

Gender Pay Gap

Report 2020



Newcastle University Key Facts



Ensuring that our University is a diverse and inclusive place to work is at the heart of our overall purpose and equality, diversity and inclusion (EDI) is one of our core values. We are now in our fourth year of gender pay gap reporting which also includes data on ethnicity and disability pay gaps. We have continued to utilise the insight from the data we gather to create greater transparency, in order to challenge our thinking on how we can provide equity and parity within our reward practices. Addressing the gender pay gap firmly aligns with our EDI strategy and our aim to develop a fully inclusive global University community in which colleagues and students from all sectors of society can thrive equally. We believe that our pay gap work goes beyond gender and we have taken steps this year to develop our data insights and understanding from an intersectionality perspective.

I am pleased to confirm that this year's data shows a further decline in our overall gender pay gap and positions us broadly in line with other Russell Group Universities. However, our aim is to improve this position and move into the top quartile of our Russell Group counterparts. This is underpinned by our achievement of improved gender balance in our senior appointments over the last few years including an increase of female professors from 29% in 2019 to 31% against our target of 35% by 2023. However, we recognise that there is still much more work to be done.

We continue to further evolve our work through active collaboration with our EDI networks. Following our recent success in achieving our second Institutional Athena Swan Silver Award, we have launched a new Athena Swan Self-Assessment Team (AS SAT), which has significant accountability and sponsorship from our Executive Board and is co-chaired by our Dean of EDI and Executive Director of People Services. The AS SAT will oversee the delivery of our Athena Swan action plan over the coming years and our ambition is to position ourselves to apply for an Institutional Athena Swan Gold Award by November 2024. We have agreed three immediate priority areas:

- Closing the gender pay gap;
- Increasing women into leadership;
- Diversifying our recruitment processes and approaches.

Our Carers network has been formally established and we have launched a new user-friendly Working Parents and Carers digital portal which provides online support services and resources to those colleagues who have caring or parenting responsibilities.

Furthermore, in line with our ongoing commitment to race equality and through the work of our Race Equality Charter Self-Assessment Team (REC SAT), we plan to make our submission to the Race Equality Charter Bronze Award by July 2022.

Our commitment to EDI has been further reinforced by the recent appointment of our Head of EDI, Paul Britton, whose remit includes coordinating our EDI efforts across the University. As part of the role, Paul will bring increased focus on impactful actions that ensure we continue to take an intersectional approach to creating gender equality and balance across all colleague levels.

We recognise these are small steps in the right direction on our journey and acknowledge that we have much still to do to embed gender equality across the whole University. Our focus going forward will be to continue with a range of actions already in progress including our work on academic promotions, improvements around reward practices, analysis of Equal Pay Audit outcomes and ongoing development of our inclusive recruitment processes for all posts at all levels.

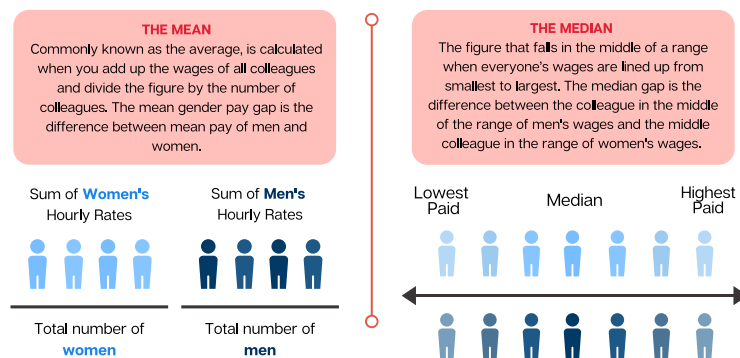
This year has brought with it some extraordinarily difficult challenges. One positive outcome has been to allow us to accelerate our thinking on the approach to the future of blended working across the University. Our intention is that this work will support and strengthen our efforts in addressing pay gap equality. We are absolutely committed to focusing our efforts in delivering against our pay gap challenges as we hopefully move into a post-Covid world.



Professor Chris Day
Vice-Chancellor and
President

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average hourly pay for men and women working for an organisation.

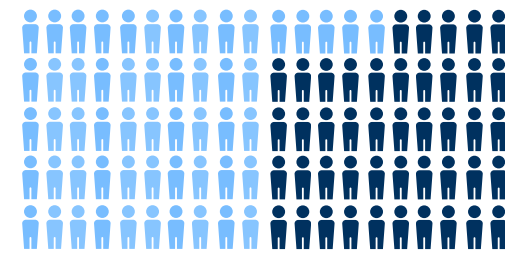


It is not the same as equal pay which is about a man and woman receiving equal pay for the same or similar job or work of equal value.

