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Gender Pay Gap Report 2019

Appendix 1



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Gender pay gap by job family

Job Family	Mean			Pay Gap	Median			Pay Gap
	Men	Women			Men	Women		
Academic	 £32.80 428 staff	 £28.20 220 staff		 £28.65 428 staff	 £26.11 220 staff			
Academic Research	 £19.82 225 staff	 £18.29 154 staff		 £18.32 225 staff	 £17.37 154 staff			
Academic Teaching	 £20.57 79 staff	 £19.36 106 staff		 £19.54 79 staff	 £18.97 106 staff			
Flexible Contracts	 £14.15 252 staff	 £14.25 210 staff		 £14.50 252 staff	 £14.50 210 staff			
	 £10.47 156 staff	 £9.31 289 staff		 £9.09 156 staff	 £9.09 289 staff			
Managerial, Specialist & Administrative	 £23.03 197 staff	 £20.98 235 staff		 £20.73 197 staff	 £19.54 235 staff			
	 £11.45 94 staff	 £11.71 401 staff		 £10.89 94 staff	 £11.20 401 staff			
Operational & Facilities	 £10.76 243 staff	 £9.87 255 staff		 £9.37 243 staff	 £9.09 255 staff			
Technical & Experimental	 £14.94 114 staff	 £13.14 50 staff		 £15.03 114 staff	 £12.98 50 staff			

























































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

Male icons are consistently sized and standardised across job families. Female icons are proportionately sized, in relation to the corresponding male icons, based on the hourly rate of pay. For example, using the mean average for academics (row 1, column 1), £28.20 is 86% of £32.80, therefore the purple icon denoting women is 86% of the size of the blue men denoting men.

Gender pay gap by job family

Job Family		Mean £ per hour		Pay Gap	Median £ per hour		Pay Gap
		Men	Women		Men	Women	
Academic		32.80	28.20	14.0%	28.65	26.11	8.9%
Academic Research		19.82	18.29	7.7%	18.32	17.37	5.2%
Academic Teaching		20.57	19.36	5.9%	19.54	18.97	2.9%
Flexible Contracts	Academic and Teaching	14.15	14.25	-0.7%	14.50	14.50	0.0%
	Support and Residences	10.47	9.31	11.0%	9.09	9.09	0.0%
Managerial, Specialist & Administrative	Academic Related	23.03	20.98	8.9%	20.73	19.54	5.8%
	Clerical	11.45	11.71	-2.3%	10.89	11.20	-2.9%
Operational & Facilities		10.76	9.87	8.3%	9.37	9.09	3.0%
Technical & Experimental		14.94	13.14	12.1%	15.03	12.98	13.7%

Gender pay gap by grade

		Mean		Pay Gap	Median		Pay Gap
		Men	Women		Men	Women	
Grade 1	Total	 £8.90 66 staff	 £8.87 190 staff	0.3%	 £9.09 66 staff	 £9.09 190 staff	0.0%
Grade 2	Total	 £9.12 93 staff	 £9.15 80 staff	-0.3%	 £9.24 93 staff	 £9.12 80 staff	1.3%
Grade 3	Total	 £10.62 78 staff	 £10.48 182 staff	1.3%	 £10.59 78 staff	 £10.57 182 staff	0.2%
Grade 4	Total	 £12.78 73 staff	 £12.37 140 staff	3.3%	 £12.60 73 staff	 £12.50 140 staff	0.8%
Grade 5	Total	 £15.67 107 staff	 £15.27 156 staff	2.6%	 £15.35 107 staff	 £14.91 156 staff	2.9%
Grade 6	Total	 £17.95 309 staff	 £17.81 292 staff	0.8%	 £17.89 309 staff	 £17.78 292 staff	0.6%
Grade 7	Total	 £23.24 262 staff	 £22.68 190 staff	2.4%	 £23.76 262 staff	 £22.89 190 staff	3.7%
Grade 8	Total	 £27.45 169 staff	 £26.81 115 staff	2.3%	 £27.82 169 staff	 £27.01 115 staff	2.9%
Grade 9	Academic	 £42.72 165 staff	 £38.47 50 staff	9.9%	 £39.86 165 staff	 £37.62 50 staff	5.6%
	Professional	 £44.81 17 staff	 £34.80 10 staff	22.3%	 £44.01 17 staff	 £33.52 10 staff	23.8%
	Total	 £42.92 182 staff	 £37.86 60 staff	11.8%	 £39.86 182 staff	 £35.84 60 staff	10.1%
Flexible Contracts	Academic and Teaching	 £14.15 252 staff	 £14.25 210 staff	-0.7%	 £14.50 252 staff	 £14.50 210 staff	0.0%
	Support and Residences	 £10.47 156 staff	 £9.31 289 staff	11.0%	 £9.09 156 staff	 £9.09 289 staff	0.0%
	Total	 £12.74 408 staff	 £11.39 499 staff	10.6%	 £12.15 408 staff	 £9.09 499 staff	25.2%

