

Diversity Pay Report 2022



Introduction

As a university, our staff are key to our success, and we are working hard to embed equality, diversity, and inclusion in everything we do.

We recognise that pay diversity is a serious issue for us, as for the Higher Education Sector and society more broadly.

We are legally obliged to publish our gender pay gap information, but we choose to publish wider information on pay diversity including our ethnicity pay gap data and pay award distribution, along with our action plan. This paper will cover Gender Pay as well as Disability and Intersectional Pay gaps.

At Durham, the gender pay gap reflects the fact that across the University, including all academic and professional service staff, there are more women in lower paid roles than men, and vice versa. To be clear, the gender pay gap is not an issue of equal pay – we are confident that staff are paid fairly for doing equivalent jobs across our university and we continue to take action to address any gaps and to make sure our policies and practices are fair in this regard.



We are reducing the pay gaps through a comprehensive action plan, approved and reviewed annually by the University Executive Committee, Remuneration Committee and University Council.

Reducing our pay gaps is an important goal for us and one that has strategic significance. A target to reduce the gender pay gap by 5% by 2025 was set in 2019, to date we have reduced the Gender Pay Gap mean by 4.3% from when statutory reporting began in 2017.

While we acknowledge that it will take time to reduce the gaps across all levels within the organisation, we have already put in place several initiatives that are helping.

Examples include programmes such as Athena Swan, which focuses on the recruitment, retention, and progression of an increasingly diverse workforce, now across all our employees. Also important are development activities such as our range of leadership programmes including Aurora and development roles for PS staff to help create a pipeline for career progression.

Our aim over the coming years is to continue our work to better balance representation across all our job grades and thereby reduce our pay gaps further.

As part of our work - and to ensure staff are engaged in what we are doing - we have a pay diversity consultation group with representation from our campus trade unions and staff networks that advise the Executive on steps we might take to reduce the pay gaps further.

Our commitments are that:

- We will continue to address the structural imbalance in our workforce by encouraging more people to apply for – and be appointed to – more senior roles that are higher paid. We will do this through improved succession-planning, external advertising, and targeted recruitment.
- We will continue to ensure parity of pay and reward across all staff categories and grades.
- We will monitor engagement with development programmes and work to increase participation in development opportunities and.
- We will remove the real and perceived barriers to help all our staff to thrive.

I appreciate that not everyone will personally experience the changes that have been made and I would encourage you to look at the actions we are taking. You can find out more on our website and I would welcome any ideas and initiatives you may have that will help us to achieve our collective objectives.

Professor Richard Crisp
Acting Deputy Vice-Chancellor and Provost

Our Gender Pay Gap in Detail

Report

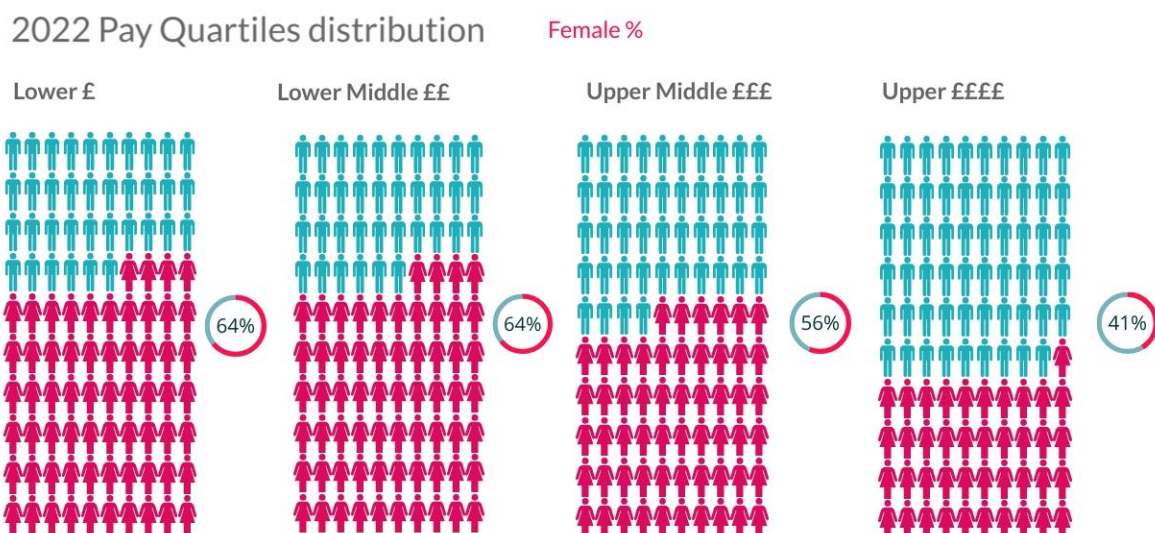
Relevant employees

This year there are 7538 relevant assignments, i.e., those on payroll on the snapshot date of 31 March 2022 that have been considered when calculating the 2022 Gender Pay Gap. This represents an increase of 1162 from last year (2021: 6376), comprising organic growth in contracted staff, additional Covid response support workers and bar staff who had not been operation in the previous report. The increase is shared evenly over contracted and atypical assignments, with a 63/37 female/male split. In line with government guidance, we have included staff on sick leave where we could identify that they were on full pay. We have also included all atypical workers who received a payment within a January-March variable pay assessment window.

