2.9%
12	41	64	105	39.0%	61.0%	£117,444	£37,728	£124,171	£32,569	£121,544	5.4%	£112,171	£47,922	£113,569	£40,282	£113,246	1.2%
Total	1,767	1,200	2,967	59.6%	40.4%	£50,972	£15,937	£56,031	£21,009	£53,018	9.0%	£47,294	£16,194	£53,142	£15,821	£48,814	11.0%

Appendix B4: Gender pay gap by grade (total pay) Assistant staff.

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Woman	Male	Total	Woman	Male	Woman	Woman standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Woman	Woman inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	173	149	322	53.7%	46.3%	£22,348	£896	£22,502	£924	£22,419	0.7%	£22,142	£1,486	£22,535	£1,629	£22,254	1.7%
2	137	105	242	56.6%	43.4%	£22,980	£1,016	£23,166	£899	£23,061	0.8%	£23,003	£1,458	£23,173	£1,775	£23,118	0.7%
3	316	232	548	57.7%	42.3%	£25,148	£1,607	£26,695	£3,602	£25,803	5.8%	£25,287	£2,802	£26,148	£2,413	£25,530	3.3%
4	657	239	896	73.3%	26.7%	£28,863	£2,009	£29,268	£2,461	£28,971	1.4%	£29,101	£3,325	£29,395	£3,097	£29,137	1.0%
5	799	332	1,131	70.6%	29.4%	£33,216	£2,359	£33,723	£2,649	£33,365	1.5%	£33,065	£3,646	£34,094	£3,119	£33,477	3.0%
6	451	246	697	64.7%	35.3%	£37,266	£2,823	£37,745	£2,720	£37,435	1.3%	£37,899	£4,105	£38,429	£3,298	£37,922	1.4%
7	26	46	72	36.1%	63.9%	£43,762	£3,714	£43,896	£3,576	£43,848	0.3%	£44,721	£4,892	£44,858	£2,921	£44,858	0.3%
8	6	8	14	42.9%	57.1%	£54,150	£3,882	£54,035	£4,325	£54,084	-0.2%	£55,049	£5,574	£54,704	£3,896	£54,704	-0.6%
Total	2,565	1,357	3,922	65.4%	34.6%	£30,696	£5,466	£30,882	£6,497	£30,760	0.6%	£30,514	£7,925	£30,395	£10,373	£30,429	-0.4%

Appendix B5: Gender pay gap by grade (total pay) - Research staff.

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Women	Men	Total	Women	Men	Women	Women standard deviation	Men	Men standard deviation	Total	Pay gap (%)	Women	Women inter-quartile range	Men	Men inter-quartile range	Total	Pay gap (%)
5	394	242	636	61.9%	38.1%	£32,866	£2,715	£32,699	£2,399	£32,802	-0.5%	£32,698	£4,223	£32,777	£4,128	£32,706	0.2%
6	0	0	0	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7	971	1,231	2,202	44.1%	55.9%	£41,075	£3,751	£41,315	£3,742	£41,209	0.6%	£41,220	£6,638	£41,224	£6,936	£41,224	0.0%
8	12	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
9	250	299	549	45.5%	54.5%	£56,330	£6,895	£55,465	£6,165	£55,859	-1.6%	£56,353	£6,869	£56,310	£7,750	£56,310	-0.1%
10	<5	<5	<5	*	*	*	*	*	*	*	*	*	*	*	*	*	*
11	24	51	75	32.0%	68.0%	£72,405	£5,814	£70,184	£4,360	£70,894	-3.2%	£68,983	£7,798	£68,983	£3,456	£68,983	0.0%
12	18	67	85	21.2%	78.8%	£97,811	£21,121	£109,011	£35,270	£106,639	10.3%	£93,501	£37,965	£95,147	£42,967	£95,032	1.7%
Total	1,671	1,895	3,566	46.9%	53.1%	£42,603	£11,010	£45,662	£16,348	£44,229	6.7%	£40,235	£9,026	£42,392	£8,573	£41,235	5.1%

Appendix C1: Non-pensionable additional payments.

		No	£ average	£ total
Biological Safety Officer	Men	30	£759.05	£22,772
	Women	20	£596	£11,925
Chairperson Degree Comm.	Men	<5	*	£30,000
	Women	<5	*	£5,610
Deputy Director/Head	Men	<5	*	£5,610
	Women	<5	*	£5,610
Laser Officer	Men	29	£593	£17,186
	Women	5	£819	£4,094
Radiation Supervisor	Men	58	£693	£40,170
	Women	37	£1,083	£40,071
Safety Off/Adviser	Men	48	£354	£16,987
	Women	49	£308	£15,095
Other Payment	Men	574	£2,546	£1,461,658
	Women	479	£1,449	£693,868
Other Payment - CoL	Men	6238	£663	£4,134,394
	Women	7210	£538	£3,876,397
Other Payment - COVID	Men	5875	£943	£5,541,632
	Women	6616	£888	£5,874,026
Total	Men	12853	£874.54	£11,240,408
	Women	14417	£731	£10,545,476
	Total	27270	£799	£21,785,884

Note 1: The row entitled 'Other Payment' includes non-pensionable payments not separately identified in other rows. This mainly includes Assistant staff and Research staff payments e.g. Early Morning Supplements and Marie Curie Allowances.

Note 2: There are a small number of bonus payments specifically agreed with individuals where the University wishes to tie their remuneration to the delivery of certain duties or outcomes.

Appendix C2: Pensionable additional payments (discretionary).

