



**Queen Margaret
University**
EDINBURGH

Equal Pay Review 2020

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SECTION 1 - Introduction

1.2 Queen Margaret University's Equal Pay Statement

Queen Margaret University is committed to supporting and promoting equality of opportunity for all employees.

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

In addition to the above, the University also recognises its duty to provide equal pay for work of equal value regardless of differences in age, race, nationality, ethnic or national origin, religion, sexual orientation, marital, civil partnership, parental status or disability.

The University has in place a pay and grading system which is used to assist in determining equal pay across the University. The pay and grading system is applied transparently, based on objective criteria to ensure that it is free from unlawful bias.

The University's policies and procedures associated with pay and remuneration have been developed and implemented with a view to eliminating unlawful bias, and are systematically monitored and reviewed.

In order to put the University's commitment to equal pay for work of equal value into practice, the University will:

- Undertake equal pay reviews in accordance with the Public Sector Equality Duty (PSED) for all current staff and starting pay for new staff;
- Monitor the impact of its policies and procedures associated with pay and remuneration and take appropriate action where necessary;
- Provide guidance for managers involved in decisions about recruitment, pay, benefits and promotions.

We intend through the above action to avoid unfair discrimination and to reward fairly the skills, experience and potential of all staff.

1.2 What is an Equal Pay Review?

The purpose of an Equal Pay Review is to review statistical data relating to an organisation's pay, and Human Resources data in order to identify any gender pay differences and pay differences associated with protected characteristics. A set of findings and actions to address any differences can then be identified. It has been recognised that there are numerous benefits to carrying out such a review, such as eliminating pay inequalities, demonstrating the university's commitment to equal pay and opportunities, ensuring that an organisation's pay procedures are transparent, and maintaining the organisation's commitment to upholding the standards of the Public Sector Equality Duty.

1.3 Our Approach

In line with the requirements of the Public Sector Equality Duty, the review takes into consideration employee salary data collected as at 31th March 2020. This data is broken down by the relevant areas (Academic/Professional Services), Grades, Gender, Ethnicity, Disability and Protected Characteristics in order to allow a detailed analysis to take place. It is recognised that the organisation has less information available in relation to some of the protected characteristics, resulting in less analysis being able to take place in some areas. In order to protect the confidentiality of staff salary information, in cases where there are relatively small numbers of staff recorded under a particular characteristic, it has not been possible to publish data.

1.4 Methods for calculating the Pay Gap

Any difference between the mean and median pay of male and female employees is referred to as a gender 'pay gap', and has been calculated following the formula provided in the public sector equality duty guidelines. The gender pay gap has been calculated using the mean and median salaries and hourly pay of female employees, expressed as a percentage of the mean and median salaries of male employees doing work of equal value (same Grade). The salary data has been expressed as a full time equivalent salary, and includes those individuals who work part time hours to allow for comparison.

A positive percentage demonstrates a pay gap in favour of women and a negative percentage pay gap demonstrates a pay gap in favour of males.

The pay gap columns within each of the tables provided in Section 3 have been colour coded to highlight significant gaps as follows:

Significant negative pay gap favouring male and non-BAME, (>5%) **RED** text

Significant pay gap in favour of females and BAME (<5%) **ORANGE** text

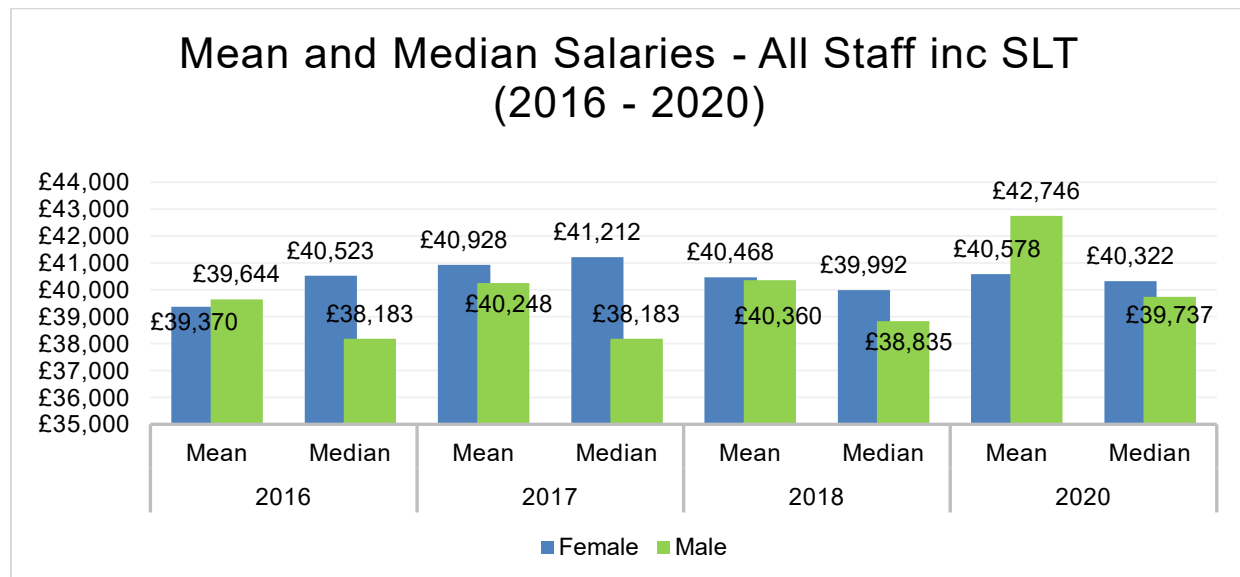
The European Human Rights Commission (EHRC) considers a pay gap of 5% or greater to be significant.

