Equal Pay Review 2024

(2023 Data)

Published 30th April 2024

Table of Contents

1. Section 1 – Introduction

1.1 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, 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 sex, age, race, religion or belief, gender re-assignment, sexual orientation, marital status, pregnancy/maternity 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 examine arrangements within an organisation's remuneration procedures in order to establish and address if there are any pay inequalities between protected characteristics.

It focuses on comparisons between pay arrangements between groups of workers, which allows for significant pay gaps to be identified and investigated. 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 Queen Margaret University's Approach

The data referred to within this report reflects salary data on 31st March 2023. The Public Sector Equality Duty requires data to be published biennially. However, in order to demonstrate the University's continued commitment towards equal pay, an Equal Pay Review is undertaken annually to review the University's progress and identify if further actions are required. This commitment to annual reporting has allowed data in this report to be analysed both in terms of trends from the last 5 years, but also in terms of any significant changes that may have occurred in the last year.

This data is broken down by the relevant areas (Academic/Professional Services), Grades, Gender, Ethnicity, Disability and Sexual Orientation, for which reliable data is available, 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 (<5) of staff recorded under a particular characteristic, it has not been possible to publish data. In the appendices, instances where particular data sets have not been able to be published for this reason have been indicated with three dashes '---'.

1.4 Methods of Calculation

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. For the first time, the data used in calculations factors in market supplements which have been introduced at QMU for a small group of employees.

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, white, heterosexual or non-disabled staff (>5%):   **Highlighted in dark red with white text in bold**

Significant pay gap in favour of females, BAME, LGBTQ+ or disabled staff (<5%): ***Highlighted in grey with black text in bold italics***

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

1.5   A note on data size and its influence on pay gap calculations

As a small institution, caution is advised when drawing conclusions from some of the significant changes reported in this Equal Pay Review. With a staff population of 595, it should be noted that, when disaggregating data into various groups relating to protected characteristics, the calculations are often using small numbers of employees, which in turn is more likely to skew the data. There are instances throughout this report where a particular pay gap reported would be significantly changed if just one or two individuals were removed from calculations.

2. Section 2 – Gender

Table 1: Total staff population by gender

Male	Female
188	407

Table 2: Overall Gender Pay Gaps, including and excluding SLT

	Gender Pay Gap (Including SLT)	Gender Pay Gap (Excluding SLT)
Mean Gender Pay Gap in Annual Salary	-6.10%	-1.60%
Mean Gender Pay Gap in Hourly Rate	-5.84%	-1.39%
Median Gender Pay Gap in Annual Salary	0.00%	0.00%
Median Gender Pay Gap in Hourly Rate	0.00%	0.00%

Table 3: Overall Gender Pay Gaps, 2018 - 2023

	2018	2020	2021	2022	2023
Mean Pay Gap (Inc. SLT)	-0.27%	-5.07%	-3.89%	-4.50%	-6.10%
Median Pay Gap (Inc. SLT)	-2.98%	1.47%	0.00%	2.99%	0.00%
Mean Pay Gap (Exc. SLT)	-0.23%	-1.12%	1.17%	-0.23%	-1.60%
Median Pay Gap (Exc. SLT)	2.98%	2.99%	0.00%	2.99%	0.00%

2.1 Gender (Mean Pay Gap)

Analysis of the data set within our Equal Pay Review 2024 (based on data from 31st March 2023) indicates that, for all staff (including the Senior Leadership Team), there is a pay gap in terms of mean salary of some -6.10% between female and male employees, in favour of male employees. This gap has increased since 2022 and is now considered to be significant.

When excluding the salaries of SLT members, the Mean Pay Gap reduces to -1.60% in favour of male employees. Although this figure has fluctuated slightly over the course of the past five years, it is noted that these fluctuations have remained relatively consistent and none of these fluctuations have resulted in a figure that is considered significant.

Upon investigation, the widening of the mean gender pay gap since 2022 can be in part explained by the influence of market supplements on the data. For the first time, market supplements have been introduced at QMU for a small group of 8 employees. As the majority of this group are male, this has had a small influence on widening the gender pay gap.

2.2   Gender (Median Pay Gap)

Exclusive and inclusive of SLT salaries, the median pay gap is now at 0.00% in both annual salary and hourly rate.

Mean and Median Salaries - All staff including SLT (2018 - 2023)

Female ■   Male ■

	Female	Male
2018 Mean	£40,468	£40,360
2018 Median	£39,992	£38,835
2020 Mean	£40,578	£42,746
2020 Median	£40,322	£39,737
2021 Mean	£40,275	£41,907
2021 Median	£39,152	£39,152
2022 Mean	£41,330	£43,279
2022 Median	£40,927	£39,739
2023 Mean	£43,393	£46,213
2023 Median	£41,931	£41,931

Mean and Median Salaries - All staff excluding SLT (2018 - 2023)

Female ■   Male ■

	Female	Male
2018 Mean	£39,418	£39,329
2018 Median	£39,992	£38,833
2020 Mean	£40,092	£40,544
2020 Median	£40,322	£39,152
2021 Mean	£39,960	£39,500
2021 Median	£39,152	£39,152
2022 Mean	£41,392	£41,486
2022 Median	£40,927	£39,739
2023 Mean	£43,130	£43,834
2023 Median	£41,931	£41,931

2.3   Gender Pay Gap Benchmarking

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2023*', reported a mean pay gap of -14.2% in favour of male

employees and a median pay gap of -8.5% 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 -14.4% and median pay gap of -13.7%. 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.

