

Equal Pay Review 2022

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1. Executive Summary

The University of Southampton is committed to providing equal pay for work of equal value for all of our employees, founded on a reward system which is free from bias and consistently applied.

We conduct regular equal pay reviews to monitor our equal pay compliance, and to identify and address unjustified inequalities in pay. We also use equal pay reviews, alongside equality charter self-assessments and other sources of insight, to help understand and address wider gender, ethnicity, disability and sexual orientation pay gaps.

Equal pay and pay gap reporting are different:

- Equal Pay reporting is concerned with identifying and eliminating unjustified inequalities between the pay of groups of people performing work of equal value.
- Pay gap reporting measures differences between the average pay of all staff identifying with a particular characteristic, irrespective of their job role or seniority.

This 2022 equal pay review assessed the remuneration of our 6,169 employees on **1 December 2022**, by the protected characteristics of gender, ethnicity, disability and – for the first time – sexual orientation.

This report presents the key findings of the review and is the first to be published by the University since our 2019 equal pay review was published in February 2021. However, we have conducted annual equal pay analysis in each of the intervening years (2020 and 2021), and this report is informed by the findings from those analyses where relevant.

Key Findings

By gender

- At University level there are no significant basic pay gaps by gender at Levels 1 to 7.
- Basic pay gaps at Level 7 (a noted area of concern in previous reviews) have continued their progressive narrowing from 4.3% in 2018 to 1.3% in 2022.
- Most total pay gaps are not significant. The small number of significant pay gaps are related to the higher representation of men in shift-working roles, even though the allowances paid to men and women in these roles are equal.
- Pay gaps by gender, even if small, tend to favour men. This is partly explained by length of service, but there is also evidence of differing starting pay, slightly favouring men by up to half an increment. Our incremental pay system means such gaps are automatically closed over time, but greater awareness and stronger guidance may be required at recruitment to eliminate this trend, in addition to the challenge and input already provided by our Super Recruiters, introduced in 2020/21.
- There is some evidence of disproportionate usage of the Higher Responsibility Zone, favouring men in some Community and Operational roles.

By ethnicity

- Basic pay and total pay gaps by ethnicity range from zero to 6.4% at Levels 1 to 7; some gaps are significant and, at this level of aggregation, always favour White employees.
- Length of service is the primary factor in these pay gaps. Black, Asian and minority ethnic employees have substantially shorter service, on average, than White employees. Nationality (UK v non-UK) also

appears to be a factor influencing length of service. Correcting for length of service shows no significant pay gaps at Levels 1-6 but highlights some gaps meriting investigation at Level 7.

- Differences in the frequency and value of senior responsibility allowances paid by ethnicity emphasise our Race Equality Charter observations about there being limited ethnic diversity at senior leadership level.

By disability

- Basic pay gaps by disability range from -3.0% to 4.4%; most are not significant.
- More recent employees and younger employees are more likely to have told us they identify as disabled than longer-serving employees and older employees. This influences some pay gaps, which tend to mirror length of service.
- All basic pay gaps by disability are narrower than +/-3.0% once length of service is considered and population sizes of seven or fewer are excluded.
- Analysis of total pay is limited by small sample sizes, but there is some evidence that there may be barriers to disabled employees taking on the roles or responsibilities that attract additional allowances, though this may also be related to length of service and seniority.

By sexual orientation

- Most pay gaps by sexual orientation favour heterosexual employees, and some gaps are significant.
- These pay gaps are heavily influenced by patterns of disclosure; more recent employees and younger employees are significantly more likely to have disclosed their sexual orientation and – having done so – to identify as LGB+.
- All basic pay gaps by sexual orientation are narrower than +/-3.0% once length of service is considered and population sizes of seven or fewer are excluded.

2. Background Information, Methodology and Terminology

This report is produced as part of our wider commitment to creating an inclusive University community, as set out in our [Strategic Plan for Equality, Diversity and Inclusion](#).

We conduct regular equal pay reviews to monitor our equal pay compliance, and to identify and address unjustified inequalities in pay. We also use equal pay reviews, alongside our equality charter self-assessments and their associated action plans (e.g., [Athena Swan](#) and [Race Equality Charter](#)), and other sources of insight, to help understand and address wider issues of pay inequality and pay gaps, which typically have structural causes that are beyond the scope of reward policy alone.