SECTION 2 – Gender

2.1 Gender Pay Gap – All Employees (including SLT)

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-5.07%
Mean Gender Pay Gap in Hourly Pay	-4.83%
Median Gender Pay Gap in Annual Salary	1.47%
Median Gender Pay Gap in Hourly Rate	1.47%

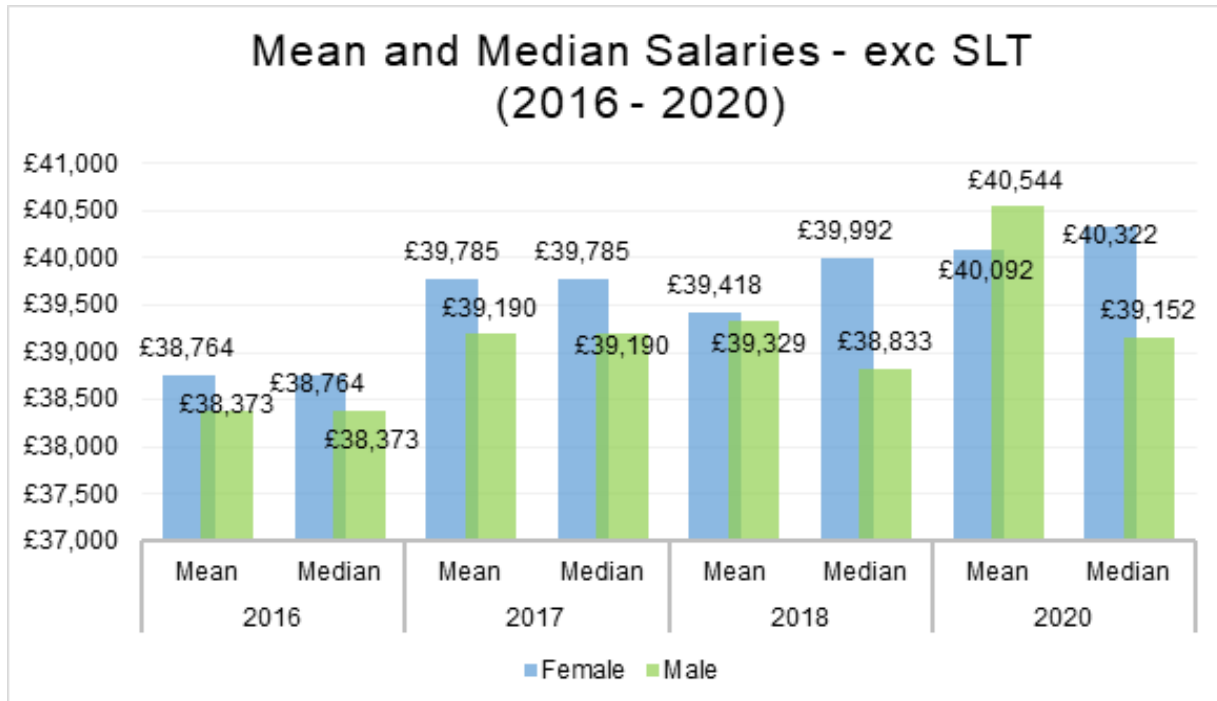
	2016	2017	2018	2020
Mean Pay Gap	-0.37%	1.69%	-0.27%	-5.07%
Median Pay Gap	6.13%	6.13%	-2.98%	1.47%



2.2 Gender Pay Gap – All Employees (excluding SLT)

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-1.12%
Mean Gender Pay Gap in Hourly Pay	-0.96%
Median Gender Pay Gap in Annual Salary	2.99%
Median Gender Pay Gap in Hourly Rate	2.99%

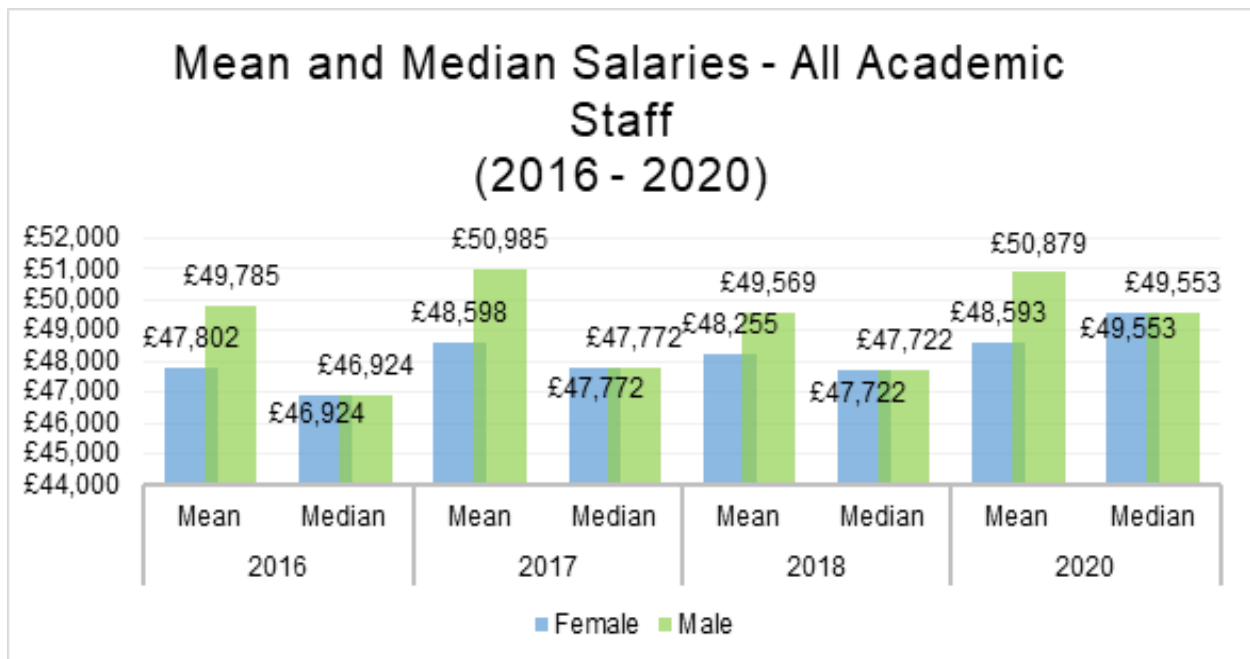
	2016	2017	2018	2020
Mean Pay Gap	1.02%	1.52%	-0.23%	-1.12%
Median Pay Gap	9.30%	6.13%	2.98%	2.99%