OUR COLLEAGUES

We employ a total of 6,360* colleagues across a range of occupations including front line operational roles, technical support, central services and academic colleagues delivering teaching to over 29,630 students. The illustration opposite indicates that we have increased the proportion of women within our overall workforce by 0.4% last year. The percentage of women employed by Newcastle University is 55.1% in comparison to 44.9% men. The majority of the increase has been in our top pay quartiles.

* The headcount number quoted above excludes colleagues in Malaysia and Singapore and is different from the numbers in the Key Facts at the front of this report.

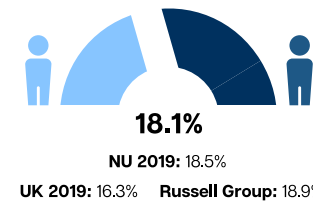


An increase in **women** of **0.4%** since 2019

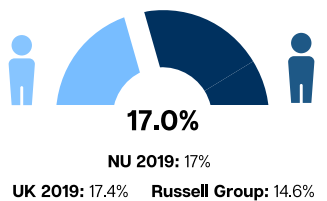
The number of **women** employed by Newcastle University on 31 March 2020 was 3,506 (55.1%) compared to 2,854 **men** (44.9%).

GENDER PAY GAP

Difference in **mean** base pay between **female** and **male** colleagues in 2020



Difference in **median** base pay between **female** and **male** colleagues in 2020



Russell Group (RG) data taken from UCEA Gender Pay data 2019.

UK statistics taken from the ONS AHSE Survey 2019.

NB: The gender pay gap is taken from a snapshot of data at 31st March 2020 (which covers the period 1st April 2019 to 31st March 2020). This data includes Newcastle University London but excludes our overseas campuses in Malaysia and Singapore.

For the fourth consecutive year, our mean gender pay gap has reduced with an improvement of 0.4 percentage points compared to 2019. Whilst the percentage point mean improvement was disappointing and lower than last year, the overall direction of travel remains a positive one as we move towards a three percentage point improvement since 2017 and it remains broadly consistent with the level of other Russell Group Universities. The history of our results is outlined in Appendix P (see page 23). Our median pay gap is unchanged from last year. We do recognise that there is much more we need to do to make greater improvements in future years.

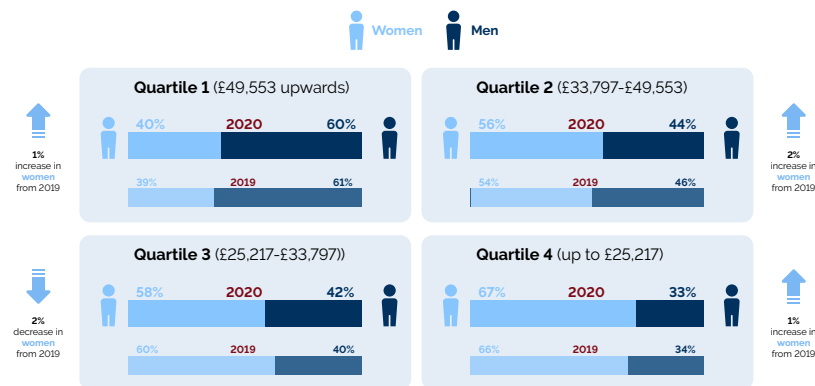
This year our mean pay gap for academic colleagues is 11.4% and for Professional Services (PS) colleagues is 7.6% both of which are lower than other comparable North East Universities and large employers. In Appendices C to F (see pages 17-19) we further explore the differences at Faculty level for non-clinical academics and PS level between broad job categories. Our non-clinical academic mean pay gap is 9.6% which suggests the clinical pay gap has a bigger impact on the overall academic pay gap position.

Within PS we can see from our data insights that our Administrative job category has the highest mean gender pay gap at 15.5%, compared to 8.2% for Operational and 5.3% for Technical jobs. The insight will enable us to spotlight areas that require further investigation on the differential distribution of women and men in certain occupations. This is referred to as horizontal segregation and relates to the tendency for women and men to be concentrated in different occupations. We know historically we have had a higher proportion of women in our lower grades.

PAY QUARTILES

Quartiles represent the pay rates of our colleagues from the lowest to the highest hourly rate, split into four equal sized groups.

