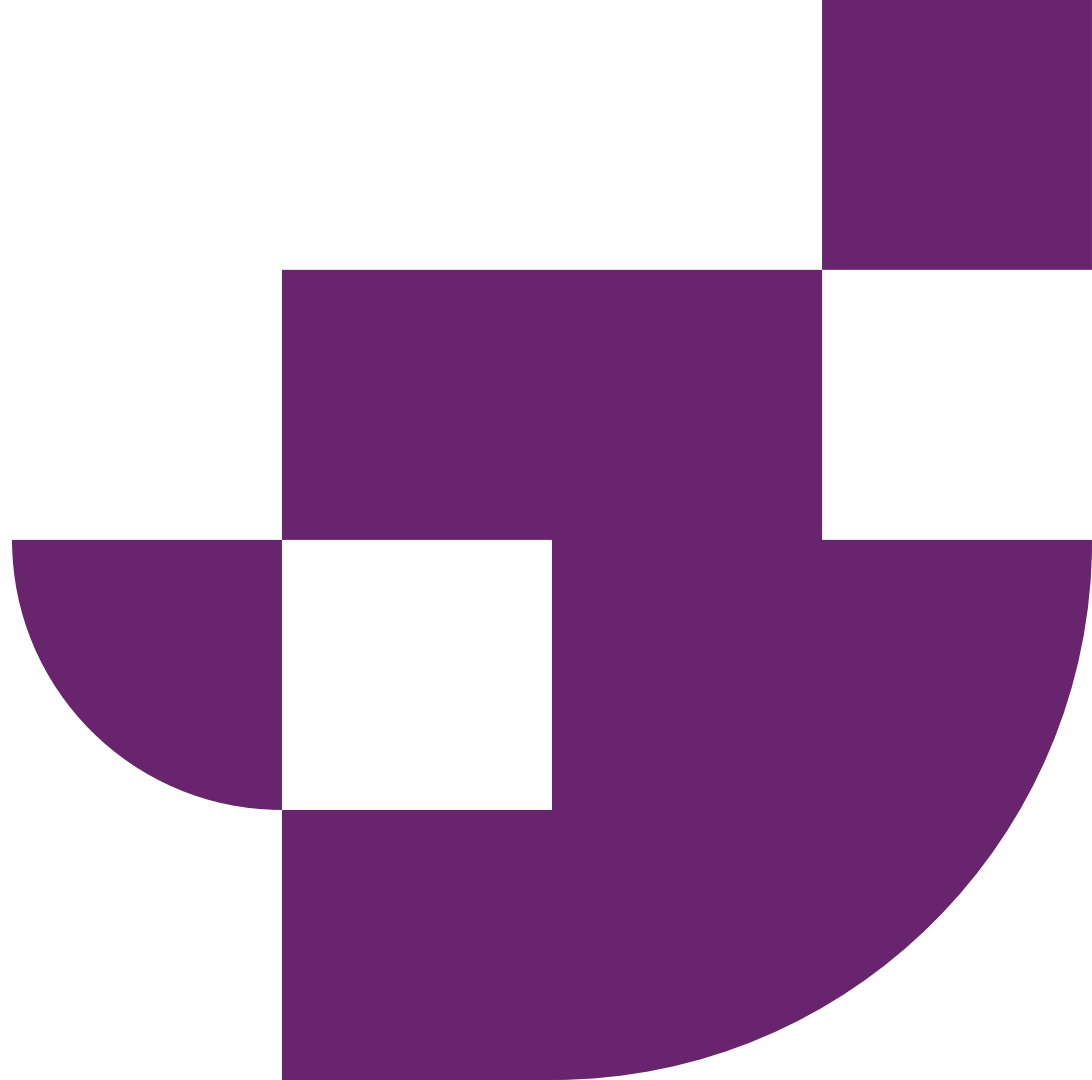




Durham
University

Diversity Pay Report 2023



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Foreword

Durham University is committed to promoting an inclusive environment for our staff and students, and through the University's Equality, Diversity and Inclusion Framework we seek to attract, retain and advance the careers of outstanding people from all backgrounds and identities.

As part of this commitment, we actively monitor and promote equal pay.

Pay diversity is a longstanding issue for us, as it is for the higher education sector and society more broadly.

In this latest Pay Gap report, we detail Durham's current position and the progress we have made over the last 12 months. The report also describes the interventions drawn up in partnership with our staff networks and trade unions to help further close the pay gaps going forward.