Male icons are consistently sized and standardised across grades. Female icons are proportionately sized, in relation to the corresponding male icons, based on the hourly rate of pay. For example, using the mean average for Grade 1 (row 1, column 1), £8.87 is 99.6% of £8.90, therefore the purple icon is 99.6% of the size of the blue icon.

Gender pay gap by grade

Grade		Mean £ per hour		Pay Gap	Median £ per hour		Pay Gap
		Men	Women		Men	Women	
Grade 1		8.90	8.87	0.3%	9.09	9.09	0.0%
Grade 2		9.12	9.15	-0.3%	9.24	9.12	1.3%
Grade 3		10.62	10.48	1.3%	10.59	10.57	0.2%
Grade 4		12.78	12.37	3.3%	12.60	12.5	0.8%
Grade 5		15.67	15.27	2.6%	15.35	14.91	2.9%
Grade 6		17.95	17.81	0.8%	17.89	17.78	0.6%
Grade 7		23.24	22.68	2.4%	23.76	22.89	3.7%
Grade 8		27.45	26.81	2.3%	27.82	27.01	2.9%
Grade 9	Academic	42.72	38.47	9.9%	39.86	37.62	5.6%
	Professional	44.81	34.80	22.3%	44.01	33.52	23.8%
	Total	42.92	37.86	11.8%	39.86	35.84	10.1%
Flexible Contracts	Academic and Teaching	14.15	14.25	-0.7%	14.50	14.5	0.0%
	Support and Residences	10.47	9.31	11.0%	9.09	9.09	0.0%
	Total	12.74	11.39	10.6%	12.15	9.09	25.2%

Gender Pay Gap by Grade – Off scale/NHS

'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 this 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.

Grade	Mean £ per hour			Median £ per hour		
	Men	Women	Pay Gap	Men	Women	Pay Gap
Off scale	19.76	36.10	-82.7%	11.36	26.39	-132.4%
NHS	91.01	35.36	61.1%	96.82	35.34	63.5%

Grade	Headcount	
	Men	Women
Off scale	37	10
NHS	4	6





















Staff FTE by grade and gender



Staff FTE by grade and gender

					% within Grade	
		Men	Women	Total	Men	Women
Grade 1		44.9	123.3	168.2	27%	73%
Grade 2		78.0	53.4	131.4	59%	41%
Grade 3		73.1	149.3	222.3	33%	67%
Grade 4		71.2	122.3	193.5	37%	63%
Grade 5		97.8	132.8	230.6	42%	58%
Grade 6		291.9	261.1	553.0	53%	47%
Grade 7		250.0	179.2	429.2	58%	42%
Grade 8		164.3	109.5	273.8	60%	40%
Grade 9	Academic	144.7	46.2	190.9	76%	24%
	Professional Services	16.2	10.0	26.2	62%	38%

Part-time staff FTE by grade and gender

				% within Grade		Size legend
	Men	Women	Grand Total	Men	Women	
Grade 1	 29.9 FTE	 106.3 FTE	 136.2 FTE	22%	78%	 2.2 FTE  50.0 FTE  100.0 FTE  136.2 FTE
Grade 2	 15.0 FTE	 29.4 FTE	 44.4 FTE	34%	66%	
Grade 3	 4.1 FTE	 41.3 FTE	 45.4 FTE	9%	91%	
Grade 4	 2.2 FTE	 27.3 FTE	 29.5 FTE	7%	93%	
Grade 5	 4.8 FTE	 16.8 FTE	 21.6 FTE	22%	78%	
Grade 6	 17.9 FTE	 37.1 FTE	 55.0 FTE	33%	67%	
Grade 7	 11.0 FTE	 16.2 FTE	 27.2 FTE	40%	60%	
Grade 8	 3.3 FTE	 11.5 FTE	 14.8 FTE	23%	77%	
Grade 9 Academic	 11.7 FTE	 3.2 FTE	 14.9 FTE	79%	21%	

