



## **GENDER PAY GAP REPORT**

**April 2019**

## **1. Introduction**

The purpose of a gender pay gap analysis, as outlined by the Equality and Human Rights Commission, is to compare the pay of male and female employees. As well as identifying differences in pay, a gender pay analysis should also examine the factors influencing any gender pay gap, and identify actions for addressing it.

In accordance with our mandatory requirement under the Public Sector Equality Duty to publish our gender pay gap figure, and to ensure that the design and operation of our pay system is unbiased, RGU undertakes to publish this gender pay gap analysis.

As per legislative requirements, all Academic and Professional & Support Staff, as well as Senior Managers and Professors are included within this analysis.

## **2. Methodology**

The pay gap has been calculated using the average hourly rate across each characteristic. As recommended by the Equality Challenge Unit, this audit has used both the mean and median average hourly rates. This is a change from audits conducted prior to 2017, which used the average (mean) salary, and should therefore be taken into consideration when drawing comparisons with previous audits.

This audit uses pay data effective 31<sup>st</sup> December 2018 as its basis.

The two highest paid positions, which includes the Principal & Vice Chancellor post, were mapped to the Academic & Research category and the Professional & Support category respectively.

The Academic & Research category includes all Academic and Research grades, Professors and the following Senior Manager roles: Heads of School, Vice Principal – Academic Development & Student Experience, Vice Principal (Research) & Deputy Principal.

The Professional & Support category includes all Professional & Support Grades and all Senior Manager roles with the exception of those referred to above.

### 3. University Gender Pay Gap

The gender pay gap results when all staff are taken into account are detailed below:

#### Mean Hourly Rate



973 Female employees

Mean Hourly Rate **£19.20**

#### Median Hourly Rate



973 Female employees

Median Hourly Rate **£16.22**



628 Male employees

Mean Hourly Rate **£22.12**



628 Male employees

Median Hourly Rate **£21.85**

**Gender Pay Gap is 13.20%**

**Gender Pay Gap is 25.77%**

The calculations for these figures were made using the following formula, substituting the mean average hourly rates with the median average hourly rates as required:

$$\frac{(\text{Average Male Hourly Rate} - \text{Average Female Hourly Rate})}{\text{Average Male Hourly Rate}} \times 100$$

The current gender pay gap when using the **mean** average hourly rate of pay is 13.20%. This is a decrease of 2.78% when compared against our analysis from April 2017. According to the ONS, the UK gender pay gap (2018) is 17.9% and was 18.4% the previous year so the university is making good progress.

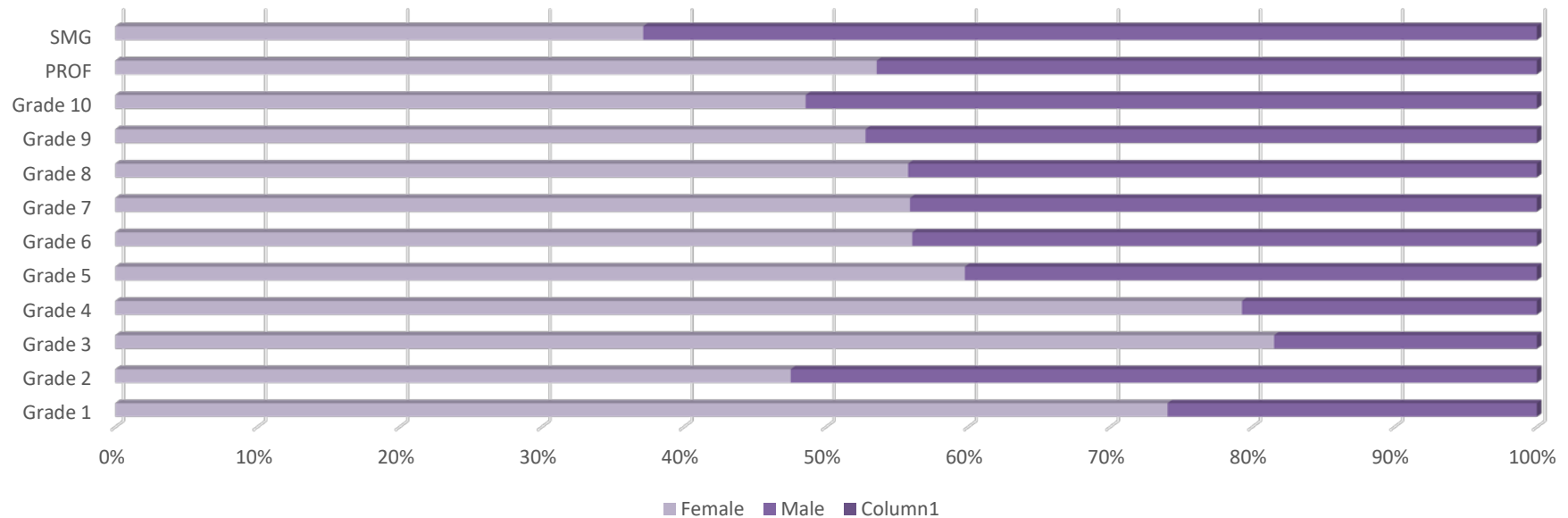
The pay gap when using the **median** average hourly rate of pay is 25.77% which is an increase of 2.77% from April 2017. This arises as a result of the gender balance in the lower grade roles shifting further towards females.

Further analysis will follow which highlights the reasons for the gender pay gap and at which grade level the gender pay gap is most prominent.

## Distribution of Male and Female Employees by Grade

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	Prof	SMG
<b>Female</b>	134	48	128	65	104	60	71	280	38	17	15	13
<b>Male</b>	47	53	29	17	70	47	56	222	34	18	13	22
<b>Total</b>	181	101	157	82	174	107	127	502	72	35	28	35
<b>Female %</b>	74.03%	47.52%	81.53%	79.27%	59.77%	56.07%	55.91%	55.78%	52.78%	48.57%	53.57%	37.14%
<b>Male %</b>	25.97%	52.48%	18.47%	20.73%	40.23%	43.93%	44.09%	44.22%	47.22%	51.43%	46.43%	62.86%

**Figure 1: Distribution of Female and Male Employee's by Grade**



#### **4. Distribution of Male and Female Staff**

The university employs 1601 staff, full and part-time. 61% of staff are female and 39% of staff are male.

As Figure 1 illustrates, female staff are in the majority for all grades apart from SMG, Grade 10 and Grade 2. For Grade 10 and Grade 2 the split is insignificant, and would change if two or three males were to leave and be replaced by females.

The gender split is significant for SMG with almost 63% of the highest paid roles held by males.

At the opposite end of the spectrum, leaving aside Grade 2 which will be covered in the next section, the lowest paid role holders at Grade 1, 3 and 4 are predominantly female. At Grade 3 for example, 81.53% of staff are female. Grade 3 roles include Administration staff which society tends to view as female professions in the same way jobs such as Janitors (at Grade 2) tend to be viewed as male. The challenge for the university is to contest these stereotypes, educate where we can and encourage greater diversity.