		No	£ average	£ total
Admin Responsibility	Men	7	£4,767	£33,366
	Women	<5	*	£15,305
Additional Responsibility	Men	109	£2,035	£221,844
	Women	208	£1,638	£340,769
Additional Hours	Men	32	£3,363	£107,603
	Women	<5	*	£1,974
Other Payment	Men	33	£15,348	£506,481
	Women	15	£7,135	£107,023
Total	Men	181	£4,803	£869,294
	Women	227	£2,049	£465,070
	Total	408	£3,271	£1,334,364

Note: The row entitled 'Other Payment' includes discretionary pensionable payments not separately identified in other rows.

Appendix C3: Pensionable additional payments (linked to a role).

		No	£ average	£ total
Acting Head	Men	<5	*	£16,159
	Women			
Chair Faculty Board	Men	9	£7,824.52	£70,421
	Women	6	£4,638.61	£27,832
Deputy Director/Head	Men	37	£5,006.58	£185,243
	Women	17	£5,251.09	£89,268
Director	Men	30	£7,850.22	£235,507
	Women	14	£6,593.44	£92,308
Head of Department	Men	41	£11,601.92	£475,679
	Women	20	£8,588.51	£171,770
Head of Division	Men	6	£6,000.00	£36,000
	Women			
Secretary Faculty Board	Men	<5	*	£13,105
	Women			
Other Payment	Men	331	£3,112.83	£1,030,348
	Women	374	£1,543.74	£577,360
Total	Men	453	£4,397	£1,992,041
	Women	425	£2,190	£930,707
	Total	878	£3,329	£2,922,747

* Data not displayed due to a gender population of less than 5.

Note: The row entitled 'Other Payment' includes pensionable payments (linked to a role) not separately identified in other rows. This mainly includes Assistant staff and Research staff payments e.g. Shift Allowances, Wellcome Trust additional payments.

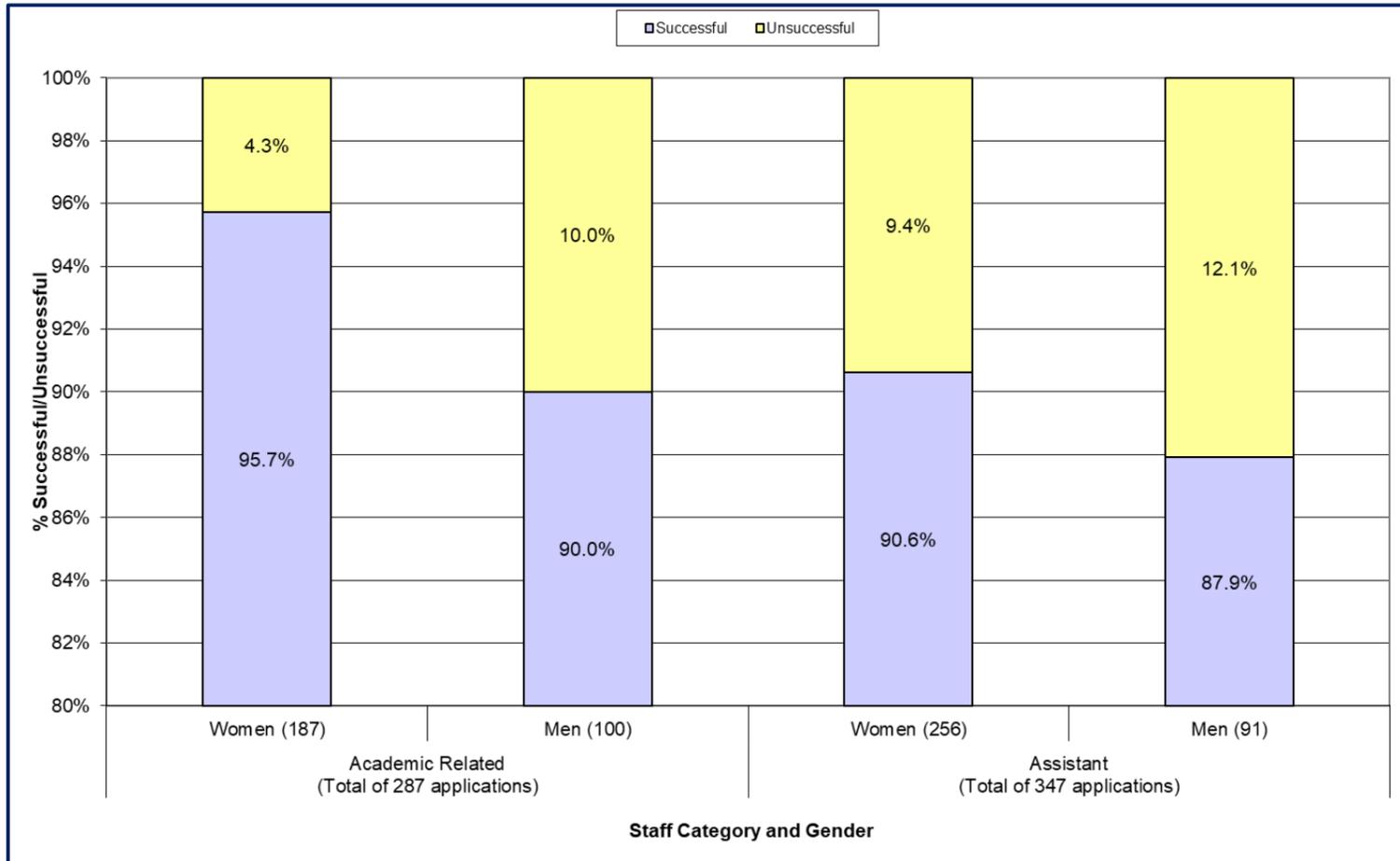
Appendix C4: Market-related payments.

