

Holding down women's pay

REPORT FOR INTERNATIONAL WOMEN'S DAY

March 2016

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INTRODUCTION

Our colleges and universities promote equality as a core value, yet scratch beneath the surface and you find a sector bedevilled by shameful levels of inequality.

Why is it that nearly 50 years after the Equal Pay Act we still have huge gaps in the pay of men and women?

While the gender pay gap in higher education has fluctuated over the years, looking at the rate of progress over the last 10 years, it will take until 2050 to close the gender pay gap.

A few employers and agencies are trying to tackle this problem. But at a national level, employer organisations are content with producing yet another report, describing the issues, but then failing to ensure institutions take the necessary steps to produce a changed outcome.

It is not good enough for sector leaders, in either further or higher education to say that tackling the problem is too complicated. Where there is a will, there is a way. If sector leaders adopt a clear policy position that the gap *must* be closed, the UCU will work with them to achieve this objective.

However, we will not stand by and allow shameful levels of inequality to continue.

In this report, we provide key facts for both sectors and provide tables to rank the worst 30 universities and further education (FE) colleges with particularly large gender pay gaps.¹ The report also provides a link and URL to access our groundbreaking **Rate for the Job** website, where you can check the gender pay gap for all higher education institutions and colleges.

The report concludes with a demand that every university and/or employer should conduct an equal pay audit but crucially then develop and monitor a meaningful action plan in conjunction with their local UCU branch.

While over half of all academics are women, only 23% of professors are women. It is clear that women are not being promoted to the top academic posts.

Key facts

FURTHER EDUCATION

- In 128 out of 203 colleges that we have data for, male lecturers are paid more than female lecturers, with the average difference at these colleges being £990.
- In over 24 colleges the gap is greater than 5%
- In the 10 worst cases the gap is at least 8%
- Huge numbers (19%) of women are being paid below what is regarded as the bottom of the national scale

HIGHER EDUCATION

- The gender pay gap across higher education (HE) equates to a shortfall of £6,103 per year for each female academic. In total, this difference in average pay is a gender pay gap of £528 million per year. The total salary spend on female academics is £1.3 billion less than it is for male academics
- At 154 higher education institutions (HEIs) women are paid less than men, on average, and at only eight HEIs are women paid equal to or more than men
- The gap is larger at the so-called 'elite' Russell Group institutions (16.3%)
- While over half of all academics are women, only 23% of professors are women. It is clear that women are not being promoted to the top academic posts.
- The gender pay gap for academic-related, professional staff is smaller than for academics, and stands at 3.2%

RANK INEQUALITY

FURTHER EDUCATION

The two tables below show the 30 colleges with the largest gender pay gaps calculated using two different methods. They are followed by a table showing the colleges with the largest gender pay gaps for lecturers combining both methods.

The full list of the gender pay gap for each college in England (data for colleges in the devolved nations is being collected currently) can be found on UCU's [Rate for the Job](#) website.

Please note that these tables were updated in April 2016 following representations from four colleges that they had originally provided UCU with inaccurate data in response to the Freedom of Information request from which the data in this report is drawn. The tables and key facts for further education have been updated to reflect the revised and corrected data subsequently provided by these four colleges.²

Method 1 – Table 1

The first table shows colleges ordered by the difference in the percentage of male and female lecturers paid below the bottom point of the national eight point salary scale. For example, if College A has 20% of women and 10% of men paid below the scale and the difference between the two is 10%.

