



**QUEEN'S
UNIVERSITY
BELFAST**

**Equal Pay Audit
(2020 – 2023)**





Background and context

Equal Pay Audit findings

Summary & recommendations





Background and Context

Equal Pay:

The comparison / difference between the pay of men and women doing equal work of equal value.

Gender Pay:

The comparison / difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority.

Equal Pay Gap $\neq$ Gender Pay Gap



Background and Context

This Equal Pay Audit sets out to examine whether males and females are being paid the same (i.e. equally) for equal work.

- **Basic Salary Equal pay gap (gender):**
Calculated using the average basic salaries of females expressed as a percentage of the average basic salaries of males doing work of equal value. **Includes both basic salary and market supplements.**
- **Total Salary Equal pay gap (gender):**
Calculated using the average total earnings of females expressed as a percentage of the average total earnings of males. **Includes basic salary plus any job-related additional salary payments for example, honoraria, overtime, shift allowances, discretionary awards, cost of living payments and head of school payments.**
- Overall pay gaps of 5% are considered significant.

Female professors at Vassar accuse college of paying them less than men

New York college hit with lawsuit alleging school has been 'systemically' paying women less than men for nearly 20 years



The lawsuit claims the college is violating several labor and human rights laws, including the Civil Rights Act of 1964 and the New York State Equal Pay Law. Photograph: Glasshouse Images/Alamy

A group of professors at Vassar, the historic US women's college in **New York**, tried for years to internally resolve an issue of being paid less than their male counterparts but now they have finally resorted to legal action, a lawyer for the group said.

The fall of Birmingham City Council and the rise of equal pay claims

12.10.2023



Tesco equal pay test cases to move to final hearing

by Ashleigh Webber | 17 Nov 2023



Council announces final settlements in historic £770m equal pay row

Glasgow City Council leader Susan Aitken says the move 'brings an end to the long-running equal pay litigation against the council'.



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No single reason for the gaps

Equal Pay Gap causes are complex and may result from combinations of factors such as:

- Length of service/Incremental Progression (Male vs Female);
- Promotions (Male vs Female);
- Interruptions to careers (e.g. maternity leave, career break, sabbaticals);
- Negotiations on Starting Salaries (Male vs Female);
- Marketplace mobility and family/caring responsibilities (Male vs Female);
- Attraction/retention payments and market supplements (Male vs Female);
- Gender distribution across grades; and
- Allocation of additional payments (Male vs Female).

SCOPE OF THE EQUAL PAY AUDIT (2020 - 2023)



Based on the salary period
from 2 August 2022 to 1
August 2023.



Data is analysed by the
protected characteristics of
Gender, Ethnicity,
Disability, and Community
Background.



A high-level analysis of
starting salaries, market
supplements and part-time
working are also included.