With regard to the gender pay gap, the latest data shows we continue to make steady progress with a further reduction in the pay gap over the last 12 months. The origin of the gender pay gap is well understood and reflects the longstanding distribution of males and females within the workforce with fewer females in senior roles. Further rebalancing of our workforce is needed to continue the progress made.

This report also reports our Ethnicity, Disability and Intersectional pay gaps. Please do take the time to study this report and get in touch if you have ideas about how we might further strengthen inclusiveness at Durham University.

Professor Mike Shipman

Deputy Vice-Chancellor and Provost

About Us

Durham University is a globally outstanding centre of teaching and research excellence. At Durham, our people are our most important asset. We are committed to creating a welcoming and inclusive environment where our people feel supported and valued, enabling them to not only succeed, but thrive.

We have 27 academic departments in 4 Faculties: Arts and Humanities, Business, Science and Social Sciences and Health.



4600+ FTE
Staff



Over 40% of
academic staff are
of non-UK origin



Over 20,000
Students



50th

In the World for employer
reputation in the QS World
University Rankings 2024



We are working to increase our diversity at all levels and enhance a sense of belonging and community in our staff and students.



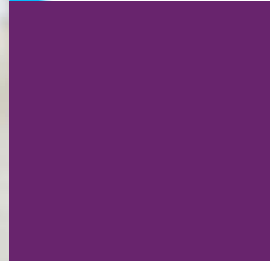
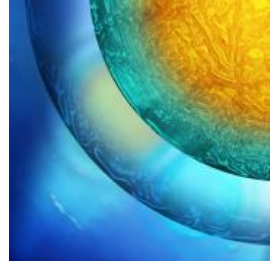
Diversity Pay Explained

The Pay Gap measures the differences in pay between men and women, and also by other protected characteristics. Our Diversity Pay Gap report refers to Gender, Ethnicity, Disability and Intersectional pay gap reporting.

The gender pay gap is the difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce.

It's calculated as the difference between average (mean or median) hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings.

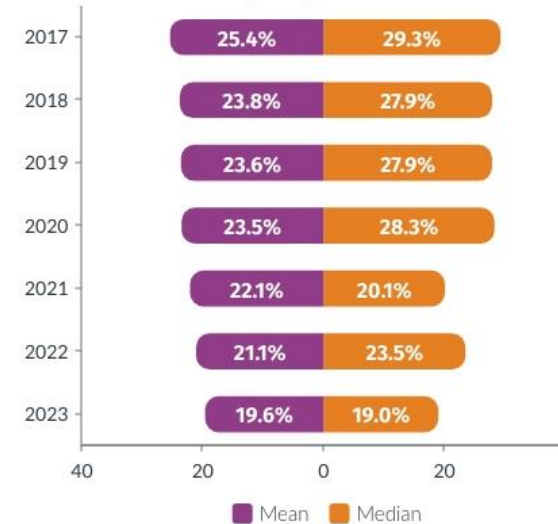
The 2023 results reflect a data snapshot taken on the 31st March 2023 for contracted staff and January 2023 to March 2023 for casual / atypical staff.



The Gender Pay Gap

- The Gender Pay Gap has been calculated on Relevant Employees (7,649 assignments). Of which, the gender split (based on legal sex) in 2023 was 44% Male: 56% Female.
- The mean gender pay gap has improved by 1.5% compared to 2022 to 19.6%. The median gender pay gap has reduced to 19.0%, constituting a 4.5% improvement compared to last year.
- Contracted staff mean and median pay gaps improved by 2.7% to 21.4% and 4.2% to 18.3%, respectively. The contracted female hourly rates of pay increased at a higher rate than the male rates increased.
- For atypical appointments, the decrease in graded casual workers increased the mean and median hourly pay rates for both males and females therefore the mean pay gap decreased to 4.0%.
- The mean and median pay rates for academic staff increased over the year; the mean pay gap increased by 0.6% to 13.8%, with the median pay gap reducing by 2.5% to 13.4%

Gender Pay Gap 2017-2023



Pay Quartiles

2023 Pay Quartiles distribution



Females as a % in Quartile

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2022	64.2%	63.6%	56.1%	40.8%
2021	66.5%	60.0%	55.0%	38.3%

- The 2023 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 two pay quartiles marginally increased by 0.4% in the last year, with the lower middle quartile increasing by 1.2%.
- Female representation in the upper pay quartile increased by 0.3% to 41.1%; continuing the upwards trend from previous years.