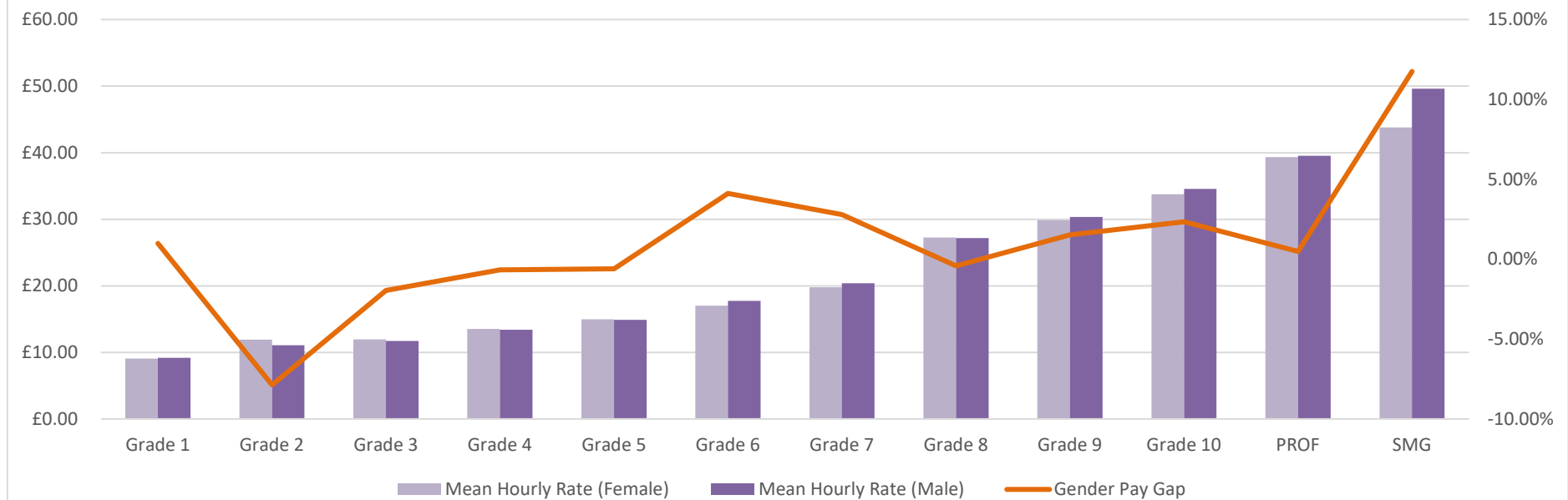
With considerably less males at the lower end of the scale, with the % gradually increasing from Grade 1 to SMG, it is clear why the university gender pay gap exists. Steps can be taken to address issues identified within grades – recruiting more female senior managers for example - however the overall gender pay gap will only be addressed by improving the gender balance at the lower levels.

Further analysis on the impact of the SMG gender split on the university pay gap follows in the next section.

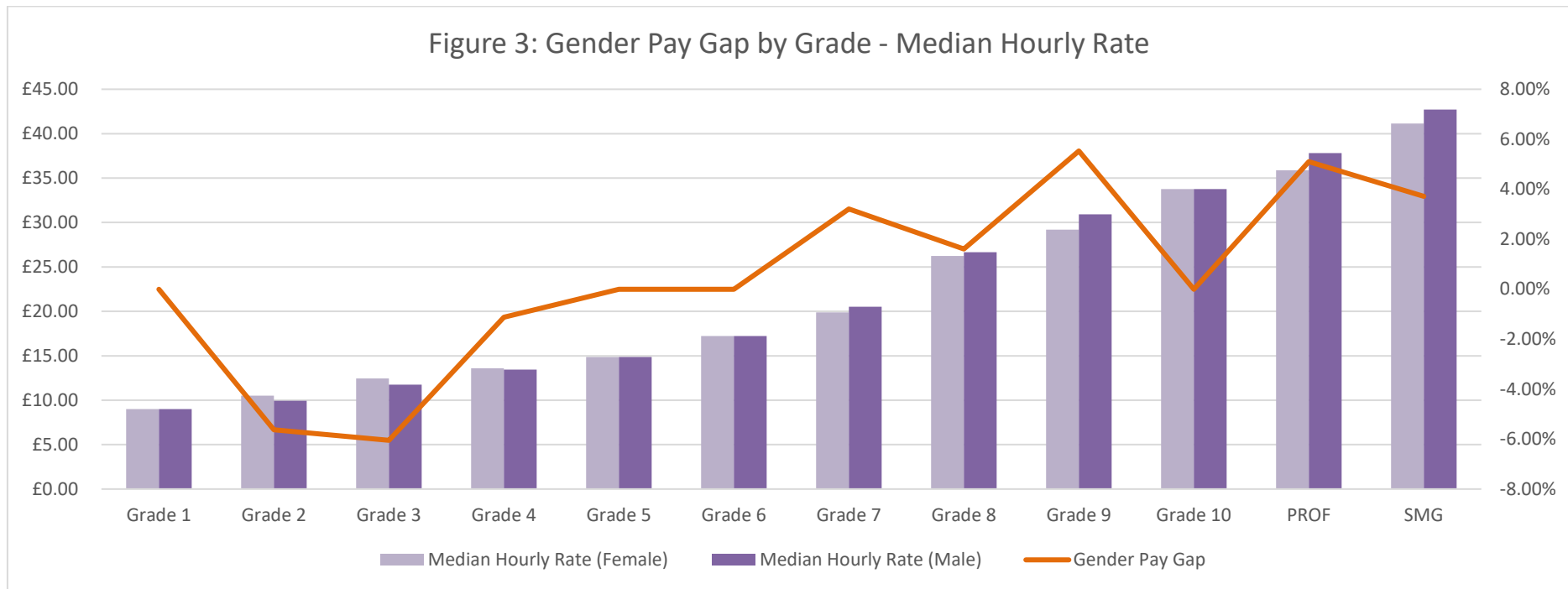
## Gender Pay Gap by Grade

Mean Hourly Rate	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	Prof	SMG
<b>Female</b>	£9.08	£11.93	£11.95	£13.51	£14.97	£17.01	£19.80	£27.27	£29.88	£33.76	£39.34	£43.79
<b>Male</b>	£9.18	£11.06	£11.72	£13.42	£14.88	£17.74	£20.37	£27.16	£30.34	£34.57	£39.53	£49.62
<b>Gender Pay Gap</b>	<b>1.09%</b>	<b>-7.87%</b>	<b>-1.96%</b>	<b>-0.67%</b>	<b>-0.60%</b>	<b>4.11%</b>	<b>2.80%</b>	<b>-0.41%</b>	<b>1.52%</b>	<b>2.34%</b>	<b>0.48%</b>	<b>11.75%</b>

Figure 2: Gender Pay Gap by Grade - Mean Hourly Rate



Median Hourly Rate	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	Prof	SMG
Female	£9.00	£10.51	£12.45	£13.60	£14.86	£17.21	£19.87	£26.24	£29.20	£33.76	£35.89	£41.13
Male	£9.00	£9.95	£11.74	£13.45	£14.86	£17.21	£20.53	£26.67	£30.91	£33.76	£37.82	£42.72
Gender Pay Gap	0%	-5.63%	-6.05%	-1.12%	0%	0%	3.21%	1.61%	5.53%	0%	5.10%	3.72%



As illustrated in Figures 2 and 3, the results differ depending on whether or not the mean or median average is applied.

