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Gender Pay Gap Report 2020

Appendix 1



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Gender pay gap by job family

		Mean £ per hour		Pay Gap	Median £ per hour		Pay Gap
Job Family		Men	Women		Men	Women	
Academic		33.26	28.92	13.0%	28.36	26.74	5.7%
Academic Research		19.26	18.20	5.5%	18.23	17.19	5.7%
Academic Teaching		20.38	20.68	-1.5%	19.34	19.34	0.0%
Flexible Contracts		13.03	11.89	8.7%	14.59	9.76	33.1%
	Academic and Teaching	14.51	14.67	-1.1%	14.59	14.59	0.0%
	Support and Residences	10.46	9.53	8.9%	9.30	9.30	0.0%
Managerial, Specialist & Administrative		19.57	15.46	21.0%	19.12	13.46	29.6%
	Academic Related	22.97	21.33	7.1%	20.52	19.34	5.8%
	Clerical	11.73	11.88	-1.3%	11.28	11.29	-0.1%
Operational & Facilities		11.25	10.27	8.7%	10.11	9.30	8.0%
Technical & Experimental		15.38	14.11	8.2%	16.06	14.10	12.2%

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	
Apprentice		6.68	6.59	1.3%	5.78	5.21	9.9%
Grade 1		9.22	9.11	1.2%	9.30	9.30	0.0%
Grade 2		9.74	9.54	2.1%	9.61	9.36	2.6%
Grade 3		11.10	10.65	4.1%	10.97	10.68	2.6%
Grade 4		12.94	12.57	2.9%	12.97	12.34	4.8%
Grade 5		15.84	15.76	0.5%	15.59	15.41	1.1%
Grade 6		18.03	17.95	0.4%	18.23	17.93	1.7%
Grade 7		22.97	22.61	1.6%	23.61	22.70	3.9%
Grade 8		27.60	27.11	1.8%	28.05	27.37	2.4%
Grade 9		42.60	37.96	10.9%	39.49	36.35	7.9%
	Academic	42.42	38.77	8.6%	39.45	37.79	4.2%
	Professional Services	44.16	34.01	23.0%	43.95	33.01	24.9%
Flexible Contracts		13.03	11.89	8.7%	14.59	9.76	33.1%
	Academic and Teaching	14.51	14.67	-1.1%	14.59	14.59	0.0%
	Support and Residences	10.46	9.53	8.9%	9.30	9.30	0.0%

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		Pay Gap	Median £ per hour		Pay Gap
	Men	Women		Men	Women	
Off Scale	29.02	50.11	-72.7%	26.80	30.08	-12.3%
NHS	91.68	36.60	60.1%	104.20	36.47	65.0%

Grade	Headcount			% within grade	
	Men	Women	Total	Men	Women
Off Scale	15.0	7.0	22.0	68.2%	31.8%
NHS	5.0	6.0	11.0	45.5%	54.5%

Staff FTE by grade and gender

				% within grade		
Job family	Men	Women	Total	Men	Women	
Apprentice	19.0	5.0	24.0	79.1%	20.9%	
Grade 1	46.3	116.2	162.5	28.5%	71.5%	
Grade 2	61.4	54.3	115.8	53.1%	46.9%	
Grade 3	85.1	155.0	240.0	35.4%	64.6%	
Grade 4	72.5	135.5	208.0	34.9%	65.1%	
Grade 5	105.1	141.3	246.4	42.6%	57.4%	
Grade 6	299.1	267.0	566.0	52.8%	47.2%	
Grade 7	259.3	179.0	438.3	59.2%	40.8%	
Grade 8	164.9	125.7	290.5	56.7%	43.3%	
Grade 9	169.8	64.4	234.2	72.5%	27.5%	
	Academic	150.6	52.4	203.0	74.2%	25.8%
	Professional Services	19.2	12.0	31.2	61.5%	38.5%

Part-time staff FTE by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Grade 1	31.3	99.1	130.4	24.0%	76.0%
Grade 2	19.4	31.3	50.8	38.3%	61.7%
Grade 3	7.1	54.0	61.0	11.6%	88.4%
Grade 4	4.5	33.5	38.0	11.8%	88.2%
Grade 5	9.1	24.2	33.3	27.3%	72.7%
Grade 6	18.1	45.0	63.0	28.7%	71.3%
Grade 7	8.3	17.0	25.3	32.7%	67.3%
Grade 8	2.9	10.7	13.5	21.1%	78.9%
Grade 9	11.8	5.4	17.2	68.7%	31.3%
Academic	11.6	5.4	17.0	68.3%	31.7%
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