2.3 Gender Pay Gap – Academic Staff

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-4.49%
Mean Gender Pay Gap in Hourly Pay	-0.96%
Median Gender Pay Gap in Annual Salary	0.00%
Median Gender Pay Gap in Hourly Rate	2.99%

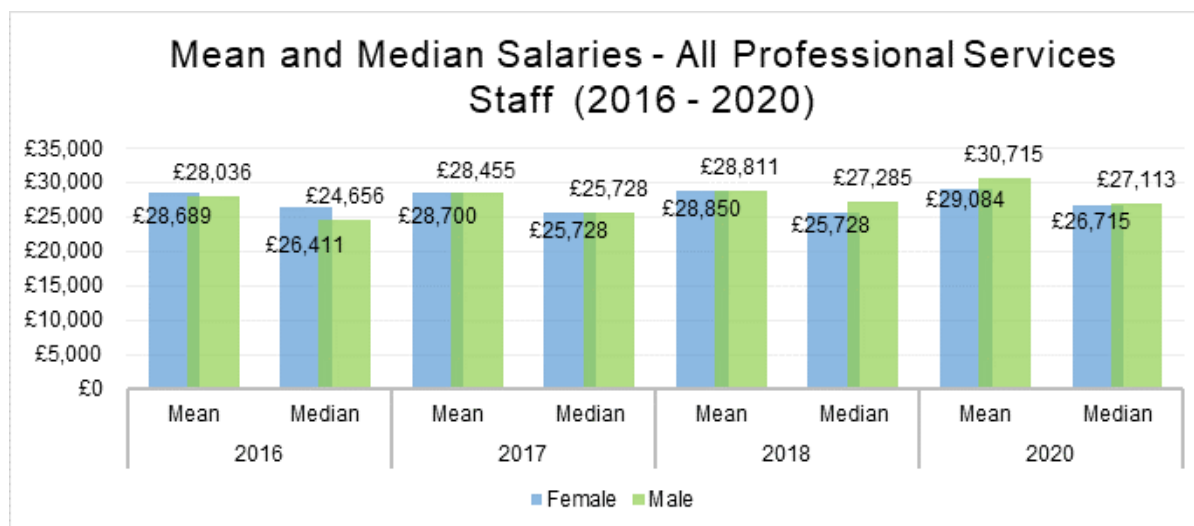
	2016	2017	2018	2020
Mean Pay Gap	3.98%	-4.68%	2.65%	-4.49%
Median Pay Gap	0.00%	0.00%	0.00%	0.00%



2.4 Gender Pay Gap – Professional Services Staff (excluding SLT)

	Gender Pay Gap
Mean Gender Pay Gap in Annual Salary	-5.31%
Mean Gender Pay Gap in Hourly Pay	-5.27%
Median Gender Pay Gap in Annual Salary	-1.47%
Median Gender Pay Gap in Hourly Rate	-1.47%

	2016	2017	2018	2020
Mean Pay Gap	2.33%	0.86%	2.44%	-5.31%
Median Pay Gap	7.63%	0.00%	5.71%	-1.47%



2.5 Summary Narrative – Gender

Analysis of the data set within our Equal Pay Review 2021 (based on data from 30 March 2020) indicates that, for all staff (including the Senior Leadership Team), there is a pay gap in terms of mean salary of some -5.07% between female and male employees, in favour of male employees. It is acknowledged that this pay gap has changed considerably since the most recent Equal Pay audit was conducted, however it is noted that changes of staff within the Senior Leadership Team have significantly influenced this change. It is demonstrated that if salaries of the Senior Leadership Team are excluded, the Pay Gap is less significant at -1.12% in favour of male employees.

The median pay gap for all staff, including the Senior Leadership Team is 1.47% in favour of female employees. As with the previous audit, conducted using data relating to 2018, this gap has continued to narrow. From 2016-2017 this gap was consistently 6.13% in favour of females, narrowing to 2.98% in favour of females in 2018. When excluding the salaries of the Senior Leadership Team, the median pay gap has remained similar to the gap identified at 2.99% in favour of female staff.

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2020*', reported a mean pay gap of 16.1% in favour of male employees and a median pay gap of 13.7% across UK HEIs. As with previous years the overall gender pay gap in Scotland continues to be wider, with a mean negative female pay gap of 16.2% and median pay gap of 17.2%, it is acknowledged that these figures have narrowed slightly in recent years. In terms of benchmarking, QMU continues to perform significantly better in terms of the pay gaps reported for UK and Scottish HEIs. Nevertheless, QMU is not complacent, and will commit to continuing to work to reduce pay gaps where they exist in our staff population.

Analysing the data by grade for all staff, it is noted that there continues to be a significant pay gap at Grade 10, in both the mean and median salaries, in favour of male employees. Detailed analysis of the data demonstrates that this significant pay gap is attributed to academic salaries. In particular, it is related to the Senior Academic and Professorial positions that are in receipt of the discretionary pay points. It is demonstrated that when excluding the data relating to staff who are in receipt of discretionary pay points, the pay gap narrows to 4.30% (mean) and 1.45% (median) in favour of male employees. A median pay gap of 6.07% in favour of female employees has been identified at Grade 8 among academic staff, with a mean pay gap of 6.14% favouring female staff being identified in the same grade amongst Professional Services staff. It is important to note the organisation's commitment to fair and equal recruitment and selection processes and the robust processes in place including selection panels and selection decisions being based on evidence provided in interviews rather than gender. Upon examination of the staff employed at this grade, it is observed that just over a third of the university's staff are employed at Grade 8 with just over two thirds of staff being female. Given that that over a third of university staff are employed on this grade, the turnover within this grade, is as expected, higher than in other areas of the university. Further investigation will be required regarding this area, however initial examination indicates that length of service may be a contributing factor as staff data demonstrates that a higher percentage of female staff are paid on the top salary scale points of this grade. If the same group of staff was to remain employed, it is expected that this gap would eventually narrow given that the university's pay policy applies incremental progression on an annual basis.