## **5. Differences by Grade**

Analysis of this data shows that when the mean average calculation is used there are two grades with a pay gap over 5% - Grade 2, and the Senior Management Grade (SMG). However when the median average calculation is applied it is Grade 2, Grade 3, Grade 9 and the Professoriate that have a pay gap greater than 5%.

The most notable pay gap is 11.75% (mean) for SMG which is improving but remains an area of focus.

### **5.1. Grade 2**

In April 2017 the pay gap (mean) of 10.7% was in favour of male staff due to historical pay arrangements that was phased out in January 2019. In the two years since our last analysis the pay gap has swung considerably in favour of female staff which is a result of including exercise and climbing instructors in the data for the first time. These roles are job evaluated at Grade 2 however market forces dictate that we require to pay a significantly higher hourly rate. If we remove them, the average female pay (mean) drops from £11.93 p/h to £9.98 p/h so we return to the 2017 scenario where the pay gap favours male staff (9.67%). This is explained by historical pay protection for Janitorial staff (all male) who were previously Grade 3; an arrangement which ended in January 2019 (after the data was collected).

We will continue to have a significant pay gap in this grade while the aforementioned 'instructor' posts are predominantly held by females.

### **5.2. Grade 3**

There are five pay points within Grade 3, which employees progress through depending on their length of service until they reach the highest pay point within the grade.

Analysis of the staff data reveals that 128 female staff, and 29 male staff are employed on Grade 3. It is confirmed that 55.46% (n=71) of female staff are currently paid at spinal point 19 which is the top point in the Grade 3 scale. In comparison only 31% (n=9) of Grade 3 male employees are paid at this point on the scale. Therefore within this grade, it can be determined that length of service heavily influences the pay gap (median) in favour of female employees.



### 5.3. Grade 9

There are six pay points within Grade 9, which employees progress through depending on their length of service until they reach the highest pay point within the grade. The median pay gap arises from the Professional & Support staff as we have one male at Grade 9 and he is at the top of the salary band. All other Grade 9 staff are female and are on various points of the scale. Appointing more males at Grade 9 when posts become vacant, and in doing so lowering the average pay, would address this. This is largely out with our control as our policy is to appoint the most suitable person for the job, which is done objectively through scoring the responses to answers given at interview.

### 5.4. Professoriate

The grading for this group is broken down into three bands, with band 1 the entry level. Recent appointments to Professor have been predominantly female and while female progression into senior positions is something that should be celebrated it automatically reduces the (median) hourly rate for females. This will correct itself as Professors progress up the salary scale so there are no identifiable issues within this grade that require to be addressed.

### 5.5. Senior Management Grade

When the mean average is applied the pay gap at SMG is 11.75% in favour of male employees. In 2017 the pay gap was 14.7% so it is decreasing. The highest paid jobs in the university continue to be held by males however the number of females on the Executive (the higher banded SMG roles) has increased from one to two (40%). It is also noted that out of 11 Heads of School, four are female and of those four, two have been appointed since the previous gender pay gap report. Most of the male Heads have been in post or held alternative senior positions in the university for a considerable period of time and have therefore progressed further up the salary band.

SMG contributes 2.55% to the university's mean overall pay gap which drops to 10.65% when SMG is not included.

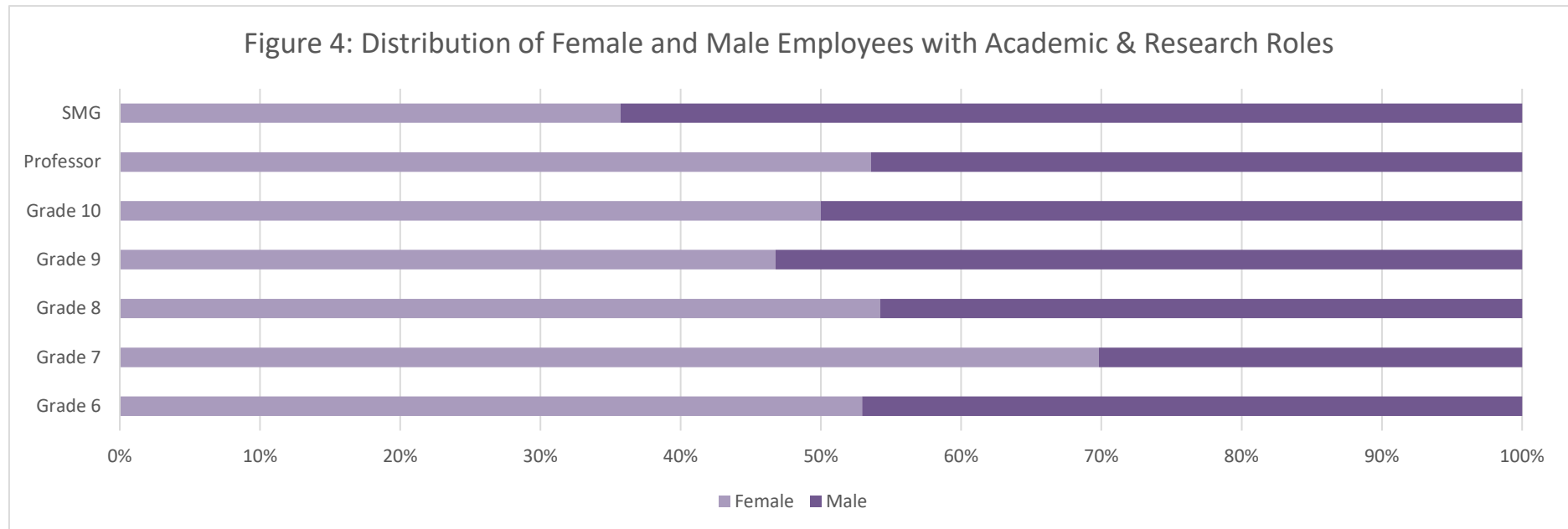
While recruiting females to senior positions would assist the university in addressing the pay gap we are satisfied that we employ a fair and robust recruitment policy and are committed to ensuring that the most competent candidate is appointed on all occasions. A commitment to the promotion of equal opportunities and ensuring equality of access and opportunities for all applicants is also prevalent throughout the university.

