

# Pay Gaps - Gender, Ethnicity and Disability 2024

\*Data is based on snapshot date of 31 March 2024

At Edinburgh Napier University, we are passionate about equality and inclusion demonstrated by our pro-active approach to monitoring our gender, ethnicity and disability pay gaps.

## What is the Gender Pay Gap?

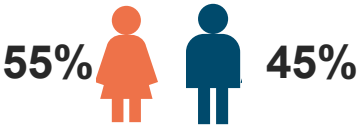
Pay gaps are key indicators of inequality that may exist across demographic groups. Using gender as an example, pay gaps are the percentage difference between the average pay of female and male colleagues across the University. The pay gaps are calculated based on contractual hours of work and total pay for all colleagues who have permanent and fixed-term contracts of employment.

## Gender Pay Gap Calculations

**Mean** - The difference between the mean hourly rate of pay of male colleagues and that of female colleagues.

**Median** - The difference between the median hourly rate of pay of male colleagues and that of female colleagues.

### Gender Breakdown all Edinburgh Napier colleagues



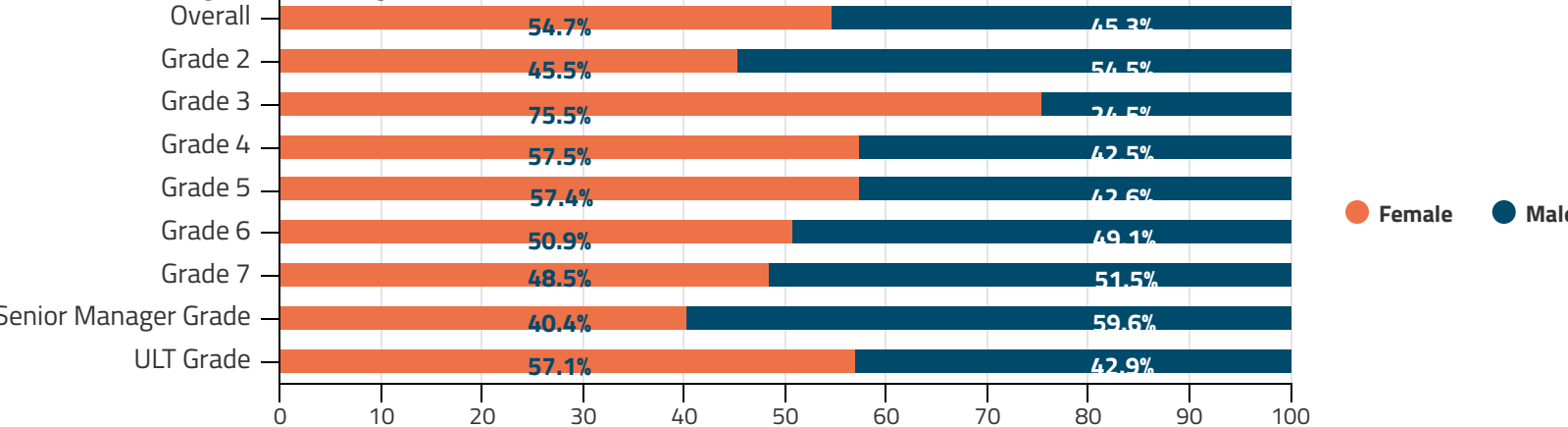
|  |       |
|--|-------|
| ENU Mean Pay Gap                             | 5.88% |
| Scottish Higher Education (Advance HE, 2024) | 16.2% |
| UK Higher Education (UCEA, 2024)             | 10%   |
| UK Economy (UCEA, 2024)                      | 14.2% |

## Gender Pay Gap Data 2021-2024

Our pay gap indicates that on average male colleagues are paid 5.88% more than female colleagues.

| Year | Overall Figures | Females | Males | Mean hourly rate for females | Mean hourly rate for males | Mean Pay Gap % | Median hourly rate for females | Median hourly rate for males | Median Pay gap % |
|------|-----------------|---------|-------|------------------------------|----------------------------|----------------|--------------------------------|------------------------------|------------------|
| 2024 | 2173            | 1187    | 986   | £23.57                       | £25.04                     | 5.88%          | £22.93                         | £24.32                       | 5.72%            |
| 2023 | 2126            | 1164    | 962   | £22.01                       | 23.56                      | 6.58%          | £21.71                         | £23.16                       | 6.26%            |
| 2022 | 1983            | 1067    | 916   | £20.82                       | £22.14                     | 5.96%          | £19.88                         | £21.83                       | 8.93%            |
| 2021 | 1873            | 999     | 874   | £20.36                       | £21.23                     | 4.10%          | £20.17                         | £21.51                       | 6.23%            |