There has been an increase in the percentage of women in both our top two pay quartiles this year. Since 2018, there has been a 3% increase in the number of women in the highest pay quartile. This is reflected by the narrowing of our overall gender pay gap and a modest increase of women into our more senior positions.

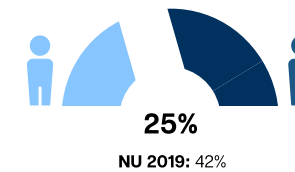


BONUS PAY GAPS

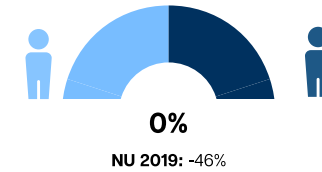
We have continued to apply the same methodology as we did in 2019 and include awards made through our Spotlight Recognition Scheme. There has been a reduction in our mean bonus pay gap but a small increase in the median. This is due to including Clinical Excellence Awards (CEAs), granted to colleagues by the local NHS Trust, in the data.

Without CEAs, we have no median bonus pay gap and our mean pay gap has reduced from 42% in 2019 to 25%.

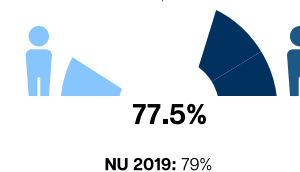
Difference in **mean** bonus pay (excluding CEAs) between **female** and **male** colleagues in 2020



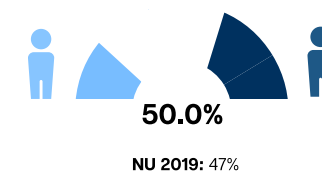
Difference in **median** bonus pay (excluding CEAs) between **female** and **male** colleagues in 2020



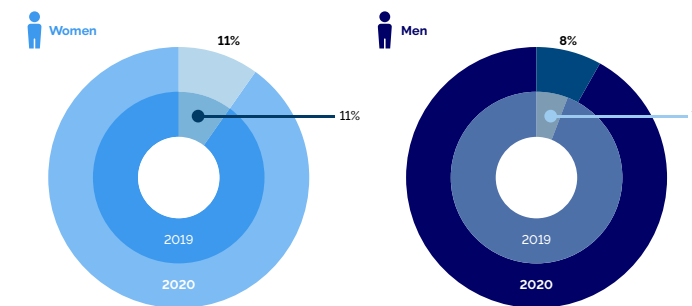
Difference in **mean** overall bonus pay between **female** and **male** colleagues in 2020



Difference in **median** overall bonus pay between **female** and **male** colleagues in 2020



Colleagues receiving bonus payments (including CEA's) 2019 and 2020



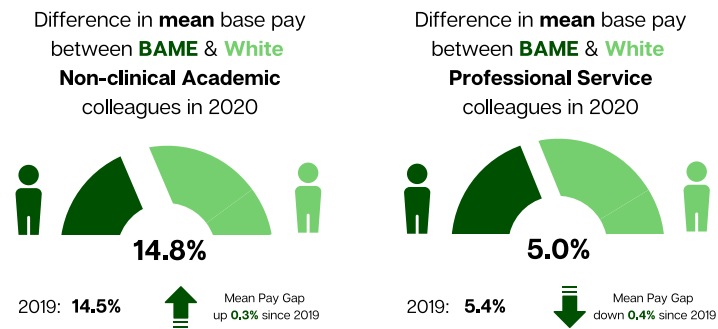
The above illustration shows the percentage of women receiving a bonus remains consistent with last year at 11%. In total, 8% of male colleagues received an award compared to 7% last year.

ETHNICITY AND DISABILITY PAY GAP

Our commitment to taking an intersectional approach to pay gap reporting means we will continue to report and analyse both mean ethnicity and disability pay gaps; this is beyond what is asked for by government. This data will be based on those who have shared their data relating to ethnicity or disability.

Our intention is to have a greater understanding of our University population as we continue to articulate the benefits to colleagues of sharing their data around protected characteristics. In line with this, we aim to run a data sharing campaign alongside the publication of this report. This will highlight to colleagues how confidentially sharing this information can better inform our decision making as a University. Additionally, this helps to enhance and tailor the support we provide to colleagues and address disparity issues identified.

Ethnicity Pay Gap



Last year we reported on non-clinical academic and PS colleagues, broken down by ethnicity and the above highlights how we compare to 2019.