## Academic & Research Roles

### Distribution of Female and Male Employees

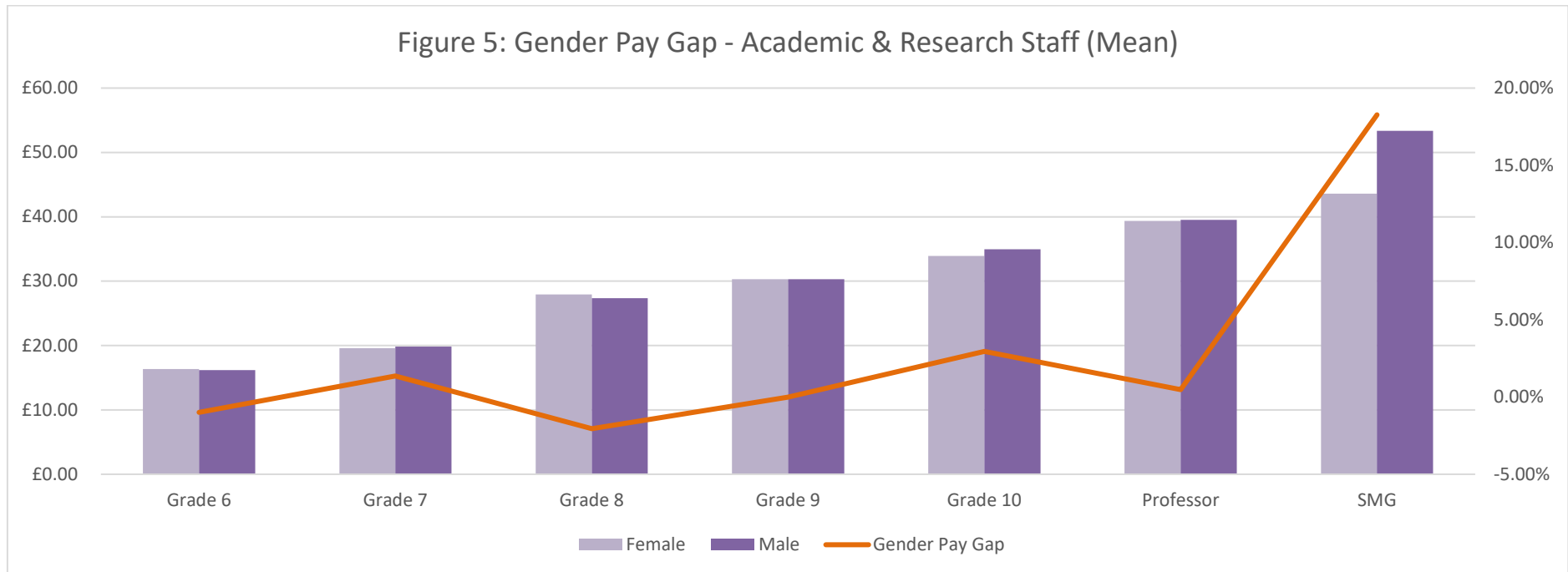
	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Professor	SMG
<b>Female</b>	9	37	238	29	16	15	5
<b>Male</b>	8	16	201	33	16	13	9
<b>Total</b>	<b>17</b>	<b>53</b>	<b>439</b>	<b>62</b>	<b>32</b>	<b>28</b>	<b>14</b>
<b>Female %</b>	<b>52.94%</b>	<b>69.81%</b>	<b>54.21%</b>	<b>46.77%</b>	<b>50%</b>	<b>53.57%</b>	<b>35.71%</b>
<b>Male %</b>	<b>47.06%</b>	<b>30.19%</b>	<b>45.79%</b>	<b>53.23%</b>	<b>50%</b>	<b>46.43%</b>	<b>64.29%</b>

Figure 4: Distribution of Female and Male Employees with Academic & Research Roles



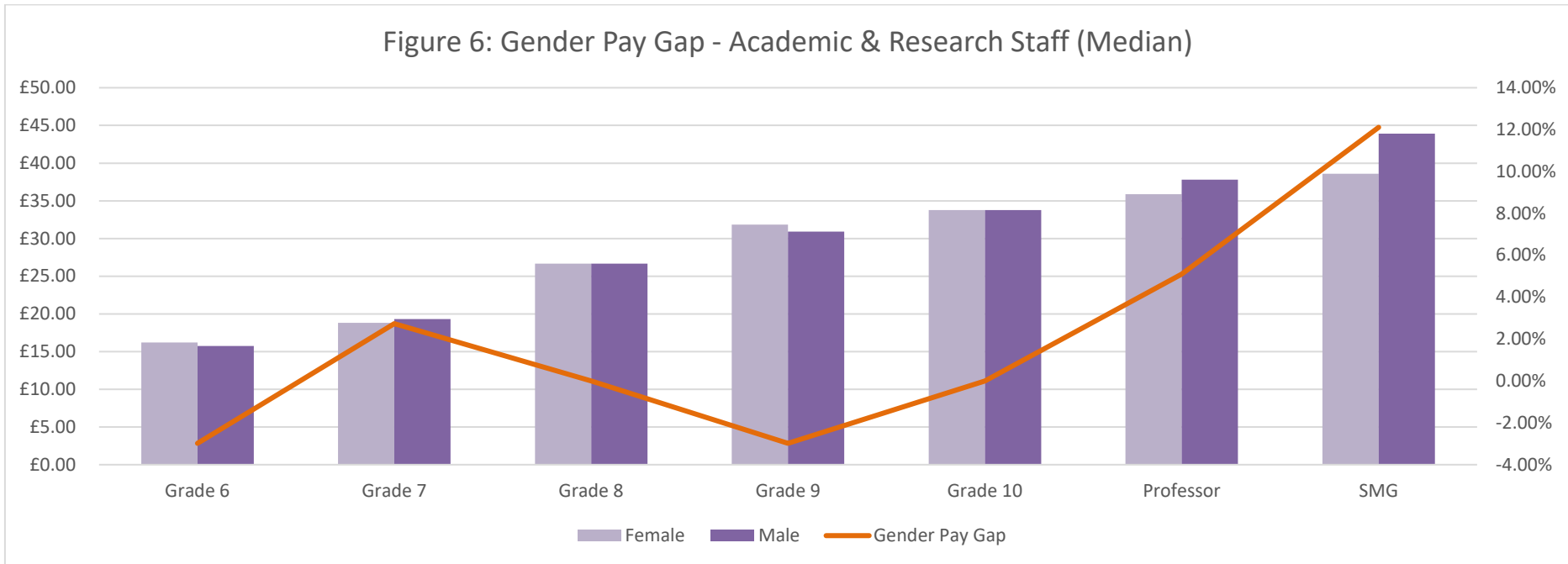
### Gender Pay Gap - Academic & Research Staff (Mean)

Mean Hourly Rate	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Professor	SMG
<b>Female</b>	£16.34	£19.57	£27.92	£30.31	£33.93	£39.34	£43.61
<b>Male</b>	£16.18	£19.84	£27.36	£30.31	£34.96	£39.53	£53.36
<b>Gender Pay Gap</b>	<b>-0.99%</b>	<b>1.36%</b>	<b>-2.05%</b>	<b>0%</b>	<b>2.95%</b>	<b>0.48%</b>	<b>18.27%</b>



### Gender Pay Gap - Academic & Research Staff (Median)

Median Hourly Rate	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Professor	SMG
<b>Female</b>	£16.22	£18.80	£26.67	£31.83	£33.76	£35.89	£38.60
<b>Male</b>	£15.75	£19.33	£26.67	£30.91	£33.76	£37.82	£43.92
<b>Gender Pay Gap</b>	<b>-2.98%</b>	<b>2.74%</b>	<b>0%</b>	<b>-2.98%</b>	<b>0%</b>	<b>5.10%</b>	<b>12.11%</b>



## **6. Academic & Research Staff**

As illustrated in Figures 5 and 6, the results for Academic & Research staff differ depending on whether or not the mean or median average is applied. The figures continue to be encouraging with further explanation required for SMG.