Pay Quartiles Distribution

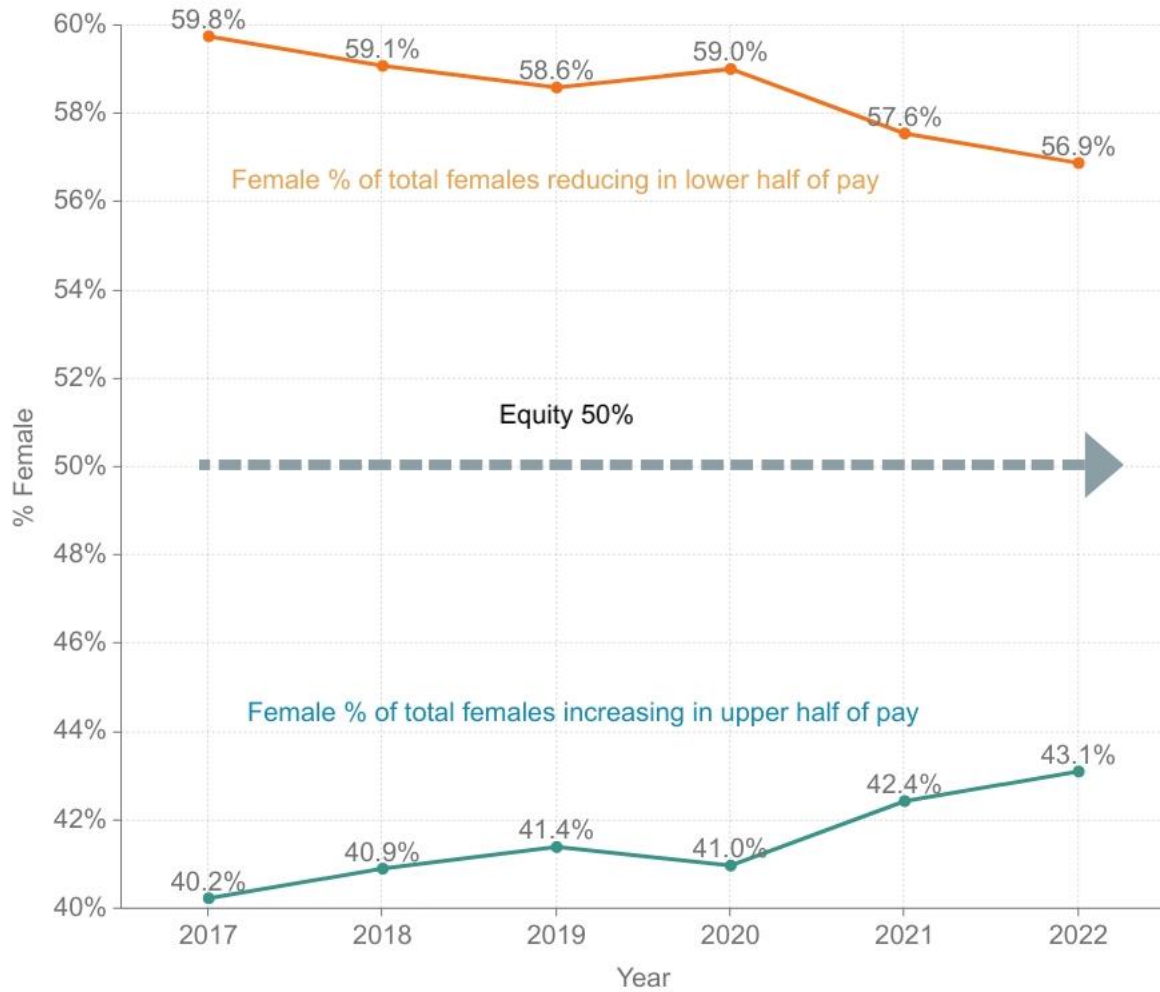
The 2022 Pay Gap analysis reflects the longstanding distribution of males and females within the workforce and the fact there are fewer females in senior roles and more females in our lower graded roles. Though progress is being made it is important to reiterate that this does not mean that female staff are paid differently to their male counterparts for comparable work.

Female representation in the lower pay quartiles reduced by 2% in the last year. Conversely, female representation in the upper pay quartile increased by 3%, highlighting Durham as one of the best improvers (+4.4%) in this quartile in the Russell Group since statutory reporting began in 2017. This shift is welcome news and continues a trend since 2017.