Staff category	Supplement % of salary	Grade	Sub-Total		
			M	F	% F
Academic	≤5%	7	1		0%
		9		1	100%
		10		1	100%
		11	1	1	50%
		12	9	3	25%
	>5% ≤10%	9	15	6	29%
		10	6		0%
		11	1	2	67%
		12	23	5	18%
	>10% ≤15%	9	9	11	55%
		11	2	1	33%
		12	11	1	8%
	>15% ≤20%	9	16	6	27%
		11	7	10	59%
		12	14	5	26%
	>20% ≤25%	9	2	1	33%
		10		1	100%
		11	1	1	50%
		12	11	2	15%
	>25% ≤30%	9	3	2	40%
		10	1		0%
		11	1		0%
		12	2	3	60%
	>30% ≤35%	8		1	100%
		9	2	1	33%
		10	1	1	50%
		11	1	1	50%
		12	5	1	17%
	>35% ≤40%	9	2	3	60%
		10		3	100%
		11	3		0%
		12	3	1	25%
	>40% ≤45%	9		1	100%
		10	1	2	67%
		11	5	2	29%
		12	7		0%
	>45% ≤50%	9		2	100%
		11	1		0%
		12	1		0%
	>50% ≤55%	10	2		0%
12		7		0%	
>55% ≤60%	9		1	100%	
	10	1		0%	
	11		1	100%	
	12	2	1	33%	
>60% ≤65%	11	1	1	50%	
	12	2		0%	
>65% ≤70%	12	2		0%	
>70% ≤75%	12	2		0%	
>75% ≤80%	10	1		0%	
	12	1	1	50%	
>80% ≤85%	12	2	1	33%	
>85% ≤90%	11	1		0%	
>85% ≤90%	12	2		0%	
>90% ≤95%	12	2	1	33%	
>95% ≤100%	12	1		0%	
>100% ≤105%	12	1	1	50%	
>105% ≤110%	11		1	100%	
	12	2		0%	
>115% ≤120%	12	3		0%	
>120% ≤125%	12	1		0%	
>135% ≤140%	11	1		0%	
	12	1		0%	
>150% ≤155%	12	2		0%	
>230% ≤235%	12	1		0%	
			£5,727,813	£1,636,714	

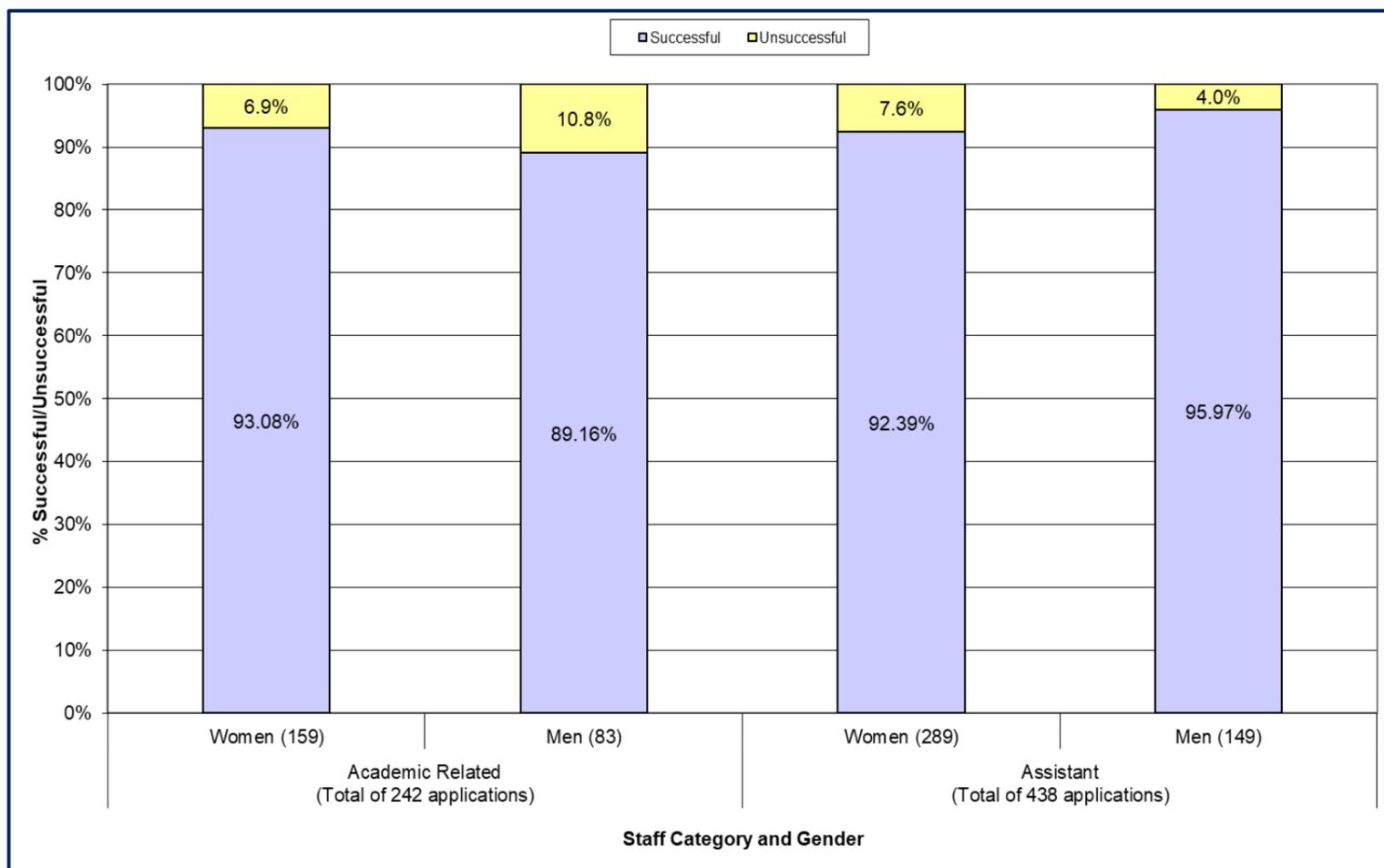
...continued: Appendix C4: Market-related payments