Equal pay and pay gap reporting are different:

- Equal pay reporting is concerned with identifying and eliminating unjustified inequalities between the pay of groups of people performing work of equal value.
- Pay gap reporting measures differences between the average pay of all staff identifying with a particular characteristic, irrespective of their job role or seniority.

Methodology

Our 2022 equal pay review assessed the remuneration of our 6,169 employees on **1 December 2022**, by the protected characteristics of gender, ethnicity, disability and – for the first time – sexual orientation. This data snapshot is the primary focus of this report but, where relevant, findings are also informed by our 2020 and 2021 equal pay analyses, which were based on snapshot dates of 31 August 2020 and 1 December 2021, respectively, but did not result in their own published reports.

Throughout this report:

- Pay gaps represent the differences in average salary between two groups of employees, as a percentage of the typically higher-paid group. Therefore:
 - Pay gaps preceded by '+' favour employees who have identified as: men; White; heterosexual; or as not being disabled.
 - Pay gaps preceded by '-' favour employees who have identified as: women; from a Black, Asian or other minority ethnic group; LGB+; or as being disabled.
- Pay gaps are expressed in two forms: mean and median. The mean is calculated by taking sum of all relevant payments and dividing this by the number of people in the relevant population. The median is the middle value in a list of all relevant payments or people, ordered from smallest to largest.
- We follow the Equality and Human Rights Commission guidance in considering the significance of pay gaps. In this report, gaps of 5% or more are highlighted in red; gaps of 3% or more, but less than 5%, are highlighted amber; and gaps of less than 3% are highlighted green.

Extract from Equality and Human Rights Commission equal pay audit guidance ([source](#)):

“As a general rule differences of 5% or more, or any recurring differences of 3% or more merit further investigation. This is not definitive and does not mean that other differences are not significant or that you are protected from equal pay cases being taken against you. However, such patterns are a good starting place for you to consider.”

- To reduce the risk of identifying individuals, their characteristics or their pay from the figures published in this report, we have applied the [HESA Standard Rounding Methodology](#) for the purposes of data rounding and suppression. This means that:
 - Counts of people are rounded to the nearest multiple of five, and any count of lower than 2.5 is rounded to zero.
 - Percentages are not published if they are fractions of a small group of people (fewer than 22.5).
 - Averages (including pay gaps, for the purposes of this report) are not published if they are averages of a small group of people (seven or fewer).
- In all cases where an employee's ethnicity, disability status or sexual orientation is unknown, either because no records are held, or because the employee has preferred not to share this information, those employees are excluded from the relevant pay calculations, but are noted in demographic information for context.
- In instances where a pay gap cannot be published because a comparator group comprises seven or fewer people, pay gaps have been replaced by a generic statement of either 'Nil' (where there is no gap), '<3%' (less than 3%), '3-5%' (3% or more, but less than 5%), or '≥5%' (5% or more), to indicate the pattern, but not the detail. An associated +/- is also shown to indicate which group is favoured.
- In instances where a pay gap cannot be calculated because there are no employees in a comparator group (including when the count of people is lower than 2.5 and this has been rounded to zero) 'n/a' is shown.
- In a small number of instances, we have redacted data from this report, even if the above suppression criteria are not triggered. Where we have done this, it is because we judge that there is sufficient information in the public domain or known generally within the University to be able to infer pay information about specific individuals.

For this year's report we have completed an exercise to establish length of service in grade for all employees at Levels 1-7. This is to help us better understand the extent to which any in-grade pay gaps are linked to length of service in grade (i.e., a consequence of the University's service-related incremental pay progression arrangements), versus other factors such as pay on appointment, discretionary incremental pay progression and use of Higher Responsibility Zones. Previous equal pay reviews have been limited by the use of proxy indicators for this purpose - either overall length of service, or length of service in post - neither of which give a reliable indicator of length of service in grade.

Where this report refers to years in grade, a value of '<1' includes any employee who had a start date in grade on or after 1 February 2022; a value of '1' includes any employee who had a start date in grade between 1 February 2021 and 31 January 2022, and so on. We have used a 1 February cut-off point because this is the date each year by which an employee must have been appointed or promoted to a grade to qualify for service-related incremental pay progression (at Level 1-6) on 1 August of the same year; it therefore delineates employees with the same contractual incremental pay progression entitlements. The maximum value we have shown is '8+' years, as 8 is the maximum number of incremental steps in any of our Level 1-6 pay grades.

