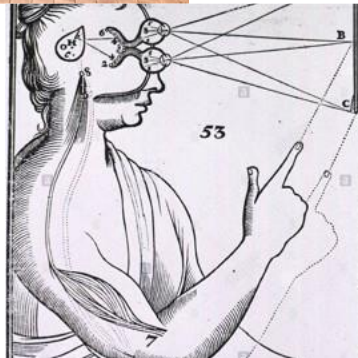


# Diversity Pay Report 2020/2021



# Introduction

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## Our commitment

At Durham University we are committed to creating an inclusive workplace culture where everyone can reach their full potential. As a University, we are embedding equality, diversity and inclusion into everything we do. Our staff are key to our success. The transparency and accountability that pay gap reporting brings is crucial in driving greater equality in the workplace.

Since 2019 we have disclosed details of our pay at and beyond the regulatory requirements, including publishing our ethnicity pay gap. In 2020 we included the results of our disability pay audit and this year, for the first time, we have been able to include intersectionality data.

We are pleased to report that we have seen an overall reduction in our pay gender gap from 2017. This reflects progress against our action plan. The majority of our pay gaps reflect the longstanding distribution of males and females within the workforce and the fact there are fewer females in senior Academic and Professional Support roles and more females in our lower graded roles. Altering this balance requires structural changes in the way we work, in how and who we hire, and to what role. These are changes that take time, mindful of the size of the University, the nature of the work that we undertake (and the roles required), as well as the relatively low turn-over of staff, especially academic staff.

We want to emphasise that the gender pay gap is not about equal pay – we are confident that our people are paid fairly for doing equivalent jobs and we continue to take action to address any gaps and to make sure our policies and practices are fair. Rather, the gender pay gap is the percentage difference between the average hourly earnings for men and for women across our whole university.

Our mean gender pay gap for the year to 31 March 2021, including staff on casual contracts, is 22.1%, a reduction from 23.5% in 2020. Despite this improvement, the gap is still too large and continues to reflect the fact that we have more men than women in higher paid roles.

At Durham University, our bonus payments include non-consolidated awards (Royal Society fellowships and Grade 10 merits) and all discretionary awards. This year, payments to our key workers during the pandemic also contributed to a total of 989 appointments with bonuses. This represents a significant increase over the 185 appointments awarded in 2020.

16.3% of females and 14.1% of males received a bonus in the year (April 2020 – March 2021). The University remains committed to improving the number and balance of staff considered and awarded for their contribution.

The mean gender bonus gap (36.4%) for 2021 represents a 9.5% improvement on 2020. There was no median gender bonus gap.

We recognise that the gender pay gap is a serious issue for Durham University, as it is for the Higher Education sector and society as a whole. We are addressing this through a comprehensive action plan, approved by the University Executive, Remuneration Committee and University Council.

The action plan can be summarised as follows:

- Better recruitment: improved recruitment materials, more effective use of search committees and targeted advertising, ensuring gender balance (as is practicable) on selection panels and more and better training for chairs and members of recruitment panels;
- Robust salary benchmarking with an auditable process of offers made;
- Better staff development: better leadership and management training, including the women-only leadership programme Aurora, and effective use of networking groups;

- Better rewards: improved casual working arrangements and equitable pay; increasing the number of staff considered for rewards, offering annual CV checks and monitoring promotions by grade and gender;
- Better employment conditions: promotion of flexible working, developing a Wellbeing Strategy for staff and reviewing traditionally gendered roles with a view to removing obstacles and encouraging more applications.

Further details on our gender pay gap data and action plan are available on these web pages. If you have comments or suggestions, please email the Reward Team at [reward.team@durham.ac.uk](mailto:reward.team@durham.ac.uk) in the first instance.