Table 1

College	Female below scale	% Female below scale	Male below scale	% Male below scale	Difference (Female % minus male %)
Kirklees College (Staff on Dewsbury College terms and conditions)	9	52.94%	1	12.50%	40.44%
Kirklees College	150	70.09%	44	39.29%	30.81%
Milton Keynes College (Chaffron Way, Bletchley)	70	46.05%	9	16.07%	29.98%
Northampton College	127	76.51%	35	46.67%	29.84%
Great Yarmouth College	39	57.35%	13	27.66%	29.69%
Bishop Burton College (Riseholme)	2	28.57%	0	0.00%	28.57%
Cornwall College	190	54.76%	88	31.21%	23.55%
North Lindsey College	27	32.14%	11	13.25%	18.89%
Stephenson College	31	28.70%	10	12.35%	16.36%
Gateshead College	66	49.25%	41	33.33%	15.92%
Southport College	77	56.62%	23	41.82%	14.80%
Capel Manor College	7	19.44%	1	4.76%	14.68%
Blackpool & The Fylde College	167	69.01%	117	55.19%	13.82%
Redcar & Cleveland College	9	20.00%	3	6.25%	13.75%
Stoke-on-Trent College	22	21.57%	7	8.75%	12.82%
Newcastle College (West Lancashire College)	41	47.67%	15	34.88%	12.79%
Peterborough Regional College	83	64.84%	57	52.29%	12.55%
Warwickshire College	41	12.54%	0	0.00%	12.54%
Manchester College, The (Apprenticeships)	9	19.57%	3	7.14%	12.42%
Milton Keynes Prison	102	28.73%	39	16.74%	11.99%
Hadlow College	19	32.76%	8	22.22%	10.54%
Basingstoke College	35	59.32%	25	49.02%	10.30%
Hartpury College	31	32.98%	13	22.81%	10.17%
Exeter College (A plus)	1	50.00%	2	40.00%	10.00%
Berkshire College of Agriculture	16	31.37%	6	21.43%	9.94%
Northbrook College	19	13.48%	4	4.21%	9.26%
Oldham College	14	13.86%	3	4.84%	9.02%
College of North West London	32	32.65%	23	23.71%	8.94%
Petroc – Barnstaple/East Devon	113	57.36%	64	48.48%	8.88%
Mid Cheshire College	55	53.40%	33	44.59%	8.80%

Method 2 – Table 2

The second table shows the gender pay gap in pounds per year, and female lecturers' mean average salaries as a percentage of male lecturers' mean average salaries. The average is calculated by assigning each individual the midpoint of the salary band under which they were grouped in Freedom of Information (FOI) responses. The table is ranked by the percentage size of the gap between male and female salaries.

College	Female average salary	Male average salary	£ difference	Female salary as % of male salary
Kirklees College (Dewsbury College terms and conditions)	£24,911	£30,870	£5,959	80.70%
Kirklees College	£22,373	£26,044	£3,671	85.90%
Great Yarmouth College	£23,949	£27,858	£3,910	85.97%
Northampton College	£22,408	£25,611	£3,203	87.49%
Capel Manor College	£30,525	£33,470	£2,945	91.20%
Milton Keynes College (Chaffron Way, Silbury)	£24,808	£27,200	£2,392	91.21%
Bishop Burton College (Bishop Burton)	£25,918	£28,086	£2,168	92.28%
Highbury College	£29,468	£31,796	£2,328	92.68%
North Lindsey College	£27,121	£29,257	£2,136	92.70%
Gateshead College	£26,353	£28,325	£1,972	93.04%
Stoke-on-Trent College	£26,128	£28,002	£1,874	93.31%
New College Swindon	£31,023	£33,219	£2,196	93.39%
Stephenson College	£27,276	£29,158	£1,882	93.54%
Petroc – Barnstaple/East Devon	£26,803	£28,644	£1,842	93.57%
Sussex Coast College Hastings	£25,116	£26,836	£1,720	93.59%
Southport College	£23,823	£25,414	£1,591	93.74%
North West Kent College	£31,054	£33,116	£2,063	93.77%
Cornwall College	£54,476	27,084	1,608	94.06%
Redcar & Cleveland College	£26,807	£28,472	£1,665	94.15%
Brockenhurst College	£30,461	£32,278	£1,817	94.37%
West Suffolk College	£32,750	£34,682	£1,932	94.43%
Berkshire College of Agriculture	£25,527	£27,012	£1,486	94.50%
Bedford College	£29,232	£30,901	£1,669	94.60%
Basingstoke College	£25,380	£26,772	£1,392	94.80%
Northbrook College	£30,491	£32,080	£1,589	95.05%
Vision West Nottinghamshire College	£32,584	£34,269	£1,685	95.08%
North Shropshire College	£28,807	£30,296	£1,489	95.08%
Bracknell and Wokingham College	£29,819	£31,348	£ 1,529	95.12%
Newcastle College (West Lancashire College)	£23,998	£25,220	£1,223	95.15%
Blackpool & The Fylde College	£23,437	£24,614	£1,176	95.22%

Combined method – Table 3

To determine the ranking of colleges with the widest combined gender pay gap, each position on each table was assigned a point value in descending order from 30 to 1. The college with the largest gap for each method was assigned 30 points and the college with the smallest gap was assigned 1 point. The results for both tables were then added together.