In 2022 we continued the annual progress in evening the distribution of female staff in the upper and lower halves of pay, recognising that it is slower than we would want.

Upper and Lower Pay halves distribution 2017-2022



Pay Gaps

Gender Pay Gaps

The gender pay gap is defined as the difference in average pay between all men and all women across the whole institution.

Average pay is calculated using both mean and median measures. The mean gives a good overall indication of a pay gap, but very high or low hourly pay can dominate and distort the figure. The median is not distorted by outliers but can mask important issues in the lowest and highest paid employees.

2022 Gender Pay Gaps

Mean Gender Pay Gap



↓ 1.0%

Median Gender Pay Gap



↑ 3.4%

Gender Pay Rates 2022	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	£20.26	£36,868	21.1%	£16.70	£30,402	23.5%
Female	£15.99	£29,099		£12.78	£23,254	

Change since 2021	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	-£0.62	-£1,128	-1.0%	-£0.58	-£1,056	-3.4%
Female	-£0.26	-£473		-£1.03	-£1,875	

Both the mean and median hourly pay rates have decreased from last year. This principally arises due to the increase in relevant assignments in the assessment period. The additional 573 atypical assignments are almost exclusively paid at the graded casual pay level, consisting of additional workers supporting our Covid response programme and bar workers who were operational in January to March 2022, but had not been in the same period the previous year.

The mean gender pay gap has improved by 1.0% this year to 21.1%. This contrasts a 3.4% rise in the median gender pay gap which now stands at 23.5%. The impact of the additional assignments is more pronounced when inspecting female median pay (7.4%/£1.03 reduction compared to male at 3.4%/£0.58), whereas the female mean pay is less affected (1.6%/£0.26 reduction compared to male at 3.0%/£0.62).

Contracted and atypical gender pay gaps

Gender Pay Rates 2022 (Contracted)	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	£23.59	£42,938	23.9%	£20.28	£36,916	23.2%
Female	£17.96	£32,696		£15.58	£28,358	

Gender Pay Rates 2022 (Atypical)	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	£12.52	£22,793	5.2%	£10.48	£19,068	0.01%
Female	£11.88	£21,616		£10.48	£19,065	

Contracted staff mean and median pay gaps improved by 2.7% and 4.2% respectively. The female hourly rates of pay increased whilst the male rates decreased.

For atypical appointments, the increase in graded casual workers reduced the mean and median hourly pay rates for both males and females. The mean pay gap increased by 2.2% to 5.2%, as the graded casual proportion was increased more by females than males, however the median remained effectively zero.

Gender pay gaps – Academic and Professional Services

Gender Pay Rates 2022 (Academic)	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	£26.54	£48,302	13.2%	£23.14	£42,115	15.9%
Female	£23.03	£41,909		£19.45	£35,407	

Gender Pay Rates 2022 (PS)	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Male	£14.34	£26,092	9.2%	£11.02	£20,062	1.7%
Female	£13.01	£23,682		£10.84	£19,721	

The mean and median hourly pay rates for academic staff increased over the year. The mean pay gap decreased by 1.8% to 13.2%, with the median pay gap increasing slightly to 15.9%. There is still an uneven distribution of gender within the pay grades, which accounts for the gaps, however the proportion of total academic females who are in the top quartile has improved from 35.8% to 44.0%, with the male proportion also increasing by a smaller margin, 51.7% to 56.5%.

Professional Services (PS) female staff are more evenly paid than their academic colleagues, with a low median gap of 1.7% (down from 5.3% last year). The PS mean gap has also decreased to 9.2%. The gap results from an over-representation of PS females (77%) in the bottom half of pay compared to males (69%).

Gender pay gaps by grade

There remain 116 atypical appointments on casual 'spot' rates of pay which do not fit into the national pay spine points. College mentor stipend payments account for nearly half of these.

The 'Casual' rate mean pay gap (24.9%) remains high as consultancy roles (where spot hourly rates are higher) were populated entirely by males.

All of the national pay spine-based grades have mean and median pay gaps within 5%.

Grade 3 increased the grade mean pay gap to 4.5%.

Chefs attached to this grade are male-dominated, with additional pay in the form of market supplements and flexibility allowances.

Marie Curie rates of pay, which are dictated by the funding body, do not map onto the national pay spine and vary based on seniority of research role; the current mix of gender/roles favours males.

Professorial Band 1 and Band 3 both have mean gender pay gaps which favour females and Professorial Band 2 has reduced the gap from 8.5% last year to 5.2% this year. Although there was a larger increase (31) in the number of male professors to female professors (24), the overall proportion of females in Professorial bands has increased from 25.2% to 27.0%.

Senior Management Bands 2 and 3 now both favour females and Band 1 has reduced from 11.6% to 6.6%. The small number of Senior Management roles means that small changes in staffing (resignations/hiring) have a magnified effect on the pay gaps every year. There were 5 male hires in Band 1 and 3 female hires, with the male hires reducing the band mean by more than the females. The proportion of females in Senior Management roles overall actually decreased slightly to 44.1% as there was a net increase of 2 males to 1 female over all bands.

