University of Exeter

2024 Pay Gap Report

Introduction

The University of Exeter undertakes a wide range of activities to proactively understand and reduce Pay Gaps. The People Theme of our 2030 Strategy outlines the University's commitment to being inclusive and fair, with the Wellbeing, Inclusion and Culture Committee (WICC) supporting these strategic priorities.

WICC brings together colleagues to focus on areas such as health and wellbeing, equality, diversity, inclusion, and Pay Gaps. It draws on data-driven insights from within the Equality, Diversity and Inclusion team, and broader industry insights from the Pay Gaps Advisory Group and wider community. It uses this input to understand our Pay Gaps and to tailor strategy and interventions to our workforce.

The University is committed to minimising Pay Gaps, and has success measures agreed with University Council, the University's Governing Body. This informs our People Strategy and action plans across our Equality, Diversity and Inclusion work.

All data in this report is based on a snapshot date of 31 March 2024.

What is a Pay Gap?

Pay Gaps are a measure of the difference between the average pay of two or more groups. This is different from Equal Pay which refers to people receiving the same pay for the same work.

Because the Mean and Median pay is used, Pay Gaps reflect the degree to which different groups are distributed across Pay Scales.

For example, at the University of Exeter, whereas Male and Female colleagues are fairly evenly distributed at through Academic Grades (50% Female); Professional Services Grades which are typically lower, see an overrepresentation of Female colleagues (63% Female). This means that although the Mean Gender Pay Gap for Professional Services alone is 4.9%, and for Academic staff 11.6%, the institution as a whole has a Mean Gender Pay Gap of 15.2%.

What are we doing about them?

Work being undertaken on Pay Gaps and Equality includes, but is not limited to:

- Continuing to support institution and department-level actions to deliver progress on Faculty, PS and Institutional People KPIs - Gender Pay Gap, Athena SWAN Awards, Race Equality Charter Status and Representation in the Professoriate.
- Implementation and delivery of our Athena SWAN, Race Equality Charter and Disability Confident action plans, as well as an institutional gender equality action plan.
- Improving data quality and disclosure rates around Ethnicity and Disability, particularly in preparation for anticipated statutory requirements.
- Improving Inclusive Recruitment practice, including improved guidance to recruiting managers and more precise data and EDI monitoring of Recruitment processes, which will feed into our Pay Gaps planning.
- Likewise more reporting on staff turnover, in specific reference to Pay Gaps and staff characteristics will further inform strategy and underpin our understanding of trajectory of Pay Gaps and staff population.
- Continue our success in increasing the representation of women in the professoriate.
- Examine our data on progression and movement of staff through Pay Grades to identify any barriers or actions.
- Continuing our involvement in the development programmes that support progression for women, racially minoritised colleagues and disabled colleagues, including programmes centring intersectional identities e.g. ELEVATE.

Not all Higher Education Institutions (HEIs) include ad-hoc or claims workers in their statutory reporting figures, however, we provide data including and excluding this population to illustrate the impact it has on our pay gap and identify areas for action
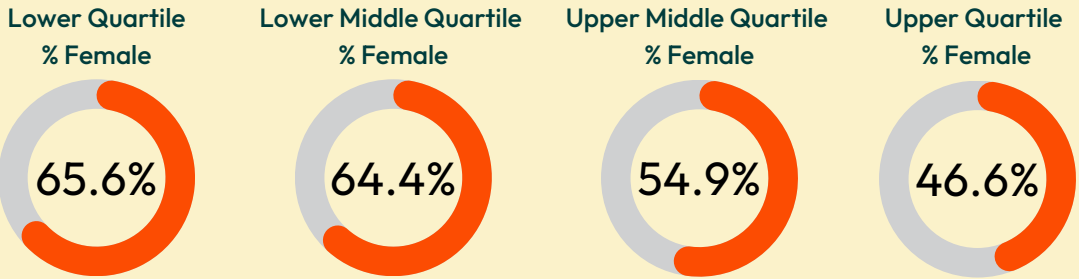
GAPS & QUARTILES

Pay Gaps are the measure of difference between average pay; Pay Quartiles group staff according to their pay, and show the distribution within each group.