4371

Contracted employees at Queen's as at 1st August 2023



55%



45%



Current institutional total pay gap

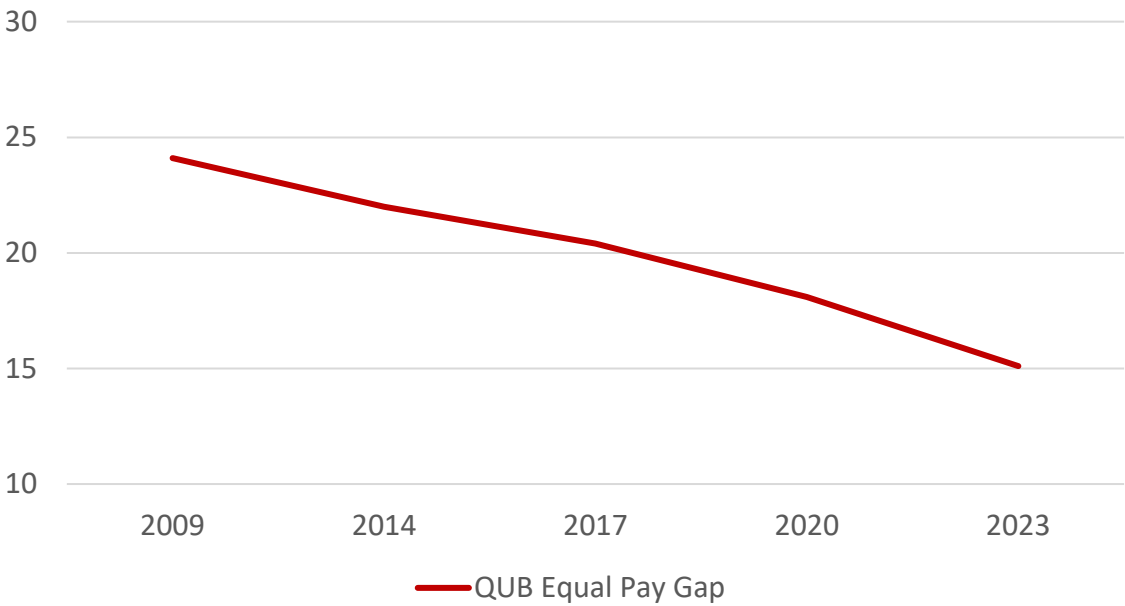
↓ 3%

15.1%

Equal Pay Gap (Gender) 2023



Year	Total Salary (Mean) % Pay Gap by Gender
2009	24.1
2014	22.0
2017	20.4
2020	18.1
2023	15.1





KEY FINDINGS – EQUAL PAY GAPS (GENDER)



There are **no significant (+5%) equal pay gaps (gender)** in **9 of our 13 grades**:



3 of the 5 grades which showed equal pay gaps (gender) of significance **have decreased since 2020**:

- Grade 2
- Grade 10 and
- PVC.

KEY FINDINGS – EQUAL PAY GAPS (GENDER)



Equal pay gaps (gender) of significance (+5%) appear at 4 of 13 grades

- Grade 1
- Grade 2
- Grade 4 and
- Professoriate.



KEY FINDINGS - ACADEMIC STAFF



The total salary equal pay gap (gender) for Academic staff continues to decrease from 13.3% in 2020 to 11.3% in 2023.



There are no significant equal pay gaps (gender) at basic or total salary for Lecturer, Senior Lecturer, Reader or PVC level which combined cover **74.6% of Academic staff**.



The only significant equal pay gaps (gender) for Academic staff is at Professor level 8.6% for both basic and total salary

KEY FINDINGS - PROFESSORIAL

There are **no significant equal pay gaps (gender)** in 4 of the **5 Professor and PVC grades**:

- Prof Range 1
- Prof Range 2
- Prof Range 3
- PVC.

The equal pay gap (gender) has reduced in 4 of the 5 Professor and PVC grades since the 2020 audit.



The only significant gap in 2023 is at **Professorial Range 4** **11.7% basic** and **11.1% total** salary.