The gender split is close to being 50/50 for most grades, apart from Grade 7 and SMG. The university recently extended the Lecturer grade so that those with no prior academic experience were appointed to Grade 7 as opposed to Grade 8. The School of Nursing, with an academic gender split significantly in favour of females (53 female v 12 male), tends to recruit new staff from the NHS and it has made a number of appointments at Grade 7 in the last year. Appointments in Schools such as Nursing will contribute to the overall gender split at Grade 7 however the change to academic appointments is in its infancy and we will monitor this to see if more male academics (across all schools) are appointed to Grade 8 instead of Grade 7 than is the case for their female counterparts (or vice versa).

### **6.1. Senior Management Grade**

As explained in an earlier section, 7 of the 11 Heads of School are male and have worked for the university for many years and therefore had more opportunity to progress up the salary band. Two of the female Heads are new in post. There are two male Academics on the university executive, who have been in post for some time, and one female who is a very recent appointee.

It is envisaged that many of the Heads of School of the future will come from the Grade 10 cohort of staff. The university has recently re-clarified the responsibilities of staff at that level so that they are prepared to step up into the position of Head should the opportunity arise. The Grade 10 cohort is finely balanced with a 50/50 split between male and female staff.

We expect the pay gap at this level to recalibrate over time and will continue to ensure the recruitment of Academic SMG posts is fair, consistent and free from gender bias.

### **6.2. Professoriate**

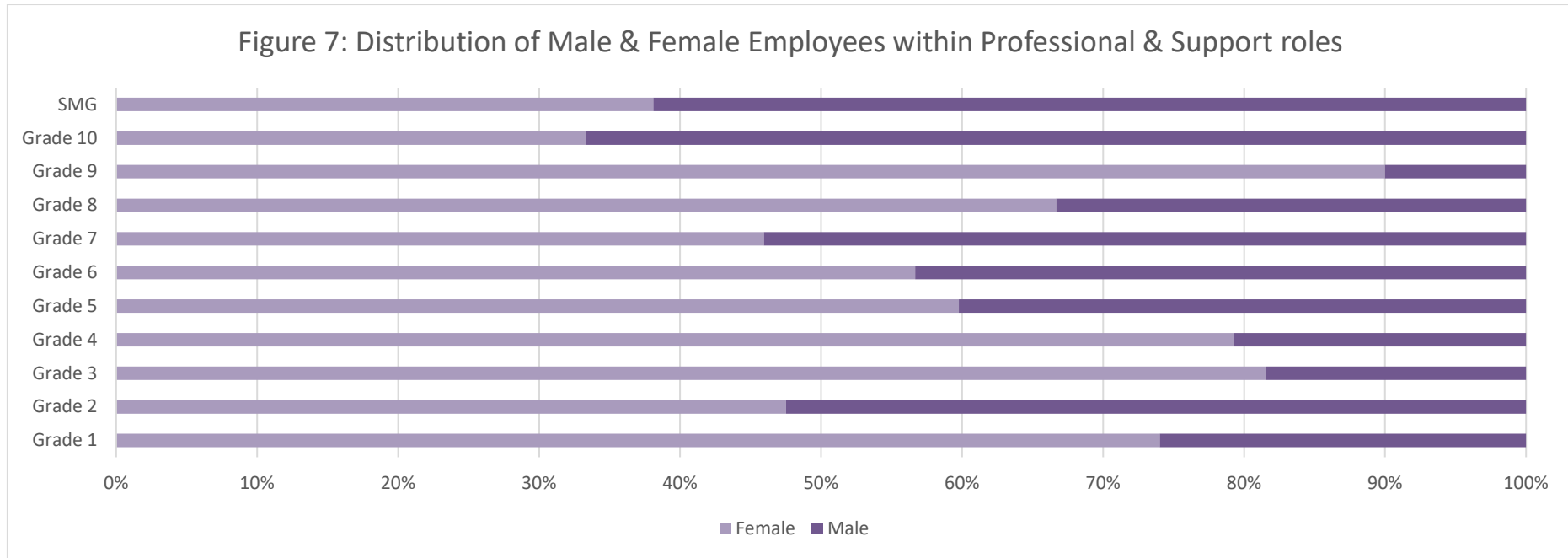
See section 5.4 for analysis.

## Professional & Support Roles

### Distribution of Female and Male Employees

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	SMG
<b>Female</b>	134	48	128	65	104	51	34	42	9	1	8
<b>Male</b>	47	53	29	17	70	39	40	21	1	2	13
<b>Total</b>	181	101	157	82	174	90	74	63	10	3	21
<b>Female %</b>	<b>74.03%</b>	<b>47.52%</b>	<b>81.53%</b>	<b>79.27%</b>	<b>59.77%</b>	<b>56.67%</b>	<b>45.95%</b>	<b>66.67%</b>	<b>90%</b>	<b>33.33%</b>	<b>38.10%</b>
<b>Male %</b>	<b>25.97%</b>	<b>52.48%</b>	<b>18.47%</b>	<b>20.73%</b>	<b>40.23%</b>	<b>43.33%</b>	<b>54.05%</b>	<b>33.33%</b>	<b>10%</b>	<b>66.67%</b>	<b>61.90%</b>

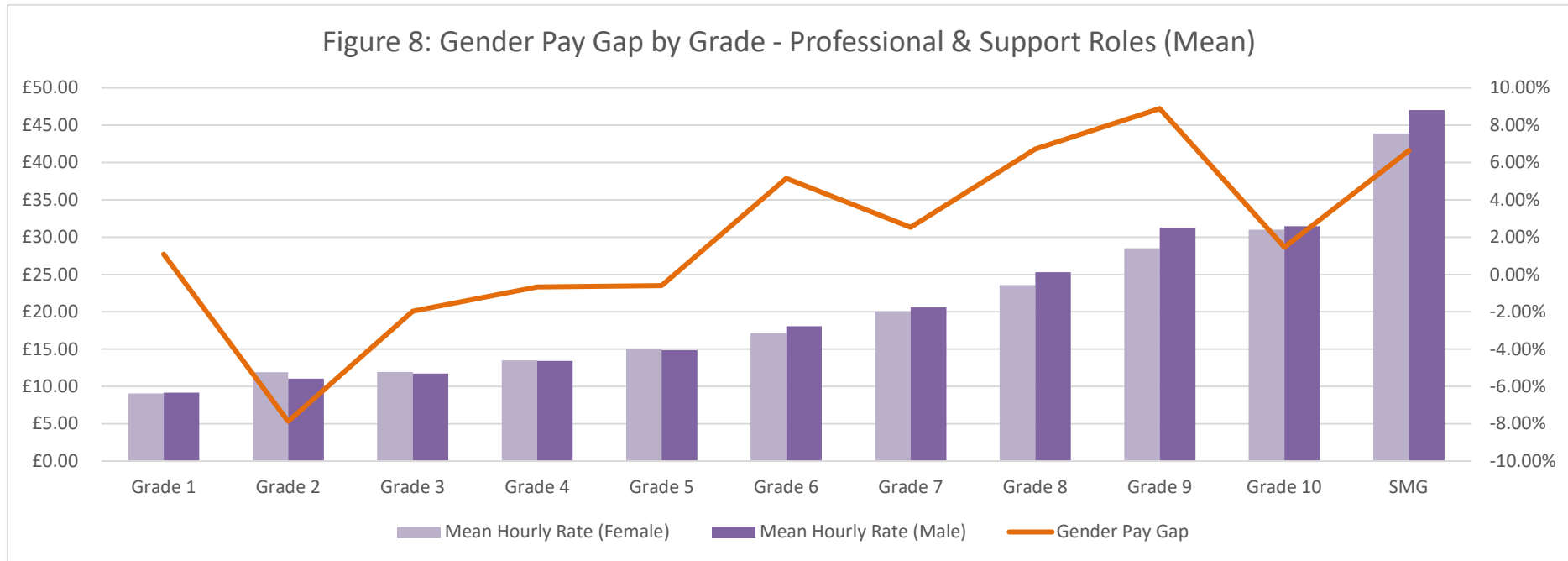
Figure 7: Distribution of Male & Female Employees within Professional & Support roles