**Professor Antony Long**  
**Deputy Vice-Chancellor and Provost**

# Our Gender Pay Gap in Detail

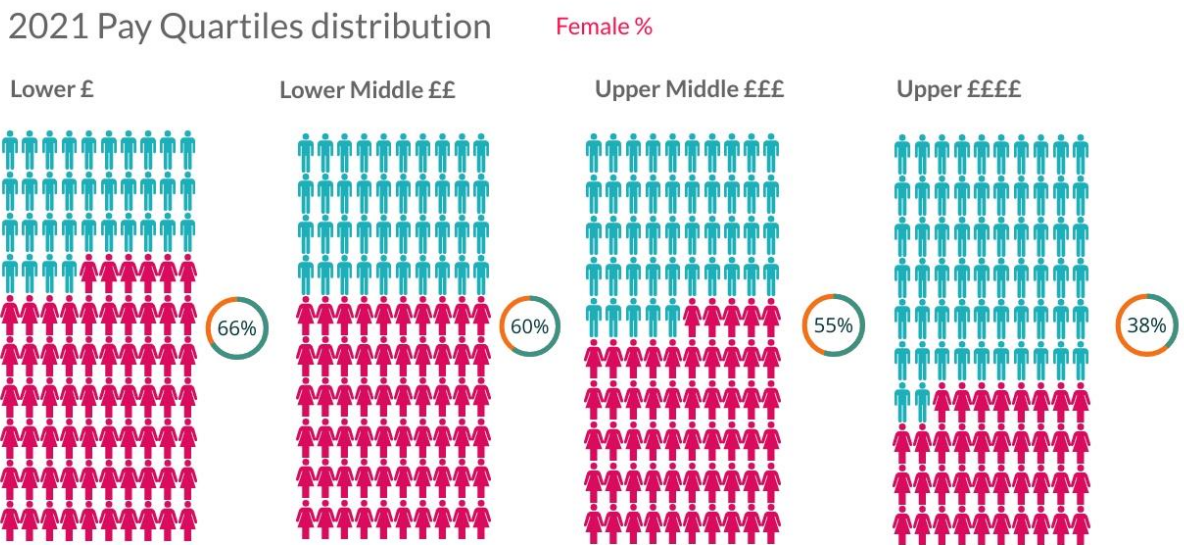
## Report

### Relevant employees

This year there are 6376 relevant assignments i.e. those on payroll on the snapshot date of 31 March 2021 that have been considered when calculating the 2021 Gender Pay Gap. This represents an increase of 496 from last year (2020: 5880). The increase is shared evenly over contracted and atypical assignments, with a 60/40 female/male split. In line with government guidance, we have included staff on furlough and sick leave where we could identify that they were on full pay. We have also included all atypical workers who received a payment within a January-March variable pay assessment window.

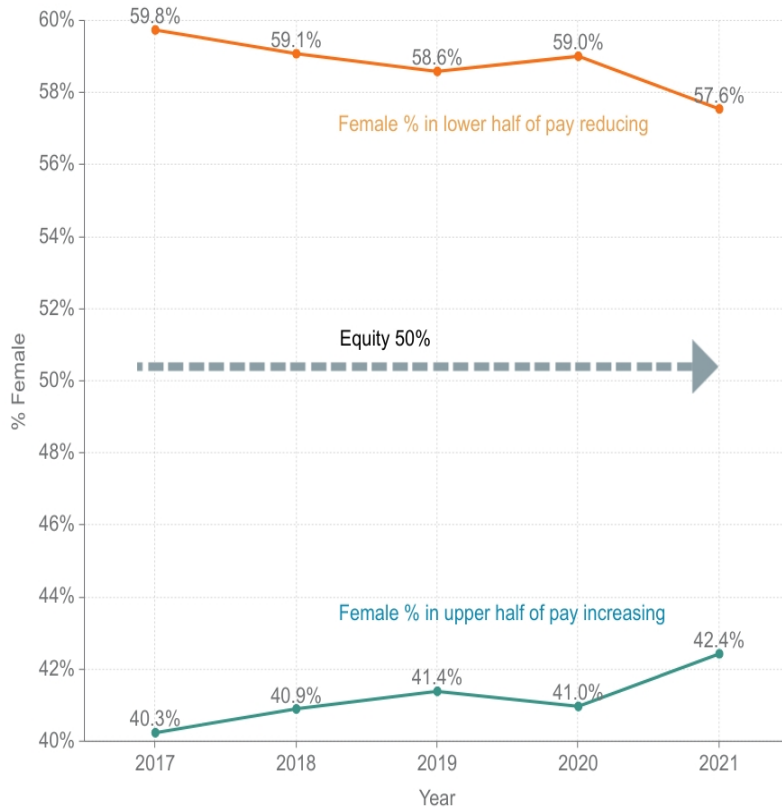
### Pay Quartiles Distribution

The 2021 Pay Gap analysis reflects the longstanding distribution of males and females within the workforce and the fact there are fewer females in senior roles and more females in our lower graded roles. Though progress is being made it is important to reiterate that this does not mean that female staff are paid differently to their male counterparts for comparable work.