Part-time staff FTE by grade and gender

					% within Grade	
		Men	Women	Total	Men	Women
Grade 1		29.9	106.3	136.2	22%	78%
Grade 2		15.0	29.4	44.4	34%	66%
Grade 3		4.1	41.3	45.4	9%	91%
Grade 4		2.2	27.3	29.5	7%	93%
Grade 5		4.8	16.8	21.6	22%	78%
Grade 6		17.9	37.1	55.0	33%	67%
Grade 7		11.0	16.2	27.2	40%	60%
Grade 8		3.3	11.5	14.8	23%	77%
Grade 9	Academic	11.7	3.2	14.9	79%	21%
	Professional Services	*	*	*	*	*

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














Staff headcount by grade and gender



Staff headcount by grade and gender

					% within Grade	
		Men	Women	Total	Men	Women
Grade 1		66	190	256	26%	74%
Grade 2		93	80	173	54%	46%
Grade 3		78	182	260	30%	70%
Grade 4		73	140	213	34%	66%
Grade 5		107	156	263	41%	59%
Grade 6		309	292	601	51%	49%
Grade 7		262	190	452	58%	42%
Grade 8		169	115	284	60%	40%
Grade 9	Academic	165	50	215	77%	23%
	Professional Services	17	10	27	63%	37%

Part-time staff headcount by grade and gender






































				% within Grade		Size legend
	Men	Women	Grand Total	Men	Women	
Grade 1	 51 staff	 173 staff	 224 staff	23%	77%	 7 staff  50 staff  100 staff  224 staff
Grade 2	 30 staff	 56 staff	 86 staff	35%	65%	
Grade 3	 9 staff	 74 staff	 83 staff	11%	89%	
Grade 5	 14 staff	 40 staff	 54 staff	26%	74%	
Grade 6	 35 staff	 68 staff	 103 staff	34%	66%	
Grade 7	 23 staff	 27 staff	 50 staff	46%	54%	
Grade 8	 8 staff	 17 staff	 25 staff	32%	68%	
Grade 9 Academic	 32 staff	 7 staff	 39 staff	82%	18%	

Part-time staff headcount by grade and gender

					% within Grade	
		Men	Women	Total	Men	Women
Grade 1		51	173	224	23%	77%
Grade 2		30	56	86	35%	65%
Grade 3		9	74	83	11%	89%
Grade 4		*	*	*	*	*
Grade 5		14	40	54	26%	74%
Grade 6		35	68	103	34%	66%
Grade 7		23	27	50	46%	54%
Grade 8		8	17	25	32%	68%
Grade 9	Academic	32	7	39	82%	18%
	Professional Services	*	*	*	*	*

*In the interests of anonymity, the statistics for part-time staff in Grade 4, and Grade 9 Professional Services 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

	Men	Women	Grand Total	Pay Gap	Size legend
Flexible Contracts	 £24,019.53	 £21,476.14	 £22,620.25	10.59%	 £16,712.30  £40,000.00  £60,000.00  £84,460.47
Grade 1	 £16,770.71	 £16,712.30	 £16,727.36	0.35%	
Grade 2	 £17,189.08	 £17,243.24	 £17,214.13	-0.32%	
Grade 3	 £20,015.46	 £19,754.74	 £19,832.96	1.30%	
Grade 4	 £24,092.95	 £23,309.52	 £23,578.02	3.25%	
Grade 5	 £29,543.54	 £28,787.02	 £29,094.80	2.56%	
Grade 6	 £33,844.06	 £33,569.88	 £33,710.85	0.81%	
Grade 7	 £43,810.30	 £42,749.72	 £43,364.48	2.42%	
Grade 8	 £51,744.10	 £50,532.24	 £51,253.38	2.34%	
Grade 9 Academic	 £80,529.73	 £72,522.80	 £78,667.65	9.94%	
Grade 9 Professional Services	 £84,460.47	 £65,598.96	 £77,474.73	22.33%	