### Gender Pay Gap by Grade – Professional & Support Roles (Mean)

Mean Hourly Rate	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	SMG
<b>Female</b>	£9.08	£11.93	£11.95	£13.51	£14.97	£17.13	£20.06	£23.60	£28.50	£31.01	£43.91
<b>Male</b>	£9.18	£11.06	£11.72	£13.42	£14.88	£18.06	£20.58	£25.30	£31.28	£31.47	£47.03
<b>Gender Pay Gap</b>	<b>1.09%</b>	<b>-7.87%</b>	<b>-1.96%</b>	<b>-0.67%</b>	<b>-0.60%</b>	<b>5.15%</b>	<b>2.53%</b>	<b>6.72%</b>	<b>8.89%</b>	<b>1.46%</b>	<b>6.63%</b>

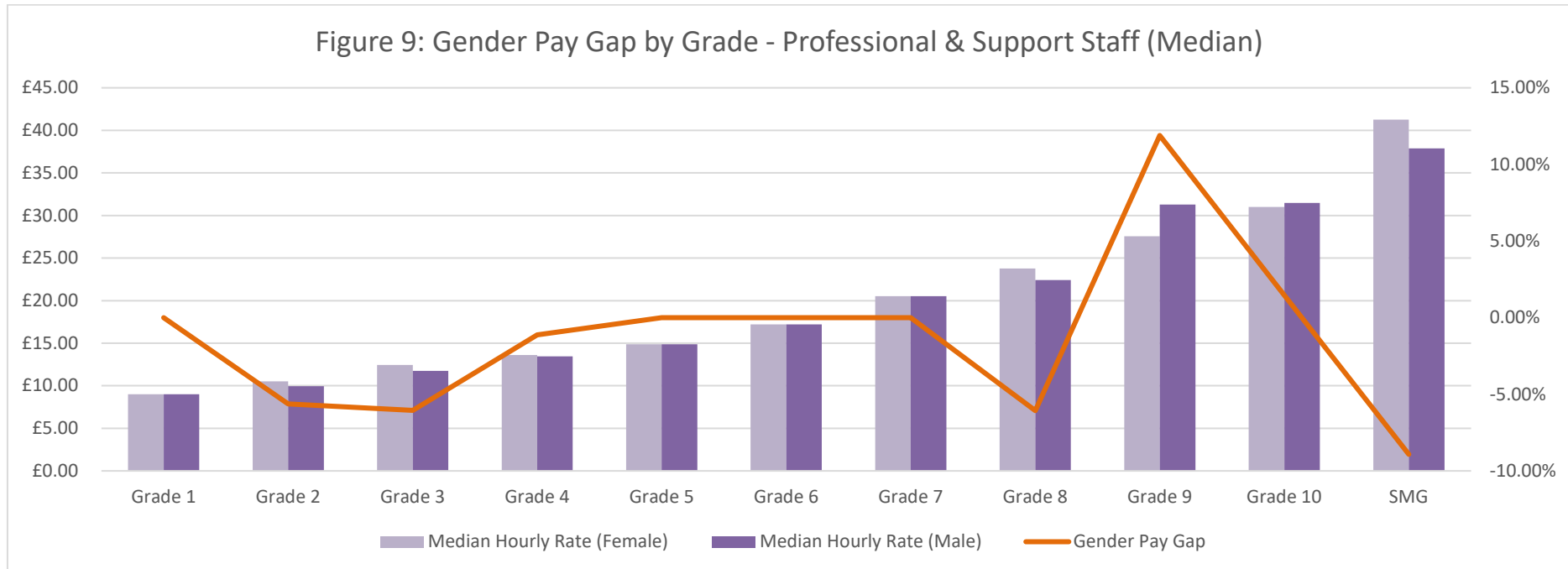
Figure 8: Gender Pay Gap by Grade - Professional & Support Roles (Mean)



### Gender Pay Gap by Grade – Professional & Support Roles (Median)

Median Hourly Rate	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	SMG
<b>Female</b>	£9.00	£10.51	£12.45	£13.60	£14.86	£17.21	£20.53	£23.79	£27.56	£31.01	£41.26
<b>Male</b>	£9.00	£9.95	£11.74	£13.45	£14.86	£17.21	£20.53	£22.43	£31.28	£31.47	£37.88
<b>Gender Pay Gap</b>	0%	-5.63%	-6.05%	-1.12%	0%	0%	0%	-6.06%	11.89%	1.46%	-8.92%

Figure 9: Gender Pay Gap by Grade - Professional & Support Staff (Median)





## 7. Professional & Support Staff

The gender split for Grades 1, 3 and 4 (which only apply to Professional & Support roles) has been referred to in section 4 of this report. At Grades 8 and 9 there are significantly more female staff than males which does not then translate into there being more females at SMG level, where the opposite is true. It is noted however that if two male Professional & Support SMG managers were to leave the university and be replaced with females then the gender split would be close to 50/50.

As illustrated in Figures 8 and 9, the results for Professional & Support staff differ depending on whether or not the mean or median average is applied.

Analysis shows that when the mean average calculation is used there are five grades with a pay gap over 5% - Grade 2, Grade 6, Grade 8, Grade 9 and SMG. When the median average calculation is applied it is Grade 2, Grade 3, Grade 8, Grade 9 and SMG that have a pay gap greater than 5%.

The reasons for the pay gap at Grade 2 and Grade 3 have been explained in section 5 above as no Academic Roles fall within these grades.

### 7.1. Grade 6

The pay gap in 2017 was 5.40% so there has been improvement with it dropping to 5.15%. There are a number of roles in IT which attract a market supplement on top of the basic salary range for the grade. These roles are predominantly occupied by male staff and this therefore creates an imbalance. The university reviews the payments biennially – which could result in them being removed or reduced - however the 2018 review confirmed that based on local market forces these supplements are still required in order for the university to remain competitive.

### 7.2. Grade 8

There are two positions which have been evaluated at Grade 8 but market rates have determined that the salary should be significantly higher than the salary band allows. If these two positions are removed, both of which are held by male staff, then the mean male salary drops to £22.87 p/h, the median drops to £23.09 p/h, and the pay gap becomes -3.19 and -3.03 respectively.

### 7.3. Grade 9

There is only one male member of staff at Grade 9 which explains the pay gap.