Gender Pay Rates 2022	Male		Female		Mean Pay Gap	Median Pay Gap
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate		
Minimum Wage	£8.36	£7.35	£8.47	£9.36	-1.3%	-27.3%
Casual Rate	£21.50	£9.93	£16.14	£9.67	24.9%	2.6%
Grade 1 Casual	£10.47	£10.47	£10.47	£10.47	-0.1%	0.0%
Grade 1	£10.46	£10.56	£10.52	£10.44	-0.6%	1.2%
Grade 2	£11.11	£10.72	£10.60	£10.24	4.6%	4.5%
Grade 3	£11.18	£10.89	£10.69	£10.44	4.5%	4.1%
Grade 4	£11.79	£11.43	£11.58	£11.43	1.8%	0.0%
Grade 5	£13.95	£14.07	£13.62	£13.81	2.4%	1.9%
Grade 6	£16.32	£16.51	£16.12	£16.45	1.2%	0.3%
Grade 7	£19.20	£19.12	£19.05	£18.85	0.8%	1.4%
Grade 8	£23.79	£23.76	£23.75	£23.50	0.2%	1.1%
Grade 9	£29.24	£29.25	£29.09	£29.26	0.5%	0.0%
Marie Curie	£23.70	£24.91	£21.64	£22.30	8.7%	10.5%
Professorial 1	£34.80	£33.49	£35.51	£34.02	-2.0%	-1.6%
Professorial 2	£45.05	£42.56	£42.72	£41.80	5.2%	1.8%
Professorial 3	£55.33	£53.38	£56.02	£55.30	-1.2%	-3.6%
Senior Management 1	£40.82	£38.83	£38.12	£38.85	6.6%	0.0%
Senior Management 2	£42.64	£44.13	£46.96	£46.80	-10.2%	-6.1%
Senior Management 3	£45.98	£45.98	£49.98	£49.98	-8.7%	-8.7%
Spot Salary	£10.43	£10.43	£10.11	£10.43	3.1%	0.0%
University Executive	£85.56	£79.01	£84.33	£73.17	1.4%	7.4%

Bonus

At Durham University, bonus payments include non-consolidated awards (Royal Society fellowships and Grade 10 merit rewards) and all discretionary awards. This year we have made bonus payments to 1343 people, including special recognition voucher payments to staff on our lower grades just prior to Christmas. This represents a 354 increase in bonuses over 2021.

The proportion of females and males receiving a payment was 19.2% and 13.4%, respectively. The University remains committed to improving the number and balance of staff considered and awarded for their contribution.

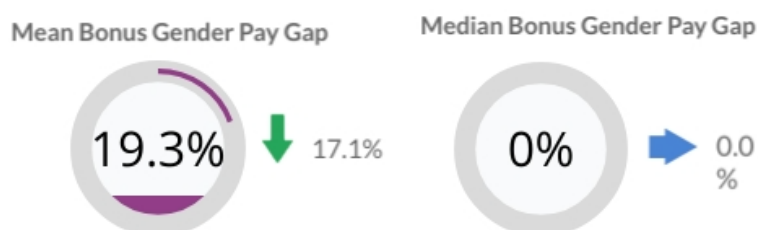
The mean gender bonus gap (19.3%) for 2022 represents a 17.1% improvement on 2021. There was again no median gender bonus gap.

The distribution of bonuses across ethnic groups is uneven with 18.6% of White staff receiving a payment this year, compared to 4.7% of colleagues in a minority ethnic group.

However, the ethnicity bonus gaps show a mean gap of 83.2% in favour of minority ethnic groups and no ethnicity median bonus gap.

The disability mean bonus gap is 13.6% with no median gap. The University paid bonuses to 22.3% of our disabled workers compared to 20.5% of our workers who declared they have no disability.

2022 Gender Bonus Pay Gaps



Addressing our gender pay differences.

Maintaining our long-term commitment

Closing the gender pay gap is not a quick and easy fix. It requires a meaningful, consistent, and sustained shift in cultural norms. Our data shows how relatively minor changes in our people, especially in higher-paid roles, can cause big changes in our headline gender pay gap and mask problems at lower grades. The current year's data continue a positive re-dressing of the gender pay gap within the University, for both academic and professional service staff, at a time when the sector as a whole is experiencing the opposite. Durham's gap to the sector average is closing and we expect it to be eliminated in the next year or so, as long as we maintain our commitment across all of the areas of activity reported here.