Mean annual pay by grade and gender adjusted for FTE

		Men	Women	All	% Gap
Flexible contracts		£24,019.53	£21,476.14	£22,620.25	10.6%
Grade 1		£16,770.71	£16,712.30	£16,727.36	0.4%
Grade 2		£17,189.08	£17,243.24	£17,214.13	-0.3%
Grade 3		£20,015.46	£19,754.74	£19,832.96	1.3%
Grade 4		£24,092.95	£23,309.52	£23,578.02	3.3%
Grade 5		£29,543.54	£28,787.02	£29,094.80	2.6%
Grade 6		£33,844.06	£33,569.88	£33,710.85	0.8%
Grade 7		£43,810.30	£42,749.72	£43,364.48	2.4%
Grade 8		£51,744.10	£50,532.24	£51,253.38	2.3%
Grade 9	Academic	£80,529.73	£72,522.80	£78,667.65	9.9%
	Professional Services	£84,460.47	£65,598.96	£77,474.73	22.3%

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

	Men	Women	Grand Total	Pay Gap	Size legend
Flexible Contracts	 £24,019.53	 £21,476.14	 £22,620.25	10.59%	 £16,723.94  £40,000.00  £60,000.00  £88,163.73
Grade 1	 £16,747.78	 £16,723.94	 £16,729.37	0.14%	
Grade 2	 £17,291.92	 £17,367.21	 £17,340.95	-0.44%	
Grade 3	 £19,581.06	 £19,685.94	 £19,674.56	-0.54%	
Grade 5	 £36,418.94	 £29,767.74	 £31,492.13	18.26%	
Grade 6	 £33,308.56	 £33,229.82	 £33,256.57	0.24%	
Grade 7	 £45,758.55	 £42,065.13	 £43,764.10	8.07%	
Grade 8	 £54,384.23	 £49,902.35	 £51,336.55	8.24%	
Grade 9 Academic	 £88,163.73	 £73,978.36	 £85,617.64	16.09%	

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

		Men	Women	All	% Gap
Flexible contracts		£24,019.53	£21,476.14	£22,620.25	10.6%
Grade 1		£16,747.78	£16,723.94	£16,729.37	0.1%
Grade 2		£17,291.92	£17,367.21	£17,340.95	-0.4%
Grade 3		£19,581.06	£19,685.94	£19,674.56	-0.5%
Grade 4		*	*	*	*
Grade 5		£36,418.94	£29,767.74	£31,492.13	18.3%
Grade 6		£33,308.56	£33,229.82	£33,256.57	0.2%
Grade 7		£45,758.55	£42,065.13	£43,764.10	8.1%
Grade 8		£54,384.23	£49,902.35	£51,336.55	8.2%
Grade 9	Academic	£88,163.73	£73,978.36	£85,617.64	16.1%
	Professional Services	*	*	*	*

*In the interests of anonymity, the statistics for part-time staff in Grade 4, and Grade 9 Professional Services have been redacted, as the population is not large enough to be suitable for publishing.

Job Family	Grade	% Gap
Academic	Grade 7	1.1%
	Grade 8	2.3%
	Grade 9	9.9%
Academic Research	Grade 5	3.2%
	Grade 6	1.2%
	Grade 7	5.0%
Academic Teaching	Grade 5	7.8%
	Grade 6	0.2%
	Grade 7	3.8%
	Grade 8	-0.7%
Managerial, Specialist & Administrative	Grade 2	-1.5%
	Grade 3	-0.4%
	Grade 4	-0.6%
	Grade 5	-2.4%
	Grade 6	1.6%
	Grade 7	2.7%
	Grade 8	0.7%
	Grade 9	22.3%
Operational & Facilities	Grade 1	0.4%
	Grade 2	2.7%
	Grade 3	2.4%
	Grade 4	1.2%
	Grade 5	-2.2%
	Grade 6	-0.6%
Technical & Experimental	Grade 2	0.3%
	Grade 3	3.7%
	Grade 4	7.8%
	Grade 5	3.7%
	Grade 6	1.9%