

**Gender pay gap by job family**

| Job Family                              | Mean £ per hour |       |              | Median £ per hour |       |                |
|---|-----------------|-------|--------------|-------------------|-------|----------------|
|   | Men             | Women | Mean pay gap | Men               | Women | Median pay gap |
| Academic                                | 34.83           | 30.52 | 12.4%        | 30.38             | 29.97 | 1.3%           |
| Academic Research                       | 21.34           | 20.61 | 3.4%         | 19.98             | 19.16 | 4.1%           |
| Academic Teaching                       | 23.21           | 22.60 | 2.6%         | 21.47             | 20.86 | 2.8%           |
| Flexible Contracts                      | 16.11           | 14.13 | 12.3%        | 15.26             | 12.88 | 15.6%          |
| Managerial, Specialist & Administrative | 21.21           | 17.58 | 17.1%        | 20.23             | 15.61 | 22.8%          |
| Operational & Facilities                | 13.42           | 12.41 | 7.5%         | 12.01             | 11.32 | 5.8%           |
| Technical & Experimental                | 16.30           | 15.62 | 4.2%         | 16.12             | 15.90 | 1.0%           |

St Andrews does not have a hierarchy of 'job family'; this table is therefore presented in alphabetical order

**Gender pay gap by grade**

| Grade   | Mean £ per hour |       |              | Median £ per hour |       |                |
|---------|-----------------|-------|--------------|-------------------|-------|----------------|
|         | Men             | Women | Mean pay gap | Men               | Women | Median pay gap |
| Grade 1 | 11.45           | 11.53 | -0.7%        | 11.32             | 11.18 | 1.2%           |
| Grade 2 | 12.11           | 12.08 | 0.2%         | 11.43             | 11.55 | -1.1%          |
| Grade 3 | 13.44           | 12.53 | 6.8%         | 12.62             | 12.32 | 2.4%           |
| Grade 4 | 14.35           | 13.94 | 2.9%         | 14.28             | 13.87 | 2.8%           |
| Grade 5 | 17.01           | 16.84 | 1.0%         | 16.88             | 16.67 | 1.3%           |
| Grade 6 | 19.73           | 19.45 | 1.4%         | 19.71             | 19.16 | 2.8%           |
| Grade 7 | 24.46           | 24.19 | 1.1%         | 24.70             | 24.06 | 2.6%           |
| Grade 8 | 29.43           | 29.31 | 0.4%         | 30.11             | 30.38 | -0.9%          |
| Grade 9 | 44.87           | 40.61 | 9.5%         | 41.64             | 37.55 | 9.8%           |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprentice, Flexible contract, NHS and other off scale contracts.

**Staff FTE by grade and gender**

| Grade   | Men   | Women | FTE<br>Total | % within grade |       |
|---------|-------|-------|--------------|----------------|-------|
|         |       |       |              | Men            | Women |
| Grade 1 | 56.7  | 114.3 | 171.0        | 33.2%          | 66.8% |
| Grade 2 | 72.7  | 43.1  | 115.7        | 62.8%          | 37.2% |
| Grade 3 | 91.1  | 141.2 | 232.3        | 39.2%          | 60.8% |
| Grade 4 | 88.9  | 171.6 | 260.5        | 34.1%          | 65.9% |
| Grade 5 | 115.1 | 147.3 | 262.4        | 43.9%          | 56.1% |
| Grade 6 | 293.4 | 305.0 | 598.4        | 49.0%          | 51.0% |
| Grade 7 | 259.9 | 201.7 | 461.6        | 56.3%          | 43.7% |
| Grade 8 | 192.2 | 126.9 | 319.1        | 60.2%          | 39.8% |
| Grade 9 | 156.7 | 68.0  | 224.7        | 69.7%          | 30.3% |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Part-time staff FTE by grade and gender**