The Gender Pay Gap inclusive and exclusive of temporary workers was:

15.2%
13.9%

Mean Gender Pay Gap
Our mean gender pay gap has decreased by 0.1% compared to March 2023.
The mean pay gap is 13.9% when excluding temporary workers.

18.6%
7.1%

Median Gender Pay Gap
Our median gender pay gap has decreased by 0.5% compared to March 2023.
The median pay gap is 7.1% when excluding temporary workers.

57.9% of our total workforce is female
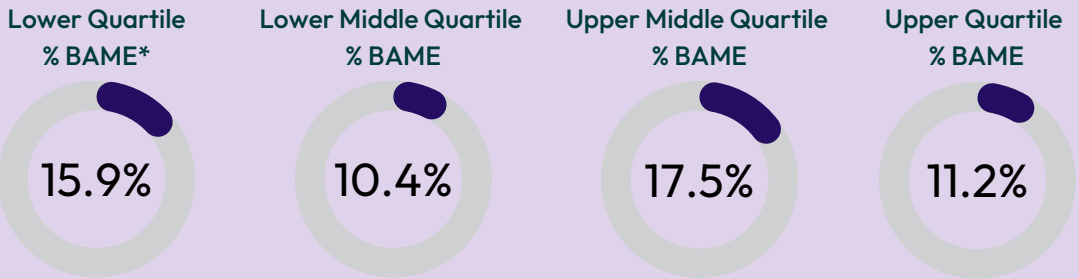This has decreased by 0.3% compared to March 2023

Lower Quartile % Female	Lower Middle Quartile % Female	Upper Middle Quartile % Female	Upper Quartile % Female
65.6%	64.4%	54.9%	46.6%

The Ethnicity Pay Gap inclusive and exclusive of temporary workers was:

5.0%
0.4%

Mean Ethnicity Pay Gap
Our mean ethnicity pay gap has decreased by 0.9% compared to March 2023.
The mean pay gap is 0.4% when excluding temporary workers.

-3.0%
-3.4%

Median Ethnicity Pay Gap
Our median ethnicity pay gap has decreased by 1.8% compared to March 2023.
The median pay gap is -3.4% when excluding temporary workers.

13.7% of our total workforce is Black, Asian or Minority Ethnic
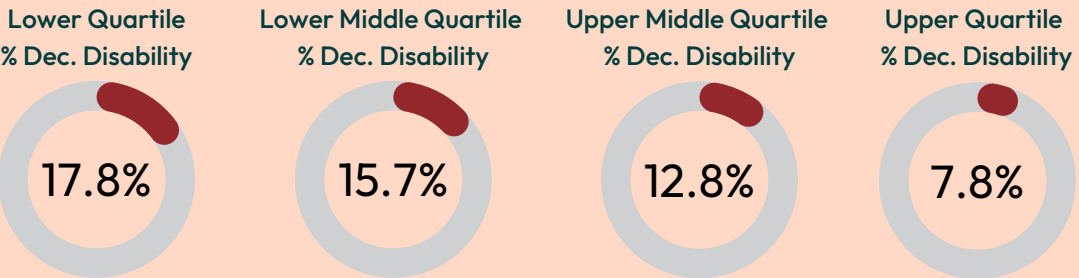This has increased by 1.0% compared to March 2023

Lower Quartile % BAME*	Lower Middle Quartile % BAME	Upper Middle Quartile % BAME	Upper Quartile % BAME
15.9%	10.4%	17.5%	11.2%

The Disability Pay Gap inclusive and exclusive of temporary workers was:

10.9%
10.2%

Mean Disability Pay Gap
Our mean disability pay gap has increased by 0.6% compared to March 2023.
The mean pay gap is 10.2% when excluding temporary workers.