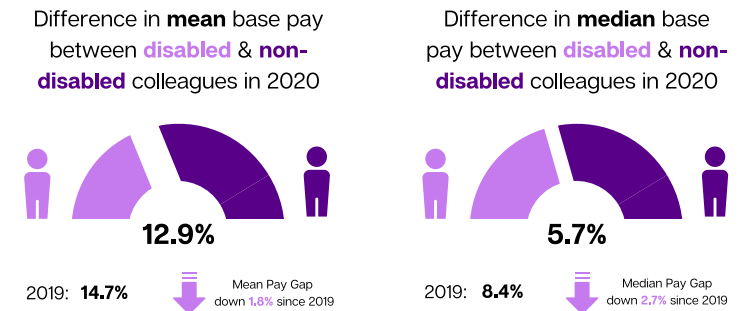
We know that 14.3% (377 headcount) of our non-clinical academic colleagues are Black, Asian and Minority Ethnic (*BAME) and the above illustrates that they are paid 14.8% less than their White colleagues. We are disappointed that this gap has increased by 0.3 percentage points compared to 2019. Black, Asian and Minority Ethnic PS colleagues make up 4.3% (151 headcount) of our overall PS population and are paid 5% less than their White counterparts, a slight decrease of 0.4 percentage points compared to last year. We are concerned with these findings and intend to work with the Race Equality Charter Self-Assessment Team to understand what action we will need to take to address these disparities.

We are aware that the direction of travel with regards to the Ethnicity Pay Gap is more complex given the disproportionate populations of White and Black, Asian and Minority Ethnic colleagues across different grades. We will investigate further where the predominance of our Black, Asian and Minority Ethnic colleagues are, in relation to our grading and workforce composition. This we believe will demonstrate that the concentration of Black, Asian and Minority Ethnic colleagues, at certain job levels, is different to their White counterparts. On understanding the variance, we can then start to create more meaningful comparator data. An example of this will be to look at the distinction of ethnicity pay gaps between early career researchers in short term contracts and established non-clinical academic colleagues (lecturer to professor) where we know there are some early indications of disparity between our Black, Asian and Minority Ethnic colleagues and White colleagues. Some examples of our initial analysis are shown in Appendices I to M (see pages 20-21).

"The term 'BAME' is applied in a non-homogenous sense, given the diversity that is inherent with ethnicities. A person is defined as BAME (Black, Asian and Minority Ethnic) if they are African, Asian, Chinese, Caribbean or they self-define as belonging to a minority ethnic group. One way forward is to treat 'BAME' as strategically essential in challenging white privilege. Nevertheless, we recognise that this term is problematic and must form part of ongoing discussions to identify appropriate references to cultural identities. (Adapted from Agitation and allyship – our experience of working towards an anti-racist university, WonkHE, 29/10/20).

Disability Pay Gap

The figures below demonstrate a further reduction in the pay gap for colleagues with a disability.



We know that 3.8% (243) of colleagues from our overall colleague population have voluntarily declared a disability. In terms of the disability pay gap, the figures above indicates that they are paid 12.9% less than other colleagues, a narrowing of the gap by 1.8 percentage points on 2019. The median pay gap has also come down this year by 2.7 percentage points compared to 2019 and now stands at 5.7%. Further analysis on our disability data will allow us to understand the reasons for this disparity in pay and what proactive actions we can put in place to continue to reduce the pay gap further.

ACTIONS TAKEN TO DATE

Academic Year 2019-2020

£ REWARD AND RECOGNITION

- Continued with our approach of self-application through our Academic Promotions process to encourage more women to apply and indications are that this has been successful, with an increase in our female professors from 29% in 2019 to 31% against a target of 35% by 2023.
- Developed an academic pay review process which will enable academic colleagues to apply for pay increase or bonus opportunity in recognition of achieving excellence.
- Conducted a review of starting salary practice for all Professorial and Senior Managerial appointments. Recommended improvements to the appointments process have provided more transparent and informed insights into internal and external pay relativities to enable balanced and equitable decisions on starting salaries.

🎓 TALENT ACQUISITION

- Engaged with specific search partners for senior appointments who fully share our values and commitment to EDI and who were able to demonstrate this within our search partner selection process. This will be further enhanced during 2021 when we will conduct a complete Search Partner procurement exercise.
- Created robust and targeted data reporting on our recruitment activity to ensure we continue to successfully attract and recruit women into the University at all levels (and males where they are underrepresented). We appointed five external grade G or above female academic colleagues within SAgE throughout this period, a known area where women are underrepresented.
- Invested in the creation of an additional EDI Training role. This role will be responsible for specifically delivering bystander training to all our management population, including as a priority all those management colleagues who are engaged in recruitment practices.