Flexibility and commitment are critical if we are to achieve the growth, productivity and skill advantages that come from greater inclusion and equal progression. As an employer we have a responsibility to our own employees, and we have acted on our commitment to greater inclusion, fairness and flexibility in a number of ways:

Recruitment and Selection

Our aim is to achieve greater inclusion and diversity throughout the University. We continue to review our talent attraction approach. The language we use in our job adverts has been reviewed, ensuring the opportunity to recruit people with different experiences and transferable skills from outside the sector where applicable. We ensure diversity in our shortlisted applicants and our selection panels are to be gender balanced, demographically and ethnically diverse as is practicable. When we engage search firms, for example in recruiting senior roles, we request that their search methodologies reach diverse candidates.

The pandemic has given us the opportunity to role-model hybrid ways of working. Our approach is helping us to attract and retain talented people who are committed to our purpose.

Pay Transparency

Internal and external pay benchmarking is provided to academic selection panels with starting salaries reviewed before an offer is made to ensure fairness and equity.

Academic Salary Review Panels are held annually with the purpose of reviewing academic salaries that have been identified as potentially requiring adjustment to ensure fairness and equality.

Progression

We provide proactive support for promotion of academic staff with all CVs reviewed and meaningful feedback provided to aid progression. Outcomes of promotions are monitored by gender and grade and are reported to the University Executive Committee, Senate and our Council. Where we observe diversity imbalances, we explore the potential causes to remove any possible barriers to progression.

Development/Career grade roles have been developed, spanning a number of grades within a defined pay structure, and supporting development and progression of PS staff. Development roles also provide a framework for departments to focus staff development on key priority areas and in some circumstances.

Development

Since 2018 the University has endorsed 21 hours of Continuous Professional Development (CPD) (pro rata) for all Professional Services Staff. Academic staff are awarded 10 hours per year for their CPD.

The University is committed to developing leadership at all levels ensuring that all staff are supported to realise their potential and understand their contributions to achieving the University's core goals.

A diverse range of development programmes and workshops that are open to all members of staff is offered with the programme refined each year to reflect the priorities of the University.

One example is the Diversifying Leadership programme which is designed to support early-career academics and professional services staff from Black, Asian and Minority Ethnic backgrounds who are about to take their first steps into a leadership role.

The Aurora Programme is a woman only leadership development programme that brings together leadership experts and higher education institutions to take a positive action to address the under-representation for women in leadership positions in the sector.

Engagement

We encourage everyone to use our employee engagement survey so we can hear the views of all our employees.

A Making a Difference all-staff event in autumn 2022 offered colleagues the opportunity to engage in discussions with University Executive Committee members and peers around the key areas of focus from the staff survey, and to hear about available resources, activities and benefits that can make a difference to all members of staff.

Family Friendly

This year we have changed our maternity, adoption and paternity policies to remove the time that colleagues need to work with us before being eligible to receive the occupational payments.

This has meant that instead of having to work at Durham for 52 weeks before becoming eligible for Maternity, Adoption and Paternity Leave, all employees can access them from the day they start work with us.

Additionally, we've increased the length of time that you can receive occupational full pay while on Maternity or Adoption Leave, from a maximum of 16 weeks to 26 weeks full pay.

Durham is proud to now offer some of the most generous family friendly policies in the sector.

Disability and Intersectionality Pay Gap

Disability Pay Gaps

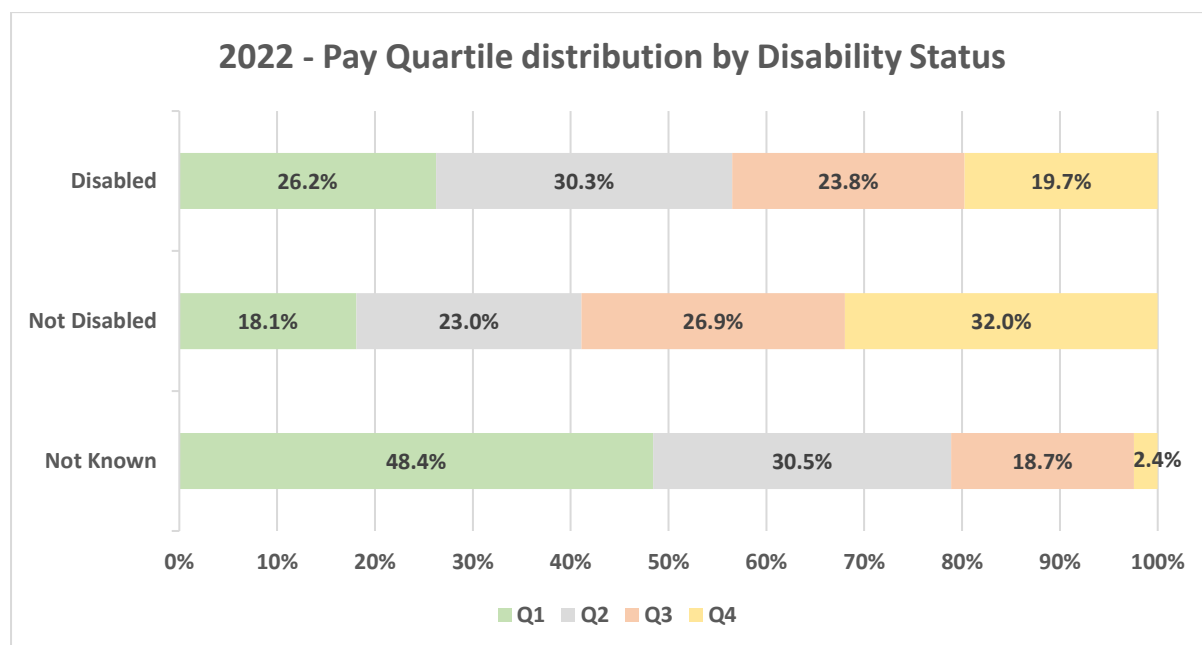
Our disability declaration rate (5.9%) has improved over the last year but remains behind the national in-employment disability rate. Although all the top three pay quartiles all improved their disability rates, the overall proportion of people not responding (not known) across all quartiles has increased from 10.2% to 21.2%. The increase is more pronounced in atypical assignments with the proportion increasing from 35.1% to 55.2%.