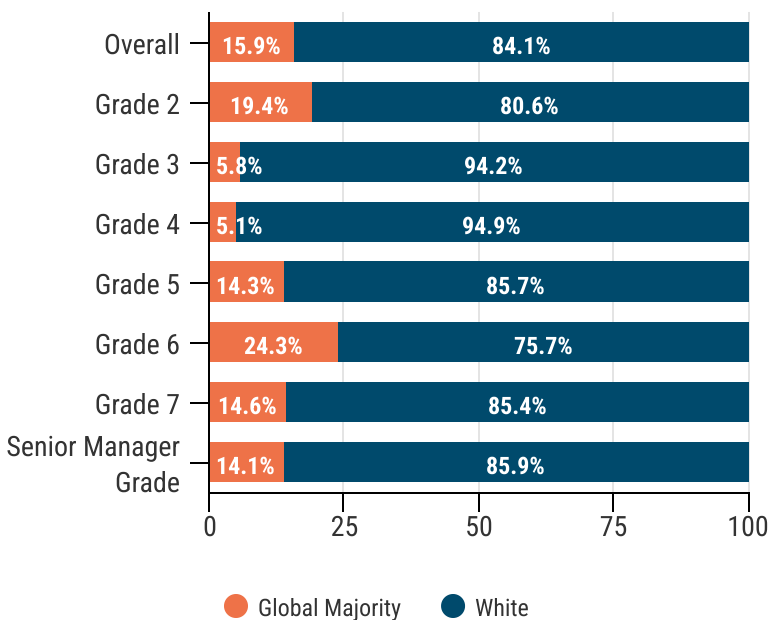
## Gender Composition by Grade



The Gender Pay Gap is often driven by a higher proportion of men in senior roles and women in less senior positions. While it is positive that women are well represented across all grades, our pay gap is mainly influenced by a greater concentration of females in lower-paid roles (Grades 2-5). Between 2021 and 2024, the percentage of women in Grades 2-5 has increased, whereas the number of men has remained fairly static resulting in a further concentration of female colleagues in lower graded roles, contributing to the pay gap in favour of men.

## Ethnicity Pay Gap

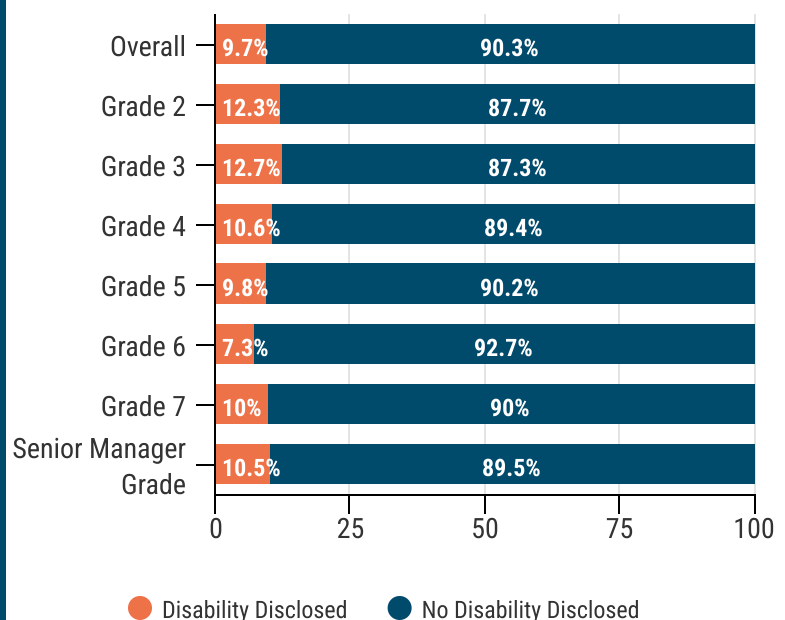
|   |                   |
|---|-------------------|
| ENU Mean hourly rate for Global Majority colleagues | £24.64            |
| ENU Mean hourly rate for White colleagues           | £24.15            |
| ENU Mean Ethnicity Pay Gap %                        | -2.07%            |
| UK Higher Education Ethnicity Pay Gap               | 6.4% (UCEA, 2024) |



Our ethnicity pay gap indicates that on average, Global Majority colleagues are paid 2.07% more than white colleagues. The proportion of Global Majority colleagues varies by Grade. Global Majority colleagues are represented across all grades which has influenced the low pay gap. At Grade 6 and above, the higher representation is influenced by the number of Global Majority colleagues in academic roles.

## Disability Pay Gap

|  |                    |
|--|--------------------|
| ENU Mean hourly rate for Disabled colleagues     | £22.91             |
| ENU Mean hourly rate for Non-disabled colleagues | £24.38             |
| ENU Mean Disability Pay Gap %                    | 6.03%              |
| UK Wider Economy Disability Mean Pay Gap %       | 12.7% (UCEA, 2024) |



People with disabilities may encounter unequal access to employment opportunities. Our disability pay gap indicates that colleagues who have disclosed a disability are, on average, paid 6.03% less than colleagues who have not disclosed a disability. The majority of colleagues in Grade 6 or above who have disclosed a disability are in academic roles (79.1%). Work to support colleagues who have disclosed a disability is ongoing, including recent adaptations to our Disability at Work and Carers Leave policies.

The data presented is only reflective of those colleagues who have opted to disclose ethnicity and disability information.

## Next steps:

We are committed to the formation of the Pay Equalities Working Group. Areas of focus will include:

- Continuing to monitor our pay gaps and undertake a more intersectional approach to identify barriers we may not be aware of at present.
- Role Design - to explore if there are any barriers in relation to part-time or flexible working provision that influence our pay gaps.
- In depth analysis to determine if occupational segregation (where colleagues with similar protected characteristics are concentrated in specific grades or roles) exists.