👥 CULTURE AND ENGAGEMENT

- Supported the development of 34 senior women through delivery of strategic leadership training and continued to provide access to mentoring and coaching support.
- In line with our commitment to the Researcher Development Concordat, continued to deliver bespoke training for our researchers to support their career progression.
- Delivered our Academic Leaders programme (for all new Heads/Deans/Deputies) to 12 colleagues to support their development and equip them for their new roles.

Through the 'For Families' project, we have aimed to address specific issues and embed being family-friendly into our organisational culture. Key achievements to date include:

- Removing all service qualification periods for all forms of family-friendly benefits. Colleagues now receive full occupational entitlement for time off and pay from 'Day 1' of employment.
- Introduction of a Childcare Support Service providing individualised and flexible support for colleagues and students (both current and in-coming) in relation to, for example, sourcing emergency/ad-hoc childcare for a well-child, sourcing for play schemes, help with childcare costs and navigating the school application process.
- Implemented enhanced provision of supportive benefits for parents of premature babies reflected in our achievement of the 'Employer with Heart Charter'.
- Enabled 25 academic colleagues to access the Returners Programme. The Returners Programme offers funded and tailored support for academics to reduce the impact of extended leave on their research activities, and thereby maintain career development. This support has covered childcare costs for conference attendance, teaching buyout and phased return to work plans.
- One of the first universities to become members of 'Employer for Carers (EFC)' which aims to raise the profile and lived experience of unpaid carers. Membership also provides us with an excellent range of online resources and networking opportunities both for senior leaders looking to shape policy and culture, line managers looking to support carers within their teams and for carers themselves.



PRIORITIES MOVING FORWARD

Academic Year 2020-2021

Through greater emphasis on improved data insights and aligning our actions with the work underway across the University in relation to EDI, we can continue to make progress on reducing our pay gaps across gender, ethnicity and disability. Below are the priorities for the next year.

£ REWARD AND RECOGNITION

- Development of a University-wide Reward and Equal Pay Policy that clearly articulates our principles and approach to fair and equitable reward practices while endorsing and supporting our strategic goals around EDI.
- Conduct an Equal Pay Audit and align Equal Pay reporting with gender pay gap reporting on an annual basis to enhance and enrich our data insights.
- Complete the initial development work on promotions through the Academic Promotions Review Group with special emphasis on improving the access, transparency and support to self-application.
- Review of annual pay review and progression processes to ensure Equality Impact Assessment has been conducted with focus on creating balance and transparency between both Academic and Professional Service pay practices.
- Improve governance, oversight and guidance on senior appointment starting salaries to ensure informed pay decisions are based on internal and external data insights. The introduction of a Reward Exceptions Committee in 2021 will support this. This Committee will be responsible for ensuring equitable pay proposals are considered which take place outside our annual pay review cycles.
- Refresh recognition schemes to ensure access and utilisation is evident at all colleague levels with more digital options. This will make recognition simple and easy for our colleagues to receive in a timely way.
- Tailoring and promoting health and wellbeing benefits with a particular emphasis on Physical and Financial Wellbeing support.

👤 TALENT ACQUISITION

Through our Culture and Values project working group, we will be reviewing our current recruitment practices to develop new inclusive recruitment methods and processes including values-led interviewing techniques. In addition, we will:

- Develop a suite of recruitment training material for both Academic and Professional Services colleagues, this will focus on an inclusive recruitment framework and will cover areas including Chair and Panel responsibilities, EDI in recruitment and advertising to attract a diverse shortlist.
- Implement a SAP Success Factors system enhancement, which will include a 'gender decoder' that will analyse words used in job advertisements and give suggestions and highlight when a job advert is gender biased.
- Review our advertising platforms to ensure we are attracting a diverse candidate pool for each recruitment exercise and monitor their effectiveness.

👥 CULTURE AND ENGAGEMENT

- Launch of our Inclusive Futures: Black, Asian and Minority Ethnic Leadership programme, specifically designed for colleagues of ethnic minority backgrounds who are aspiring leaders delivered in collaboration with Common Purpose.
- Deliver our Managers Essentials programme aimed at ensuring colleagues in managerial positions can access training and development in relation to all aspects of their role including specific modules relating to EDI.
- Showcase more role models of senior women who combine leadership roles with caring responsibilities through all available media channels. This will include utilising our internal colleague intranet and externally link to our employer branding activity.
- Implement recommendations from the Blended Working task and finish group to support and enhance more flexible working practices.