Academic Related	≤5%	7	1	1	50%
		8	2		0%
		9	2	4	67%
		10	1	2	67%
		11		1	100%
		12	2		0%
	>5% ≤10%	7	2		0%
		8	2	4	67%
		9	6	7	54%
		10	7	10	59%
		11	2		0%
		12	3	1	25%
	>10% ≤15%	8	1	1	50%
		9	3	2	40%
		10	3		0%
		11	1	3	75%
		12	2	2	50%
	>15% ≤20%	8	1		0%
		9	3	1	25%
		10	2		0%
		11		1	100%
		12	3	3	50%
	>20% ≤25%	9	3	2	40%
		10	2		0%
		11	1	2	67%
		12	3		0%
	>25% ≤30%	7		1	100%
		9	1	1	50%
11		1	2	67%	
12		1	1	50%	
>30% ≤35%	7		1	100%	
	9		1	100%	
	10	1	2	67%	
	11		2	100%	
	12	4		0%	
>35% ≤40%	9	1	1	50%	
	11	2	1	33%	
	12	1	1	50%	
>40% ≤45%	10	1		0%	
	12		1	100%	
>45% ≤50%	9	1		0%	
	11	1		0%	
>55% ≤60%	12		1	100%	
>60% ≤65%	10	1		0%	
			£977,009	£787,374	
Assistant	>5% ≤10%	6		1	100%
	>10% ≤15%	5	1		0%
			£4,038	£3,079	
Research	≤5%	9	1		0
		12	1	2	67%
	>5% ≤10%	9	1	1	50%
		10		1	100%
		11		1	100%
	>10% ≤15%	9		1	100%
		12	1		0%
	>15% ≤20%	9	1	1	50%
>55% ≤60%	7	1		0%	
	12	1		0%	
			£118,840	£39,113	

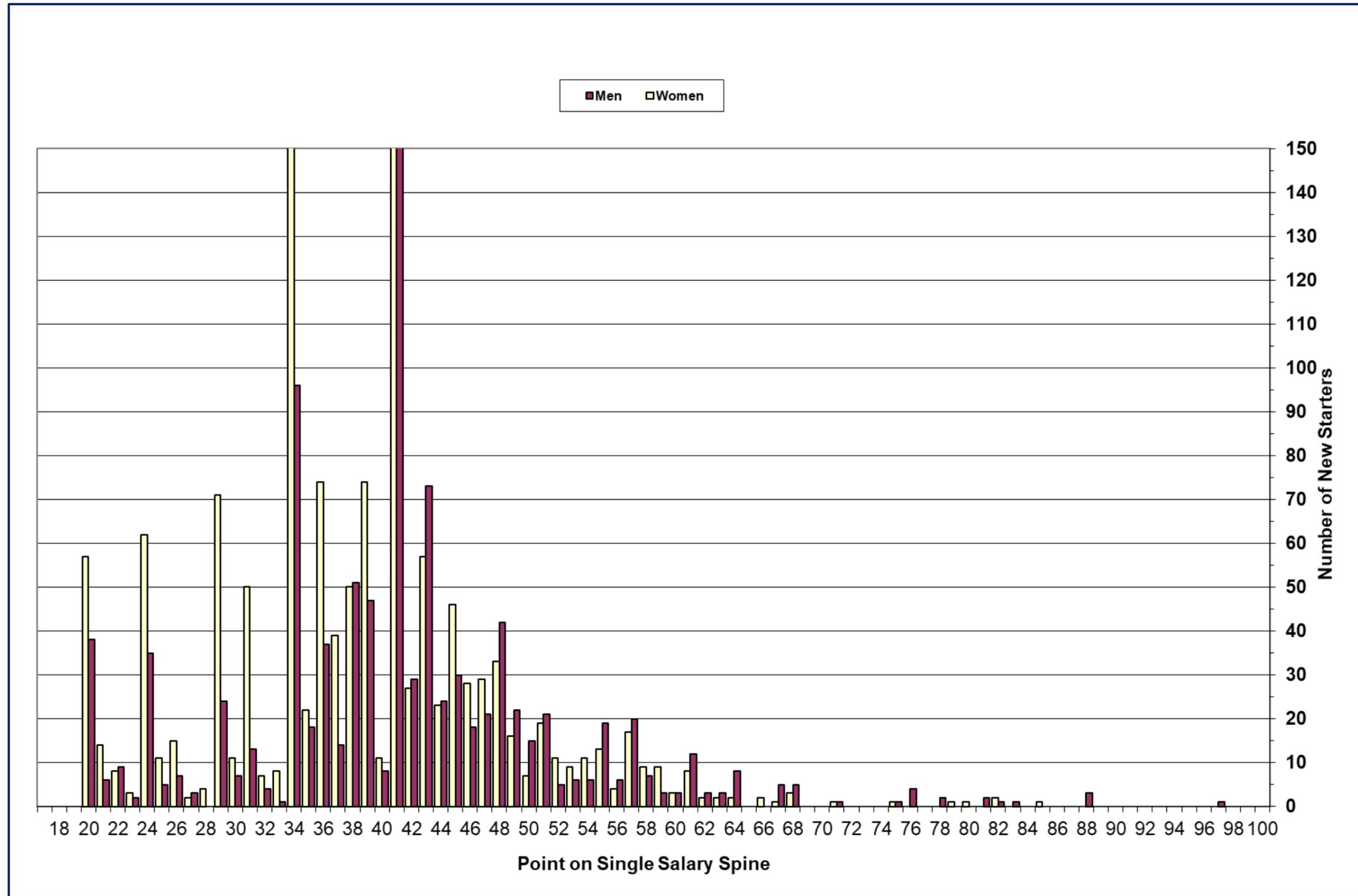
Appendix D2: Contribution increments by gender and occupational category.