2.4 Gender (Academic and Professional Services)

Table 4: Gender Pay Gap split into Academic and Professional Services

	Gender Pay Gap (Academic)	Gender Pay Gap (Professional Services)
Mean Gender Pay Gap in Annual Salary	-6.68%	-2.96%
Mean Gender Pay Gap in Hourly Pay	-6.62%	-2.95%
Median Gender Pay Gap in Annual Salary	-5.68%	0.00%
Median Gender Pay Gap in Hourly Rate	-5.68%	0.00%

Table 5: Academic and Professional Services Gender Pay Gaps: 2018 - 2023

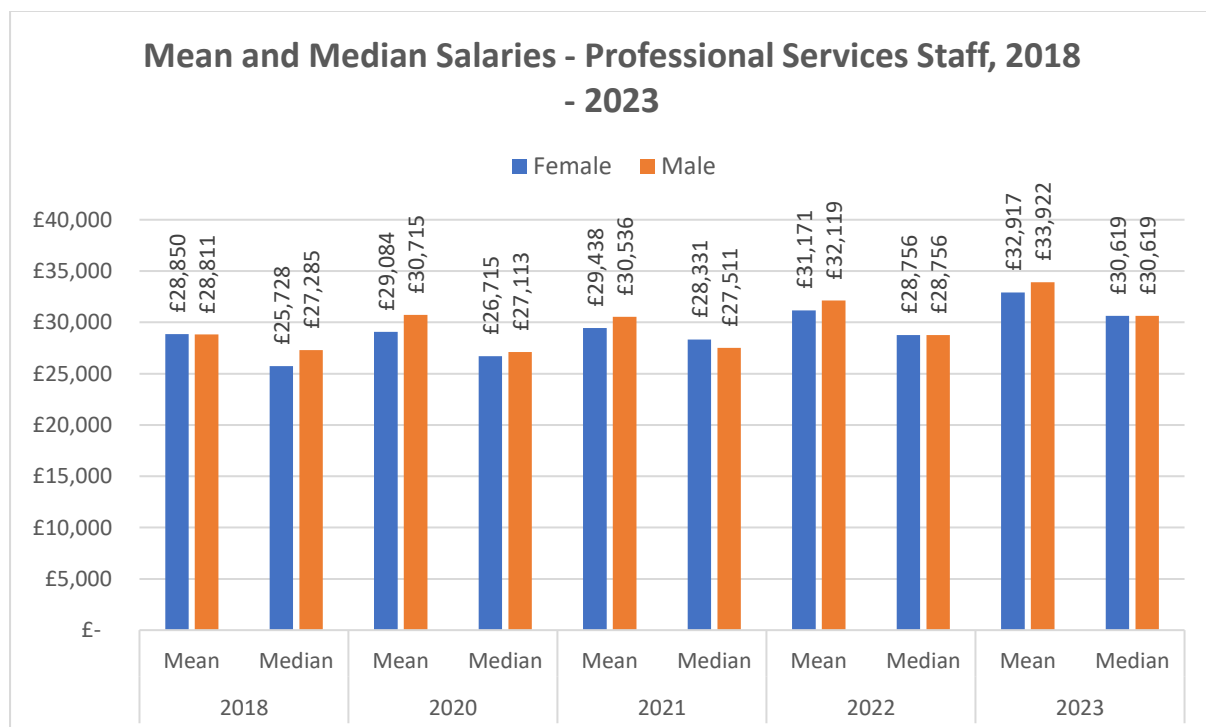|	2018	2020	2021	2022	2023
Mean Pay Gap (Academic)	2.65%	-4.49%	-2.90%	-5.09%	-6.68%
Median Pay Gap (Academic)	0.00%	0.00%	2.99%	-2.90%	-5.68%
Mean Pay Gap (Professional Services)	2.44%	-5.31%	-3.60%	-2.95%	-2.96%
Median Pay Gap (Professional Services)	*5.71%*	-1.47%	2.98%	0.00%	0.00%

Upon analysing data broken down to Academic and Professional Services categories, it is determined that there are no significant pay gaps present with the

Profession Services, but a significant pay gap favouring male employees has arisen in the mean and median for Academic staff.

Within the category of Academic Staff, the mean pay gap has risen to a significant gap of -6.68% in favour of male employees. There has been a noticeable change to the academic median pay gap, which has risen for the first time in 5 years to a significant gap of -5.68% in favour of male employees.

As with the previous year's report, investigation into the data suggests that staff appointed at Grade 10 (Professor) are skewing this data and causing the significant gender pay gaps within Academic staff. Although Professors make up a small proportion (3.95%) of our academic population, removing their data from academic pay gap calculations significantly changes the mean pay gap overall. When Grade 10 (Professor) staff are removed from the calculations, the mean pay gap within academic staff reduces from -6.68% in favour of male employees to -2.14% in favour of male employees.

Given that removing Grade 10 Professors from calculations results in an insignificant gap, and that they are no significant pay gaps at any other grade within academic staff (see Appendix B), it is possible to draw the conclusion that the mean academic gender pay gap is largely because of differences in salaries at the Grade 10 Professor level. Further investigation of the Grade 10 Professor pay gap can be found in the following section 2.5 of this report.

Mean and Median Salaries - Professional Services Staff, 2018 - 2023

Mean and Median Salaries - Academic Staff, 2018 - 2023

Female / Male

	2018 Mean	2018 Median	2020 Mean	2020 Median	2021 Mean	2021 Median	2022 Mean	2022 Median	2023 Mean	2023 Median
Female	£48,255	£47,722	£48,593	£49,553	£47,356	£48,834	£48,497	£48,835	£50,356	£49,841
Male	£49,569	£47,722	£50,879	£49,553	£48,770	£47,416	£51,100	£50,296	£53,963	£52,841

2.5   Gender Pay Gap – Grade

Full details of salary and gender pay gap calculations can be found in Appendices A, B and C. This is data is categorised by overall university population data and the split into Academic and Professional Services categories.