Bonus Pay Gap

The University remains committed to improving the number and balance of staff considered and awarded for their contribution. Discretionary Awards, for grades 1-9, and Merit Awards, for staff at grade 10, are part of the Annual reward scheme for staff demonstrating exceptional contribution.

Over the last year we made bonus payments to 4,150 people (who were still on payroll on 31st March 2023), including widespread thank you payments to qualifying workers in July 2022. The proportion of females and males receiving a payment was 50.1% and 53.6%, respectively. This represents an improvement compared to 2022 – Female 19.2%, Male 13.4% but is dominated by the thank you payments across more grades; in 2022 the female bias was driven by the higher proportion of females in the targeted lower grades.

Bonus Type	Total Number
Covid Thank-you payments / All Staff Thank-you payments	5,217
Discretionary Awards	355
Team Vouchers	282
Merit Awards (Non-consolidated)	24
Royal Society Awards	3
Total	5,881

Mean Bonus Pay Gap



Ethnicity, Disability and Intersectional Diversity Reporting

While the University is not required to publish the Ethnicity, Disability or the Intersectional Pay Gap, we feel it is an important part of our work, in the spirit of openness and transparency.

We calculate the ethnicity pay gap and the disability pay gap in the same way as we calculate the gender pay gap, and we use the same data collection point of 31 March 2023.

The intersection of gender and ethnicity can uncover differences and nuances which are hidden when single gender or ethnic diversity dimensions are used to determine pay gaps.

Our data for ethnicity and disability may be influenced by the fact that some of our staff have chosen not to disclose this information.



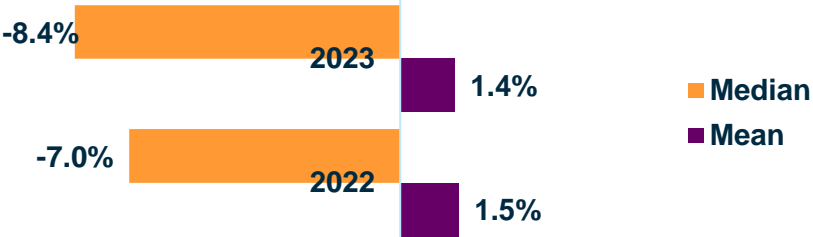
Ethnicity Pay Gap

Overall, the representation of ethnic minorities in the pay gap census rose from 12.8% to 13.3%. For regional context, in the 2021 census, 3.86% of the residents of County Durham were BAME.

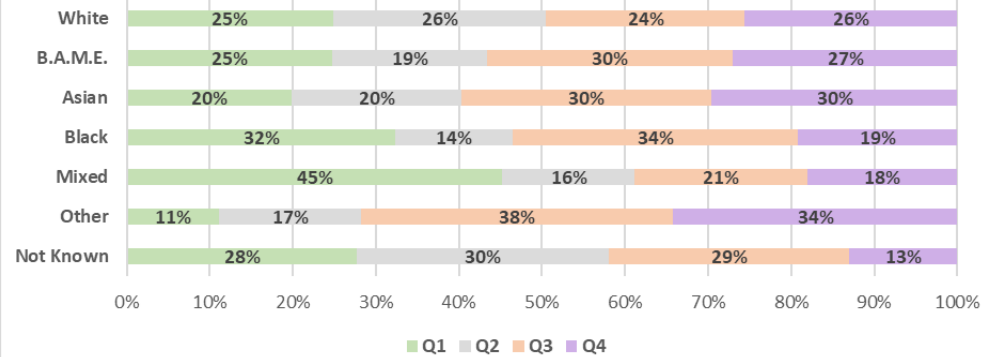
The mean ethnicity pay gap continues to lean towards the White group at 1.4%. Whereas the median ethnicity pay gap leans towards ethnic minorities and the gap has increased by -1.4% to -8.4%.

An increase in the number of Black females this year (52 from 32) is significant and directly impacts improvements in pay gaps for this group.