| Grade   | Men  | Women | FTE<br>Total | % within grade |       |
|---------|------|-------|--------------|----------------|-------|
|         |      |       |              | Men            | Women |
| Grade 1 | 50.7 | 112.2 | 162.9        | 31.1%          | 68.9% |
| Grade 2 | 57.7 | 37.1  | 94.7         | 60.9%          | 39.1% |
| Grade 3 | 62.1 | 64.2  | 126.3        | 49.2%          | 50.8% |
| Grade 4 | 39.9 | 42.6  | 82.5         | 48.3%          | 51.7% |
| Grade 5 | 49.1 | 34.2  | 83.3         | 59.0%          | 41.0% |
| Grade 6 | 34.4 | 51.0  | 85.4         | 40.3%          | 59.7% |
| Grade 7 | 12.9 | 23.7  | 36.6         | 35.3%          | 64.7% |
| Grade 8 | 3.2  | 12.9  | 16.1         | 20.1%          | 79.9% |
| Grade 9 | 11.7 | 9.0   | 20.7         | 56.4%          | 43.6% |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Staff headcount by grade and gender**

| Grade   | Headcount |       | Headcount<br>Total | % within grade |       |
|---------|-----------|-------|--------------------|----------------|-------|
|         | Men       | Women |                    | Men            | Women |
| Grade 1 | 74        | 159   | 233                | 31.8%          | 68.2% |
| Grade 2 | 82        | 70    | 152                | 53.9%          | 46.1% |
| Grade 3 | 100       | 175   | 275                | 36.4%          | 63.6% |
| Grade 4 | 95        | 188   | 283                | 33.6%          | 66.4% |
| Grade 5 | 123       | 166   | 289                | 42.6%          | 57.4% |
| Grade 6 | 320       | 340   | 660                | 48.5%          | 51.5% |
| Grade 7 | 269       | 216   | 485                | 55.5%          | 44.5% |
| Grade 8 | 195       | 135   | 330                | 59.1%          | 40.9% |
| Grade 9 | 180       | 75    | 255                | 70.6%          | 29.4% |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Part-time staff headcount by grade and gender**

| Grade   | Headcount |       | Headcount<br>Total | % within grade |       |
|---------|-----------|-------|--------------------|----------------|-------|
|         | Men       | Women |                    | Men            | Women |
| Grade 1 | 68        | 157   | 225                | 30.2%          | 69.8% |
| Grade 2 | 67        | 64    | 131                | 51.1%          | 48.9% |
| Grade 3 | 71        | 98    | 169                | 42.0%          | 58.0% |
| Grade 4 | 46        | 59    | 105                | 43.8%          | 56.2% |
| Grade 5 | 57        | 53    | 110                | 51.8%          | 48.2% |
| Grade 6 | 61        | 86    | 147                | 41.5%          | 58.5% |
| Grade 7 | 22        | 38    | 60                 | 36.7%          | 63.3% |
| Grade 8 | 6         | 21    | 27                 | 22.2%          | 77.8% |
| Grade 9 | 35        | 16    | 51                 | 68.6%          | 31.4% |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Mean annual pay by grade and gender adjusted for FTE**

| Grade   | Mean annual pay (£) |        |        | Pay Gap |
|---------|---------------------|--------|--------|---------|
|         | Men                 | Women  | All    |         |
| Grade 1 | 21,577              | 21,738 | 21,687 | -0.7%   |
| Grade 2 | 22,836              | 22,777 | 22,809 | 0.3%    |
| Grade 3 | 25,341              | 23,625 | 24,249 | 6.8%    |
| Grade 4 | 27,054              | 26,279 | 26,539 | 2.9%    |
| Grade 5 | 32,062              | 31,737 | 31,875 | 1.0%    |
| Grade 6 | 37,184              | 36,671 | 36,920 | 1.4%    |
| Grade 7 | 46,116              | 45,592 | 45,883 | 1.1%    |
| Grade 8 | 55,470              | 55,255 | 55,382 | 0.4%    |
| Grade 9 | 84,587              | 76,552 | 82,224 | 9.5%    |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Mean annual pay by grade and gender adjusted for FTE (part-time staff )**

| Grade   | Mean annual pay (£) |        |        | Pay Gap |
|---------|---------------------|--------|--------|---------|
|         | Men                 | Women  | All    |         |
| Grade 1 | 21,598              | 21,723 | 21,685 | -0.6%   |
| Grade 2 | 22,944              | 22,962 | 22,953 | -0.1%   |
| Grade 3 | 26,027              | 24,318 | 25,036 | 6.6%    |
| Grade 4 | 27,660              | 27,172 | 27,386 | 1.8%    |
| Grade 5 | 32,125              | 32,533 | 32,322 | -1.3%   |
| Grade 6 | 38,433              | 37,259 | 37,746 | 3.1%    |
| Grade 7 | 48,174              | 47,049 | 47,462 | 2.3%    |
| Grade 8 | 58,156              | 55,486 | 56,079 | 4.6%    |
| Grade 9 | 97,030              | 77,966 | 91,049 | 19.6%   |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