It is noted that looking at overall population data, there are no significant gender pay gaps between Grades 2 – 10. Splitting the data into Academic and Professional Services categories reveals a significant mean gender pay gap in favour of male employees within academic staff at Grade 10 (Professor).

Pay gaps by grade which are considered significant are highlighted within the following sections.

2.5.1 Grade 10 (Professor)

As noted in the appendices to this report, Professors are attached to a separate Professorial scale and have separate pay progression arrangements. For the purposes of reporting, staff members on the Professorial scale have been reported under 'Grade 10 (Professor)'.

A mean pay gap of -13.53% exists along with a median pay gap of -17.43% within Grade 10 (Professor) of the Academic staff category. Both pay gaps, which are in favour of male employees, are significant. Benchmarking with the HEI sector, the Advanced HE 'Equality and Higher Education Staff Statistical Report 2023' reported significant professorial pay gaps in favour of male employees at both a Scotland and UK-wide level. However, it is noted that overall Scottish HEI's reported a smaller Professorial gender pay gap of -6.7% in favour of male employees compared to QMU. It is also noted that due to the size of the university, at Professorial level, the data is looking at a small number of employees (13), which can be more easily skewed.

Analysis of the data suggests that placement on the University's Professorial pay scale is influencing this pay gap. Professors are paid according to three salary bands with an exceptional top category, the salary of which is reviewed individually, on an annual basis, with the Professorial Review Panel. Investigation of our data indicates that the majority of male Professors tend to be at the top of Band 2 and Band 3 of the professorial scale, whilst the majority of female professors fall into Band 1.

Rather than automatically progressing through the pay scale on an annual basis, placement on professorial pay points is determined by annual application process. Professors must have been in post for a minimum of one year before they are entitled to apply for remuneration review. Annually, Professors will submit completed Performance Enhancement Review (PER) documentation to the Dean to apply for an Incremental Increase, an Accelerated Increase or a Promotional Increase (Salary Band move) in line with the University's Professorial Review Policy and Procedure. Deans will then complete a Professorial Remuneration Review form for each eligible Professor within their School. This form will provide an overview of the Professor's contribution to QMU over the past twelve months, particularly with regards to their contribution to the overall QMU strategy, QMU values and income generation.

All Professors with over 12 months service are required to submit a PER annually, suggesting that there is not any inequality of process. 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.

Analysis of the data also indicates that more of our female Professors tend to be at earlier stages of their career in comparison to their male counterparts, which may explain their placement within the lower bands of the pay scale. Nonetheless, QMU recognises that the pay gap amongst Professors is significant and is committed to investigating and monitoring this further in future pay reports to identify any appropriate actions to address this. In order to ensure that our Professorial Review Procedure provides transparent process for reward and promotion of Professors, we commit to conducting an Equality Impact Assessment of the Professorial Review Policy.

2.6 Gender and Age

A full breakdown of salary and pay gap data relating to age can be accessed in Appendix G.

Following a similar pattern to that reported in last year's report, significant pay gaps favouring male employees have been found in the age groups of 25-34, 55-64 and 65+, whilst significant pay gaps favouring female employees have been found in the age groups of 35-44 and 45-54.

Initial investigation suggests that, across the age brackets, there is evidence of occupational segregation. For example, there are significantly more male employees employed in IT focused roles, while females are the predominant gender employed in roles with an administrative 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.

The pay gap within the population of staff at the age group 65+ has changed significantly over the last 5 years, notably reducing significantly from the -23.87% reported in 2022's data to -12.57% in 2023. It is observed that as more employees move into this age category, there will be fluctuations in trends.

2.7 Gender and Full-Time/Part-Time Status

A full breakdown of salary and pay gap data relating to Full-Time/Part-Time status can be accessed in Appendices D, E and F.

When comparing men and women who work part-time, a significant pay gap of -11.53% in favour of men has been found. Notably, when this is broken down by Academic and Professional Services, a significant pay gap (-10.52%) favouring part-time men remains for PT academic staff, whilst the pay gap is reversed to significantly favour women for PT Professional Services staff. Further investigation is required to understand the root causes of these significant pay gaps.

3. Section 3 – Ethnicity/Race

Table 6: Total staff population by ethnicity

BAME	'White'	Unknown
48	530	17

3.1 Ethnicity – A Note on Terminology

In this report, the overall ethnicity pay gap is calculated by grouping 'BAME' (Black, Asian and Minority Ethnic) employees' salaries and comparing those with white employees. We recognise that the term 'BAME' has problematic limitations, as it masks important differences between different ethnic groups. QMU is committed to reviewing and providing disaggregated ethnicity data where numbers are large enough (>5) for us to do so. Where possible, for the first time in our Equal Pay Review we have presented ethnicity pay data into disaggregated groupings in Section 3.3. However, due to the small number of staff (48) from a BAME background in the March 2023 data, it is not possible, at present, to disaggregate the data further than the broad groupings of 'White', 'Black', 'Mixed', 'Asian' and 'Other' due to data protection considerations.

2.9% of employees have not declared their ethnicity in their monitoring data, and for the purposes of reporting, have been left out of ethnicity pay gap calculations.