Mean and Median Ethnicity Pay Gap



2023 - Ethnicity Distribution by Pay Quartile

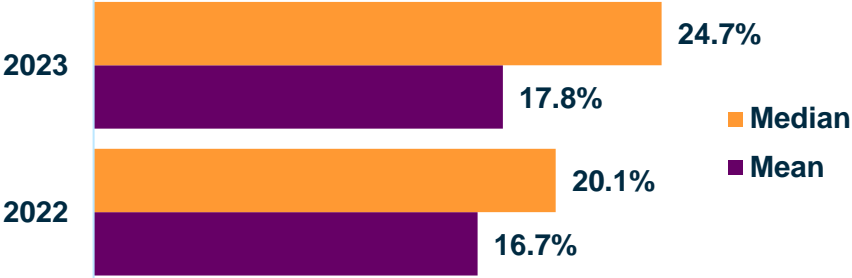


Disability Pay Gap

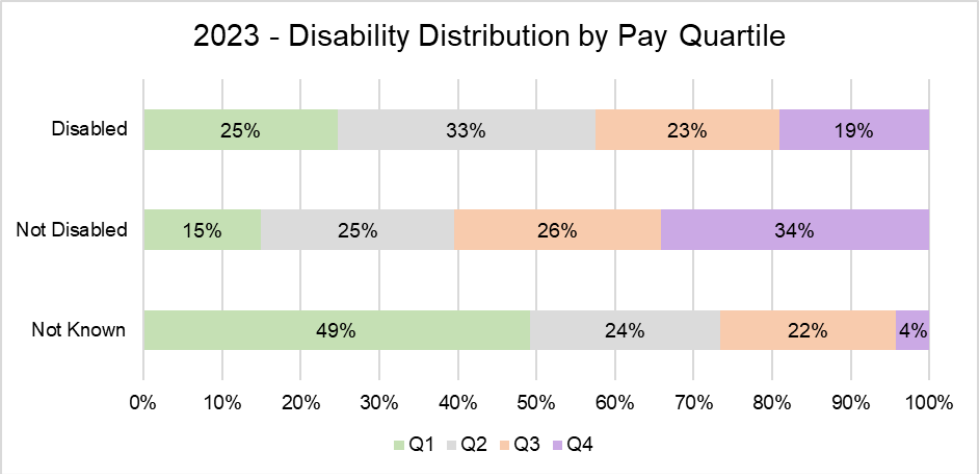
The overall mean disability pay gap increased by 1.1% over last year, currently standing at 17.8%. The median disability pay gap has increased by 4.6% to 24.7%.

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 (25% and 33% respectively) is higher than proportion of staff not disabled (15% and 25% respectively). The opposite applies in the higher quartiles of pay.

Mean and Median Disability Pay Gap



2023 - Disability Distribution by Pay Quartile



Intersectional Pay Gap

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

The overall mean intersectional gender-ethnicity pay gap has reduced by 2.0% to 18.5%. The median improved by 5.9% to 9.9%.

The Black intersectional mean pay gap at Durham (25.8%) is improved over last year (29.1%), whilst the Black intersectional median pay gap of 21.2% has decreased significantly from last year (35.4%).

The Mixed intersectional mean pay gap at Durham (27.2%) is 1.2% lower than in 2022 and the 'Mixed' intersectional median pay gap of 34.6% was very similar to 2022 (35.1%).

2023 Mean Pay Gap - Gender / Ethnicity					
Ethnicity Pay Gap	Ethnicity Pay Gap	Male Ethnicity Pay Gap	Female Ethnicity Pay Gap	Gender Pay Gap	Intersection Pay Gap
All Ethnicity (inc. White)				21.00%	
Asian	-1.0%	2.8%	-5.6%	14.2%	16.6%
Black	5.3%	6.0%	6.1%	21.1%	25.8%
Mixed	14.4%	19.2%	7.9%	9.9%	27.2%
Other	-10.3%	-0.6%	-18.9%	6.6%	6.0%
All Ethnicity Minorities	1.4%	5.2%	-3.1%	14.1%	18.5%
Unknown	14.5%	19.7%	9.7%	11.1%	28.7%



We enrich lives and change the world
through the advancement of learning.



Our Core Lived Values

- **Inclusivity** - Together we celebrate difference, value one another, and are each responsible for creating an inclusive community that is respectful and fair for all.
- **Integrity** - We are open, honest, ethical, lead and manage by example and follow through on our commitments.
- **Collaboration** - We listen to each other, disagree well, with a commitment to academic freedom, are compassionate, and work as a team to achieve our goals.
- **Commitment to Excellence** - We strive for the highest standards of achievement in everything we do with an enthusiasm to learn, succeed, and flourish.
- **Citizenship** - We develop well-rounded people who make a positive difference to local, national, and international communities and change the world.

Strategy, Actions and Awards



Through the University's EDI framework, we have already made important strides in addressing fairness, equity, respect, diversity and inclusion, thanks to the significant efforts of our staff and students.

Our commitment is to now build on these foundations by advancing a more progressive and inclusive culture for prospective staff and students to further attract, retain and develop outstanding people from all backgrounds and identities.

Durham's gap to the sector average pay gap 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.