Appendix D2: Single Contribution Payments by gender and occupational category.



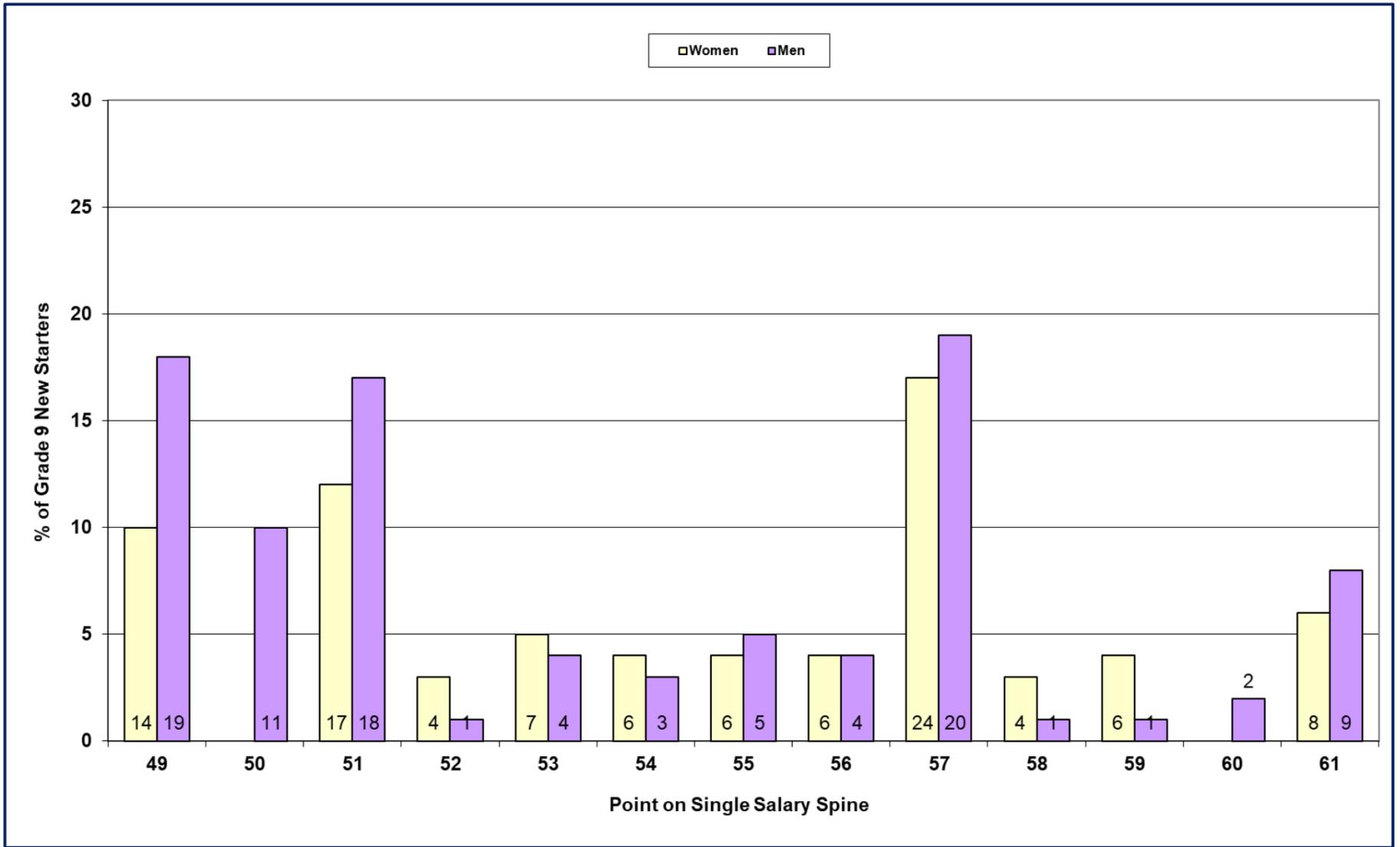
Appendix E1: Scale points of new employees by gender (chart 1).



Appendix E2: Scale points of new employees by gender (chart 2).

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men																			
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98																											98		
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88																								3		3	88		
87																											87		
86																											86		
85																							1		1		85		
84																											84		
83																								1		1	83		
82																							2	1	2	1	82		
81																							2		2		81		
80																							1		1		80		
79																							1		1		79		
78																								2		2	78		
77																											77		
76																								4		4	76		
75																							1	1	1	1	75		
74																											74		
73																											73		
72																											72		
71																							1	1	1	1	71		
70																											70		
69																											69		
68																							3	5	3	5	68		
67																						1	5	1	5	67			
66																						2		2		66			
65																											65		
64																			2	8					2	8	64		
63																		1	2	1	1				2	3	63		
62																		2	2			1			2	3	62		
61																	6	8								8	12	61	
60																			2	4						3	3	60	
59																	4	1									9	3	59
58																6	6										9	7	58
57																	1	19									17	20	57
56																	2	4									4	6	56
55																	9	14									13	19	55
54																	7	3									11	6	54
53																	4	2									9	6	53
52																	3	2									11	5	52
51																	3	4									19	21	51
50																	1	2									7	15	50
49																	4	1									16	22	49
48																	2	3									17	42	48
47																	1	41									33	42	47
46																	12	17									29	21	46
45																	24	17									28	18	45
44																	1	1									46	30	44
43																	2	1									23	24	43
42																	11	4									57	73	42
41																	4	2									27	29	41
40																	2	1									191	171	40
39																	4	2									11	8	39
38																	5	1									6	6	38
37																	24	24									74	47	37
36																	19	5									39	14	36
35																	74	37									74	37	35
34																	1	18									22	18	34
33																	9	2									180	96	33
32																	8	1									8	1	32
31																	7	4									7	4	31
30																	1										50	13	30
29																	49	13									11	7	29
28																	11	7									71	24	28
27																	70	23									4		27
26																	4										2	3	26
25																	2	3									15	7	25
24																	15	7									11	5	24
23																	11	5									62	35	23
22																	3	2									3	2	22
21																	8	9									8	9	21
20																	3	1									14	6	20
19																	11	5									57	38	19
18																	27	32											18
17																													17
Total	38	37	47	21	93	48	155	50	358	226	63	30	431	414	76	52	72	93	15	19	4	7	10	21	1362	1018	Total		