18.6%
15.8%

Median Disability Pay Gap
Our median disability pay gap has increased by 2.8% compared to March 2023.
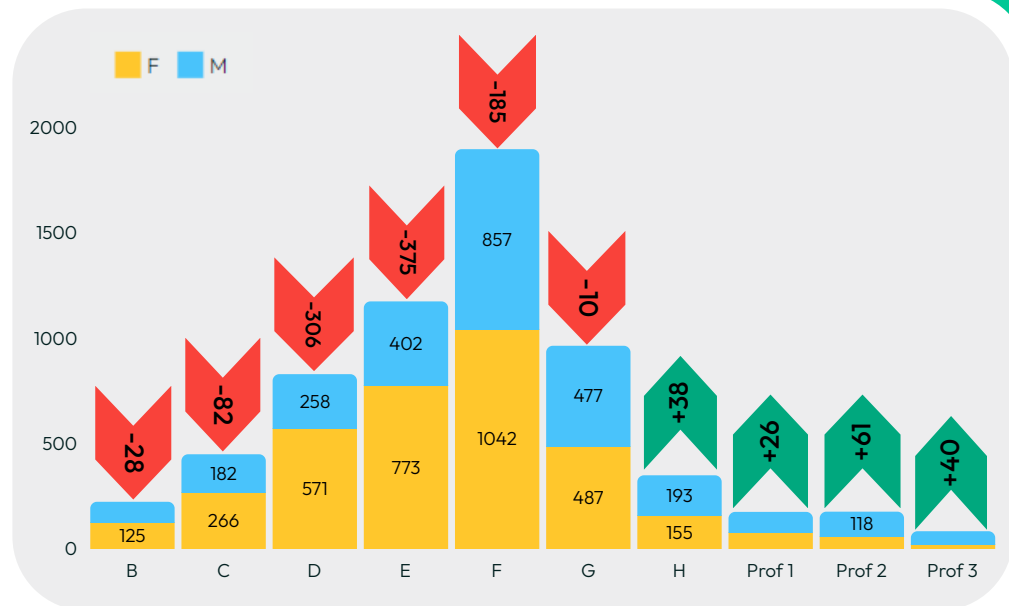The median pay gap is 15.8% when excluding temporary workers.

13.5% of our total workforce has declared a Disability
This has increased by 1.4% compared to March 2023

Lower Quartile % Dec. Disability	Lower Middle Quartile % Dec. Disability	Upper Middle Quartile % Dec. Disability	Upper Quartile % Dec. Disability
17.8%	15.7%	12.8%	7.8%

INSIGHTS

As Pay Gaps are a reflection of the average pay, the University's Gender Pay Gap cannot be eliminated without achieving relatively-equal (or consistent) numbers of Men and Woman across each Grade. The University's Gender Pay Gap is driven by the large number of women working in Professional Services (typically at Grades B-G). The Graph on the right shows the proportions of Male and Female employees at each Grade, and the arrows show how many more, or fewer, women would be needed to achieve equal numbers. The University has no intention of reducing the number of Female staff in order to achieve this.

Consequently we know that eliminating our Pay Gap is a long term goal, reliant on the gradual change of the University's staff profile. Whilst we still have strategies in place for our Institutional Pay Gap, we are now engaging with pay and deployment data at Faculty level to identify areas to focus on with more granularity then the statutory figures can reflect. This allows us to engage with the gendered experience of pay within Faculties more precisely, without being obscured by the institutional picture.

Chart legend: F (yellow), M (blue)

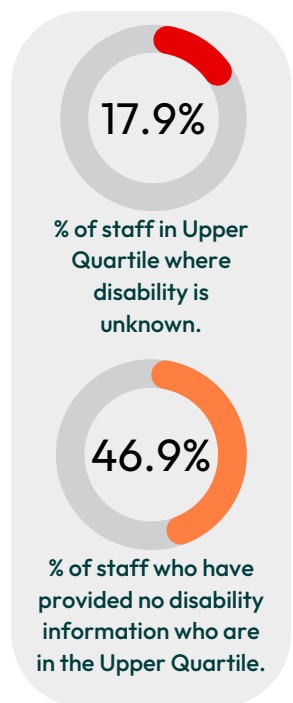| Grade	F	M	Arrow
B	125		-28
C	266	182	-82
D	571	258	-306
E	773	402	-375
F	1042	857	-185
G	487	477	-10
H	155	193	+38
Prof 1			+26
Prof 2	118		+19
Prof 3			+40

The Median Disability Pay Gap at the University is also an outlier, and is 7.7% higher than the Mean Disability Pay Gap.

When considering Pay Quartiles this can be explained by the low number of colleagues declaring a disability in the highest (upper) Pay Quartile.

A close examination of the Upper Pay Quartile shows that it has the highest concentration of staff who have not declared whether they do, or do not, have any disabilities (17.9%), and almost half (46.9%) of all staff who haven't provided their disability information are in this Quartile. They will not contribute to the Pay Gap calculation.