3.2 Ethnicity – Mean and Median Pay Gaps

Table 7: Overall Ethnicity Pay Gaps including and excluding SLT

	Ethnicity Pay Gap (Inc SLT)	Ethnicity Pay Gap (Exc. SLT)
Mean Ethnicity Pay Gap in Annual Salary	-2.48%	-0.37%
Mean Ethnicity Pay Gap in Hourly Pay	-2.33%	-0.25%
Median Ethnicity Pay Gap in Annual Salary	0.00%	2.92%
Median Ethnicity Pay Gap in Hourly Rate	0.00%	2.92%

Table 8: Overall Ethnicity Pay Gaps: 2018 - 2023

	2018	2020	2021	2022	2023
Mean Pay Gap (Inc. SLT)	-6.54%	-3.75%	-15.40%	-13.34%	-2.48%
Median Pay Gap (Inc. SLT)	-2.77%	-2.90%	-13.68%	-2.90%	0.00%
Mean Pay Gap (Exc. SLT)	_____	_____	-12.61%	-11.20%	-0.37%
Median Pay Gap (Exc. SLT)	_____	_____	-9.70%	-1.47%	2.92%

The Ethnicity mean pay gap has reduced significantly since 2021, with the mean now at -2.48% favouring white employees. The Median Pay Gap has also reduced entirely to 0.00%.

Since 2021, the calculation has also been conducted excluding SLT salaries. As can be seen above, excluding SLT salaries does narrows the mean gap further to -0.37% in favour of white employees.

3.3 Ethnicity – Disaggregated Data

Table 9: Total staff population by ethnicity (disaggregated)

'White'	'Black'	'Asian'	'Mixed'	'Other'	Unknown
530	8	17	13	10	17

When data is disaggregated into the groups of 'White', 'Other', 'Mixed', 'Black' and 'Asian', it is noted that in both annual salary and hourly rate, Asian employees earn the lowest out of all groups in both the mean and the median.

Median and Mean Hourly Rate for All Staff by ethnicity, 2023

Legend: ■ White ■ Other ■ Mixed ■ Black ■ Asian

Median:
- White £23.71
- Other £24.42
- Mixed £24.40
- Black £23.38
- Asian £19.96

Mean:
- White £24.29
- Other £22.43
- Mixed £23.15
- Black £30.96
- Asian £21.51

Median and Mean Annual Salaries for All Staff by ethnicity, 2023

Legend: ■ White ■ Other ■ Mixed ■ Black ■ Asian

Median
- White: £43,155.00
- Other: £44,446.00
- Mixed: £44,414.00
- Black: £42,543.00
- Asian: £36,333.00

Mean
- White: £44,548.04
- Other: £40,983.30
- Mixed: £42,340.92
- Black: £56,985.50
- Asian: £39,362.76

(x-axis: £- , £10,000.00, £20,000.00, £30,000.00, £40,000.00, £50,000.00, £60,000.00)

It should be noted that in disaggregating ethnicity data into these groups, the calculations are using small numbers of employees that are more likely to skew the data, and thus any conclusions from the data should be treated with caution. However, these initial findings demonstrate the differential experiences that can be masked by the aggregate grouping of 'BAME'. We therefore commit to reviewing our ethnicity pay gap data on a disaggregated level quarterly through the Race Equality Steering Group on a quarterly basis to monitor and investigate these initial findings.

3.4   Ethnicity – Academic and Professional Services

Table 10: Ethnicity Pay Gaps split into Academic and Professional Services

	Ethnicity Pay Gap (Academic)	Ethnicity Pay Gap (Professional Services)
Mean Ethnicity Pay Gap in Annual Salary	-1.89%	**-18.01%**
Mean Ethnicity Pay Gap in Hourly Pay	-2.12%	**-18.02%**
Median Ethnicity Pay Gap in Annual Salary	**-13.43%**	**-19.28%**
Median Ethnicity Pay Gap in Hourly Rate	**-13.43%**	**-19.28%**

Splitting the data into Academic and Professional Services reveals a number of different pay gaps.

Within the Academic grouping, the mean pay gap has reduced from its significant 2022 levels (-12.30%) to -1.89%. The median pay gap has also reduced (from -16.19% in 2022), however it is noted that the size of the reduction is smaller in the median and that the remaining gap is significant. In this case, it may be appropriate to consider the median as a more accurate reflection of the overall academic ethnicity pay gap than the mean.

In the Professional Services, there are significant mean and median pay gaps of -18.01% and -19.28%. These figures are relatively similar to those reported in 2022's data, although it is recognised that they have slightly widened from last year's -17.95% and -18.06%. It should be noted that there is a very small number of BAME employees (15) in the Professional Services, and so it should be considered that the data is more likely to skew the calculations.

Upon reviewing the ethnicity data for the entire University employee population, it is evident that BAME employees make up a very small percentage of the overall employee composition. Progress has been made in increasing our BAME employee population since 2022, with the percentage of BAME employees rising from 5% to 8%. Although there are BAME employees employed across the majority of grades within the University, the majority of BAME employees are within Grade 8. The 2023 data also shows that there are no BAME employees at Grade 10.

3.5   Ethnicity Pay Gap Benchmarking

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2023*', reported a mean pay gap of -9.4% and a median pay gap of -8.4% in favour of white employees for non-UK staff across Scottish HEIs, whilst for UK nationals, a reverse pay gap favouring BAME staff was reported. In terms of benchmarking, it is acknowledged that further work is required to understand whether there are differential pay gaps between BAME employees who are UK nationals and those who are non-UK employees. With small numbers, it is not possible to draw firm conclusions from our data at present, but this is recognised as a key issue for the Race Equality Steering Group to consider and monitor.

The University has recently conducted an EDI culture review led by Professor Paul Miller, EDI and Anti-racism Adviser to the Principal. Findings from the culture review have supported QMU in the further development of our EDI and anti-racism strategy and 5-year action plan. Further information can be found here: https://www.qmu.ac.uk/about-the-university/equality-and-diversity/equality-diversity-and-inclusion-culture-review/

3.6 Ethnicity – Grade

Due to the relatively small number of BAME staff employed within a number of grades, in order to protect the confidentiality of employee salary information, it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 4, 8 and 9, which are available in Appendix H. Pay gaps by grade which are considered significant are highlighted within the following section.