Terminology

Gender

In 2021 the University expanded the range of diversity monitoring questions it asks of employees at various stages of the employee lifecycle, including adding the ability for employees to self-declare their gender identity.

In accordance with the accompanying [diversity monitoring guidance](#), we have used self-declared gender (where disclosed) in preference to legal sex in establishing gender identity for the purposes of this equal pay review.

Ethnicity

In reviewing and reporting on pay by ethnicity, we are conscious of the limitations of using the aggregate term Black, Asian and minority ethnicities (BAME). We recognize both that it is an imperfect term, and that by grouping people collectively, it can mask individual ethnic identities. There is currently no consistent agreement as to what terminology would be more appropriate, but our Race Equality Charter action plan seeks to address this by exploring and agreeing language and terminology appropriate to the University community.

From a practical perspective, due to small population sizes, many of the analyses in this report are based on a binary comparison of Black, Asian and minority ethnic employees with White employees, but where population sizes allow for it, we also make disaggregated comparisons using the following ethnic groupings: Arab, Asian (excl. Chinese), Black, Chinese, Mixed, Other and White.

Sexual Orientation

In reviewing and reporting on pay by sexual orientation, we have adopted a binary comparison between those who have identified Lesbian, Gay, Bisexual or a self-described sexual orientation (collectively, LGB+) and those who have identified as Heterosexual.

Disability

Through our diversity monitoring, we ask employees whether they identify as disabled, and – independently of this – whether they have an impairment, health condition or learning difference; and within both of these questions, there is the option of ‘Prefer not to say’. This allows employees to identify as disabled with or without sharing further details; it also allows employees to identify as not disabled, whilst still disclosing an impairment, health condition or learning difference.

For the purposes of this review, we compare employees who have identified as disabled and employees who have identified as not disabled, irrespective of whether they have disclosed an impairment, health condition or learning difference.

It is noted that this approach differs from the data collection [methodology of HESA](#), under which an employee is recorded as either ‘Known to be disabled’ or having ‘No known disability’ on the basis of their response to the question of whether they have an impairment, health condition or learning difference – irrespective of whether they identify as disabled.

3. Demographics

To help readers contextualise the pay analyses that follow, this section summarises the demographics of the employee population on 1 December 2022, by each of the four protected characteristics examined by this report. Some themes are notable in this context:

- Disclosure rates (**Figure 1**) are uniformly high for both ethnicity and disability, reflecting well-established and long-running disclosure mechanisms for these characteristics. Disclosure rates for sexual orientation have increased steadily over the last decade, after we began routinely requesting this information in 2011. Disclosure rates for gender identity (as opposed to legal sex, which is recorded for all employees) are still low following our introduction of questions on gender identity in 2021. We hope to see gender identity disclosure rates increase over time in a similar manner to the disclosure of sexual orientation.
- In general, the representation of employees who have identified as women (**Figure 2**); from a Black, Asian or other minority ethnic group (**Figure 3**); as having a disability (**Figure 4**); or as LGB+ (**Figure 6**) all decline with increasing seniority, but the factors influencing this vary.
- For gender and ethnicity, the underlying themes are explored in detail in our [Athena Swan](#) and [Race Equality Charter](#) submissions, respectively.
- For disability there are clear associations with both length of service and age, with more recent employees and younger employees significantly more likely to have told us they identify as disabled than longer-serving employees and older employees (**Figure 5**). As the prevalence of [disability in the general population](#) is both higher, and increases with age, this suggests under-reporting of disability by employees - especially those with longer service. Given disclosure rates are high, this could imply conscious under-reporting, differing perceptions of disability with age, or that disclosures are not updated over time. Work continues, via annual redisclosure exercises, to address this.
- For sexual orientation (**Figure 7**), there are also clear associations with length of service and age, in terms of both the proportions of employees identifying as LGB+, and in terms of disclosure rates. In this case, the trend by age is [in line with census outputs](#), albeit with higher prevalence amongst University employees.
- For both disability and sexual orientation, these patterns of disclosure impact the outcome and robustness of some equal pay analyses.