The University is developing a strategy and large-scale communications plan that will be launched in January 2023 across all workers to improve the declaration rates of all personal characteristics, including disability.

Gender Pay Rates 2022	Mean			Median		
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap
Not Disabled	£19.56	£35,606	16.7%	£16.71	£30,421	20.1%
Disabled	£16.30	£29,664		£13.35	£24,305	

The overall mean disability pay gap increased by 0.5% over last year, currently standing at 16.7%. The median disability pay gap has increased by 3.2% to 20.1%.

The principal reason for the pay gap is in the distribution of disabled staff in the university. In the lower half of pay (Q1/Q2) the proportion of disabled staff (26.2%+30.3%) is higher than proportion of staff not disabled (18.1%+23.0%). The opposite applies in the higher quartiles of pay.



There is no equal pay issue as grade analysis shows mean gaps either in favour of disabled Workers or less than 5% in favour of staff without a disability.

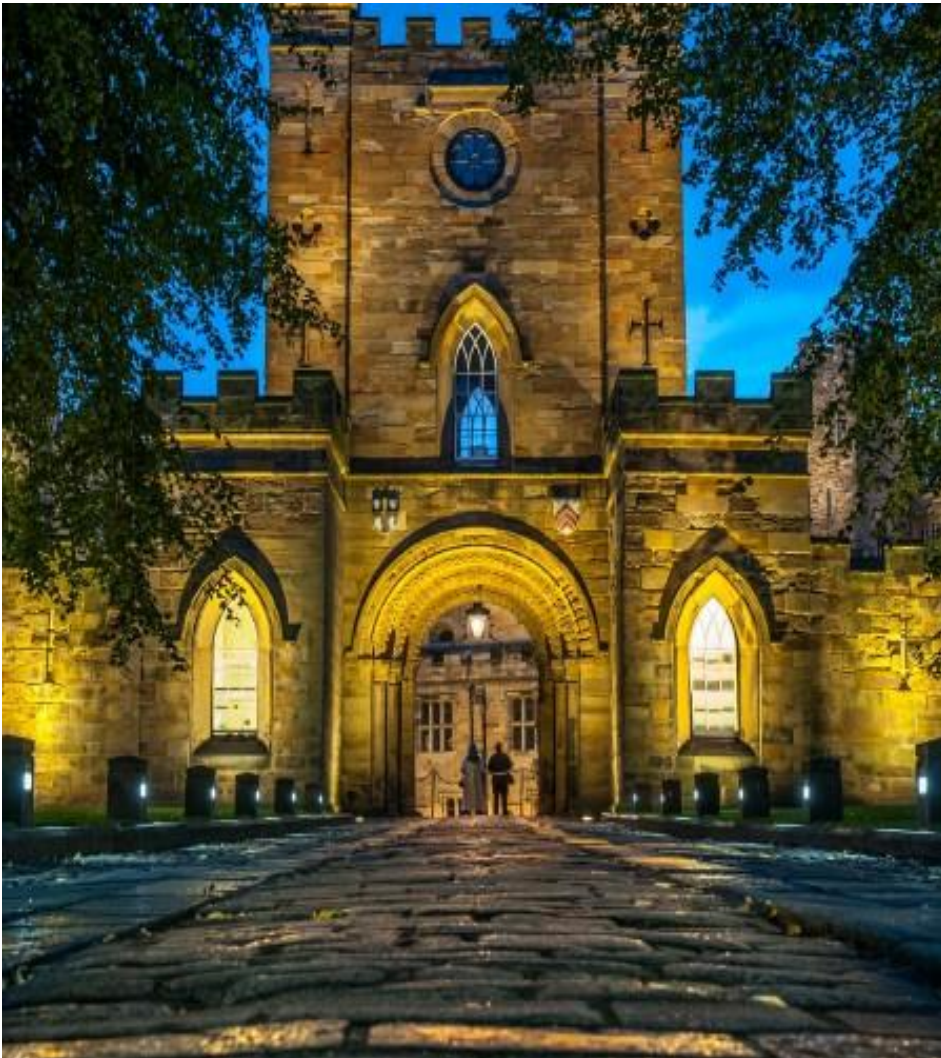
Pay Gaps - Intersection of gender and ethnicity