We have made progress in evening the distribution over the last four years, recognising that it is slower than we would want.

Upper and Lower Pay halves distribution 2017-2021



## Pay Gaps

### Gender Pay Gaps

The gender pay gap is defined as the difference in average pay between all men and all women across the whole institution.

#### 2021 Gender Pay Gaps

##### Mean Gender Pay Gap



↓ 1.4%

##### Median Gender Pay Gap



↓ 8.1%

Gender Pay Rates 2021	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Male	£20.87	£37,983	-	£17.29	£31,468	-
Female	£16.25	£29,575	<b>22.1%</b>	£13.80	£25,116	<b>20.2%</b>

The improvement in median gender pay gap arises from the increase in relevant assignments, which lowered the male and increased the female median pay rates from the previous year.

## Contracted and atypical gender pay gaps

Gender Pay Rates 2021 (contracted)	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Male	£23.66	£43,061	-	£20.54	£37,382	-
Female	£17.38	£31,632	<b>26.6%</b>	£14.92	£27,154	<b>27.4%</b>

Gender Pay Rates 2021 (atypical)	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Male	£13.80	£25,116	-	£13.80	£25,116	-
Female	£13.38	£24,352	<b>3.0%</b>	£13.80	£25,116	<b>0.0%</b>

The major review of atypical contract rates completed in 2019-20 has positively impacted the pay gaps for these workers. The effect has been to realign many of the outlying atypical rates into the central pay quartiles. Over the last year the atypical mean gap has reduced by 5.6% and the median gap has been eliminated. The contracted staff gender pay gap decreased by 0.8%, with the median increasing by 0.7%. This is a significant improvement and reflects the impact of considerable work across the University, completed in constructive partnership with our Trade Unions.

## Gender pay gaps – Academic and Professional Services

Gender Pay Rates 2021 (Academic)	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Male	£25.77	£46,904	-	£21.88	£39,817	-
Female	£21.91	£39,872	<b>15.0%</b>	£18.57	£33,797	<b>15.1%</b>

Gender Pay Rates 2021 (PS)	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Male	£14.72	£26,796	-	£11.52	£20,960	-
Female	£13.12	£23,878	<b>10.9%</b>	£10.91	£19,853	<b>5.3%</b>

The Academic mean gender pay gap for 2021 is 15.0%. This arises from the uneven distribution of gender within the pay grades with 35.8% females in the top quartile, compared to 51.7% males.

The Professional Services mean gender pay gap is lower than the academic at 10.9%. The gap results from an over-representation of females (79%) in the bottom half of pay compared to males (70%).

Professional Services female staff are generally more evenly paid than their academic colleagues, with a lower median gap of 5.3%.

## Gender pay gaps by grade

There remain 263 atypical appointments on casual 'spot' rates of pay. College mentor stipends form over a third of these. The remainder consist largely of legacy hourly teaching rates which were yet to transition to the national pay spine. The casual rate mean and median pay gaps remain high as there is a higher proportion of males in higher rate roles than females.

Grade 2 reduced the mean pay gap from 11.6% in 2020 to 4.3% this year. The improvement resulted from the transitioning of atypical 'spot' rates to grade 2. The impact of shift pay (primarily male general assistants) which previously contributed to the high gap has now been diluted.

Marie Curie rates of pay vary considerably based on seniority of research role; the current mix of gender/roles favours females.

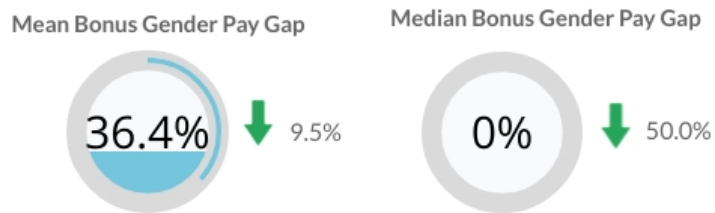
The female mean pay for Professorial bands 1 and 3 is now higher than males. The Professorial band 2 mean pay gap is 8.5% (a worsening of 2.8% over last year). Starting salaries of new appointments of male band 2 professors were at higher rates than average due to the competitive market for Business School academics.