Appendix E3: Scale points of new employees in Grade 9 by gender.



Appendix F: Methodology

The methodology of this Equal Pay Review is consistent with previous reviews in order to analyse trends over time. The approach taken is in line with the relevant Joint Negotiating Committee for Higher Education Staff guidance and Equality and Human Rights Commission advice that where a pay differential related to gender is less than 3%, no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. For gender pay gaps of more than 5%, action is needed to address the issue and close the gap. Consistent with previous reviews, this review includes in its analysis of all University staff on the single salary spine (i.e., excluding those on spot salaries or those whose pay is not determined by the University).

Pay gap calculation

The pay gap calculation is based on a percentage of the average salary for men, this is a standard equal pay approach and allows meaningful benchmarking with external organisations and publicly available statistics. A pay gap figure without a minus sign indicates that the pay gap shows higher average pay for men compared to women. A minus number indicates the opposite.

Mean and median

Average salaries and gender pay gaps can be calculated by either using the mean or median values. The mean is calculated by adding all values together and dividing by the number of values. The median is the middle value when each of the values are placed in order of smallest to largest.

The median can be a more appropriate method of measuring averages than the mean where there are outlying values within the data being analysed. The median is also helpful for benchmarking with national statistics (ONS) and other institutions who primarily use the median. However, a significant proportion of salaries on the University's pay scale are on the top service point of the grade, for both men and women. In this situation the median values for both genders will tend to be the same, masking any pay gap that may exist.

Therefore, for the purposes of this Equal Pay Review, the mean has continued to be used as the primary method of analysis and continues to inform the narrative of the Report. Where the term average is used this will be the mean unless otherwise stated. The University may review this approach in future equal pay Reports.

Standard deviation

A number of the appendices to this review include standard deviation calculations which are used to identify the dispersion of the values from the average (mean) salary value. A low standard deviation indicates that the pay totals are clustered around the average value whereas a high standard deviation indicates that the pay totals are spread over a wide range. This provides another helpful indicator on the conclusions that can be drawn from the comparisons but where the sample group size is less than 10, the standard deviation may be misleading.

Interquartile range

The appendices also include inter-quartile ranges where appropriate, expressing by how much the members of a group differ from the mean value for the group, in order to provide further insight into potential gender pay issues and for benchmarking purposes. The inter-quartile range is the difference between the upper quartile (i.e. the value of all payments three quarters of the way from lowest to highest) and the lower quartile (i.e. the value of all payments one quarter of the way from lowest to highest).

Data protection

The disclosure to third parties of data from equal pay reviews is covered by the Data Protection Act (1998). The results of an equal pay review can be disclosed as regards individuals or small groups as long as they are in a sufficiently anonymised form. Where fewer than five employees are identified in a particular category of the data the values have been removed and replaced by '<5' (less than five) where necessary. This is in accordance with HESA guidance.

Statistics table 5b: Number of Academic-Related and Assistant staff on the single salary spine by grade, gender, and scale point, School of the Humanities and Social Sciences as on 31 March 2023.

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
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11																													11
Total			5	7	7	3	11	31																					

Statistics table 6b: Number of Academic-Related and Assistant staff on the single salary spine by grade, gender, and scale point, School of the Physical Sciences as on 31 March 2023.

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
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Total	5	1	31	18	7	18</																							

Statistics table 9b: Number of Academic-Related and Assistant staff on the single salary spine by grade, gender, and scale point, General Board Institutions (NSIs) as on 31 March 2023.

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
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Total																														

Statistics table 10a: Total pensionable and non-pensionable by School and gender.

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	Men	22	£86,687	97	£488,238	89	£714,039	38	£125,807	87	£456,480	76	£319,189	119	£182,451	82	£52,382	610	£2,425,274
	Women	15	£42,177	115	£392,666	111	£347,630	44	£134,433	56	£112,276	45	£108,993	121	£128,825	136	£49,587	643	£1,316,586
Non-pensionable	Men	650	£531,206	1881	£1,794,364	2548	£1,912,474	1074	£1,190,194	2193	£1,922,623	2086	£1,854,995	1876	£1,658,802	545	£375,750	12853	£11,240,408
	Women	717	£530,522	2464	£1,920,339	3461	£2,390,993	1255	£946,659	1192	£885,349	1489	£1,133,345	2732	£2,047,563	1107	£690,706	14417	£10,545,476
Total	Men	672	£617,893	1978	£2,282,602	2637	£2,626,514	1112	£1,316,001	2280	£2,379,102	2162	£2,174,184	1995	£1,841,254	627	£428,132	13463	£13,665,682
	Women	732	£572,698	2579	£2,313,005	3572	£2,738,623	1299	£1,081,093	1248	£997,625	1534	£1,242,338	2853	£2,176,389	1243	£740,292	15060	£11,862,062
	Total	1404	£1,190,591	4557	£4,595,607	6209	£5,365,136	2411	£2,397,094	3528	£3,376,727	3696	£3,416,522	4848	£4,017,642	1870	£1,168,424	28523	£25,527,745

Statistics table 10b: Pensionable by payment type and gender.