Disclosure Rates

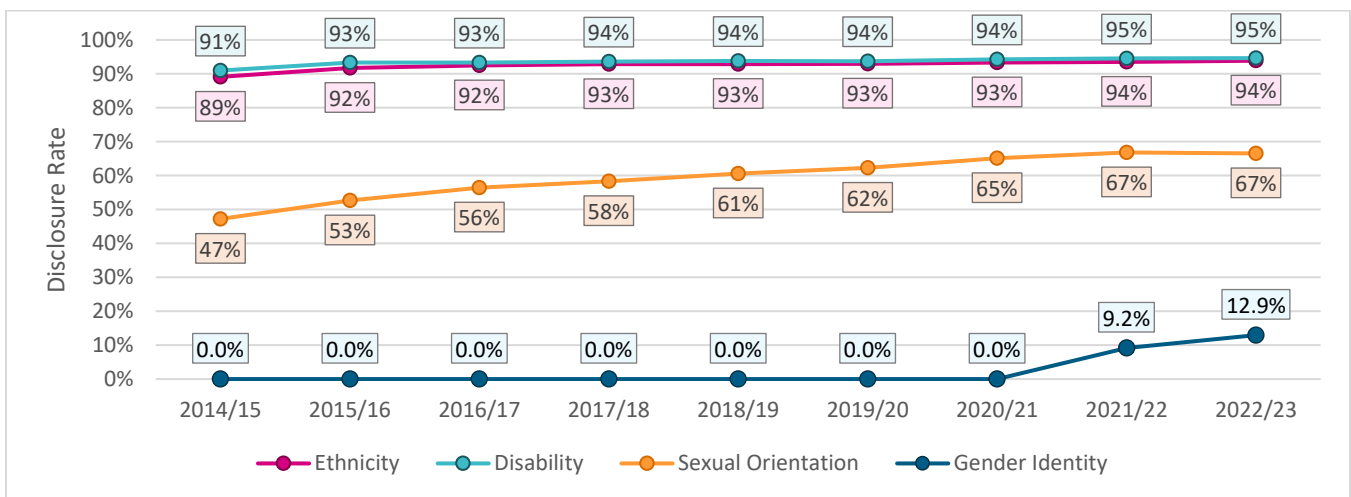


Figure 1: Disclosure rates for ethnicity, disability, sexual orientation and gender identity (2014/15 to 2022/23)