KEY FINDINGS - PROFESSORiate



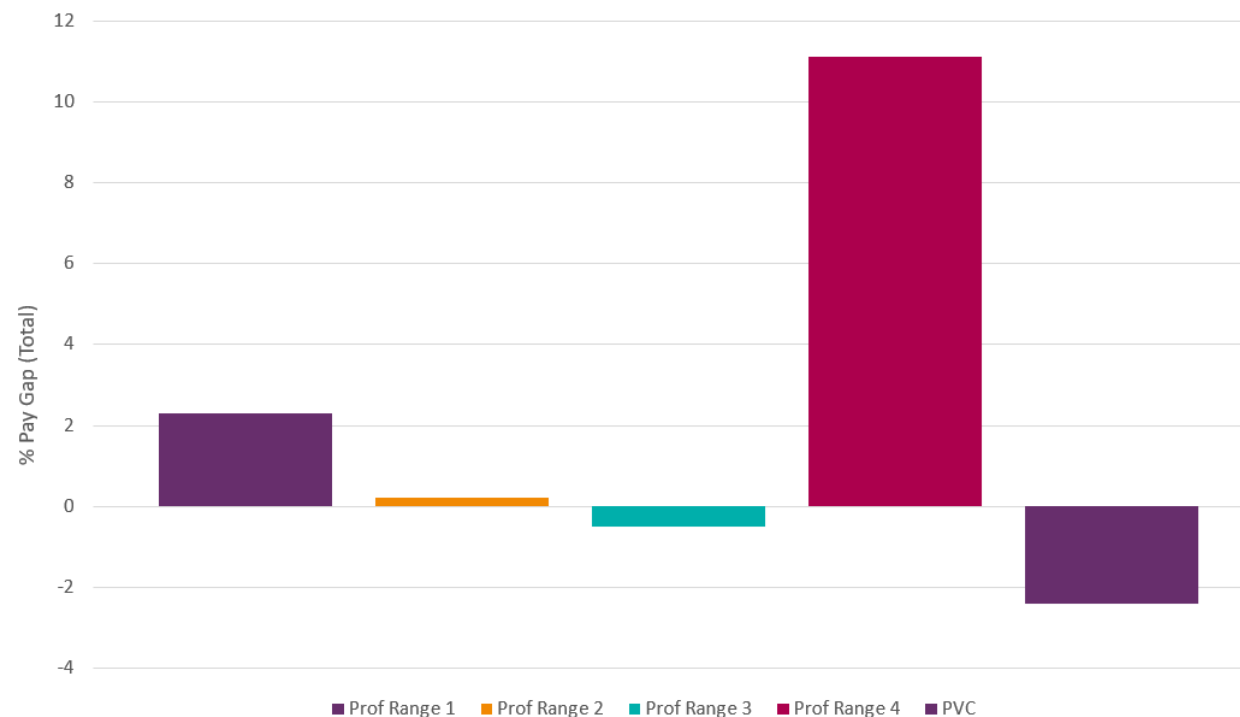
There are now female professors at each level of the Professoriate and female representation continues to increase:

- 28% (80) of Professors were female in 2020
- Now 33.2% (107) in 2023



KEY FINDINGS – PROFESSORIAL

- The equal pay gap (gender) for the Professoriate has **increased** from **7.6%** (total salary) in 2020 to **8.6%** in 2023.
- There is a significant gender pay gap at Professor Range Four:
 - An **increase** by 8.3% to **11.1%** (total salary) in 2023





KEY FINDINGS - OPERATIONAL STAFF (GRADES 1-7)



The total salary **Equal Pay Gap (gender)** for Operational staff has **continued to decrease:**

- **A reduction of 1.4%** since the last audit in 2020 **to 17.1%** (23.4% back in 2017).



While both have decreased, the Equal Pay Gap (gender) remains significant at 8.8% (basic salary) and 17.1% (total salary).



KEY FINDINGS - OPERATIONAL STAFF (GRADES 1-7)



Significant total salary pay gaps exist at Operational grades 1, 2, 3 and 4.

This can be explained by the distribution of females across the grades:

- 67.3% (103) of all females in the Operational category are in the lower grades 1 and 2 compared to 51.4% (108) of males.

There are significant differences in additional payments paid to males and females in this category:

- A much lower % of females received additional payments - such as overtime and shift allowances - compared to males.
- 45.8% (70 of 153) of female Operational staff received overtime payments compared to 75.2% of male Operational staff (158 of 210).



E.g. Hospitality Hosts, Reservations and Reception Advisers,
Security Staff, Electricians, Fitters, Plumbers, and Joiners





KEY FINDINGS – ACADEMIC RELATED AND CLERICAL STAFF



Academic Related

The Equal pay gap has decreased and there is **no longer a significant equal pay gap by gender in the Academic-related category.**



Clerical

The Equal pay gap has decreased and there is no longer a significant equal pay gap in favour of females in the Clerical category.

79% of staff in Clerical roles are female.



KEY FINDINGS – RESEARCH AND TECHNICAL STAFF



Research

There is **no significant equal pay gap (gender) across the Research category**: 0.6% for both basic and total salary equal pay gap.