				% within grade	
Job family	Men	Women	Total	Men	Women
Apprentice	19.0	5.0	24.0	79.2%	20.8%
Grade 1	67.0	182.0	249.0	26.9%	73.1%
Grade 2	74.0	86.0	160.0	46.3%	53.8%
Grade 3	90.0	192.0	282.0	31.9%	68.1%
Grade 4	76.0	155.0	231.0	32.9%	67.1%
Grade 5	112.0	163.0	275.0	40.7%	59.3%
Grade 6	313.0	302.0	615.0	50.9%	49.1%
Grade 7	268.0	190.0	458.0	58.5%	41.5%
Grade 8	169.0	133.0	302.0	56.0%	44.0%
Grade 9	194.0	70.0	264.0	73.5%	26.5%
Academic	174.0	58.0	232.0	75.0%	25.0%
Professional Services	20.0	12.0	32.0	62.5%	37.5%
Flexible Contracts	397.0	492.0	889.0	44.7%	55.3%

Part-time staff headcount by grade and gender

				% within grade	
Job family	Men	Women	Total	Men	Women
Grade 1	52.0	165.0	217.0	24.0%	76.0%
Grade 2	32.0	63.0	95.0	33.7%	66.3%
Grade 3	12.0	91.0	103.0	11.7%	88.3%
Grade 4	8.0	53.0	61.0	13.1%	86.9%
Grade 5	17.0	46.0	63.0	27.0%	73.0%
Grade 6	32.0	80.0	112.0	28.6%	71.4%
Grade 7	17.0	28.0	45.0	37.8%	62.2%
Grade 8	7.0	18.0	25.0	28.0%	72.0%
Grade 9	36.0	11.0	47.0	76.6%	23.4%
Academic	35.0	11.0	46.0	76.1%	23.9%
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.

Mean annual pay by grade and gender adjusted for FTE

Job family	Men	Women	All	Pay Gap
Apprentice	£12,598	£12,430	£12,563	1.3%
Grade 1	£17,374	£17,172	£17,227	1.2%
Grade 2	£18,364	£17,981	£18,158	2.1%
Grade 3	£20,928	£20,071	£20,344	4.1%
Grade 4	£24,398	£23,697	£23,926	2.9%
Grade 5	£29,861	£29,710	£29,772	0.5%
Grade 6	£33,985	£33,844	£33,916	0.4%
Grade 7	£43,295	£42,622	£43,016	1.6%
Grade 8	£52,017	£51,099	£51,613	1.8%
Grade 9	£80,305	£71,546	£77,982	10.9%
Academic	£79,967	£73,085	£78,246	8.6%
Professional Services	£83,248	£64,109	£76,071	23.0%
Flexible Contracts	£24,557	£22,414	£23,371	8.7%

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

Job family	Men	Women	All	Pay Gap
Grade 1	£17,260	£17,132	£17,162	0.7%
Grade 2	£18,487	£18,061	£18,205	2.3%
Grade 3	£20,722	£20,244	£20,300	2.3%
Grade 4	£24,433	£24,084	£24,129	1.4%
Grade 5	£34,464	£30,837	£31,816	10.5%
Grade 6	£34,167	£34,350	£34,298	-0.5%
Grade 7	£44,858	£42,932	£43,660	4.3%
Grade 8	£56,130	£51,462	£52,769	8.3%
Grade 9	£86,543	£82,081	£85,499	5.2%
Academic	£87,087	£82,081	£85,890	5.7%
Professional Services	*	*	*	*

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

Mean pay gap by job family and grade

Job Family	Grade	Pay Gap
Academic	Grade 7	1.3%
	Grade 8	2.0%
	Grade 9	8.8%
Academic Research	Grade 5	1.3%
	Grade 6	0.8%
	Grade 7	3.6%
Academic Teaching	Grade 5	-3.0%
	Grade 6	-0.6%
	Grade 7	0.2%
	Grade 8	-0.3%
Managerial, Specialist & Administrative	Apprentice	23.7%
	Grade 2	-1.0%
	Grade 3	-0.3%
	Grade 4	-1.2%
	Grade 5	-2.7%
	Grade 6	0.8%
	Grade 7	0.9%
	Grade 8	1.8%
	Grade 9	23.0%
Operational & Facilities	Apprentice	-43.0%
	Grade 1	1.2%
	Grade 2	4.0%
	Grade 3	2.8%
	Grade 4	1.7%
	Grade 5	-5.3%
	Grade 6	-4.6%
Technical & Experimental	Apprentice	25.1%
	Grade 2	-2.5%
	Grade 3	0.6%
	Grade 4	2.1%
	Grade 5	-2.1%
	Grade 6	1.1%