3.6.1 Grades 8 and 9

Within Grade 8, mean (-5.17%) and median (-5.60%) pay gaps favouring white employees have been identified. These pay gaps remain significant, although it is noted that they have reduced from those identified in the 2022 data for Grade 8 (previously -8.48% and -11.11%). For the first time in our Equal Pay Review, numbers are now large enough (>5) to publish ethnicity pay gap information for Grade 9. Within Grade 9, mean (-5.69%) and median (-8.46%) pay gaps favouring white employees have been identified.

Upon reviewing the employee data, it has been identified that the majority of BAME employees are currently placed at lower points of each grade's respective pay scale, indicating that their appointments have taken place more recently. Therefore, as service length increases, salary will also increase through incremental progression, which may result in the pay gap narrowing. It is acknowledged that it would take a number of years before incremental progression could potentially narrow the pay gap to insignificant levels, but the narrowing of the gap in Grade 8 this year suggests that some progress is being made.

3.7 Intersectional Pay Gaps: Ethnicity and Gender

Table 11: Pay Gaps of BAME Women

	BAME Women to White Men	BAME Women to White Women	BAME Women to BAME Men
Mean Pay Gap in Annual Salary	-9.56%	-9.19%	-14.90%
Median Pay Gap in Annual Salary	0.00%	-2.84%	-5.59%
Mean Pay Gap in Hourly Rate	-9.17%	-8.99%	-14.67%
Median Pay Gap in Hourly Rate	0.00%	-2.84%	-5.59%

Table 12: Pay Gaps of BAME Men

	BAME Men to White Men	BAME Men to White Women
Mean Pay Gap in Annual Salary	*6.28%*	*6.27%*
Median Pay Gap in Annual Salary	*5.59%*	2.92%
Mean Pay Gap in Hourly Rate	*6.45%*	*6.66%*
Median Pay Gap in Hourly Rate	*5.59%*	2.92%

For the first time in our Equal Pay Review, an intersectional analysis of pay gaps by gender and ethnicity has been conducted. The results of this intersectional analysis reveal a differential experience for female BAME employees, where significant pay gaps exist in comparison to all other groups (white men, white women, and BAME men).

As with other elements of this Equal Pay Review, it should be noted that in conducting an intersectional analysis by gender and ethnicity, the calculations are using small numbers of employees that are more likely to skew the data, and thus any conclusions from the data should be treated with caution.

However, the initial findings of this intersectional analysis are in line with the findings of the Athena Swan Self-Assessment Team, who set 'Increasing the representation of Ethnic Minority women' as a priority in QMU's 2024 Athena Swan Bronze Renewal Application. As part of our commitment to increasing representation and improving the experiences of ethnic minority women, QMU commits to investigating further the root causes of the pay gaps against female BAME employees.

4. Section 4 – Disability

Table 13: Total Population of Staff by Declared Disability

Disability Declared	Non-Disabled	Unknown
50	496	49

Table 14: Overall Mean and Median Disability Pay Gaps

	Disability Pay Gap
Mean Disability Pay Gap in Annual Salary	-15.52%
Mean Disability Pay Gap in Hourly Pay	-15.75%
Median Disability Pay Gap in Annual Salary	-5.58%
Median Disability Pay Gap in Hourly Rate	-7.57%

Table 15: Overall Disability Pay Gaps, 2018 - 2023

	2018	2020	2021	2022	2023
Mean Pay Gap	-9.49%	-22.82%	-16.63%	-17.71%	-15.52%
Median Pay Gap	-19.79%	-30.75%	-27.04%	-17.40%	-5.58%

As indicated in the tables above, significant pay gaps continue to be present in mean, (-15.52%) and median (-5.58%) data in favour of staff who have not declared a disability. Although due to small numbers, it is not possible to offer a more detailed analysis, it is possible to confirm that pay gaps still exist within both Academic and Professional services.

4.1 Disability Pay Gap Benchmarking

By way of context, the Advance HE report titled '*Equality and Higher Education Staff Statistical Report 2023*', reported a mean pay gap of -12.7% and a median pay gap of -16.2% in favour of non-disabled employees across Scottish HEIs. In terms of benchmarking, it is acknowledged that QMU's disability pay gap is wider in the mean and narrower in the median, although overall it is generally similar to that of the Scottish sector average.

It is acknowledged that the staff data the university currently holds is still not robust enough to offer a detailed analysis, and the large proportion of 'unknowns' (8.2%) in our staff data, which have been left out of the calculation, may be skewing the pay gaps. The University is committed to encouraging staff to declare if they have a disability and will explore appropriate mechanisms for doing this. Compared to last year's figures, there are signs of positive progress in this area, with the percentage of employees declaring a disability increasing from 7.1% to 8.4%. This puts QMU in line with the Scottish sector disclosure rate of 8.5% (Advance HE, Equality and Higher

Education Staff Statistical Report 2023). Despite this positive progress, the university recognises that there is still work to do to improve this data further and does not remain complacent.

The University is committed to supporting staff and applicants who have declared a disability. Anecdotally, positive feedback has been received from employees who have received support through reasonable adjustments.

4.2 Disability Pay Gap - Grade

Due to the relatively small number of employees with a declared disability within several grades, in order to protect the confidentiality of employee salary information it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 3, 5, 7 and 8, which are available in Appendix I. Pay gaps by grade which are considered significant are highlighted within the following section.

4.2.1 Grade 8

A significant pay gap of -5.33% in favour of employees who have not declared a disability exists within Grade 8. Although this gap is significant, it is noted that this has reduced from the -9.91% gap identified at Grade 8 in the 2022 data.