It is noted that the pay gap at Grade 7 in the 2019 audit is no longer of concern, it is observed that there a direct influence of this change may have been the increase of recruitment of the Grade 7 Assistant Lecturer role when compared to previous years. A pay gap of 6.62% favouring male employees has emerged at Grade 4, which applies to professional services staff only. This is an area that will require further investigation, however it is noted that there is a significantly higher number of females within this grade, just over 50% of whom are paid at the initial two pay points on Grade 4 pay scale, whereas the male employees are more evenly distributed across all pay points within Grade 4. From initial examination, it does appear as if employee turnover among female staff is a determining factor in this pay gap, although the

population of staff employed on this grade is significantly smaller than Grade 8, it is largely female and as the majority of newly appointed staff are female this has been identified as a contributory factor. Like the pay gaps identified within Grade 8, if the same group of staff was to remain employed, it is expected that this gap would eventually narrow given that the university's pay policy applies incremental progression on an annual basis.

In analysing the data by protected characteristics, females between the ages of 25–34 and 45-54 continue to be paid significantly less than males, with mean pay gaps of 6.41% and 7.77% respectively, and a median pay gap 8.34%. In addition, a median pay gap of 7.10% has been identified within the 34-44 age bracket. Initial analysis demonstrates that within these age brackets male employees tend to be employed in roles in higher grades, meaning they will be paid more. It is also important to note that within these age brackets there is evidence of occupational segregation, there are significantly more male employees employed in IT focused roles, while females are the predominant gender employed in roles with an admin focus. Further investigation will be required in order to identify causes of this and to determine if there are any appropriate actions QMU can take in order to close these gaps. This will focus on the university's reward and recognition procedures, an initial examination has shown that with over half the amount of applications coming from female staff members there doesn't appear to be any concerns relating to female staff members being discouraged from applying, however further investigation into different sections of the university population i.e. part-time female staff will be required in order to identify if action is required in these areas.

The population of staff at the age group of 65+ shows a significant mean pay gap in favour of female staff of 62.20%, as well as a median pay gap of 55.55%. These gaps are attributed to a very low number of staff within this age group.

2.6 Gender Pay Gap Analysis by Grade – All Staff

Grade	Mean				Grade	Median				Gender Pay Gap			
	Salary		Hourly			Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	Male	Female	Male	Female		Male	Female	Male	Female	Salary	Hourly Rate	Salary	Hourly Rate
G2	-----	-----	-----	-----	G2	-----	-----	-----	-----				
G3	£19,349	£19,330	£10.41	£10.40	G3	£19,133	£19,133	£10.29	£10.29	-0.10%	-0.10%	0.00%	0.00%
G4	£22,910	£22,097	£12.32	£11.90	G4	£22,742	£21,236	£12.23	£11.42	-3.55%	-3.43%	-6.62%	-6.62%
G5	£27,120	£27,069	£14.59	£14.57	G5	£27,113	£27,511	£14.58	£14.80	-0.18%	-0.10%	1.47%	1.47%
G6	£31,517	£31,786	£16.99	£17.23	G6	£31,403	£32,816	£17.07	£17.65	0.85%	1.39%	4.50%	3.41%
G7	£36,280	£36,316	£19.58	£19.64	G7	£35,845	£35,845	£19.70	£19.28	0.10%	0.31%	0.00%	-2.10%
G8	£44,862	£45,515	£24.60	£24.97	G8	£44,703	£46,718	£24.56	£25.67	1.46%	1.52%	4.51%	4.51%
G9	£58,575	£58,022	£32.00	£31.79	G9	£59,135	£59,135	£32.49	£32.49	-0.94%	-0.64%	0.00%	0.00%
G10	£78,328	£62,727	£43.09	£34.07	G10	£78,328	£62,727	£43.04	£34.47	-15.41%	-15.39%	-19.92%	-19.92%

2.7 Gender Pay Gap Analysis by Grade – Academic Staff

Grade	Mean				Grade	Median				Gender Pay Gap			
	Salary		Hourly			Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	Male	Female	Male	Female		Male	Female	Male	Female	Salary	Hourly Rate	Salary	Hourly Rate
G2	£0	£0	£0.00	£0.00	G2	£0	£0	£0.00	£0.00	-----	-----	-----	-----
G3	£0	£0	£0.00	£0.00	G3	£0	£0	£0.00	£0.00	-----	-----	-----	-----
G4	£0	£0	£0.00	£0.00	G4	£0	£0	£0.00	£0.00	-----	-----	-----	-----
G5	£0	£0	£0.00	£0.00	G5	£0	£0	£0.00	£0.00	-----	-----	-----	-----
G6	-----	-----	-----	-----	G6	-----	-----	-----	-	-----	-----	-----	-----
G7	£36,379	£35,350	£19.99	£19.42	G7	£36,379	£35,324	£19.99	£19.41	-2.83%	-2.83%	-2.90%	-2.90%
G8	£44,789	£45,325	£24.61	£24.90	G8	£44,046	£46,718	£24.20	£25.57	1.20%	1.20%	6.07%	6.07%
G9	£58,114	£58,159	£31.93	£31.94	G9	£59,135	£59,135	£32.49	£32.49	0.08%	0.03%	0.00%	0.00%
G10	£80,859	£66,480	£44.43	£36.46	G10	£81,792	£62,727	£44.94	£34.47	-17.78%	-17.93%	-23.31%	23.31%