We will continue our commitment to developing a fully inclusive University community through:

- Ensuring all new colleagues access training in EDI as part of their introduction to the University.
- Our new EDI Training Lead will undertake an EDI training needs analysis across the University which will inform our development programmes for 2021.
- Extending support to a wider range of parenting experiences such as fostering, fertility treatment and colleagues who have sadly experienced miscarriages or who are single parents.
- Promote and develop the newly established Carers Network so that, on top of being a support network for colleagues balancing work and unpaid caring roles, it can contribute to the University's decision-making processes and be an official sounding board for carers' issues.

 COLLEAGUE INSIGHTS

“The For Families project team has diverse representation and actively engages with our University community. We embrace and implement ideas from our colleagues and students, and regularly report our progress through our project website, leaflets, annual live events, and directly to Executive Board (our senior management team). We are changing the way we think and work as an organisation and are confident of a positive lasting impact on our workplace culture, and individual colleague and student experience.”

Professor Candy Rowe (Chair), Claire Brunton (Vice-Chair), Renita Barbour

“Closing the gender pay gap, which remains too high, is a key priority for the University. We are working across the board, driving some key initiatives to improving the quality of our data and increasing the proportion of women in senior positions, to important family friendly actions, to help drive the gap down. This takes time but we are committed to making positive steps.”

Professor Judith Rankin, University Dean of Equality, Diversity and Inclusion, Co-Chair Athena Swan SAT, Adrienne McFarland, Executive Director People Services, Co-Chair Athena Swan SAT

“As a newly single parent, the Returners Support Programme safeguarded my sanity upon my return to work and gave me the flexibility I needed to focus on my research.”

Anselma Gallinat, Reader in Social Anthropology, Faculty of Humanities and Social Sciences

“The Returners Support Programme helped me a lot in regaining momentum upon my return to work. The person we hired helped to train students and finalise experiments for a paper we are currently writing up.”

Josana Rodríguez Sanchez, Senior Lecturer, Biosciences, Faculty of Medical Sciences

“I was absolutely thrilled to receive my award. Lovely to have recognition especially for doing something you just see as 'normal'. It was the first time since I've been employed by Newcastle University that I've ever had to deal with flooding on that scale and I was initially overwhelmed but just tackled the job head on!”

Tracey Patterson, Senior Building Facilities Operative, Estate Support Service

“The data produced for this report in relation to the ethnicity pay gap is crucial to the work we are undertaking across the institution with regards to addressing issues of racial inequality at Newcastle University. This information gives us an indication of areas to focus on and can help guide the work around the Race Equality Charter in a more focused and targeted direction to ensure that we deliver meaningful outcomes that have a real impact on addressing issues of race related injustice.”

Naomi Oosman-Watts, Co-Chair REC-SAT, Professor Julie Sanders, Deputy Vice-Chancellor, Co-Chair REC-SAT

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Appendix A: University Mean and Median Pay Gap

	Total Colleagues	Mean Hourly Rate	Pay Gap	+/- Difference 2018	Median Hourly Rate	Pay Gap	+/- Difference 2018
Women	3506	18.18	18.1% (18.5%PY)	-0.4%	16.51	17.0% (17.0%PY)	0%
Men	2854	22.19			19.90		

Appendix B: Russell Group and UK Comparators 2019

Russell Group Mean	18.9%	*UK Mean	16.3%
Russell Group Median	14.6%	*UK Median	17.4%

(RG source UCEA Pay Report 2019)

(UK source ONS AHSE 2019)

Appendix C: Academic Gender Pay Gap

All academic colleagues

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	1275	24.07	11.4%	21.11	11.1%
Men	1577	27.17		23.75	

Non-clinical academic colleagues

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	1187	23.05	9.6%	20.89	12.0%
Men	1459	25.51		23.75	

Clinical academic colleagues

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	88	37.88	20.6%	38.27	21.5%
Men	118	47.73		48.76	

Appendix D: Faculty Breakdown – Non-Clinical Academic Colleagues

Faculty of Humanities and Social Sciences (HaSS)

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	490	24.35	8.4%	23.06	9.4%
Men	450	26.59		24.46	

Faculty of Medical Sciences (FMS)

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	493	22.06	12.6%	20.28	2.9%
Men	411	25.25		20.89	

Faculty of Science, Agriculture and Engineering (SAgE)