Upon reviewing the employee data for Grade 8, it has been identified that the majority of disabled employees, are currently placed at lower points of each grade's respective pay scale, indicating that their appointments have taken place more recently. Therefore, as service length increases, salary will also increase through incremental progression, which may result in the pay gap narrowing. It is acknowledged that it would take a number of years before incremental progression could potentially narrow the pay gap to insignificant levels, but the narrowing of the gap in Grade 8 this year suggests that some progress is being made.

5. Section 5 – Sexual Orientation

Table 16: Total Staff Population by Sexual Orientation

LGBTQ+	Heterosexual	Unknown
44	391	160

5.1 Sexual Orientation – A Note on Terminology

In this report, the overall sexual orientation pay gap is calculated by grouping the salaries of colleagues who have declared their sexual orientation as 'gay', 'lesbian', 'bisexual' or 'other' (in accordance with the categorisation set by Higher Educational Statistics Agency (HESA)) and comparing those with the salaries of heterosexual employees. For the purposes of reporting, and in consideration of the fact that staff have the option to select 'other sexual orientation', the umbrella term of 'LGBTQ+' has been used in data labelling. It is however recognised that during this period, the university was not collecting data on trans status, and thus it should be noted that this percentage may not necessarily include staff members who identify as transgender.

Table 17: Overall Sexuality Pay Gap in the Mean and Median

	Sexuality Pay Gap
Mean Sexuality Pay Gap in Annual Salary	-3.92%
Mean Sexuality Pay Gap in Hourly Pay	-3.75%
Median Sexuality Pay Gap in Annual Salary	0.00%
Median Sexuality Pay Gap in Hourly Rate	-2.10%

Table 18: Annual Salary and Hourly Pay for LGBTQ+ and Heterosexual employees

	LGBTQ+	Heterosexual
Mean Annual Salary	£41,181	£42,862
Median Annual Salary	£41,931	£41,931
Mean Hourly Pay	£22.48	£23.36
Median Hourly Pay	£22.56	£23.04

5.2 Sexual Orientation Pay Gap – Mean and Median

As in previous years analysis indicates that there aren't any significant pay gaps in relation to sexual orientation in the mean or median.

However, it should be noted that LGBTQ+ employees make up a small percentage of QMU's population (7.4%), whilst a large percentage of the population (27%) has declared this information as unknown. It is acknowledged that the staff data the

university currently holds is still not robust enough to offer a detailed analysis, and the large proportion of 'unknowns' in our staff data, which have been left out of the calculation, may be skewing the pay gaps.

5.3 Sexual Orientation Pay Gap - Grade

Due to the relatively small number of declared LGBTQ+ employees within a number of grades, in order to protect the confidentiality of employee salary information, it is not possible to publish a breakdown for each grade. However, numbers are large enough (>5) to be published for Grades 3, 4, 7, 8 and 9, which are available in Appendix J.

6. Equal Pay Action Plan

Item	Overall Action/Objective	Rationale	Specific Actions for Implementation	Protected Characteristic addressed	Target Completion Date	Responsibility
1	Conduct an EQIA of the Professorial Review Policy	To investigate any potential barriers to female professors applying to the higher bands of the Professorial scale.	Convene a panel to conduct an EQIA of the Professorial Review Policy; address any barriers to women identified.	Gender	June 2024	Head of HR; EDI Adviser
2	Conduct an EQIA of the Market Supplements Policy	Findings suggest market supplements have played a role in the widening of the gender pay gap.	Convene a panel to conduct an EQIA of the Market Supplements Policy; address any barriers to women identified.	Gender	January 2025	Head of HR; Senior HR Partners
3	Encourage staff to declare their protected characteristics, reduce the number of unknown ethnicity, sexual orientation, and disability data.	There are a number of gaps within our staff monitoring data which limits our ability for more accurate and intersectional pay gap reporting and analysis.	Create webpage to showcase how we use data for positive EDI interventions, provide GDPR assurances and explain the limitations of certain categories to staff (e.g. due to HESA & HMRC). Send out communications twice per year encouraging staff to update their data twice/year - tie in with the DIW communications.	All	Webpage created and bi-annual communications in place by January 2025	EDI Adviser; Senior HR Partners
4	Monitor data relating to the numbers and pay gaps of ethnic minority staff quarterly; where numbers allow disaggregate ethnicity data and by gender.	To closely monitor low (but growing) numbers of ethnic minority staff and identify any relevant issues with pay gaps	Produce a quarterly report on ethnic minority staff numbers, leavers and pay gaps to be distributed to the Race Equality Steering Group, disaggregating ethnicity where possible and analysing data by both gender and ethnicity	Race/Ethnicity	Quarterly from 2024	Head of HR; HR Data & Systems Partner; Race Equality Steering Group to review quarterly
5	Investigate further the root causes of significant ethnicity pay gaps, in	Initial findings reported in our Equal Pay Review	Extract current (2024) data for these groups in order to compare and monitor the pay gaps arising for	Gender, Race/Ethnicity	October 2024	EDI Adviser; Race Equality