2.8 Gender Pay Gap Analysis – Professional Services Staff

Grade	Mean				Grade	Median				Gender Pay Gap			
	Salary		Hourly			Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	Male	Female	Male	Female		Male	Female	Male	Female	Salary	Hourly Rate	Salary	Hourly Rate
G2	£17,685	£17,361	£9.51	£9.34	G2	£17,685	£17,361	£9.51	£9.34	-1.83%	-1.83%	-1.83%	-1.83%
G3	£19,349	£19,330	£10.41	£10.40	G3	£19,133	£19,133	£10.29	£10.29	-0.10%	-0.10%	0.00%	0.00%
G4	£22,910	£22,097	£12.32	£11.90	G4	£22,742	£21,234	£12.23	£11.42	-3.55%	-3.43%	-6.62%	-6.62%
G5	£27,120	£27,069	£14.59	£14.57	G5	£27,113	£27,511	£14.58	£14.80	-0.18%	-0.10%	1.47%	1.47%
G6	£31,581	£32,145	£16.99	£17.29	G6	£31,865	£32,816	£17.14	£17.65	1.79%	1.79%	2.98%	2.98%
G7	£36,261	£36,657	£19.51	£19.72	G7	£35,845	£35,845	£19.28	£19.28	1.09%	1.09%	0.00%	0.00%
G8	£45,579	£48,379	£24.52	£26.02	G8	£48,114	£49,553	£25.88	£26.66	6.14%	6.14%	2.99%	2.99%
G9	£59,824	£56,950	£32.18	£30.64	G9	£59,135	£59,135	£31.81	£31.81	-4.80%	-4.80%	0.00%	0.00%
G10	-----	-----	-----	-----	G10	-----	-----	-----	-----	-----	-----	-----	-----

2.9 Gender Pay Gap Analysis – Full Time/Part Time – All Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£41,379	£22.57	£40,322	£22.15	£42,803	£23.26	£39,152	£23.30	-3.33%	-2.97%	2.99%	2.99%
Part Time	£39,613	£21.64	£39,152	£21.51	£42,560	£23.30	£42,793	£23.51	-6.93%	-7.16%	-8.51%	-8.51%

2.11 Gender Pay Gap Analysis – Full Time/Part Time – Academic Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£50,028	£27.47	£49,553	£27.23	£53,774	£29.55	£49,553	£27.23	-6.97%	-7.00%	0.00%	0.00%
Part Time	£46,775	£25.70	£49,553	£27.23	£46,246	£25.41	£48,114	£26.44	1.14%	1.14%	2.99%	2.99%

2.12 Gender Pay Gap Analysis – Full Time/Part Time – Professional Services Staff

Position Basis	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£29,561	£15.82	£27,511	£14.80	£30,768	£16.55	£26,715	£14.37	-3.92%	-4.42%	2.98%	2.98%
Part Time	£28,646	£15.42	£25,579	£13.76	£30,277	£16.29	£30,942	£16.64	-5.39%	-5.35%	-17.33%	-17.33%

2.13 Gender Pay Gap Analysis – By Age

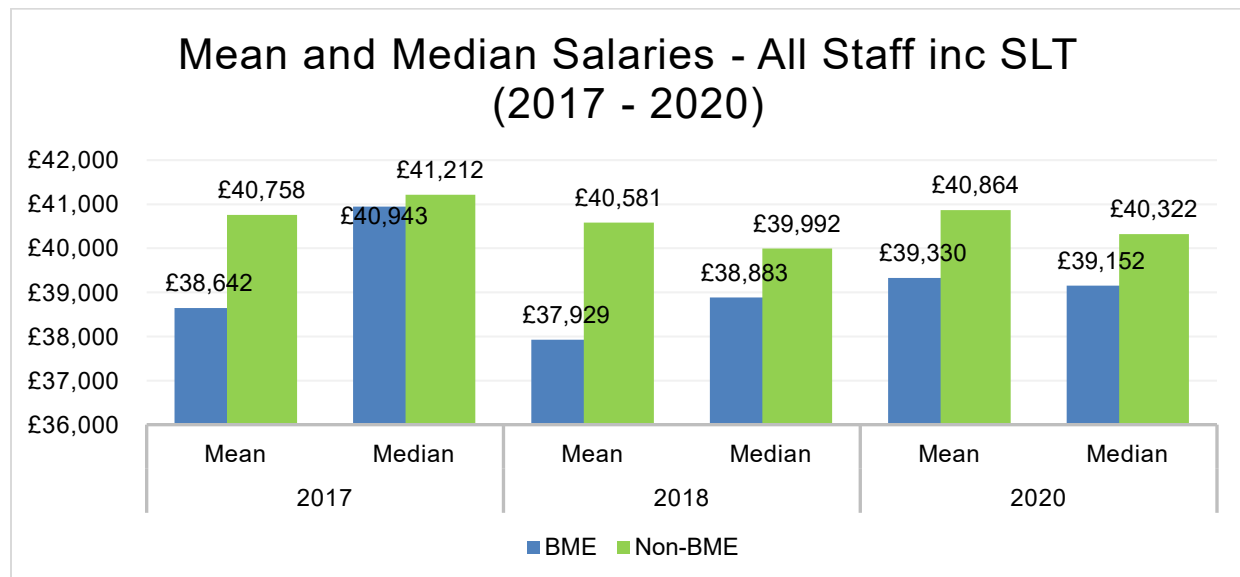
AGE	Female Mean FTE Salary	Female Mean Hourly Rate	Female Median FTE Salary	Female Median Hourly Rate	Male Mean FTE Salary	Male Mean Hourly Rate	Male Median FTE Salary	Male Median FTE Hourly Rate	Mean Pay Gap (Salary)	Mean Pay Gap (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Age 16-24	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Age 25-34	£26,157	£14.19	£24,285	£13.06	£27,948	£15.17	£26,495	£14.25	-6.41%	-6.46%	-8.34%	-8.35%
Age 35-44	£34,882	£19.00	£34,520	£18.97	£36,263	£19.74	£37,160	£19.99	-3.81%	-3.75%	-7.10%	-5.10%
Age 45-54	£43,200	£23.62	£47,722	£26.22	£46,837	£25.50	£47,722	£26.22	-7.77%	-7.37%	0.00%	0.00%
Age 55-64	£49,120	£26.80	£47,722	£26.22	£50,372	£27.56	£47,722	£26.22	-2.49%	-2.76%	0.00%	0.00%
Age 65+	£54,512	£29.87	£56,950	£31.29	£33,608	£18.18	£36,613	£19.69	62.20%	64.30%	55.55%	58.91%

