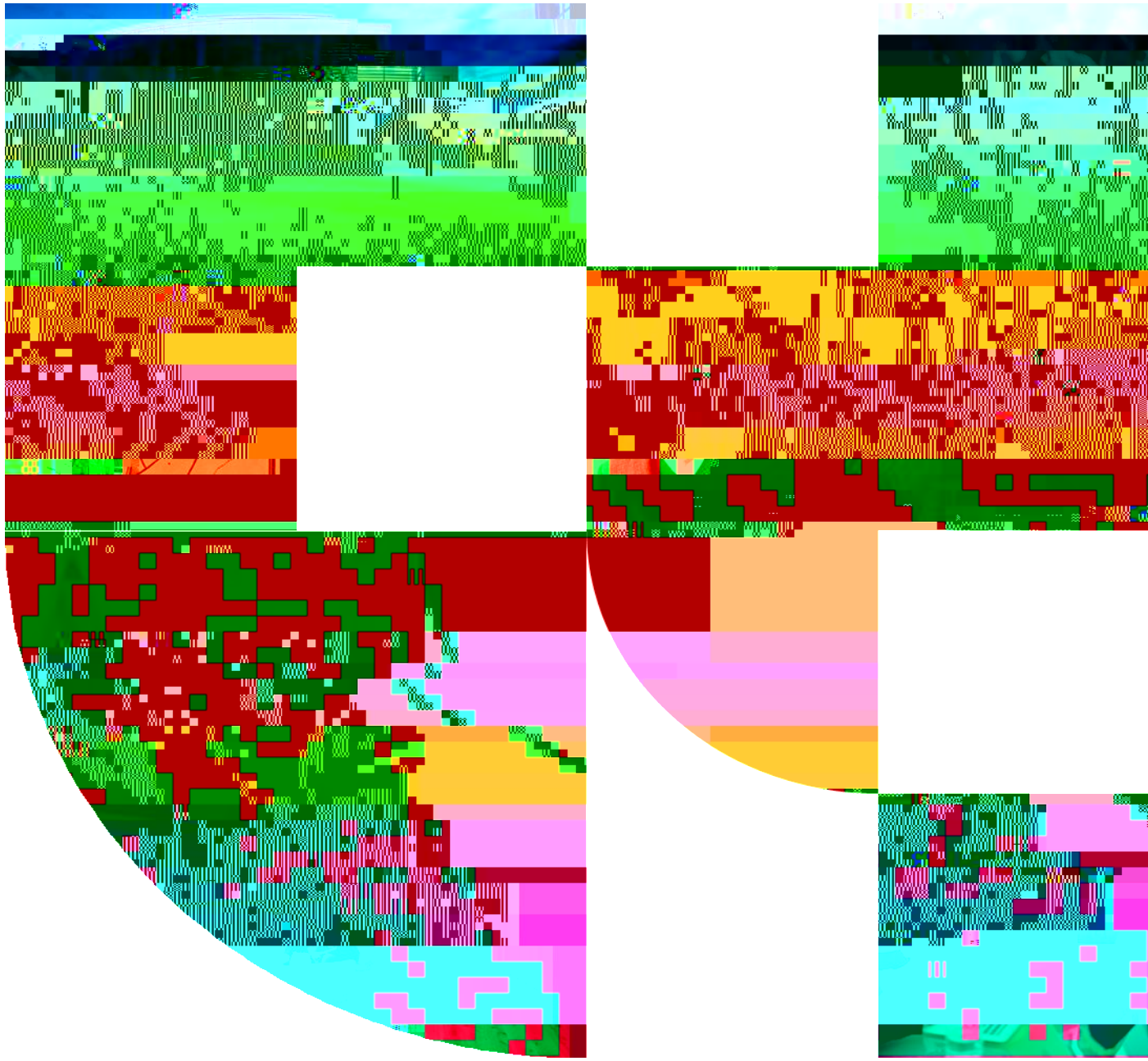


University

Diversity Pay Report 2022



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 wider information or/23(in)5(f)-4broa

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

Change since
2021

Mean

Median

Contracted and atypical gender pay gaps

Gender Pay Rates 2022						
(Contracted)	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	

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-rep 712pnBT/F1 12 Tf1 0 0 1 185.81 712.18 Tm0 g0 G()JTJ

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

However, the ethnicity bonus gaps show a mean gap of 83.2% in favour of minority ethnic

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.

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

- Ethnicity Pay Gap – the difference in average pay between one or more minority ethnic groups (all

2022 - Intersectional Mean pay gaps Durham University

Ethnicity Pay Gaps

Durham University continues to have a high worker declaration rate for ethnicity, improving

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.

Intersectional	2022	2021	Differences
[Redacted Content]			

2022 Intersectional Gender-Ethnicity Pay Gaps



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