	particular those found for Asian employees and BAME Women, and seek to better understand if there are differential gaps between UK and non-UK BAME staff.	suggest the largest ethnicity pay gaps negatively affect BAME women and Asian employees, although numbers are currently too small to ascertain this fully.	these particular groups. As these groups are relatively small numbers of employees, it may be possible to identify the root causes of pay gaps through regular monitoring.			Steering Group; Equality and Diversity Committee
6	Include data of staff who declare a trans identity/history in the pay gap calculations for our next Equal Pay Review	Trans employees were not necessarily included in calculations as we did not collect this data in March 2023, but we have since started collecting this data.	Ensure the 'Trans Identity/History' HESA field is included in Equal Pay calculations for the April 2025 Report.	Sexual Orientation, Gender Re-assignment	April 2025	EDI Adviser; HR Systems and Data Partner
7	Investigate further the significant pay gaps found between men and women working part-time	Data suggests differential pay gaps for those who work PT between the academic and professional services	Extract current (2024) data for these groups in order to compare and monitor the pay gaps arising for part-time employees. Any issues identified to be reported to the Athena Swan Self-Assessment Team for further investigation.	Gender	October 2024	EDI Adviser; Athena Swan Self-Assessment Team.
8	Continue to encourage disclosure of disability and raise awareness of the support available when declaring disability	Whilst our data shows an encouraging increase in disclosure, there is a significant amount of 'unknowns' within our disability data	Through the Diversity, Inclusion and Wellbeing Calendar and HESA Monitoring Data Communications, explicitly reference the support available, and how to access it, for staff who declare a disability	Disability	From April 2024	EDI Adviser; Senior HR Partners; Health and Safety Adviser

Appendix A - Gender Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: Male	Mean Salary: Female	Mean Hourly Rate: Male	Mean Hourly Rate: Female	Median Salary: Male	Median Salary: Female	Median Hourly Rate: Male	Median Hourly Rate: Female	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£22,104	£21,969	£11.89	£11.82	£22,630	£21,581	£12.17	£11.61	-0.61%	-0.61%	-4.64%	-4.64%
G4	£24,574	£24,643	£13.22	£13.26	£24,144	£24,144	£12.99	£12.99	0.28%	0.28%	0.00%	0.00%
G5	£29,769	£29,257	£16.01	£15.75	£29,762	£28,929	£16.01	£15.56	-1.72%	-1.65%	-2.80%	-2.80%
G6	£34,216	£34,097	£18.47	£18.44	£34,314	£33,831	£18.46	£18.39	-0.35%	-0.16%	-1.41%	-0.37%
G7	£38,848	£38,772	£21.10	£21.02	£38,474	£38,474	£21.14	£21.14	-0.19%	-0.41%	0.00%	0.00%
G8	£48,147	£47,161	£26.38	£25.87	£43,785	£46,392	£25.85	£25.49	-2.05%	-1.90%	*5.96%*	-1.39%
G9	£60,892	£60,562	£33.27	£33.20	£63,059	£63,059	£34.28	£34.28	-0.54%	-0.23%	0.00%	0.00%
G10	---	---	---	---	---	---	---	---	---	---	---	---
G10P*	£82,395	£69,787	£45.27	£38.34	£87,219	£68,892	£47.92	£37.85	-15.30%	-15.30%	-21.01%	-21.01%

*Professors are attached to a separate Professorial scale and have separate pay progression arrangements. For the purposes of reporting, staff members on the professorial scale have been reported under 'G10P'

Appendix B - Gender Pay Gap Analysis by Grade – Academic Staff

Grade	Mean Salary: Male	Mean Salary: Female	Mean Hourly Rate: Male	Mean Hourly Rate: Female	Median Salary: Male	Median Salary: Female	Median Hourly Rate: Male	Median Hourly Rate: Female	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£38,111	£38,187	£20.98	£20.94	£38,187	£38,111	£21.14	£20.54	-0.20%	-0.20%	-2.83%	-2.83%
G8	£47,929	£47,112	£26.33	£25.89	£47,047	£45,737	£25.85	£25.13	-1.70%	-1.70%	-2.78%	-2.78%
G9	£61,260	£60,419	£33.66	£33.18	£63,059	£63,059	£34.65	£34.65	-1.37%	-1.41%	0.00%	0.00%
G10	---	---	---	---	---	---	---	---	---	---	---	---
G10P*	£82,395	£69,787	£45.27	£38.34	£87,219	£68,892	£47.92	£37.85	-15.30%	-15.30%	-21.01%	-21.01%

Appendix C - Gender Pay Gap Analysis – Professional Services Staff

Grade	Mean Salary: Male	Mean Salary: Female	Mean Hourly Rate: Male	Mean Hourly Rate: Female	Median Salary: Male	Median Salary: Female	Median Hourly Rate: Male	Median Hourly Rate: Female	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£22,104	£21,969	£11.89	£11.82	£22,630	£21,581	£12.17	£11.61	-0.61%	-0.61%	-4.64%	-4.64%
G4	£24,574	£25,643	£13.22	£13.26	£24,144	£24,144	£12.99	£12.99	0.28%	0.28%	0.00%	0.00%
G5	£29,769	£29,257	£16.01	£15.75	£29,762	£28,929	£16.01	£15.56	-1.72%	-1.65%	-2.80%	-2.80%
G6	£34,699	£34,497	£18.66	£18.56	£34,652	£34,811	£18.64	£18.73	-0.58%	-0.58%	0.46%	0.46%
G7	£39,426	£39,147	£21.21	£21.06	£39,610	£39,592	£21.31	£21.30	-0.71%	-0.71%	-0.04%	-0.04%
G8	£49,508	£47,811	£26.63	£25.72	£47,735	£49,841	£25.68	£26.81	-3.43%	-3.43%	4.41%	4.41%
G9	£59,879	£61,947	£32.21	£33.32	£59,450	£62,144	£31.98	£33.43	3.45%	3.45%	4.53%	4.53%
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix D – Gender Pay Gap – FT/PT - 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	£43,152	£23.53	£43,155	£23.71	£42,297	£23.00	£41,082	£22.10	2.02%	2.28%	5.05%	7.30%
Part Time	£43,104	£23.56	£41,931	£23.04	£48,724	£26.65	£44,414	£24.40	-11.53%	-11.60%	-5.59%	-5.59%