Size of gender pay gap ranking	College	Combined points
1	Kirklees College (Dewsbury College terms and conditions)	60
2	Kirklees College	58
	Great Yarmouth College	54
3	Northampton College	54
4	Milton Keynes College (Chaffron Way, Bletchley, Silbury)	53
	Capel Manor College	45
5	North Lindsey College	45
6	Gateshead College	42
7	Stephenson College	40
8	Cornwall College	37
9	Stoke-on-Trent College	36
10	Southport College	35
11	Redcar & Cleveland College	29
12	Bishop Burton College (Riseholme)	25
13	Bishop Burton College (Bishop Burton)	24
14	Highbury College	23
	Blackpool & The Fylde College	19
	New College Swindon	19
15	Petroc – Barnstaple/East Devon	19
16	Newcastle College (West Lancashire College)	17
	Basingstoke College	16
17	Sussex Coast College Hastings	16
18	Berkshire College of Agriculture	15
	North West Kent College	14
19	Peterborough Regional College	14
20	Warwickshire College	13

Table 3 (continued)

Size of gender pay gap ranking	College	Combined points
21	Manchester College, The (Apprenticeships)	12
	Brockenhurst College	11
	Milton Keynes Prison	11
22	Northbrook College	11
23	Hadlow College	10
	West Suffolk College	10
	Bedford College	8
24	Hartpury College	8
25	Exeter College (A Plus)	7
26	Vision West Nottinghamshire College	5
	North Shropshire College	4
27	Oldham College	4
	Bracknew and Wokingham College	3
28	College of North West London	3
29	Mid Cheshire College	1

HIGHER EDUCATION

The tables that follow show the 30 HEIs with the largest gender pay gaps for all academic staff, professors and a combined list of five separate ranking measures. This combined table includes the rankings for four academic staff contract levels (all academics, early-career, mid-career, professors) and ratio of male to female professors, to account for the disproportionate number of men in the professoriate and to determine the HEIs with the widest gender pay gaps across all career stages.

The results are ranked, showing the HEIs with the largest gaps first.

The full list of the gender pay gap for each contract level at every HEI can be found on UCU's [Rate for the Job](#) website.

All academic staff – Table 4

Ranking	All academic staff	All academic female salary (£)	All academic male salary (£)	Pay gap £ difference between male and female salary	Pay gap Female salary as % of male salary
1	University of the Highlands and Islands	32,484	51,121	18,637	63.5%
2	University of London (Institutes and activities)	46,532	65,641	19,109	70.9%
3	The University of Wales (central functions)	39,237	54,398	15,161	72.1%

All academic staff – Table 4 (continued)

Ranking	All academic staff	All academic female salary (£)	All academic male salary (£)	Pay gap £ difference between male and female salary	Pay gap Female salary as % of male salary
4	Royal Agricultural University	38,332	51,286	12,954	74.7%
5	The University of Leicester	36,085	45,878	9,793	78.7%
6	London School of Economics and Political Science	45,493	57,541	12,048	79.1%
7	Liverpool School of Tropical Medicine	42,201	53,317	11,116	79.2%
8	Courtauld Institute of Art	49,134	61,663	12,529	79.7%
9	The University of Buckingham	41,193	51,223	10,030	80.4%
10	Liverpool Hope University	39,577	49,136	9,559	80.5%
11	The University of Warwick	47,527	58,820	11,293	80.8%
12	The Institute of Cancer Research	39,361	48,568	9,207	81.0%
13	London Business School	153,525	188,692	35,167	81.4%
14	St George's Hospital Medical School	47,485	58,350	10,865	81.4%
15	The University of Cambridge	39,400	48,323	8,923	81.5%
16	The University of Aberdeen	43,823	53,737	9,914	81.6%
17	London School of Hygiene and Tropical Medicine	46,989	57,468	10,479	81.8%
18	King's College London	44,130	53,833	9,703	82.0%
19	Cardiff University	43,527	52,985	9,458	82.1%
20	The Liverpool Institute for Performing Arts	34,009	41,354	7,345	82.2%
21	Bangor University	38,497	46,764	8,267	82.3%
22	The University of Glasgow	43,094	52,338	9,244	82.3%
23	The University of York	43,515	52,705	9,190	82.6%
24	University of Newcastle-upon-Tyne	40,490	48,992	8,502	82.6%
25	The University of Bath	40,692	49,177	8,485	82.7%
26	University of Nottingham	42,646	51,490	8,844	82.8%
27	Swansea University	41,450	49,997	8,547	82.9%
28	The University of St Andrews	42,404	51,103	8,699	83.0%
29	The University of Keele	49,374	59,389	10,015	83.1%
30	The University of Exeter	41,820	50,181	8,361	83.3%