UCEA conducted a survey of HEI institutions in March 2021 to understand how the intersection of gender and ethnicity uncovers differences and nuances hidden when single gender or ethnicity diversity dimensions are used to determine pay gaps. In total, seventy-five institutions responded, including Durham University, with 2020 data, across a broad spectrum of Mission Groups, Pre- and Post-92 institutions. Thirty-one of the institutions provided data for the 5 aggregated ethnic groups and this provides useful benchmarking data for Durham to compare to. At the time of this report UCEA had not published the intersectional report for 2021 data, so we only reference changes in Durham gaps from 2021 to 2022, without any benchmarking context

Before any comparison, we need to define the terminology used to express the pay gaps in this analysis:

- Gender Pay Gap – the difference in average pay between all men and all women within one or more ethnic groups

- Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic groups (all genders) and the White ethnic group (all genders)
- Male Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic group males and White males
- Female Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic group females and White females
- Intersection Pay Gap - the difference in average pay between one or more minority ethnic group females and White males



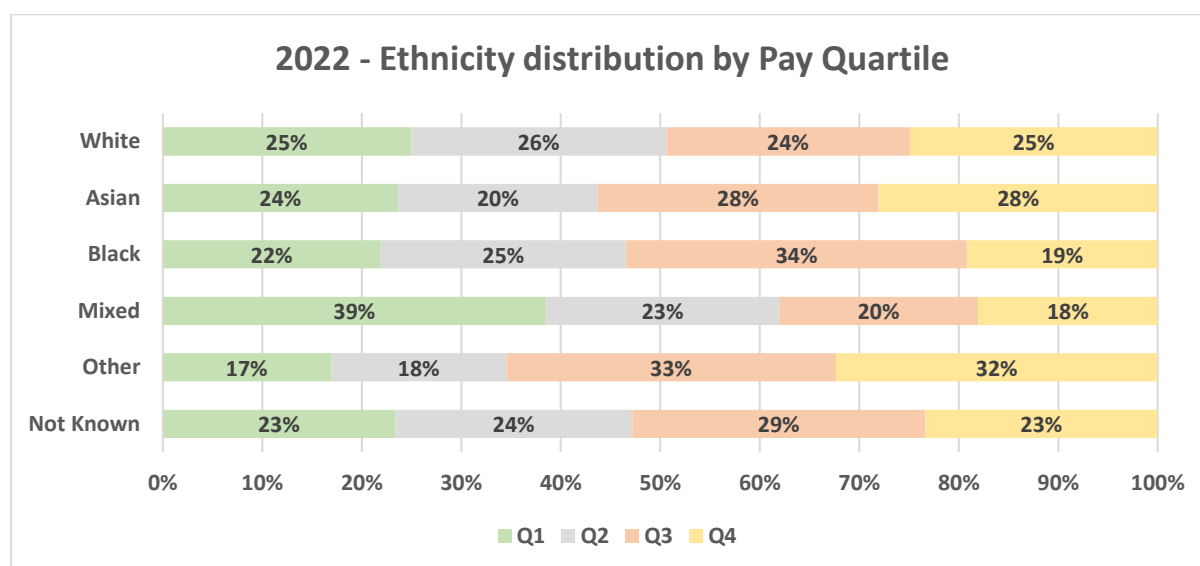
2022 - Intersectional Mean pay gaps – Durham University

Ethnicity Pay Gaps

Durham University continues to have a high worker declaration rate for ethnicity, improving from last year at 96.7% to this year at 97.2%. Overall, the representation of ethnic minorities in the pay gap census rose from 11.2% to 12.8%, Asian and Mixed ethnic groups improved to 7.3% and 2.7% respectively, and the Black and Other groups remained broadly stable at 1.0% and 1.8%.

The additional atypical workers (students engaged in Covid support and bar workers) in this year's census, have considerably impacted the pay distribution of ethnic minorities, compared to last year. The proportion of ethnic minority workers at Graded Casual level rose from 5.3% to 24.9% whereas the proportion of White Graded Casual increased less from 6.4% to 15.4%.

The continued rationalisation of multiple teaching activities (assignments) into single combined contracted roles has reduced the number of ethnic minorities (-49) at grade 6 more than White (-29). At grades 7-9 there has been increases in both ethnic minority and white groups, although the relative proportion of the groups at each grade has reduced more for ethnic minorities than White.



