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Gender Pay Gap Report 2021

Appendix 1



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Gender pay gap by job family

Job Family		Mean £ per hour		Pay Gap	Median £ per hour		Pay Gap
		Men	Women		Men	Women	
Academic		33.63	28.49	15.3%	28.36	26.91	5.1%
Academic Research		19.16	18.50	3.4%	18.23	17.51	4.0%
Academic Teaching		20.69	20.70	0.0%	19.34	19.05	1.5%
Flexible Contracts		15.04	13.33	11.4%	14.59	14.59	0.0%
	Academic and Teaching	14.63	14.40	1.6%	14.59	14.59	0.0%
	Support and Residences	16.08	12.05	25.1%	9.50	9.50	0.0%
Managerial, Specialist & Administrative		19.84	15.54	21.6%	19.34	13.51	30.1%
	Academic Related	22.95	21.06	8.2%	20.52	19.34	5.8%
	Clerical	12.17	12.11	0.5%	12.02	11.63	3.3%
Operational & Facilities		10.94	10.66	2.5%	10.07	9.58	4.9%
Technical & Experimental		15.28	13.92	8.9%	15.49	14.20	8.3%

St Andrews does not have a hierarchy of 'job family'; this table is therefore presented in alphabetical order.

Gender pay gap by grade

		Mean £ per hour		Pay Gap	Median £ per hour		Pay Gap
Grade		Men	Women		Men	Women	
Grade 1		9.44	9.43	0.1%	9.56	9.56	0.0%
Grade 2		9.81	9.79	0.2%	9.78	9.65	1.4%
Grade 3		11.18	10.90	2.5%	11.02	10.80	2.0%
Grade 4		12.76	12.69	0.5%	13.00	12.65	2.7%
Grade 5		15.22	15.56	-2.2%	15.08	15.19	-0.7%
Grade 6		18.04	17.82	1.2%	18.23	17.70	2.9%
Grade 7		22.97	22.76	0.9%	23.72	23.07	2.7%
Grade 8		27.78	27.36	1.5%	28.36	27.54	2.9%
Grade 9		42.44	38.04	10.4%	39.45	36.29	8.0%
	Academic	42.12	38.67	8.2%	39.45	37.29	5.5%
	Professional Services	45.16	34.75	23.1%	42.65	33.67	21.1%
Flexible Contracts		15.04	13.33	11.4%	14.59	14.59	0.0%
	Academic and Teaching	14.63	14.40	1.6%	14.59	14.59	0.0%
	Support and Residences	16.08	12.05	25.1%	9.50	9.50	0.0%

In the interests of anonymity, the statistics for Apprentices and NHS/Off Scale employees are not presented within the Appendix, as some of the individual populations are not large enough to be suitable for publishing. 'Off scale' pertains to all staff on a salary that is not on the standardised salary scale, various types of role can receive 'off-scale' pay. Some that are included in the calculation are, people on research grants that specify an exact salary that does not match St Andrews' salary scale and some apprentices. 'Off scale' contains a wide range of salaries.

'NHS' pertains to staff of various grades, who are salaried employees of the University, but are also clinical academics in the School of Medicine, so are paid on NHS pay scales. There are a range of salaries included, from a lecturer, up to professor levels of pay.

Staff FTE by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Apprentice	*	*	*	*	*
Grade 1	45.4	111.9	157.2	28.8%	71.2%
Grade 2	61.3	52.7	114.0	53.8%	46.2%
Grade 3	85.5	155.1	240.6	35.5%	64.5%
Grade 4	79.0	151.8	230.9	34.2%	65.8%
Grade 5	111.1	137.0	248.2	44.8%	55.2%
Grade 6	317.0	337.1	654.2	48.5%	51.5%
Grade 7	266.6	194.3	460.8	57.8%	42.2%
Grade 8	174.4	120.9	295.3	59.1%	40.9%
Grade 9	156.4	60.6	217.0	72.1%	27.9%
Academic	138.2	49.6	187.8	73.6%	26.4%
Professional Services	18.2	11.0	29.2	62.3%	37.7%

*In the interests of anonymity, the statistics for Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Part-time staff FTE by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Apprentice	*	*	*	*	*
Grade 1	39.3	106.8	146.1	26.9%	73.1%
Grade 2	47.3	42.7	90.0	52.6%	47.4%
Grade 3	56.5	67.1	123.5	45.7%	54.3%
Grade 4	36.0	48.8	84.9	42.5%	57.5%
Grade 5	42.1	43.9	86.1	49.0%	51.0%
Grade 6	33.0	66.1	99.2	33.3%	66.7%
Grade 7	10.6	18.3	28.8	36.7%	63.3%
Grade 8	*	*	*	*	*
Grade 9	12.4	6.6	19.0	65.3%	34.7%
Academic	12.2	6.6	18.8	65.0%	35.0%
Professional Services	*	*	*	*	*