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	202	21.97	11.1%	20.89	6.7%
Men	596	24.71		22.39	

Appendix E: University Overall Pay Gap

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Overall					
Women	3506	18.18	18.1% (18.5%PY)	16.51	17.0% (17.0%PY)
Men	2854	22.19		19.90	
Excluding PS Grades A-C					
Women	2338	20.09	17.0%	18.03	13.7%
Men	2454	24.19		20.89	

Appendix F: Overall Pay Gap by Professional Services Job Category

Professional Services

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	2231	14.81	7.6%	13.44	5.7%
Men	1277	16.04		14.25	

Administrative

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	1719	15.54	15.5%	13.84	21.0%
Men	554	18.40		17.51	

Operational

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	275	9.91	8.2%	9.33	1.8%
Men	375	10.80		9.50	

Technical

	Total	Mean Hourly Rate	Pay Gap	Median Hourly Rate	Pay Gap
Women	233	14.24	5.3%	13.44	13.7%
Men	339	16.10		15.57	

Appendix G: Pay Quartiles

Quartile	Women	Men	Change from 2019
Q4 (up to £25,217)	67%	33%	1% increase in women 1% decrease in men
Q3 (£25,217-£33,797)	58%	42%	2% decrease in women 2% increase in men
Q2 (£33,797-£49,553)	56%	44%	2% increase in women 2% decrease in men
Q1 (£49,553 upwards)	40%	60%	1% increase in women 1% decrease in men

Appendix H: Bonus Pay Gap overall

	Women	Men	Mean Bonus Women £	Mean Bonus Men £	Gap (2019)	Median Bonus Women £	Median Bonus Men £	Gap (2019)
Excluding CEAs	360	188	594	790	25% (42%PY)	100	100	0% (-46%PY)
CEAs	12	48	28,329	28,773	15% (11%PY)	21,112	36,192	42% (58%PY)
Overall	372	236	1,502	6,687	77.5% (79%PY)	100	200	50% (47%PY)

Appendix I: Ethnicity Pay Gap - Non-Clinical Academic Colleagues

	Total	Mean Hourly Rate	Pay Gap	+/- Difference 2019
BAME	377	21.17	14.8% (14.5%PY)	+0.3%
White	2159	24.85		
Not known	107			
Total	2643			

Appendix J: Ethnicity Pay Gap - Professional Services Colleagues

	Total	Mean Hourly Rate	Pay Gap	+/- Difference 2019
BAME	151	14.68	5.0% (5.4%PY)	-0.4%
White	3293	15.44		
Not known	64			
Total	3508			

Appendix K: Ethnicity Pay Gap - Non-Clinical Academic Colleagues (Research Associates)

	Total	Mean Hourly Rate	Pay Gap	+/- Difference 2019
BAME	204	17.72	7.4%	NA
White	823	19.13		
Not known	37			
Total	1064			

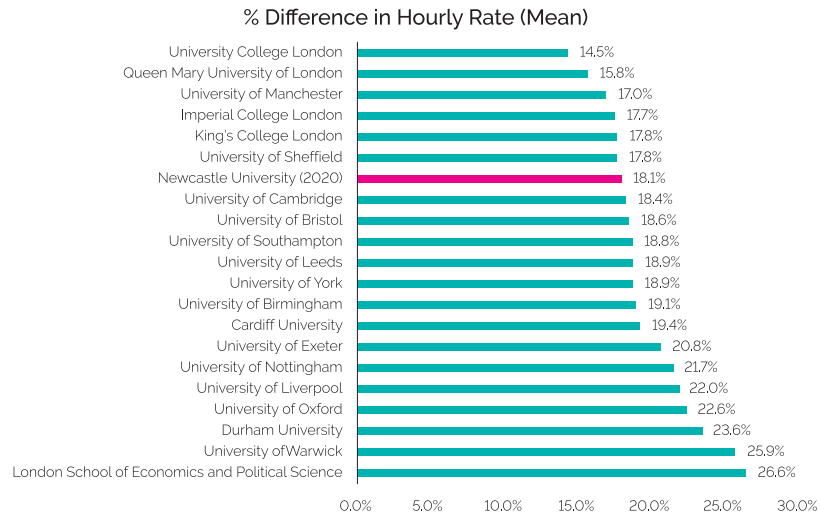
Appendix L: Ethnicity Pay Gap - Non-Clinical Academic Colleagues (all except Research Associates)

	Total	Mean Hourly Rate	Pay Gap	+/- Difference 2019
BAME	173	25.21	11.0%	NA
White	1336	28.32		
Not known	70			
Total	1579			