SECTION 3 – Ethnicity Pay Gap

3.1 Ethnicity Pay Gap

	Ethnicity Pay Gap
Mean Ethnicity Pay Gap in Annual Salary	-3.75%
Mean Ethnicity Pay Gap in Hourly Pay	-3.18%
Median Ethnicity Pay Gap in Annual Salary	-2.90%
Median Ethnicity Pay Gap in Hourly Rate	-2.90%

	2017	2018	2020
Mean Pay Gap	-5.19%	-6.54%	-3.75%
Median Pay Gap	-0.65%	-2.77%	-2.9%



3.2 Ethnicity Pay Gap – Academic Staff

	Ethnicity Pay Gap
Mean Ethnicity Pay Gap in Annual Salary	-11.26%
Mean Ethnicity Pay Gap in Hourly Pay	-11.24%
Median Ethnicity Pay Gap in Annual Salary	-17.87%
Median Ethnicity Pay Gap in Hourly Rate	-17.85%

3.3 Ethnicity Pay Gap – Professional Services Staff

	Ethnicity Pay Gap
Mean Ethnicity Pay Gap in Annual Salary	-13.34%
Mean Ethnicity Pay Gap in Hourly Pay	-13.37%
Median Ethnicity Pay Gap in Annual Salary	-13.66%
Median Ethnicity Pay Gap in Hourly Rate	-13.66%

3.4 Summary Narrative - Ethnicity

As previously indicated, for the first time, QMU has completed additional analysis in relation to ethnicity. Analysis of overall salary data does not indicate any significant pay gaps, however significant pay gaps, as indicated above are identified when the data is split between Academic and Professional Services Staff.

It is indicated that when considering median data there are pay gaps at Grade 4, 5.22%, at Grade 7, 5.72% and at Grade 8, 14.96% in favour of non-BAME employees. A mean pay gap of 6.57% in favour of non-BAME employees has also been identified. In comparison, a positive pay gap of 9.62%, mean and 8.22%, median has been identified in favour of BAME staff at Grade 10.

A more detailed analysis will be required in order to fully understand the underlying causes of these pay gaps, however initial examination has identified that within Grades 4, 7, and 8, there are significantly higher numbers of BAME staff, when compared to non-BAME staff allocated to the lower salary points within the scale for each grade indicating that appointments have taken place more recently, therefore as service length increases, salary will also increase through

incremental progression which would suggest that the pay gap may narrow. In comparison, at Grade 10, a higher percentage of BAME staff are currently paid at the spinal points in the discretionary range, and closer to the top end of Grade 10.

3.5 Ethnicity Pay Gap Analysis by Grade – All Staff

All staff	Mean				Median				Ethnicity Pay Gap				
	Salary		Hourly		Grade	Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	BAME	Non-BAME	BAME	Non-BAME		BAME	Non-BAME	BAME	Non-BAME				
G2	-----	-----	-----	-----	G2	-----	-----	-----	-----	-----	-----	-----	-----
G3	£19,160	£19,401	£10.31	£10.44	G3	£19,133	£19,133	£10.29	£10.29	-1.24%	-1.24%	0.00%	0.00%
G4	£21,881	£22,488	£11.77	£12.11	G4	£20,675	£21,814	£11.12	£11.99	-2.70%	-2.82%	-5.22%	-7.21%
G5	£27,054	£27,095	£14.55	£14.58	G5	£27,133	£27,511	£14.58	£14.80	-0.15%	-0.21%	-1.45%	-1.45%
G6	£31,195	£32,101	£16.97	£17.31	G6	£31,865	£32,816	£17.14	£17.65	-2.82%	-1.98%	-2.90%	-2.90%
G7	£35,273	£36,464	£19.20	£19.76	G7	£34,804	£36,914	£19.12	£19.86	-3.75%	-2.82%	-5.72%	-3.70%
G8	£43,595	£46,662	£23.92	£25.60	G8	£41,526	£48,833	£22.82	£26.55	-6.57%	-6.56%	-14.96%	-14.05%
G9	£57,270	£58,439	£31.47	£31.96	G9	£59,135	£59,135	£32.49	£32.49	-2.00%	-1.54%	0.00%	0.00%
G10	£76,151	£69,470	£41.84	£38.06	G10	£69,916	£64,605	£38.42	£35.50	9.62%	9.94%	8.22%	8.22%

3.6 Ethnicity Pay Gap Analysis by Grade – Academic Staff

Academic	Mean				Median				Ethnicity Pay Gap				
	Salary		Hourly		Grade	Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	BAME	Non-BAME	BAME	Non-BAME		BAME	Non-BAME	BAME	Non-BAME				
G2	£0.00	£0.00	£0.00	£0.00	G2	£0.00	£0.00	£0.00	£0.00	-----	-----	-----	-----
G3	£0.00	£0.00	£0.00	£0.00	G3	£0.00	£0.00	£0.00	£0.00	-----	-----	-----	-----
G4	£0.00	£0.00	£0.00	£0.00	G4	£0.00	£0.00	£0.00	£0.00	-----	-----	-----	-----
G5	£0.00	£0.00	£0.00	£0.00	G5	£0.00	£0.00	£0.00	£0.00	-----	-----	-----	-----
G6	£30,773	£32,191	£16.91	£17.69	G6	£30,942	£32,816	£17.00	£18.05	-4.41%	-4.41%	-5.71%	-5.71%
G7	£35,441	£35,886	£19.47	£19.72	G7	£35,845	£35,845	£19.70	£19.70	-1.24%	-1.24%	0.00%	0.00%
G8	£43,494	£46,625	£23.84	£25.62	G8	£41,526	£48,114	£22.82	£26.44	-6.93%	-6.93%	-13.69%	-13.69%
G9	£57,271	£58,545	£31.47	£32.14	G9	£59,135	£59,135	£32.49	£32.49	-2.18%	-2.09%	0.00%	0.00%
G10	£76,151	70,033	£41.84	£38.42	G10	£69,916	£65,572	£38.42	£36.06	8.74%	8.91%	6.62%	6.62%