*In the interests of anonymity, the statistics for part-time staff in Grade 8, Professional Services and Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Staff headcount by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Apprentice	*	*	*	*	*
Grade 1	64.0	172.0	236.0	27.1%	72.9%
Grade 2	71.0	85.0	156.0	45.5%	54.5%
Grade 3	91.0	193.0	284.0	32.0%	68.0%
Grade 4	84.0	177.0	261.0	32.2%	67.8%
Grade 5	121.0	159.0	280.0	43.2%	56.8%
Grade 6	338.0	393.0	731.0	46.2%	53.8%
Grade 7	276.0	208.0	484.0	57.0%	43.0%
Grade 8	179.0	130.0	309.0	57.9%	42.1%
Grade 9	177.0	68.0	245.0	72.2%	27.8%
Academic	158.0	57.0	215.0	73.5%	26.5%
Professional Services	19.0	11.0	30.0	63.3%	36.7%
Flexible Contracts	257.0	330.0	587.0	43.8%	56.2%

*In the interests of anonymity, the statistics for Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Part-time staff headcount by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Apprentice	*	*	*	*	*
Grade 1	58.0	167.0	225.0	25.8%	74.2%
Grade 2	57.0	75.0	132.0	43.2%	56.8%
Grade 3	62.0	105.0	167.0	37.1%	62.9%
Grade 4	41.0	74.0	115.0	35.7%	64.3%
Grade 5	52.0	66.0	118.0	44.1%	55.9%
Grade 6	54.0	122.0	176.0	30.7%	69.3%
Grade 7	20.0	32.0	52.0	38.5%	61.5%
Grade 8	7.0	20.0	27.0	25.9%	74.1%
Grade 9	33.0	14.0	47.0	70.2%	29.8%
Academic	32.0	14.0	46.0	69.6%	30.4%
Professional Services	*	*	*	*	*

*In the interests of anonymity, the statistics for part-time staff in Professional Services and Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Mean annual pay by grade and gender adjusted for FTE

Job family	Men	Women	All	Pay Gap
Apprentice	*	*	*	*
Grade 1	£17,793	£17,783	£17,786	0.1%
Grade 2	£18,490	£18,446	£18,466	0.2%
Grade 3	£21,078	£20,552	£20,721	2.5%
Grade 4	£24,050	£23,918	£23,961	0.5%
Grade 5	£28,691	£29,335	£29,057	-2.2%
Grade 6	£34,001	£33,581	£33,775	1.2%
Grade 7	£43,303	£42,901	£43,130	0.9%
Grade 8	£52,368	£51,580	£52,036	1.5%
Grade 9	£80,005	£71,704	£77,701	10.4%
Academic	£79,389	£72,902	£77,669	8.2%
Professional Services	£85,130	£65,495	£77,931	23.1%
Flexible Contracts	£28,347	£25,126	£26,536	11.4%

*In the interests of anonymity, the statistics for Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Mean annual pay by grade and gender adjusted for FTE (part-time staff)

Job family	Men	Women	All	Pay Gap
Apprentice	*	*	*	*
Grade 1	£17,817	£17,808	£17,811	0.0%
Grade 2	£18,509	£18,515	£18,512	0.0%
Grade 3	£21,444	£21,025	£21,181	2.0%
Grade 4	£24,962	£24,255	£24,507	2.8%
Grade 5	£30,334	£29,973	£30,132	1.2%
Grade 6	£34,683	£33,644	£33,963	3.0%
Grade 7	£42,307	£43,941	£43,313	-3.9%
Grade 8	*	*	*	*
Grade 9	£83,041	£79,402	£81,957	4.4%
Academic	£83,527	£79,402	£82,271	4.9%
Professional Services	*	*	*	*
Flexible Contracts	£28,347	£25,118	£26,534	11.4%

*In the interests of anonymity, the statistics for part-time staff in Grade 8, Professional Services and Apprentices have been redacted, as the population is not large enough to be suitable for publishing.

Mean pay gap by job family and grade

		Mean £ per hour		Pay Gap
Job Family	Grade	Men	Women	
Academic	Grade 7	23.37	22.98	1.7%
	Grade 8	27.80	27.37	1.6%
	Grade 9	42.16	38.08	9.7%
Academic Research	Grade 5	15.01	14.49	3.5%
	Grade 6	17.70	17.52	1.0%
	Grade 7	23.07	22.25	3.6%
Academic Teaching	Grade 6	18.18	17.78	2.2%
	Grade 7	22.04	22.33	-1.3%
	Grade 8	27.63	27.36	1.0%
Managerial, Specialist & Administrative	Grade 2	9.69	9.77	-0.8%
	Grade 3	10.60	10.88	-2.6%
	Grade 4	12.39	12.65	-2.1%
	Grade 5	15.17	15.35	-1.2%
	Grade 6	18.31	18.02	1.6%
	Grade 7	22.65	22.85	-0.9%
	Grade 8	27.52	27.41	0.4%
	Grade 9	45.16	34.75	23.1%
Operational & Facilities	Grade 1	9.44	9.43	0.1%
	Grade 2	9.87	9.82	0.5%
	Grade 3	11.39	11.05	3.0%
	Grade 4	12.72	13.12	-3.1%
	Grade 5	14.76	18.40	-24.6%
Technical & Experimental	Grade 2	9.46	9.78	-3.4%
	Grade 3	11.35	11.03	2.8%
	Grade 4	13.18	12.96	1.7%
	Grade 5	15.59	15.67	-0.5%

In the interests of anonymity, the statistics for some staff cohorts in the 'Mean pay gap by job family and grade' table, have been redacted, as the populations are not large enough to be suitable for publishing.