The Professional Services Senior Management bands 1 and 3 showed significant improvement in mean gaps over last year, although both still favour males. The small number of senior management roles means that small changes in staffing (resignations/hiring) have a magnified effect on the pay gaps every year. The proportion of females in senior management roles improved to 45.2%.

Gender Pay Rates 2021 (atypical)	Male		Female		Mean Pay Gap	Median Pay Gap
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate		
Minimum Wage	£8.74	£9.19	£8.74	£9.19	<b>0.01%</b>	0.0%
Casual rate	£16.75	£12.78	£14.31	£10.32	<b>14.6%</b>	19.2%
Grade 1 Casual	£10.09	£10.11	£10.06	£10.11	<b>0.4%</b>	0.0%
Grade 1	£9.66	£9.37	£9.61	£9.37	<b>0.5%</b>	0.0%
Grade 2	£10.47	£9.72	£10.02	£9.72	<b>4.3%</b>	0.0%
Grade 3	£10.29	£9.93	£10.12	£9.90	<b>1.6%</b>	0.4%
Grade 4	£11.27	£11.21	£11.23	£11.21	<b>0.3%</b>	0.0%
Grade 5	£13.68	£13.80	£13.40	£13.33	<b>2.0%</b>	3.4%
Grade 6	£16.27	£16.45	£16.07	£16.45	<b>1.2%</b>	0.0%
Grade 7	£19.14	£18.88	£19.10	£18.88	<b>0.2%</b>	0.0%
Grade 8	£23.34	£23.25	£23.14	£23.01	<b>0.9%</b>	1.0%
Grade 9	£28.61	£28.55	£28.43	£28.52	<b>0.6%</b>	0.1%
Marie Curie	£20.70	£19.34	£21.49	£21.65	<b>-3.8%</b>	-12.0%
Professorial 1	£34.21	£32.67	£35.71	£34.19	<b>-4.4%</b>	-4.7%
Professorial 2	£45.07	£41.98	£41.24	£41.00	<b>8.5%</b>	2.3%
Professorial 3	£54.01	£51.41	£54.08	£51.69	<b>-0.1%</b>	-0.6%
Senior Management 1	£43.58	£43.26	£38.52	£39.31	<b>11.6%</b>	9.1%
Senior Management 2	£49.32	£44.26	£44.81	£44.13	<b>9.1%</b>	0.3%
Senior Management 3	£53.77	£54.45	£49.38	£49.38	<b>8.2%</b>	9.3%
Spot Salary	£37.36	£37.36	£18.87	£14.62	<b>49.5%</b>	60.9%
University Executive	£94.58	£76.55	£68.62	£62.21	<b>27.5%</b>	18.7%

## Bonus

### 2021 Gender Bonus Pay Gaps



At Durham University, bonus payments include non-consolidated awards (Royal Society fellowships and Grade 10 merit rewards) and all discretionary awards. This year, payments to our key workers during the pandemic also contributed to a total of 989 appointments with bonuses. This represents a significant increase over the 185 appointments awarded in 2020.

16.3% of females and 14.1% of males received a bonus in the year (April 2020 – March 2021). The University remains committed to improving the number and balance of staff considered and awarded for their contribution.

The mean gender bonus gap (36.4%) for 2021 represents a 9.5% improvement on 2020. There was no median gender bonus gap.

The distribution of bonuses across ethnic groups is uneven with 16.8% of White staff receiving a payment this year, with 4.3% of other ethnic groups receiving one. However, the ethnic bonus gaps show a mean gap of 34.1% in favour of other ethnic groups and no ethnic median bonus gap.