Professors – Table 5

Ranking	Gender pay gap professors	Female professor salary (£)	Male professor salary (£)	Pay gap £ difference between male and female salary	Pay gap Female salary as % of male salary
1	The City University	81,378	97,370	15,992	83.60%
2	St George's Hospital Medical Schoo	71,391	85,177	13,786	83.80%
3	Birkbeck College	65,625	74,786	9,161	87.80%
4	London School of Economics and Political Science	91,879	104,381	12,502	88.00%
5	Aston University	79,641	89,779	10,138	88.70%
6	The University of Reading	67,159	75,544	8,385	88.90%
7	The University of Lincoln	63,318	71,004	7,686	89.20%
8	The University of Aberdeen	75,213	83,626	8,413	89.90%
9	The University of Liverpool	76,227	84,472	8,245	90.20%
10	The Queen's University of Belfast	71,554	78,497	6,943	91.20%
11	The University of Edinburgh	70,005	76,614	6,609	91.40%
12	University of Bedfordshire	58,465	63,950	5,485	91.40%
13	The University of York	70,363	76,924	6,561	91.50%
14	University of Nottingham	74,566	81,344	6,778	91.70%
15	Aberystwyth University	65,325	71,233	5,908	91.70%
16	University of Plymouth	61,950	67,201	5,251	92.20%
17	Swansea University	69,832	75,683	5,851	92.30%
18	Bangor University	67,006	72,517	5,511	92.40%
19	The Royal Veterinary College	69,114	74,692	5,578	92.50%
20	The University of Leicester	78,272	84,537	6,265	92.60%
21	The University of Manchester	76,711	82,851	6,140	92.60%
22	The University of Warwick	84,619	91,081	6,462	92.90%
23	The University of Southampton	72,910	78,434	5,524	93.00%
24	King's College London	77,646	83,510	5,864	93.00%
25	The University of Glasgow	76,274	81,846	5,572	93.20%
26	The University of Strathclyde	72,850	78,137	5,287	93.20%
27	The University of Portsmouth	64,138	68,686	4,548	93.40%
28	Edinburgh Napier University	62,891	67,314	4,423	93.40%
29	Royal Holloway and Bedford New College	70,154	75,021	4,867	93.50%
30	London School of Hygiene and Tropical Medicine	82,255	87,786	5,531	93.70%

Combined gender pay gap ranking – Table 6

To determine the ranking of HEIs with the widest combined gender pay gap across all career stages, a point value was assigned to each HEI featured in each pay gap table in descending order from 30 to 1. For each table, the institution with the largest gap for each method was assigned 30 points and the institution with the smallest gap was assigned 1 point.

This method ranks HEIs according to the combined total for all academic staff, early-career, mid-career and two methods of measuring the gender pay gap for professors – the pay gap and the ratio of male to female professors, designed to capture the disproportionate number of male professors in UK universities.