The University will work to identify any barriers to staff declaring their disabilities and seek to improve the disclosure rate, particularly amongst senior staff. This will improve the accuracy of the Median Disability Pay Gap.

17.9%
% of staff in Upper Quartile where disability is unknown.

46.9%
% of staff who have provided no disability information who are in the Upper Quartile.

The University's Ethnicity Pay Gap has historically been lower than the Gender and Disability Pay Gaps. This is in part due to the majority (79.7%) of BAME colleagues being in academic roles at Grade E or higher.

There are similar challenges to Disability around the coverage of data, with several Grades seeing more colleagues who have not shared their Ethnicity with the institution than those who have, particularly in Professorial and Clinical Grades.

As with declaring disabilities, we are also working to encourage staff to share their ethnicity information with the University so we have a more accurate picture of our staff profile with which to inform strategy and EDI activities. This will also allow us to calculate a more accurate Pay Gap, and will contribute to our Pay Gap becoming more stable as it draws upon data for a larger number of colleagues, and facilitate breakdowns by different ethnicities.

Clinical Grades	
BAME	5.9%
Unknown	17.1%

Prof Bands 2 & 3	
BAME	8.6%
Unknown	10.5%
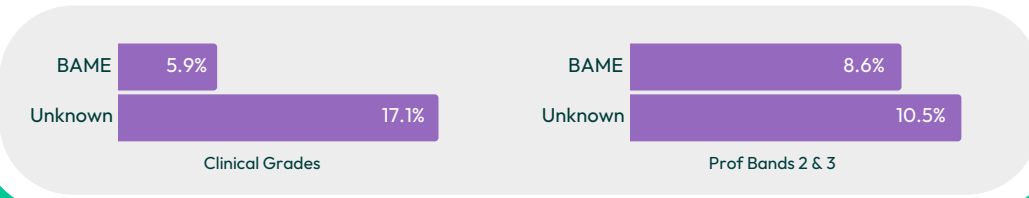
GAPS BY ROLE TYPE

When calculated for job families, we can observe different Gaps in different areas of the organisation.

Job Family refers to a grouping of roles within the University. These are determined in line with with statutory returns Higher Education providers make to the Higher Education Statistics Agency (HESA). Academic roles include teaching and research positions, and Professional Services refers to non-teaching and research roles.

As Pay Gaps are calculated from the average pay within a group, they change depending on who is included in the calculations. This is why we observe different Pay Gaps when we examine pay within faculties or job families from when we look at it institution-wide.

For example, calculating the institutional Pay Gap takes data from between around 7,700 and 10,000 colleagues (depending on how many temporary staff are included). Calculating it for Professional Services uses data for around 3,000 colleagues and Faculties are sized between 900 and 1,600 colleagues. The average Pay in each can therefore be very different.

For Academic roles

The Gender Pay Gap was:
Mean: 11.6%,
Median: 8.1%
When excluding temporary workers, the mean is 10.2%, and the median 7.8%.

The Ethnicity Pay Gap was:
Mean: 13.8%
Median: 13.7%
When excluding temporary workers, the mean is 14.2%, and the median 15.7%.

The Disability Pay Gap was:
Mean: 8.5%
Median: 8.5%
When excluding temporary workers, the mean is 8.1%, and the median 10.8%.

For roles in Professional Services

The Gender Pay Gap was:
Mean: 4.9%
Median: 2.0%
When excluding teporary workers, the mean is 4.8%, and the median 2.0%.

The Ethnicity Pay Gap was:
Mean: 5.9%
Median: 11.0%
When excluding temporary workers, the mean is 6.1%, and the median 11.0%.

The Disability Pay Gap was:
Mean: 4.4%
Median: 2.2%
When excluding temporary workers, the mean is 4.4%, and the median 2.2%.

For more information on Action Plans, Governance Structures, and the work being undertaken on pay Gaps, please visit:

https://www.exeter.ac.uk/departments/inclusion/policiesanddata/reports/

We are currently going through a consultation with students on preferred terminology and, in the interim, the position we agreed was that where we're referring to the collective group, we will spell out Black, Asian and Other Ethnic Minorities, except for using BAME as shorthand only in data tables and visualisations.