# Disability and Intersectionality Pay Gap

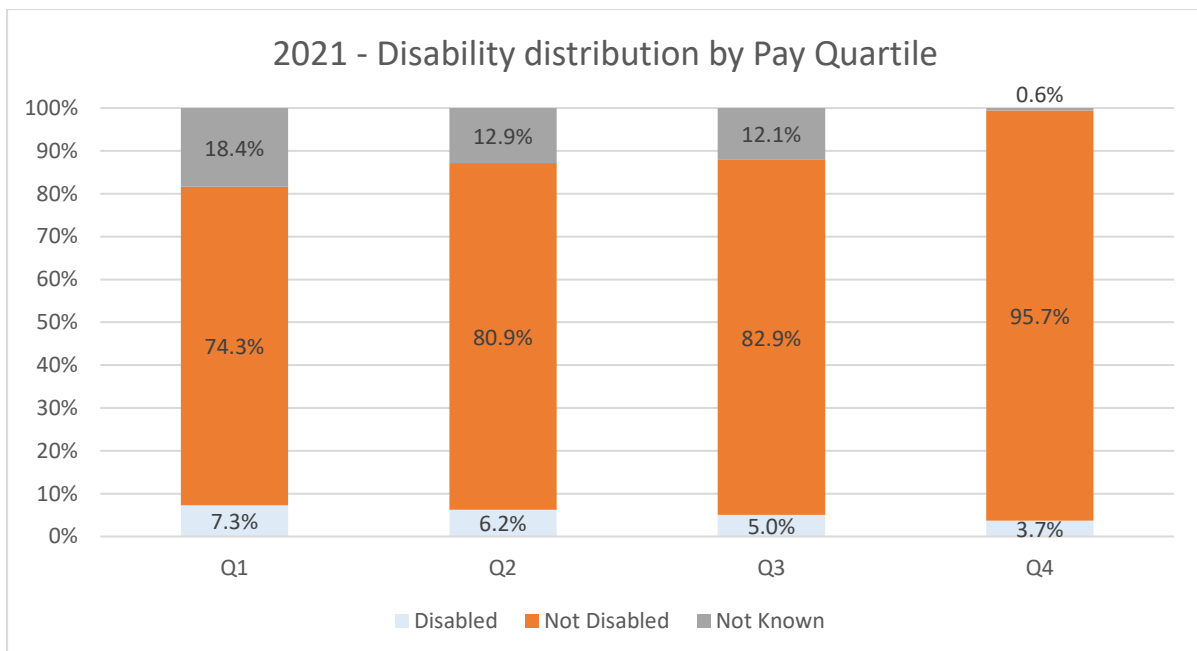


## Disability Pay Gaps

Our disability declaration rate is relatively low at 5.6% compared to the latest national in-employment disability rate (July-Sept 2021) of 8.8%.

Gender Pay Rates 2021	Mean			Median		
	Hourly rate	Annual rate	Pay Gap	Hourly rate	Annual rate	Pay Gap
Not Disabled	£19.17	£34,888	-	£16.45	£29,941	-
Disabled	£16.07	£29,248	<b>16.2%</b>	£13.66	£24,870	<b>16.9%</b>

There is also an imbalance in the distribution of disabled staff through the pay quartiles, which contributes to mean and median pay gaps in favour of staff who are not disabled. There is no equal pay issue here as grade analysis shows mean gaps in favour of disabled staff or less than 3% in favour of staff without a disability.



The lowest pay quartile (Q1) has the highest disabled representation at 7.3%, whereas the highest pay quartile (Q4) has the lowest at 3.7%. As pay increases, it is more likely that staff will declare their disability status – in Q4 only 0.6% are not known.

The majority (90%) of unknown disability status is attributed to atypical staff and these are overly represented in the bottom half of pay. If there was to be a 50% improvement in the declaration rate for atypical workers (with consistent disability rates) this would reduce the mean disability gap to 13.8%. This demonstrates the importance of encouraging staff to declare their disability.

## **Pay Gaps - Intersection of gender and ethnicity**

UCEA conducted a survey of HEI institutions in March 2021 to understand how the intersection of gender and ethnicity uncovers differences and nuances hidden when single gender or ethnicity diversity dimensions are used to determine pay gaps. In total, seventy-five institutions responded, including Durham University, with 2020 data, across a broad spectrum of Mission Groups, Pre and Post-92 institutions. Thirty-one of the institutions provided data for the 5 aggregated ethnic groups and this provides useful benchmarking data for Durham to compare to.