		Total	
		No	£
Admin Responsibility	Men	7	£33,366
	Women	3	£15,305
Additional Responsibility	Men	109	£221,844
	Women	208	£340,769
Additional Hours	Men	32	£107,603
	Women	1	£1,974
Acting Head	Men	4	£16,159
	Women		
Chairman Faculty Board	Men	9	£70,421
	Women	6	£27,832
Deputy Director/Head	Men	37	£185,243
	Women	17	£89,268
Director	Men	30	£235,507
	Women	14	£92,308
Head of Department	Men	41	£475,679
	Women	20	£171,770
Head of Division	Men	6	£36,000
	Women		
Secretary Faculty Board	Men	4	£13,105
	Women		
Other Payment	Men	331	£1,030,348
	Women	374	£577,360
Total	Men	610	£2,425,274
	Women	643	£1,316,586
	Total	1253	£3,741,860

Statistics table 10c: Non-pensionable by payment type and gender.

		Total	
		No	£
Biological Safety Officer	Men	30	£22,772
	Women	20	£11,925
Chairman Degree Comm.	Men		
	Women	1	£30,000
Deputy Director/Head	Men	1	£5,610
	Women		
Laser Officer	Men	29	£17,186
	Women	5	£4,094
Radiation Supervisor	Men	58	£40,170
	Women	37	£40,071
Safety Off/Adviser	Men	48	£16,987
	Women	49	£15,095
Other Payment	Men	574	£1,461,658
	Women	479	£693,868
Other Payment - CoL	Men	6238	£4,134,394
	Women	7210	£3,876,397
Other Payment - COVID	Men	5875	£5,541,632
	Women	6616	£5,874,026
Total	Men	12853	£11,240,408
	Women	14417	£10,545,476
	Total	27270	£21,785,884

Statistics table 10d: Pensionable by grouped payment type, School and gender.

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chairman Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Men	14	£69,358	28	£224,469	24	£266,511	20	£86,007	16	£157,370	28	£219,398	1	£9,000			131	£1,032,113
	Women	7	£31,368	13	£107,265	12	£80,849	18	£104,060	4	£27,076	3	£30,560					57	£381,178
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	Men	3	£8,703	8	£10,661	28	£80,334	5	£8,369	13	£42,760	15	£30,359	67	£171,851	9	£9,776	148	£362,813
	Women	4	£2,631	18	£32,763	43	£43,586	10	£7,948	22	£57,824	28	£58,185	62	£126,383	25	£28,727	212	£358,048
Other Payment	Men	5	£8,626	61	£253,108	37	£367,194	13	£31,432	58	£256,350	33	£69,432	51	£1,601	73	£42,606	331	£1,030,348
	Women	4	£8,177	84	£252,638	56	£223,194	16	£22,426	30	£27,376	14	£20,247	59	£2,442	111	£20,860	374	£577,360
Total	Men	22	£86,687	97	£488,238	89	£714,039	38	£125,807	87	£456,480	76	£319,189	119	£182,451	82	£52,382	610	£2,425,274
	Women	15	£42,177	115	£392,666	111	£347,630	44	£134,433	56	£112,276	45	£108,993	121	£128,825	136	£49,587	643	£1,316,586
	Total	37	£128,863	212	£880,904	200	£1,061,669	82	£260,241	143	£568,756	121	£428,182	240	£311,277	218	£101,969	1253	£3,741,860

Figures are rounded to the nearest pound.

Statistics table 10e: Non-pensionable by grouped payment type, School and gender.

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Off/Adviser)	Men	1	£823	49	£32,170	58	£35,439	9	£2,777	27	£13,135	14	£10,390	6	£2,095	1	£285	165	£97,114
	Women	3	£430	31	£22,476	41	£23,752	8	£3,182	10	£3,797	3	£1,258	14	£16,008	1	£282	111	£71,185
Headship payments (inc Chairman Degree Comm., Chairman Payment, Deputy Director/Head, Head of Department, Secretary Payment)	Men					1	£5,610											1	£5,610
	Women													1	£30,000			1	£30,000
Other Payments (inc Cost of Living and COVID payments)	Men	649	£530,383	1832	£1,762,194	2489	£1,871,425	1065	£1,187,416	2166	£1,909,488	2072	£1,844,605	1870	£1,656,708	544	£375,464	12686	£11,136,684
	Women	714	£530,091	2433	£1,897,863	3420	£2,367,242	1247	£943,477	1182	£881,552	1486	£1,132,088	2717	£2,001,555	1106	£690,423	14305	£10,444,291
Total	Men	650	£531,206	1881	£1,794,364	2548	£1,912,474	1074	£1,190,194	2193	£1,922,623	2086	£1,854,995	1876	£1,658,802	545	£375,750	12852	£11,239,408
	Women	717	£530,522	2464	£1,920,339	3461	£2,390,993	1255	£946,659	1192	£885,349	1489	£1,133,345	2732	£2,047,563	1107	£690,706	14417	£10,545,476
	Total	1367	£1,061,728	4345	£3,714,704	6009	£4,303,467	2329	£2,136,853	3385	£2,807,971	3575	£2,988,340	4608	£3,706,366	1652	£1,066,455	27269	£21,784,884

Figures are rounded to the nearest pound.

Statistics table 11b: Count of all staff in receipt of an advanced contribution supplement as on 31 March 2023 by staff category, School (or equivalent) and gender.