The Mixed ethnicity group has the highest mean ethnicity gap at 13.7%. This represents an increase of 4.9% over last year. Sixty-two percent of the Mixed Group are in the lower half of pay compared to 54% in 2021.

The distribution factors have contributed to a levelling out of the mean ethnicity pay gap which is now slightly in favour of the White group at 1.5%. The median ethnicity gap remained in favour of ethnic minorities but moved further to equity by 0.5%.

2022 Ethnicity Pay Gaps

Mean Ethnicity Pay Gap



Median Ethnicity Pay Gap



2022 - Intersectional Mean pay gaps – Durham University

Ethnic Group	Ethnicity Pay Gap	Male Ethnicity Pay Gap	Female Ethnicity Pay Gap	Gender Pay Gap	Intersection Pay Gap
All Ethnicity (inc. White)				21.1%	
White				21.9%	
Asian	-1.1%	3.2%	-5.1%	15.2%	17.9%
Black	2.5%	3.1%	9.3%	26.9%	29.1%
Mixed	13.7%	17.3%	8.3%	13.4%	28.4%
Other	-6.7%	0.3%	-11.8%	12.4%	12.7%
All Ethnicity Minorities	1.5%	5.2%	-1.8%	16.1%	20.5%
Unknown	3.0%	5.2%	1.4%	18.8%	23.0%

Male Ethnicity Pay Gaps

Mixed ethnic males at the University earn, on average, 17.3% less than White males. Thirty-five percent of Mixed ethnic males are in the lowest pay quartile compared to 20% for White males. The upper pay quartile for Mixed ethnic males shows 21% compared to 34% White. This uneven distribution determines our largest male ethnicity gap.

Female Ethnicity Pay Gaps

Female ethnicity pay gaps have seen the biggest variations in mean pay gaps since last year. The Asian and Other groups on average still earn more than their White female colleagues but the gaps have reduced by 11.2% and 5.0% respectively. The proportion of females in the upper half of pay slipped from 68% to 52% for Asian females and 72% to 65% for 'Other' females, compared to 43% of White females.

Gender Pay Gaps

Across all the ethnic groups, males are paid, on average, more than females. The Black mean gender pay gap is highest at 26.9% (reduced from 27.7% last year). The hire of a Black female Professor during the year lead to this reduction. There is a low representation of the Black ethnic group (1%) at Durham, compared to the ONS data (July 2021-June 2022) on Black ethnic group proportion 3.2% in all employment. The North-East region has 1.4% Black representation, so there is scope for Durham improving local attraction and retention for this underrepresented group. The proportion of Black females in the higher half of pay decreased from 48% to 34% and increased the median gender pay gap to 36.5%.

The Mixed median gender pay gap also increased from 8.2% to 23.0% as a result of the proportion of mixed females in the top half of pay decreasing from 45% to 34%.

2022 - Intersectional Median pay gaps – Durham University

Ethnic Group	Ethnicity Pay Gap	Male Ethnicity Pay Gap	Female Ethnicity Pay Gap	Gender Pay Gap	Intersection Pay Gap
All Ethnicity (inc. White)				23.5%	
White				24.8%	
Asian	-18.5%	-4.8%	-19.7%	14.2%	10.0%
Black	-13.9%	-1.8%	14.0%	36.5%	35.4%
Mixed	21.5%	15.8%	13.7%	23.0%	35.1%
Other	-21.5%	-8.0%	-34.1%	6.6%	-0.8%
All Ethnicity Minorities	-7.0%	-1.8%	-12.1%	17.2%	15.8%
Unknown	-5.9%	0.0%	-2.8%	22.7%	22.7%

Intersection Pay Gaps

The intersectional analysis, comparing female ethnic minority staff with male White staff, reinforces the groups requiring most improvement in their pay gaps.

The Black intersectional mean pay gap at Durham (29.1%) is improved over last year (29.4%), whilst the Black intersectional median pay gap of 35.4% has increased significantly from last year (11.1%).

The Mixed intersectional mean pay gap at Durham (28.4%) is 3.9% higher than last year. The 'Mixed' intersectional median pay gap of 35.1% rose from last year (13.8%). The proportion of Mixed females as graded casual rose by 21.0% outstripping the rise in White males graded casuals (8.8%). The effect was to pull down the Mixed female median by 27.3% compared to 3.4% reduction for White male.

Intersectional Median comparison	2022			2021			Differences	
	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual Rate	Pay Gap	Hourly Rate	Annual change
White, Male	£16.70	£30,394	35.1%	£17.29	£31,463	13.8%	-£0.59	-3.4%
Mixed, Female	£10.84	£19,721		£14.90	£27,116		-£4.06	-27.3%

2022 Intersectional Gender-Ethnicity Pay Gaps

Mean Intersectional Pay Gap



Median Intersectional Pay Gap



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