Appendix M: Disability Pay Gap

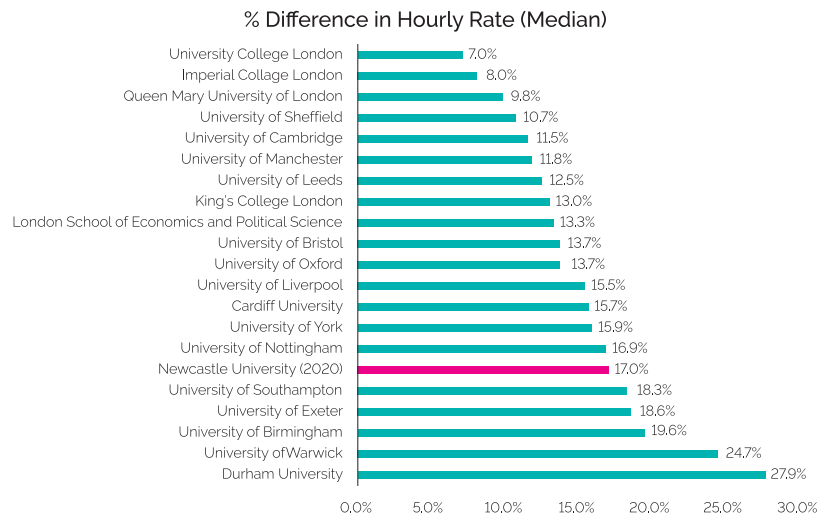
	Total	Mean Hourly Rate	Pay Gap	+/- Difference 2019	Median Hourly Rate	Pay Gap	+/- Difference 2019
Disabled	243	17.48	12.9% (14.7%PY)	-1.8%	16.51	5.7% (8.4%PY)	-2.7%
Non-disabled/ Not known	6117	20.08			17.52		

Appendix N: Mean Russell Group Comparators



**N/B: This graph compares the 2020 NU Mean GPG against the 2019 Mean GPG of our RG comparators (RG source UCEA Pay Report 2019)*

Appendix O: Median Russell Group Comparators

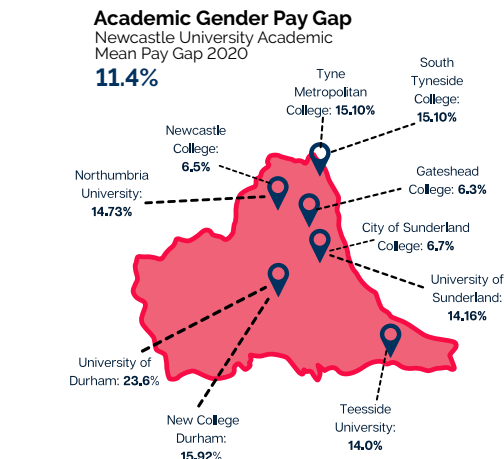


**N/B: This graph compares the 2020 NU Median GPG against the 2019 Median GPG of our RG comparators (RG source UCEA Pay Report 2019)*

Appendix P: Four Year Mean and Median Gender Pay Gaps

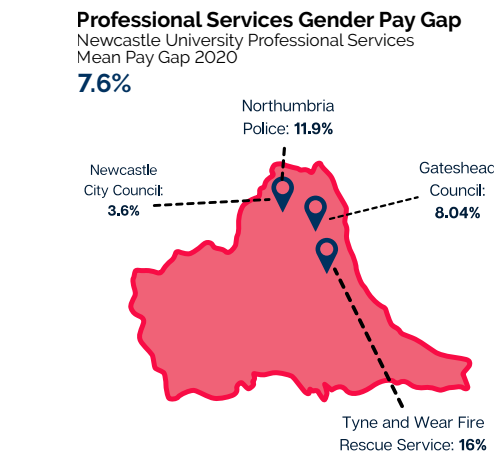
	2017	2018	2019	2020
Mean GPG	20.4%	20%	18.5%	18.1%
Median GPG	19.5%	18.1%	17%	17%

Appendix Q: North East Comparators – Academic Gender Pay Gap



**N/B: This infographic compares our Mean GPG for Academic colleagues only against the overall Mean GPG of comparator HEIs in the North East.*

Appendix R: North East Comparators – Professional Services Gender Pay Gap



**N/B: This infographic compares our Mean GPG for Professional Service colleagues only against the overall Mean GPG of comparator local organisations of similar employee strength.*



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