Combined gender pay gap ranking	Higher education institution	Ranking points
1	St George's Hospital Medical School	93
2	Liverpool Hope University	68
3	London School of Economics and Political Science	68
4	King's College London	60
5	Liverpool School of Tropical Medicine	60
6	The University of Keele	60
7	University of London (Institutes and activities)	59
8	Aberystwyth University	58
9	Royal Agricultural University	55
10	The University of Buckingham	52
11	The University of Reading	52
12	SRUC	51
13	The University of Leicester	48
14	University of Plymouth	46
15	Swansea University	43
16	London School of Hygiene and Tropical Medicine	41
17	The University of Bath	41
18	University of Nottingham	40
19	The University of Aberdeen	38
20	The University of Cambridge	35
21	The University of York	35
22	Teesside University	31
23	The University of Liverpool	31
24	Harper Adams University	30

Table 6 (continued)

Combined gender pay gap ranking	Higher education institution	Ranking points
25	London Business School	30
26	The City University	30
27	University of the Highlands and Islands	30
28	Aston University	29
29	Bangor University	29
30	The University of Warwick	29
31	Birkbeck College	28
32	Liverpool John Moores University	27
33	Brunel University London	26
34	Cardiff Metropolitan University	26
35	Guildhall School of Music and Drama	26
36	The Liverpool Institute for Performing Arts	26
37	Newman University	25
38	The University of Glasgow	25
39	The University of Hull	25
40	The University of St Andrews	25
41	University of Wales Trinity Saint David	25
42	Imperial College of Science, Technology and Medicine	24
43	Roehampton University	24
44	The University of Lincoln	24
45	Courtauld Institute of Art	23
46	Queen Margaret University, Edinburgh	23
47	The University of Chichester	22
48	Canterbury Christ Church University	21
49	Cranfield University	21
50	The Queen's University of Belfast	21
51	The University of Strathclyde	21
52	De Montfort University	20
53	Royal College of Art	20
54	The University of Edinburgh	20
55	Writtle College	20

Table 6 (continued)

Combined gender pay gap ranking	Higher education institution	Ranking points
56	Heriot-Watt University	19
57	The Institute of Cancer Research	19
58	The University of Winchester	19
59	University of Bedfordshire	19
60	Birmingham City University	17
61	The University of Greenwich	16
62	The University of Portsmouth	16
63	Cardiff University	14
64	The University of Exeter	14
65	The University of Huddersfield	14
66	Southampton Solent University	13
67	The University of Leeds	13
68	The Royal Veterinary College	12
69	The University of Salford	11
70	The University of Manchester	10
71	The University of Oxford	10
72	Conservatoire for Dance and Drama	8
73	The University of Southampton	8
74	University of South Wales	8
75	University of Abertay Dundee	7
76	University of Newcastle-upon-Tyne	7
77	The University of Dundee	6
78	University of Gloucestershire	5
79	Leeds Beckett University	4
80	St Mary's University, Twickenham	4
81	Edinburgh Napier University	3
82	The University of East Anglia	3
83	Loughborough University	2
84	Queen Mary University of London	2
85	Royal Holloway and Bedford New College	2
86	The Robert Gordon University	1
87	The University of Wolverhampton	1

Academic related staff – Table 7

The table below shows the 30 HEIs with the widest gender pay gaps for academic-related staff. Academic-related staff are defined here as staff employed by Pre-92 HEIs at the contract levels of non-academic professional, team leader, manager and section manager.

Higher education institution	Female academic-related salary	Male academic-related salary	£ difference	% pay gap
Bangor University	£39,191	£42,546	£3,355	7.9%
The University of Lancaster	£40,285	£43,271	£2,986	6.9%
University of Newcastle-upon-Tyne	£37,170	£39,502	£2,332	5.9%
Cranfield University	£40,195	£42,688	£2,493	5.8%
The University of Southampton	£37,327	£39,635	£2,308	5.8%
The University of Surrey	£39,453	£41,851	£2,398	5.7%
Goldsmiths College	£34,607	£36,608	£2,001	5.5%
The University of Cambridge	£41,644	£44,025	£2,381	5.4%
The University of Liverpool	£40,912	£43,247	£2,335	5.4%
London School of Economics and Political Science	£44,065	£46,515	£2,450	5.3%
The University of Stirling	£39,924	£42,137	£2,213	5.3%
The City University	£43,256	£45,639	£2,383	5.2%
University Campus Suffolk	£33,804	£35,640	£1,836	5.2%
University of Durham	£38,770	£40,793	£2,023	5.0%
The University of Essex	£39,351	£41,350	£1,999	4.8%
Birkbeck College	£37,027	£38,900	£1,873	4.8%
The University of Salford	£40,149	£42,172	£2,023	4.8%
The University of Glasgow	£40,387	£42,402	£2,015	4.8%
The University of Reading	£44,709	£46,918	£2,209	4.7%
Royal Holloway and Bedford New College	£36,107	£37,867	£1,760	4.6%
The University of Leicester	£35,998	£37,684	£1,686	4.5%
The University of Edinburgh	£39,006	£40,820	£1,814	4.4%
St George's Hospital Medical School	£40,105	£41,893	£1,788	4.3%
The University of Warwick	£39,783	£41,368	£1,585	3.8%
The University of Hull	£40,162	£41,718	£1,556	3.7%
Imperial College of Science, Technology and Medicine	£42,369	£43,991	£1,622	3.7%
The Queen's University of Belfast	£40,327	£41,838	£1,511	3.6%
Cardiff University	£39,854	£41,322	£1,468	3.6%
University College London	£42,019	£43,486	£1,467	3.4%