The University has taken a range of actions to address diversity pay gaps; the actions highlighted are representative of the more extensive and detailed Action Plan which aims to comprehensively address gender balance and challenge gender imbalance at the University. A key aim of the Action Plan is to enable the University to significantly reduce its Gender Pay Gap by 2025.

People Strategy

What we already do well:

- Steady progress is being made to reduce our Gender Pay Gap (GPG). We have reduced the GPG mean by 5.8 per cent from when statutory reporting began in 2017.
- We offer our staff maternity, adoption and paternity benefits from the start of their employment and we have increased the period of full pay available whilst on maternity or adoption leave from a maximum 16 weeks to 26 weeks. We are one of only four Higher Education institutions in the UK to offer this level of benefit.
- We operate hybrid working, encouraging work-life balance and reducing our carbon footprint.

We will:

- Ensure our equity and inclusiveness as an employer through our newly established People Committee of Council, so staff can flourish in their professional and academic careers.
- Foster an ethos of working well together, mutual respect, wellbeing and a positive working culture which empowers our staff.



Equality, Diversity and Inclusion (EDI) Framework

What we already do well:

- We have appointed a new post of Pro-Vice-Chancellor (EDI), putting equality, diversity and inclusion at the centre of our activities.
- We achieved a Bronze Race Equality Charter (REC) award in 2022. The REC's mission is to improve the representation, experience, progression and success of Black, Asian and Minority Ethnic staff and students within higher education.
- We are reducing pay gaps. We publish information on pay diversity including our ethnicity pay gap data and pay award distribution, along with Gender Pay, Disability and Intersectional Pay gaps.
- We have collaborated with our staff and student networks to develop more focused support for our equality communities.
- We have developed and implemented a workplace passport and resource hub to further support colleagues with disabilities and long-term health conditions.
- Durham currently holds 23 Athena SWAN awards, of which 11 departments have been awarded Silver.



Equality, Diversity and Inclusion (EDI) Framework

We will:

- Embed a more inclusive approach in our structures, decision-making and planning so that it becomes second nature.
- Develop the leadership attributes of our staff to further promote a commitment to excellence and inclusivity.
- Establish a working culture of equity, shared responsibility, working well together, career tracks, recognising and celebrating hard work, success, and achievement.
- Set ambitious goals for widening student access and participation and build a sense of belonging and community.



Actions

Recruitment

- Review language in job adverts - ensuring the opportunity to recruit people with different experiences and transferable skills from outside the sector where applicable.
- Selection panels are to be gender balanced, demographically and ethnically diverse as is practicable.
- When using search firms - search methodologies must reach diverse candidates.

Flexible Working

- Hybrid ways of working - 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 to review academic salaries that have been identified as potentially requiring adjustment to ensure fairness and equality.

Family Friendly

- All Employees can access Maternity, Paternity and Adoption Leave from the first day of employment with no minimum service requirement.
- Durham has 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.

Actions

Progression

- Proactive support for promotion of academic staff - all CVs are reviewed, and meaningful feedback provided to aid progression.
- Outcomes of promotions are monitored by gender, ethnicity and disability in conjunction with 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, supporting development and progression of PS staff. These roles also provide a framework for departments to focus staff development on key priority areas.

Learning and Development

- A diverse range of development programmes and workshops are open to all members of staff.
- All Professional Services staff can access 21 hours of Continuous Professional Development (CPD) (pro rata). Academic staff are awarded 10 hours per year for their CPD.
- The Diversifying Leadership programme 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.

Initiatives



Athena Swan

In 2018 we were awarded a bronze institutional Athena SWAN award, and are working towards achieving silver. The work is led by a dedicated Athena SWAN Self-Assessment team and the implementation of a comprehensive Gender Equality Action Plan to drive a culture of change.



Race Equality Charter

Durham University signed up to the Race Equality Charter (REC) in March 2019 and was conferred Bronze Award in 2022. The charter aims to improve the representation, progression and success of racially minoritised communities within higher education.



Disability Confident

We are a Disability Confident Employer. We work with our Occupational Health service and external partner organisations and schemes, such as Access to Work, to ensure that reasonable adjustments are made. The Disability Forum provides support and resources for line managers to support disabled colleagues.



Stonewall

Durham University is a member of Stonewall's Diversity Champion programme, Britain's good practice employers' forum on sexual orientation. We received Stonewall Diversity Champion status in 2012.



Together we celebrate difference and value one another. We are each responsible for creating an inclusive community that is respectful and fair to all.