There are significant gaps at Grade 9 (5.5% basic and 5.4% total salary) but staff numbers are low (8).



Technical

Equal pay gaps in the Technical category **have risen slightly since the last audit** (5.0% basic salary equal pay gap and 5.5% for the Technical category (up from 4.7% and 5.3%)).

61.3% staff in Technical roles are male (152 of 248).

The only significant equal pay gap by gender is at Grade 7 where basic salary pay gap is 5.3%.

STARTING SALARIES & MARKET SUPPLEMENTS



The difference between starting salaries of appointees (gender) appointed above the first point of the scale, has reduced since **2020** from 6.3% to 3.8% in 2023.



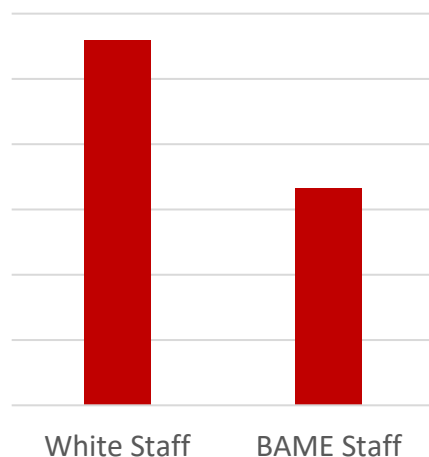
Female staff were less likely than their male colleagues to be in receipt of a market supplement:

- 3.2% of females compared to 6.1% of males were awarded market supplements during this period.
- **Most market supplements are paid in the Academic category**
 - The significant pay gap in market supplement payments is caused by a disproportionate **50.8% Equal Pay Gap in MHLS in favour of males**. In **AHSS** and **EPS** female average market supplement payments are higher.

ETHNICITY



Additional Payments -
Ethnicity



Black, Asian and Minority Ethnic staff are increasingly represented at Queen's: 10.2% (425) BAME staff in 2023 (5.2% (171) in 2009).

Black, Asian and Minority Ethnic staff continue to be most represented in Academic and Research categories. In both categories, **BAME pay gap has increased**, up by 4.2% to a total salary gap of 16.1% in Academic category, and up 3.2% to 6.4% in Research.

Total salary pay gap is due to a lower average amount of additional payments for Black, Asian and Minority Ethnic staff.

Market Supplements – Similar percentage of BAME staff to White staff received a market supplement but Average payment **lower** for BAME staff compared to White



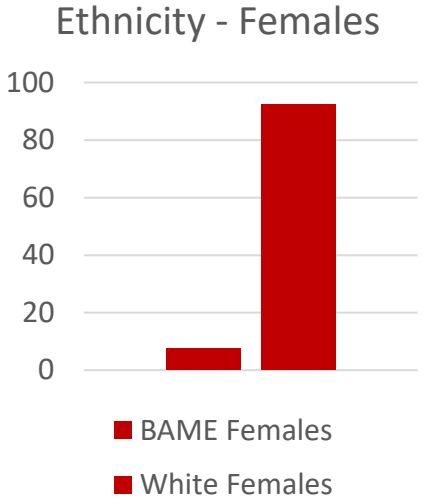
Ethnicity and Females



There are no significant pay gaps overall between Black, Asian and Minority Ethnic female staff and White female staff.

By grade, **pay gaps against Black, Asian and Minority Ethnic female staff at Grades 2 and 4 (total salary) and at Grade 6 and 7 (both basic and total salary) have been identified.**

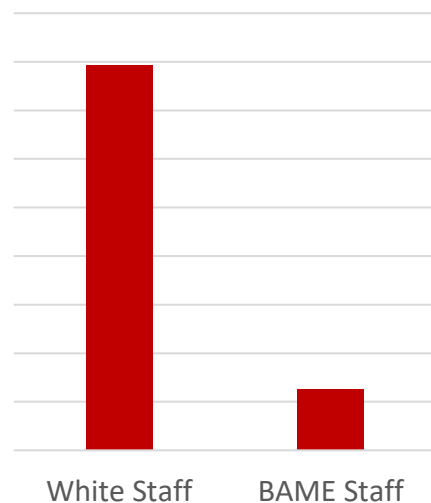
There were no BAME females at Grade 10, Above Grade 10, or Pro Vice-Chancellor at 1 August 2023.