WHAT CAN EMPLOYERS DO?

There are plenty of fine words spoken at a national level about the need to investigate the issue but little meaningful action.

In higher education, the Joint Negotiating Committee for Higher Education Staff (JNCHES) pay agreement 2006-09 strongly recommended that equal pay reviews be carried out in each HE institution within 12 months of implementing the framework agreement for the modernisation of HE pay structures and periodically thereafter. This was reiterated in JNCHES guidance issued in 2013. It specifies that any review should analyse employees' total earnings (including base pay, contribution pay and pay-related benefits such as leave) for any disparities under any of the protected groups; diagnose the reasons for anything found and take actions to address these. This guidance also explicitly recommends full involvement of the recognised trade unions in both the review and any subsequent actions identified as necessary.

In further education, the 2005 Joint Agreement on Guidance for Equal Pay in Further Education between the Association of Colleges (AoC) and the recognised trade unions again recommends equal pay audits to comply with the active legislation of the day. Although the Equality Act 2010 subsumed that legislation, the 2012 Joint Agreement on Guidance on Equality in Employment in Further Education Colleges reaffirmed the need for equal pay audits. As with the HE guidance, analysis of total earnings is seen as essential to locate gaps. The FE guidance acknowledges that some of these may arise from unequal progression through job grades and consequently recommends positive action to improve that. Both sets of guidance also indicate that monitoring and other equality processes should operate on a continual basis.

From other reports, it is clear that many employers are not even carrying out equal pay reviews. Of equal concern is that of those employers that do, too many are failing to commit to solid steps to actually close the gender pay gap.

Here are four initial steps for employers to take:

- 1 agree a joint statement of intent with the UCU branch to close any gender pay gap at their institution by 2020
- 2 agree to undertake an equal pay audit in conjunction with the UCU branch
- 3 conduct a joint analysis of the equal pay audit with the UCU branch
- 4 construct an agreed action plan with the UCU branch to address any gaps using specific objectives with deadlines.

UCU ACTING TO CLOSE THE GAP

Nationally – we have made a specific demand in this year's national claim to UCEA (the HE employers' organisation) asking for action to close the pay gap by 2020 (the 50th anniversary of the Equal Pay Act). We have written to the Association of Colleges with the same demand.

Branches – we have developed guidance for branches on tackling gender pay gaps. It can be accessed through: https://www.ucu.org.uk/media/7871/Gender-pay-briefing-Feb-16/pdf/Gender_pay_briefing_0216.pdf

As our push against unfair pay for women intensifies, we shall provide additional briefings to update the guidance.

Members We also want to hear directly from members. We have set-up a specific phone line to enable us to capture your experience of inequality.

Call 0800 983 0344

This will be staffed from Monday to Friday 10am to 5pm. If the lines are busy, please call back as soon as you can.

Members will be able to discuss their experience of inequality and receive guidance on what might be available to them to secure redress. Nationally we will monitor the issues that are being raised via the phone line. Your experiences will really help us in our campaign for fair pay for women.

For further information

Please contact UCU's bargaining and negotiations team at equalpay@ucu.org.uk

Sources and notes

¹HESA 2013/14 data return and responses to a FOI request made to all colleges in England in June 2015

²The colleges that provided revised and corrected data to UCU are Bury College, City College Norwich, Hopwood Hall College and New College Stamford. In all four cases this action removed these colleges from the ranking tables in this report.