#### 7.4. Senior Management Grade

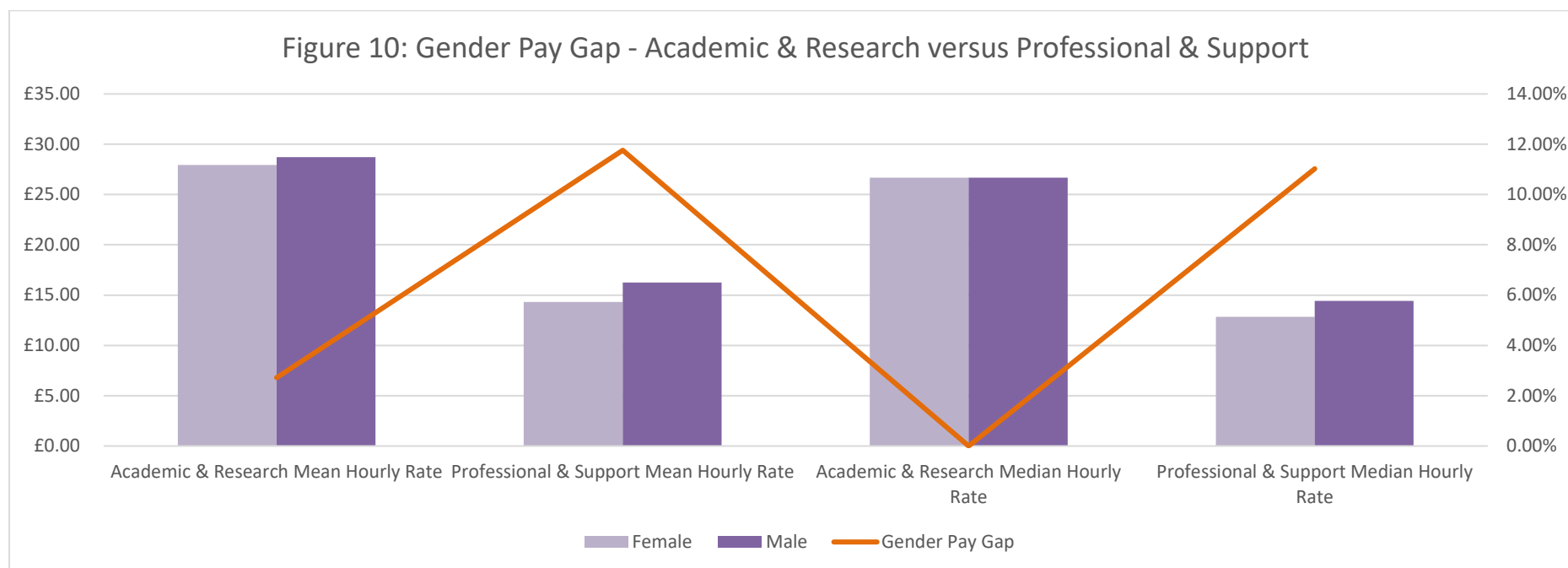
When the mean average is applied the pay gap is 6.63% in favour of male staff. The highest paid job is held by a male which if removed reduces the mean salary for males to £41.56 p/h. The gender pay gap then becomes 5.65% in favour of females which arises from there being 46% of male staff on Band 4 (the lowest SMG band) as opposed to 12.5% of females.

When the median average is applied the pay gap is 8.92% in favour of female staff. This is explained by the % of females who are on Band 3 and above versus the number of males.

## Academic & Research versus Professional & Support

Figure 10 further demonstrates that the university gender pay gap largely exists due to professional & support roles. Within Academic & Research roles the pay gap is relatively low at 2.72% when the mean calculation is applied and 0.00% when the median calculation is applied. Within Professional & Support roles the pay gap is significantly higher regardless of the method of calculation.

	Academic & Research Mean Hourly Rate	Professional & Support Mean Hourly Rate	Academic & Research Median Hourly Rate	Professional & Support Median Hourly Rate
<b>Female</b>	£27.93	£14.33	£26.67	£12.84
<b>Male</b>	£28.71	£16.24	£26.67	£14.43
<b>Gender Pay Gap</b>	<b>2.72%</b>	<b>11.76%</b>	<b>0%</b>	<b>11.02%</b>



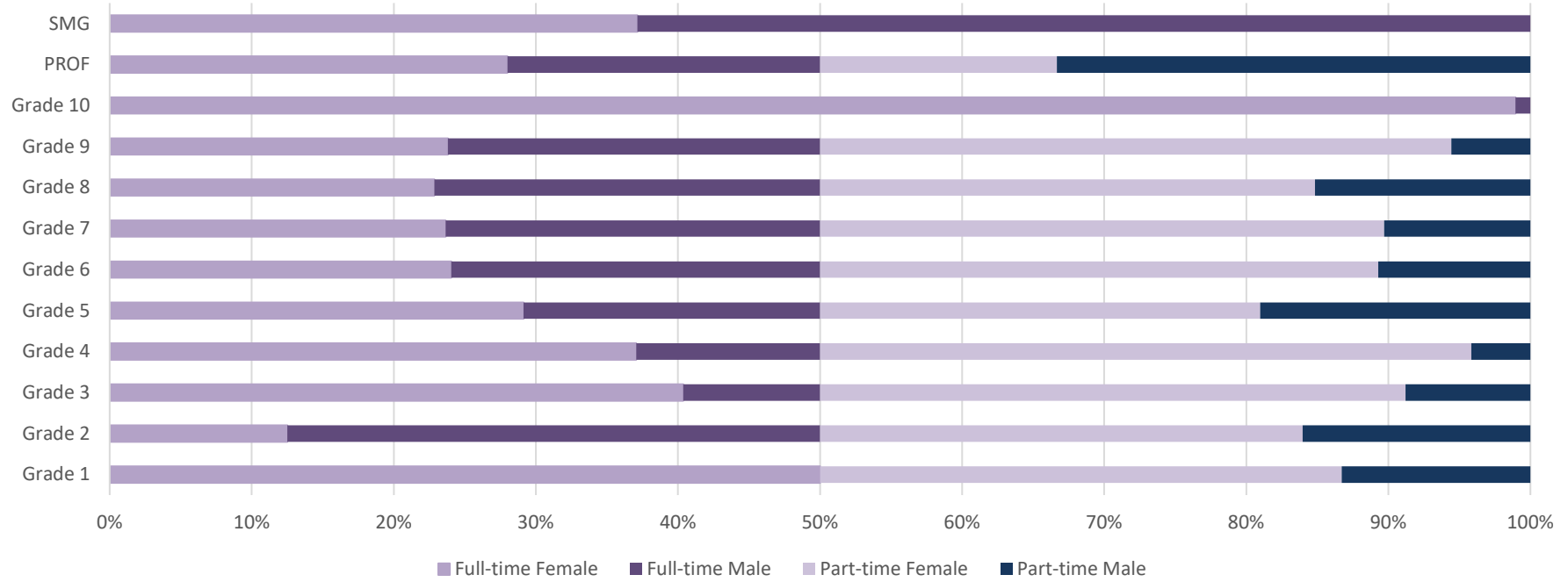
## Full-time/Part-time Breakdown

### Distribution of Female and Male Full & Part Time Employees

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	Prof	SMG
<b>FT Female</b>	4	12	67	43	60	38	44	133	30	17	14	13
<b>FT male</b>	0	36	16	15	43	41	49	158	33	18	11	22
<b>Total</b>	4	48	83	58	103	79	93	291	63	35	25	35
<b>Female %</b>	<b>100%</b>	<b>25%</b>	<b>80.72%</b>	<b>74.14%</b>	<b>58.25%</b>	<b>48.10%</b>	<b>47.31%</b>	<b>45.70%</b>	<b>47.62%</b>	<b>48.57%</b>	<b>56%</b>	<b>37.14%</b>
<b>Male %</b>	<b>0%</b>	<b>75%</b>	<b>19.28%</b>	<b>25.86%</b>	<b>41.75%</b>	<b>51.90%</b>	<b>52.69%</b>	<b>54.30%</b>	<b>52.38%</b>	<b>51.43%</b>	<b>44%</b>	<b>62.86%</b>