**Mean pay gap by job family and grade**

| Job Family                              | Grade   | Mean £ per hour |       |         | Headcount |       |
|---|---------|-----------------|-------|---------|-----------|-------|
|   |         | Men             | Women | Pay Gap | Men       | Women |
| Academic                                | Grade 6 | *               | *     | *       | *         | *     |
|   | Grade 7 | 24.51           | 24.29 | 0.9%    | 104       | 79    |
|   | Grade 8 | 29.31           | 29.21 | 0.3%    | 142       | 82    |
|   | Grade 9 | 44.54           | 40.10 | 10.0%   | 155       | 61    |
| Academic Research                       | Grade 4 | *               | *     | *       | *         | *     |
|   | Grade 5 | 17.36           | 16.57 | 4.6%    | 9         | 11    |
|   | Grade 6 | 19.38           | 18.98 | 2.1%    | 147       | 100   |
|   | Grade 7 | 25.26           | 24.35 | 3.6%    | 33        | 23    |
|   | Grade 8 | *               | *     | *       | *         | *     |
|   | Grade 9 | *               | *     | *       | *         | *     |
| Academic Teaching                       | Grade 5 | *               | *     | *       | *         | *     |
|   | Grade 6 | 19.80           | 19.62 | 0.9%    | 58        | 77    |
|   | Grade 7 | 22.97           | 23.39 | -1.8%   | 33        | 31    |
|   | Grade 8 | 29.91           | 29.73 | 0.6%    | 22        | 19    |
|   | Grade 9 | *               | *     | *       | *         | *     |
| Managerial, Specialist & Administrative | Grade 2 | 11.91           | 11.95 | -0.3%   | 15        | 41    |
|   | Grade 3 | 12.07           | 12.49 | -3.4%   | 34        | 150   |
|   | Grade 4 | 13.76           | 13.91 | -1.1%   | 41        | 173   |
|   | Grade 5 | 16.36           | 16.70 | -2.0%   | 43        | 107   |
|   | Grade 6 | 19.75           | 19.59 | 0.8%    | 83        | 150   |
|   | Grade 7 | 24.64           | 24.34 | 1.2%    | 96        | 83    |
|   | Grade 8 | 29.73           | 30.04 | -1.0%   | 23        | 31    |
|   | Grade 9 | 48.48           | 41.94 | 13.5%   | 20        | 12    |
| Operational & Facilities                | Grade 1 | 11.45           | 11.53 | -0.7%   | 74        | 159   |
|   | Grade 2 | 12.20           | 12.31 | -0.9%   | 64        | 25    |
|   | Grade 3 | 14.37           | 12.86 | 10.5%   | 54        | 21    |
|   | Grade 4 | *               | *     | *       | *         | *     |
|   | Grade 5 | 18.40           | 17.94 | 2.5%    | 25        | 13    |
|   | Grade 6 | 22.71           | 21.74 | 4.3%    | 5         | 5     |
| Technical & Experimental                | Grade 2 | *               | *     | *       | *         | *     |
|   | Grade 3 | *               | *     | *       | *         | *     |
|   | Grade 4 | 14.12           | 13.84 | 1.9%    | 28        | 10    |
|   | Grade 5 | 16.83           | 17.25 | -2.5%   | 44        | 17    |
|   | Grade 6 | 20.82           | 19.43 | 6.7%    | 27        | 7     |
|   | Grade 7 | *               | *     | *       | *         | *     |

This table covers only those staff members whose posts sit on the University grade structure and so excludes those on Apprenticeship, Flexible contract, NHS and other off scale contracts.

\* suppressed due to low numbers