Appendix E – Gender Pay Gap – FT/PT – 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	£52,231	£28.69	£52,841	£29.03	£53,975	£29.66	£52,841	£29.03	-3.23%	-3.25%	0.00%	0.00%
Part Time	£48,268	£26.52	£45,737	£25.13	£53,944	£29.58	£47,047	£25.85	-10.52%	-10.33%	-2.78%	-2.78%

Appendix F – Gender Pay Gap – 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	£33,045	£17.78	£29,762	£16.01	£34,511	£18.56	£30,619	£16.47	-4.25%	-4.25%	-2.80%	-2.80%
Part Time	£32,691	£17.59	£30,619	£16.47	£28,423	£15.29	£28,131	£15.13	15.02%	15.06%	8.84%	8.84%

Appendix G – Gender Pay Gap – 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	£22,056	£11.86	£21,400	£11.51	£23,770	£12.86	£21,400	£11.51	-7.21%	-7.74%	0.00%	0.00%
Age 25-34	£32,375	£17.59	£32,411	£17.81	£35,748	£19.44	£41,931	£19.96	-9.44%	-9.51%	-22.70%	-10.79%
Age 35-44	£41,994	£22.94	£41,931	£23.04	£38,254	£20.78	£36,527	£19.65	9.78%	10.42%	14.80%	17.27%
Age 45-54	£46,771	£25.52	£49,841	£27.10	£46,658	£23.36	£43,155	£23.71	0.24%	0.66%	15.49%	14.28%
Age 55-64	£46,990	£25.68	£49,132	£27.00	£55,254	£30.22	£57,723	£31.72	-14.96%	-15.00%	-14.88%	-14.88%
Age 65+	£50,025	£27.37	£53,631	£29.47	£57,216	£31.41	£53,631	£29.47	-12.57%	-12.87%	0.00%	0.00%

Appendix H – Ethnicity Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: BAME	Mean Salary: White	Mean Hourly Rate: BAME	Mean Hourly Rate: White	Median Salary: BAME	Median Salary: White	Median Hourly Rate: BAME	Median Hourly Rate: White	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	---	---	---	---	---	---	---	---	---	---	---	---
G4	£24,238	£24,657	£13.04	£13.26	£24,144	£24,144	£12.99	£12.99	-1.70%	-1.70%	0.00%	0.00%
G5	---	---	---	---	---	---	---	---	---	---	---	---
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	---	---	---	---	---	---	---	---	---	---	---	---
G8	£45,177	£47,638	£24.82	£26.12	£44,414	£47,047	£24.40	£25.85	-5.17%	-4.97%	-5.60%	-5.60%
G9	£57,505	£60,973	£31.50	£33.39	£57,723	£63,059	£31.72	£34.65	-5.69%	-5.63%	-8.46%	-8.46%
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix I – Disability Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: Disabled	Mean Salary: Non-Disabled	Mean Hourly Rate: Disabled	Mean Hourly Rate: Non-Disabled	Median Salary: Disabled	Median Salary: Non-Disabled	Median Hourly Rate: Disabled	Median Hourly Rate: Non-Disabled	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£21,855	£22,080	£11.76	£11.88	£21,761	£21,761	£11.71	£11.71	-1.02%	-1.02%	0.00%	0.00%
G4	---	---	---	---	---	---	---	---	---	---	---	---
G5	£29,388	£29,455	£15.81	£15.85	£29,762	£29,762	£16.01	£16.01	-0.23%	-0.28%	0.00%	0.00%
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£38,980	£38,769	£21.06	£21.03	£40,745	£38,474	£21.92	£21.14	0.55%	0.18%	5.90%	3.68%
G8	£44,989	£47,523	£24.66	£26.07	£43,155	£47,047	£23.71	£25.85	-5.33%	-5.39%	-8.27%	-8.27%
G9	---	---	---	---	---	---	---	---	---	---	---	---
G10	---	---	---	---	---	---	---	---	---	---	---	---

Appendix J – Sexual Orientation Pay Gap Analysis by Grade – All Staff

Grade	Mean Salary: LGBTQ+	Mean Salary: Hetero-sexual	Mean Hourly Rate: LGBTQ+	Mean Hourly Rate: Hetero-sexual	Median Salary: LGBTQ+	Median Salary: Hetero-sexual	Median Hourly Rate: LGBTQ+	Median Hourly Rate: Hetero-sexual	Mean Pay Gap: Salary	Mean Pay Gap: Hourly Rate	Median Pay Gap: Salary	Median Pay Gap: Hourly Rate
G2	---	---	---	---	---	---	---	---	---	---	---	---
G3	£21,400	£22,064	£11.51	£11.87	£21,400	£22,196	£11.51	£11.94	-3.01%	-3.01%	-3.58%	-3.58%
G4	£23,149	£24,551	£12.45	£13.21	£23,149	£24,144	£12.45	£12.99	-5.71%	-5.71%	-4.12%	-4.12%
G5	---	---	---	---	---	---	---	---	---	---	---	---
G6	---	---	---	---	---	---	---	---	---	---	---	---
G7	£37,841	£38,837	£20.53	£21.05	£38,474	£38,474	£20.70	£21.14	-2.56%	-2.48%	0.00%	-2.10%
G8	£44,710	£47,005	£24.49	£25.78	£41,931	£45,737	£25.13	£25.85	-4.88%	-5.00%	-8.32%	-8.32%
G9	£59,808	£59,102	£32.86	£32.33	£57,723	£57,723	£31.72	£31.72	1.19%	1.64%	0.00%	0.00%
G10	---	---	---	---	---	---	---	---	---	---	---	---