3.7 Ethnicity Pay Gap Analysis by Grade - Professional Services Staff

Academic		Mean				Median				Ethnicity Pay Gap			
Grade	Salary		Hourly		Grade	Salary		Hourly		Mean Pay Gap	Mean Pay Gap	Median Pay Gap	Median Pay Gap
	BAME	Non-BAME	BAME	Non-BAME		BAME	Non-BAME	BAME	Non-BAME				
	Salary	Hourly Rate	Salary	Hourly Rate		Salary	Hourly Rate	Salary	Hourly Rate				
G2	-----	-----	-----	-----	G2	-----	-----	-----	-----	-----	-----	-----	-----
G3	£19,160	£19,454	£10.31	£10.47	G3	£19,133	£19,133	£10.29	£10.29	-1.51%	-1.51%	0.00%	0.00%
G4	£21,811	£22,488	£11.77	£12.11	G4	£20,675	£21,814	£11.12	£11.99	-2.70%	-2.82%	-5.22%	-7.21%
G5	£27,054	£27,095	£14.55	£14.58	G5	£27,113	£27,511	£14.58	£14.80	-0.15%	-0.21%	-1.45%	-1.45%
G6	£31,672	£32,089	£17.04	£17.26	G6	£31,865	£32,816	£17.14	£17.65	-1.30%	-1.30%	-2.90%	-2.90%
G7	£35,064	£36,742	£18.86	£19.76	G7	£34,804	£37,465	£18.72	£20.15	-4.57%	-4.57%	-7.10%	-7.10%
G8	£46,346	£47,831	£24.93	£25.73	G8	£48,114	£49,553	£25.88	£26.66	-3.10%	-3.10%	-2.90%	-2.90%
G9	-----	-----	-----	-----	G9	-----	-----	-----	-----	-----	-----	-----	-----
G10	-----	-----	-----	-----	G10	-----	-----	-----	-----	-----	-----	-----	-----

3.8 Ethnicity Pay Gap Analysis – Full/Part Time – All Staff

Position Basis	BAME Mean FTE Salary	BAME Mean Hourly Rate	BAME Median FTE Salary	BAME Median Hourly Rate	Non-BAME Mean FTE Salary	Non-BAME Mean Hourly Rate	Non-BAME Median FTE Salary	Non-BAME Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£40,729	£22.26	£40,322	£22.15	£40,195	£21.87	£39,152	£21.06	1.33%	1.76%	2.99%	5.20%
Part Time	£37,697	£20.62	£39,152	£21.51	£42,090	£22.99	£44,046	£24.20	-10.44%	-10.28%	-11.11%	-11.11%

3.9 Ethnicity Pay Gap Analysis – Full Time/Part Time – Academic Staff

Position Basis	BAME Mean FTE Salary	BAME Mean Hourly Rate	BAME Median FTE Salary	BAME Median Hourly Rate	Non-BAME Mean FTE Salary	Non-BAME Mean Hourly Rate	Non-BAME Median FTE Salary	Non-BAME Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£51,307	£28.15	£45,361	£24.92	£54,518	£29.93	£53,345	£29.31	-5.89%	-5.96%	-14.97%	-14.97%
Part Time	£43,228	£23.75	£40,924	£22.49	£49,429	£27.15	£49,553	£27.23	-12.54%	-12.51	-17.41%	-17.41%

3.10 Ethnicity Pay Gap Analysis – Full Time/Part Time – Professional Services Staff

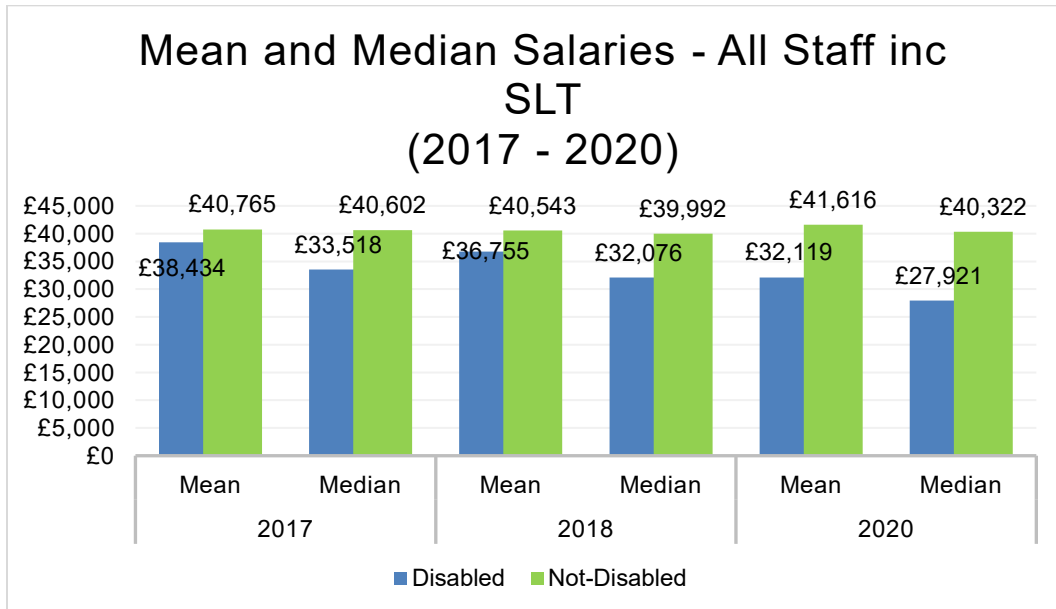
Position Basis	BAME Mean FTE Salary	BAME Mean Hourly Rate	BAME Median FTE Salary	BAME Median Hourly Rate	Non-BAME Mean FTE Salary	Non-BAME Mean Hourly Rate	Non-BAME Median FTE Salary	Non-BAME Median Hourly Rate	Mean Gap Pay (Salary)	Mean Gap Pay (Hourly Rate)	Median Pay Gap (Salary)	Median Pay Gap (Hourly Rate)
Full Time	£27,799	£14.95	£25,217	£13.56	£31,074	£16.73	£28,331	£15.24	-10.54%	-10.59%	-10.99%	-10.99%
Part Time	£37,697	£20.62	£39,152	£22.99	£42,090	£21.51	£44,046	£24.20	-10.44%	-10.28%	-11.11%	-11.11%