Ethnicity and Males



Ethnicity - Males



There are significant pay gaps (ethnicity) of **7.5%** (basic salary) and **8.4%** (total salary) for BAME males compared to White males.

By grade, **pay gaps against Black, Asian and Minority Ethnic male staff at Grades 3 and 6 (total salary) and at Grade 4 and within the Professoriate (both basic and total salary) have been identified.**

There were no BAME males at Grade 10, Above Grade 10, or Pro Vice-Chancellor at 1 August 2023.

DISABILITY AND COMMUNITY BACKGROUND



12.5% of staff disclosed a disability.

There is an overall total disability pay gap of 8.2%, a continued increase from 2017 (5.4%) and 2020 (6.4%)

There is a significant pay gap at Grade 2 of 7.3% (Clerical, Operational and Technical categories).

Attributed to **higher average amount of additional payments** (shift and overtime) (£4,949.36) **than those with a disability** (£2,669.06).

There were **no staff with a Disability at Grade 10, Above Grade 10 or Pro Vice-Chancellor** as at 1 August 2023.



As before, the current audit shows there is no significant overall basic salary or total salary equal pay gap by community background.

For the first time we have moved to a positive pay gap in favour of the Roman Catholic Community.

The analysis does not include the **30% of staff for whom no community background could not be determined.**

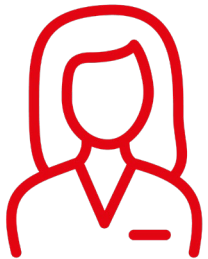
CLOSING THE GAP: RECOMMENDATIONS



We will share Equal Pay Audit 2023 and recommendations with key stakeholders (internal and external).

To address the higher percentage of females in the lower grades:

- We will consider promoting greater opportunities for part-time work or job sharing in roles at Grade 7 and above.**
- We will continue to monitor the uptake and implementation of agile working.**
- We will promote the Carers Passport across all Schools/Directorates.**



We will continue to encourage male applicants for clerical positions.

We will ensure that tailored welcoming statements are utilised for those posts which are under-represented by females, BAME and those with a disability.

CLOSING THE GAP: RECOMMENDATIONS

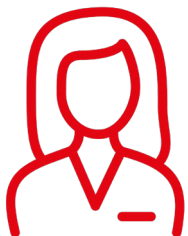


To address the total salary pay gaps particularly in Operational and Technical roles:

- We will liaise with relevant colleagues to review and/or equality screen the practice and implementation of additional payments (including Overtime and Shift Allowance) to identify and implement appropriate measures and interventions to narrow equal pay gaps.
- We will conduct a job role analysis to identify the roles which offer the most additional payments and have the highest pay gaps.
- We will review retention, market supplement and starting salaries procedures to investigate pay gaps (gender, BAME and disability).



CLOSING THE GAP: RECOMMENDATIONS



- We will seek to attract and promote more females to Professorial Range 4.
- We will continue to encourage staff with a disability to disclose so that we have more accurate data for staff (particularly those in higher grades) with a disability.



- We will seek to identify any barriers to career progression for staff with a disability.

- We will engage with all relevant internal stakeholders to develop actions which will seek to increase BAME representation at Queen's.



- We will identify actions to address the significant BAME equal pay gaps in Academic and Research categories and seek to identify any barriers to career progression for BAME staff.

Further Steps



MONITOR AND REVIEW PROGRESS

We will monitor and review our progress in reducing our equal pay gaps each year and provide an update to UMB.



PUBLISH OUR RESULTS

We will publish our Equal Pay Audit Findings on our website and share with the University and Trade Union representatives.



MEET OUR STATUTORY OBLIGATIONS

We will provide a copy of the Audit to the Equality Commission for Northern Ireland, subject to any further recommendations from UMB.