Before any comparison, we need to define the terminology used to express the pay gaps in this analysis:

- Gender Pay Gap – the difference in average pay between all men and all women within one or more ethnic groups
- Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic groups (all genders) and the White ethnic group (all genders)
- Male Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic group males and White males
- Female Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic group females and White females
- Intersection Pay Gap - the difference in average pay between one or more minority ethnic group females and White males

## 2021 - Intersectional Mean pay gaps – Durham University

Ethnic Group	Ethnicity Pay Gap	Male Ethnicity Pay Gap	Female Ethnicity Pay Gap	Gender Pay Gap	Intersection Pay Gap
All Ethnicity (inc. White)				22.1%	
White				23.3%	
Asian	-9.7%	-2.9%	-16.3%	13.3%	10.8%
Black	0.3%	2.3%	7.9%	27.7%	29.4%
Mixed	8.8%	15.4%	1.6%	10.8%	24.5%
Other	-9.9%	-1.9%	-16.8%	12.1%	10.4%
All Ethnic Minorities	-5.6%	0.8%	-11.3%	13.9%	14.6%
Unknown	7.8%	11.4%	6.0%	18.6%	27.9%

Mixed ethnic males at the university earn, on average, 15.4% less than White males. 26% of mixed ethnic males are in each of the lowest and highest pay quartiles (19% and 34% respectively for White males). This uneven distribution determines our largest male ethnicity gap. The UCEA intersectional study calculates a mean male mixed pay gap of 12.7%.

It is in measuring female ethnicity pay gaps where we see the biggest variations in pay. The Asian and Other groups on average earn over 16% more than their white female colleagues. This is attributable to the high proportion of females in these groups in the upper half of pay - 68% of Asian females and 72% of 'Other' females, compared to 40% of White females. The UCEA intersectional study shows mean female Asian and 'Other' group pay gaps of 8.3% (in favour of white) and -0.3% respectively.

Across all of the ethnic groups, males are paid, on average, more than females. The Black gender pay gap is highest at 27.7% and this is considerably higher than the UCEA study (9.4%). The low representation of the Black ethnic group (1%) at Durham, compared to the latest ONS full workforce in-employment Black ethnic group proportion (July-Sept 2021) of 3.4%, and male Professors contribute to size of this gap.

The median Black gender pay of 8.8% aligns almost exactly with the UCEA survey, suggesting a future focus will be on maximising support for progression and hiring of Black females into the more senior positions in the university, to lessen the impact of the outliers.

## 2021 - Intersectional Median pay gaps – Durham University

Ethnic Group	Ethnicity Pay Gap	Male Ethnicity Pay Gap	Female Ethnicity Pay Gap	Gender Pay Gap	Intersection Pay Gap
All Ethnicity (inc. White)				20.2%	
White				21.0%	
Asian	-10.6%	-9.9%	-26.4%	9.2%	0.2%
Black	-4.3%	2.5%	-12.5%	8.8%	11.1%
Mixed	5.2%	6.1%	-9.1%	8.2%	13.8%
Other	-14.5%	-10.6%	-31.3%	6.2%	-3.7%
All Ethnic Minorities	-7.5%	0.0%	-22.8%	2.9%	2.9%
Unknown	14.2%	12.8%	0.0%	9.4%	21.0%

The intersectional analysis, comparing female ethnic minority staff with male white staff, reinforces the groups requiring most improvement in their pay gaps.

The UCEA survey highlighted significant mean intersectional pay gaps across the majority of ethnic minority groups. All groups were above 19%, except the 'Other' group which runs at 11.4%.

The Black intersectional mean pay gap at Durham (29.4%) is only 0.5% higher than the UCEA survey, whilst the Black intersectional median pay gap of 11.1% shows improvement and betters UCEA by 17.6%.

The Mixed intersectional mean pay gap at Durham (24.5%) is 3.6% higher than UCEA, however the 'Mixed' intersectional median pay gap of 13.8% improves over UCEA by 5.5%.

#### 2021 Intersectional Gender-Ethnicity Pay Gaps



If we consider an overall intersectional measure to be comparing the average pay of all ethnic minority females against white males, Durham has shown improvement from 2020. The mean has improved by 3.4% to 14.6% and the median decreased by 5.6% to 2.9%.