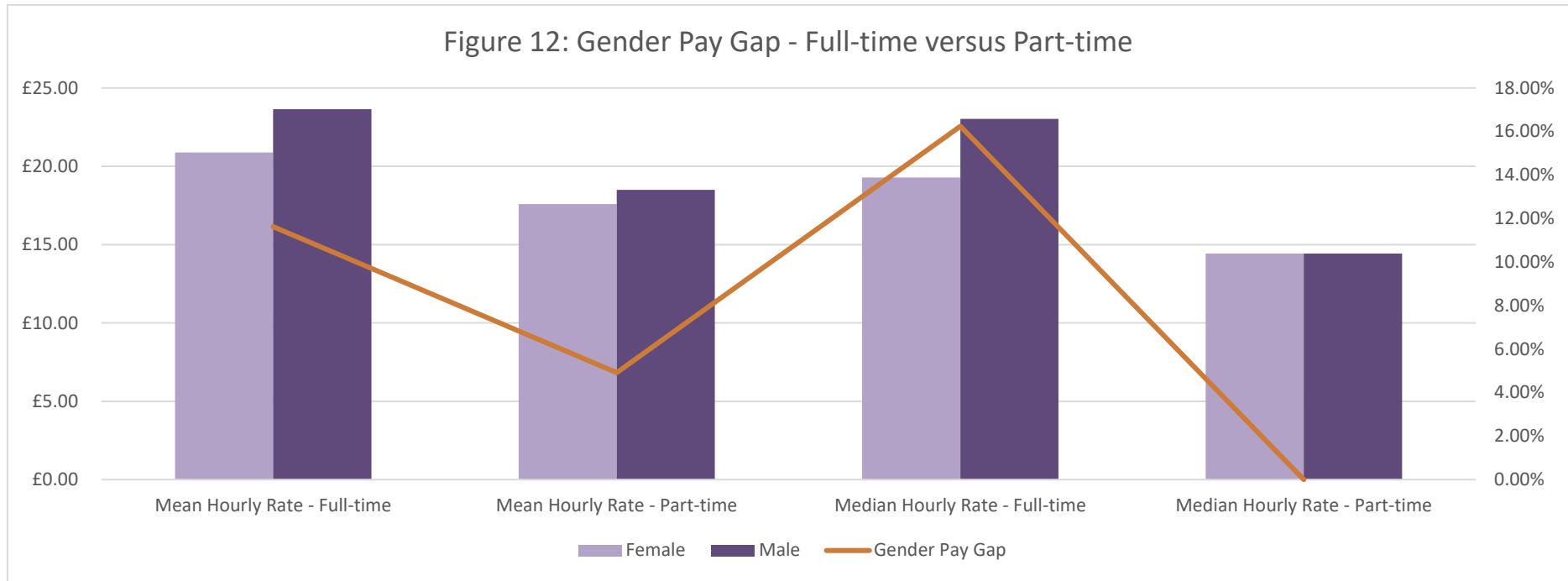
<b>PT Female</b>	130	36	61	22	44	22	27	147	8	0	1	0
<b>PT Male</b>	47	17	13	2	27	6	7	64	1	0	2	0
<b>Total</b>	177	53	74	24	71	28	34	211	9	0	3	0
<b>Female %</b>	<b>73.45%</b>	<b>67.92%</b>	<b>82.43%</b>	<b>91.67%</b>	<b>61.97%</b>	<b>78.57%</b>	<b>79.41%</b>	<b>69.67%</b>	<b>88.89%</b>	<b>0%</b>	<b>33.33%</b>	<b>0%</b>
<b>Male %</b>	<b>26.55%</b>	<b>32.08%</b>	<b>17.57%</b>	<b>8.33%</b>	<b>38.03%</b>	<b>21.43%</b>	<b>20.59%</b>	<b>30.33%</b>	<b>11.11%</b>	<b>0%</b>	<b>66.67%</b>	<b>0%</b>

Figure 11: Distribution of Female and Male Employees on Full-time and Part-time Contracts



### Full-time versus Part-time breakdown

	Mean Hourly Rate – Full-time	Mean Hourly Rate – Part-time	Median Hourly Rate – Full-time	Median Hourly Rate – Part-time
<b>Female</b>	£20.89	£17.59	£19.29	£14.43
<b>Male</b>	£23.64	£18.50	£23.03	£14.43
<b>Gender Pay Gap</b>	<b>11.63%</b>	<b>4.92%</b>	<b>16.24%</b>	<b>0%</b>



## 8. Full & Part Time Staff

As illustrated in Figure 12, when comparing the pay between male and female employees employed on both full and part-time hours the gender pay gap is below 5% (mean) and 0% (median) for part time staff confirming that it's not a significant contributing factor to the university pay gap.

51% of female staff are part time so it's encouraging that contractual hours are not impacting on management decisions relating to pay. Of the 973 female staff, 227 (23.3%) are part time female staff in Grades 1-3.

Only 27% of male staff are part time (across all Grades) so when you exclude part time staff from the calculation it reduces the university gender pay gap - mean and median - as a result of there then being significantly less female staff on the lower grades. This highlights again, the impact the gender balance at the lower Grades has on the overall gender pay gap.

## 9. Conclusion

Robert Gordon University remains committed to improving the gender pay gap and to furthering equality between female and male employees. A number of actions which the university identified in order to close the gender pay gap were outlined in the 2017 Equality Outcomes, covering the period 2017-21. These on-going actions include:

- Making information on the university's approach to equality and diversity and any specific services available to staff and job applicants (completed);
- Providing unconscious bias training to staff involved in the recruitment and selection process (completed);
- Undertaking biennial reviews on the justification for, and level of, individual attraction and retention premiums;
- Continuing to review the use of gender neutral language during the recruitment process;
- Continuing to identify and address anomalies within historic pay arrangements.

Further to the above the university has identified the following additional actions arising from this year's analysis:

- Reviewing recruitment & selection practices for roles in grades 1 to 5 in order to achieve greater gender balance;
- Monitoring the implementation of the Academic Roles review to ensure its guiding principles of fairness and consistency are being realised;
- Training and development of Academic Strategic Leads and other senior

academic staff so that when Head of School opportunities arise they are in the position to apply.

- Continuing to review our family friendly provision to ensure all staff, regardless of their personal circumstances, have the opportunity to progress.