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total			
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F	
Academic	≤5%	7					1												1		0%	
		9	1					1											1	1	50%	
		10										1									1	100%
		12				2	1			2		2								6	1	14%
	>5% ≤10%	9	1		2	3	3	2	2	1	2		1							11	6	35%
		10			1				1											2		0%
		11								1											1	100%
		12	2		2		2		1		2	1		1						9	2	18%
	>10% ≤15%	9		3	4		1	1	1	2										6	6	50%
		12					1				2									3		0%
	>15% ≤20%	9		2	9	1	2	3	4		1									16	6	27%
		11		1	2	6	2	2	1		1			1						6	10	63%
		12	1		1	1				2		1	3							5	4	44%
	>20% ≤25%	10										1									1	100%
		11							1	1										1	1	50%
		12			4	2				1										5	2	29%
	>25% ≤30%	9			3	1														3	1	25%
		11												1						1		0%
		12				1						1									2	100%
	>30% ≤35%	9			1															1		0%
		11			1															1		0%
		12				1															1	100%
	>35% ≤40%	9			1	1						1								1	2	67%
		11			1															1		0%
>40% ≤45%	11			1															1		0%	
	12			1				1											2		0%	
>45% ≤50%	11			1															1		0%	
>50% ≤55%	12			1															1		0%	
>70% ≤75%	12			1															1		0%	
																			£1,011,975	£515,287		
Research	≤5%	12						1												1	100%	
	>5% ≤10%	10									1									1	100%	
	>10% ≤15%	9						1												1	100%	
	>15% ≤20%	9						1	1										1	1	50%	
																			£10,842	£27,753		

	Male	Female
Academic	86	52
Research	1	4
Total Supplements	£1,022,817	£543,040

Statistics tale 11c: Count of all staff newly awarded market pay between 1 April 2022 and 31 March 2023 by staff category, School (or equivalent) and gender.

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total				
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F		
Academic	≤5%	11				1														1	100%		
	>5% ≤10%	9			1															1	0%		
		12					1													1	100%		
	>10% ≤15%	9			1	1														1	1	50%	
		11			1		1			1										2	1	33%	
	>15% ≤20%	11			1															1	0%		
	>20% ≤25%	9			1															1	0%		
	>30% ≤35%	9								1	1									1	1	50%	
		11				1														1	1	100%	
	>35% ≤40%	10										1									1	100%	
		12					1													1	0%		
	>40% ≤45%	11						1		1										1	0%		
	>45% ≤50%	9								2											2	100%	
	>50% ≤55%	10								1										1	0%		
	12				1															1	0%		
>55% ≤60%	11										1									1	100%		
>65% ≤70%	12						1												1	0%			
>70% ≤75%	12					1													1	0%			
>80% ≤85%	12			1	1														1	1	50%		
>85% ≤90%	12			1															1	0%			
>105% ≤110%	11				1															1	100%		
																			£498,900	£323,686			
Academic Related	≤5%	8																		2	0%		
	9																			1	0%		
	10																			1	0%		
	>5% ≤10%	7											1								1	0%	
		8													2	3					2	3	60%
		9										1	2		3	2	1				5	5	50%
		10													3	3					3	3	50%
		11								1					1						2	0%	
	12													1			1			2	0%		
	>10% ≤15%	8																				1	100%
		9										1			2						3	0%	
		10													2						2	0%	
		11																				1	100%
	12																				1	100%	
	>15% ≤20%	8					1														1	0%	
		9													2	1					2	1	33%
		10								2											2	0%	
	>20% ≤25%	9													3	1					3	1	25%
		10								1											1	0%	
	>25% ≤30%	11								1											1	100%	
>30% ≤35%	7																			1	100%		
12														1						1	0%		
>35% ≤40%	9										1									1	0%		
>40% ≤45%	11													1						1	0%		
>45% ≤50%	10													1						1	0%		
11														1						1	0%		
																			£384,225	£154,269			
Assistant	>5% ≤10%	6																			1	100%	
	>10% ≤15%	5				1															1	0%	
																				£4,038	£3,079		
Research	≤5%	9										1									1	0%	
	>5% ≤10%	9						1					1								1	1	50%
	>55% ≤60%	7						1													1	0%	
12							1													1	0%		
																				£83,242	£4,063		

	Male	Female
Academic	15	12
Academic Related	38	19
Assistant	1	1
Research	4	1
Total Supplements	£966,367	£482,018

Statistics table 11d: Count of all staff newly awarded an advanced contribution supplement between 1 April 2022 and 31 March 2023 by staff category, School (or equivalent) and gender.

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total													
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F											
Academic	≤5%	7				1													1		0%											
		9	1					1											1	1	50%											
	>5% ≤10%	9			1		3	1			1		1						6	1	14%											
		10			1														1		0%											
	>10% ≤15%	12			2						1								3		0%											
		9							1										1		0%											
	>15% ≤20%	12								1									1		0%											
		9		1	5			1											5	2	29%											
	>20% ≤25%	11			1	1	2				1			1					4	2	33%											
		12				1				1									1	2	67%											
	>25% ≤30%	10										1								1		100%										
		11								1										1		100%										
	>35% ≤40%	12			2	2				1									3	2	40%											
		9			1														1		0%											
>45% ≤50%	9										1								1		100%											
	11			1														1		0%												
																		£276,760	£165,733													
Research	>5% ≤10%	10									1									1	100%											
		9							1										1		0%											
																		£10,842	£5,832													
																		<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Academic</td> <td>29</td> <td>14</td> </tr> <tr> <td>Research</td> <td>1</td> <td>1</td> </tr> <tr> <td>Total Supplements</td> <td>£287,602</td> <td>£171,565</td> </tr> </tbody> </table>				Male	Female	Academic	29	14	Research	1	1	Total Supplements	£287,602	£171,565
	Male	Female																														
Academic	29	14																														
Research	1	1																														
Total Supplements	£287,602	£171,565																														