Section 4 - Disability Pay Gap

4.1 Disability Pay Gap

	Disability Pay Gap
Mean Disability Pay Gap in Annual Salary	-22.82%
Mean Disability Pay Gap in Hourly Pay	-23.16%
Median Disability Pay Gap in Annual Salary	30.75%
Median Disability Pay Gap in Hourly Rate	-32.21%

	2017	2018	2020
Mean Pay Gap	-5.68%	-9.49%	-22.82%
Median Pay Gap	-18.67%	-19.79%	-30.75%



4.4 Summary Narrative - Disability

As indicated in the tables above, significant pay gaps have been identified in mean, 22.82% and median, 30.75% data in favour of staff who have not declared a disability. It is acknowledged that the staff data the university currently holds is not robust enough to offer a detailed comparison by grade, approximately 9% of the staff population have not disclosed this information. The University is committed to encouraging staff to declare if they have a disability and will explore appropriate mechanisms for doing this. It is possible to confirm that pay gaps exist within both Academic and Professional services. Initial investigation indicates that almost 64.29% staff who have declared a disability are employed in positions at Grade 6 or below, this figure compares with 35.27% of staff who have not declared a disability, and these figures will directly influence the significance of this pay gap and suggest that disability segregation may exist.

Section 5 - Pay Gap – Sexual Orientation

LGBT Mean Salary	LGBT Median Salary	LGBT Mean Hourly Rate	LGBT Median Hourly Rate	Declined to Specify/Not Known & Heterosexual Mean Salary	Declined to Specify/Not Known & Heterosexual Median Salary	Declined to Specify/Not Known & Heterosexual Mean Hourly Rate	Declined to Specify/Not Known & Heterosexual Median Hourly Rate	Mean Salary Pay Gap	Median Salary Pay Gap	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap
£42,846	£40,322	£23.41	£22.15	£41,230	£40,322	£22.15	£22.15	3.92%	0.00%	4.12%	0.00%

Analysis indicates that there aren't any significant pay gaps in relation to sexual orientation, however it is acknowledged that a large percentage of the population has declared this information as unknown.

Section 6 – Plans to Address Pay Gaps

Action	Protected Characteristic addressed	Target Completion Date	Owner
Promote female career development through established programmes, including Aurora, Athena Swan, DEVELOP, Mentoring, and ensure equal access by all staff to promotion opportunities through the management of PER and Reward and Recognition.	All	Ongoing To be reviewed at regular intervals.	HR Department
Ensure that our revised Reward and Recognition Policy and Procedure provides transparent process for reward and promotion of all staff by conducting an annual Equality Impact Assessment of the Reward and Recognition process.	All	April 2022	HR Department
We will investigate the root causes of the negative change in the mean gender pay gap and we will discuss options for resolving these causes with the Senior Leadership Team and our recognised Trade Unions. Initial analysis indicates that length of service and a higher number of male employees being placed on the organisation’s discretionary pay points are factors. However detailed research will be undertaken to fully understand these, and other identified factors.	Gender	Ongoing	HR Department
We will provide training to managers to raise awareness of issues relating to occupational segregation and gender pay gaps, whilst continuing to promote E-learning Unconscious Bias training to all managers and recruitment and selection panelists.	All	September 2021	HR Department
In line with guidance published by Advance HE on the collection of diversity monitoring data, put in place actions to actively encourage those employees with a protected	All	December 2021	HR Department

characteristic to declare this to the university. The initial priority will focus on the collection of Staff Disability Data.			Equality and Diversity Committee
Continue to ensure our practice is in line with the Disability Confident Scheme and examine if there are additional measures that can be introduced to attract, retain, and develop disabled staff.	Disability	Ongoing	HR Department
Maintain our commitment to HR related policy reviews, every 3 years, as agreed with Trade Unions and ensure that our commitment to supporting equality and diversity is embedded across all policies and procedures. Immediate priorities include the Special Leave Policy and Absence Management Policy	All	Ongoing	HR Department
Address the ethnicity pay gap by engaging with Advance HE's Race Equality Project Lead in respect of the 'Investing in a Diverse Workforce' theme for advice and guidance. In addition, we will use new joiner and leaver surveys, as well as other means, to enhance our knowledge on the experience of all staff in applying and working at QMU in order to inform the university's future actions.	Race	Ongoing	HR Department
We will implement changes identified as a result of benchmarking each of the key stages of our recruitment process against the Scottish Government's Minority Ethnic Recruitment Toolkit	Race	30 September 2021	HR Department
Through the Race Equality Steering Group, chaired by the Principal, we will progress work-streams that invest in a diverse workforce, foster an anti-racist culture of understanding, record and respond effectively to racist incidents, monitor and review organisational race data and consult with community partners.	Race		Principal & Vice-Chancellor Equality and Diversity Committee HR Department

We will introduce self-referral system, whereby employees and line managers, can confidentially refer themselves for additional support measure in the work place should they require it to support a disability in the workplace.	Disability	TBC	Head of H&S
Information, including data and collated feedback on staff experiences will be shared with all stakeholders, including TUs, fostering shared and stakeholder informed responses to any issues identified.	All	Ongoing	HR Department
Expand our understanding of issues related to equality and diversity that have arisen as a consequence of the COVID-19 pandemic in order to address them and embed support towards staff through our policies and procedures. This may include areas such as work life balance, gender based violence and mental health.	All	Ongoing	HR Department Equality and Diversity Committee