By Gender Identity

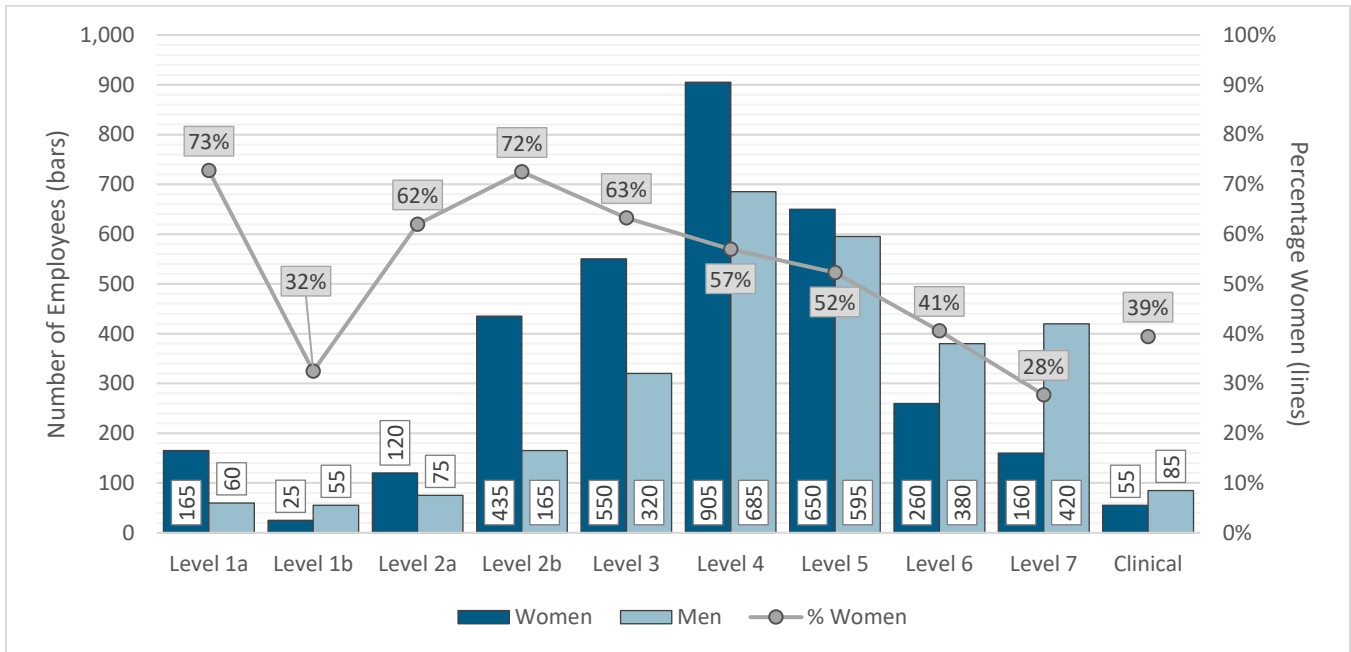


Figure 2: Distribution of employees by gender identity and grade (1 Dec 2022)

Note: In addition to the data shown in this chart, five (rounded) employees reported either a non-binary or self-described gender identity.

By Ethnicity

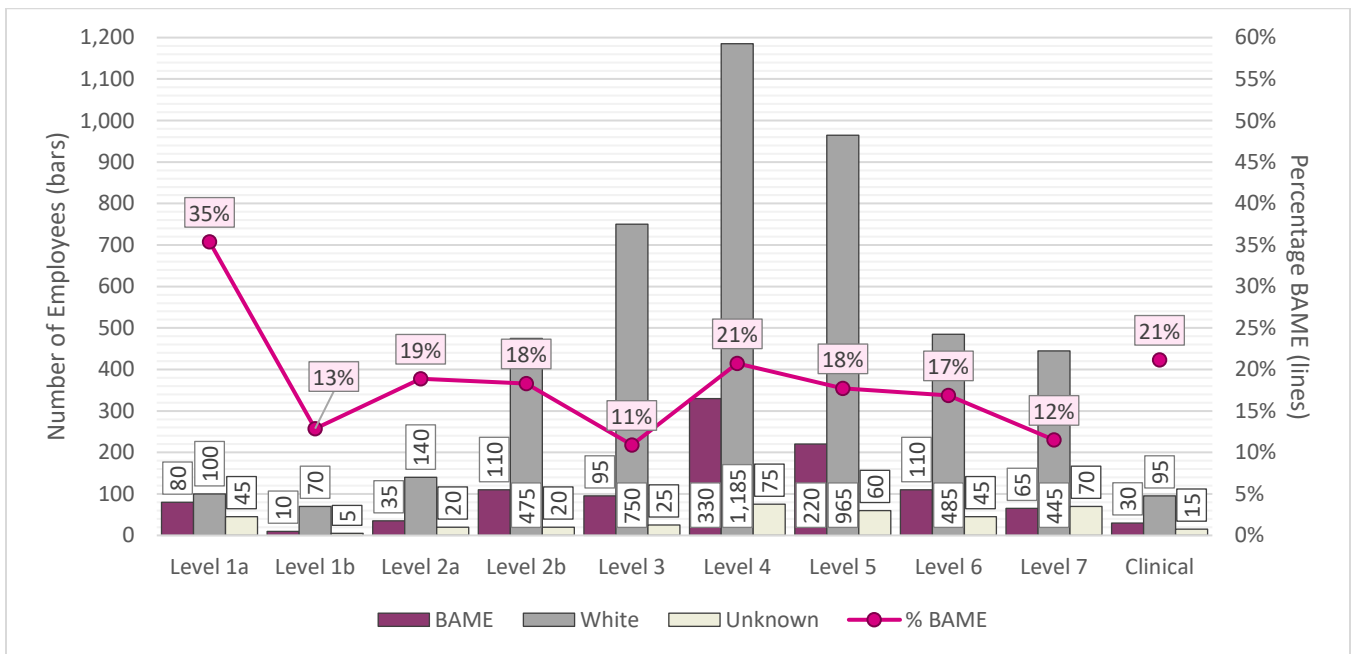


Figure 3: Distribution of employees by ethnicity and grade (1 Dec 2022)

By Disability

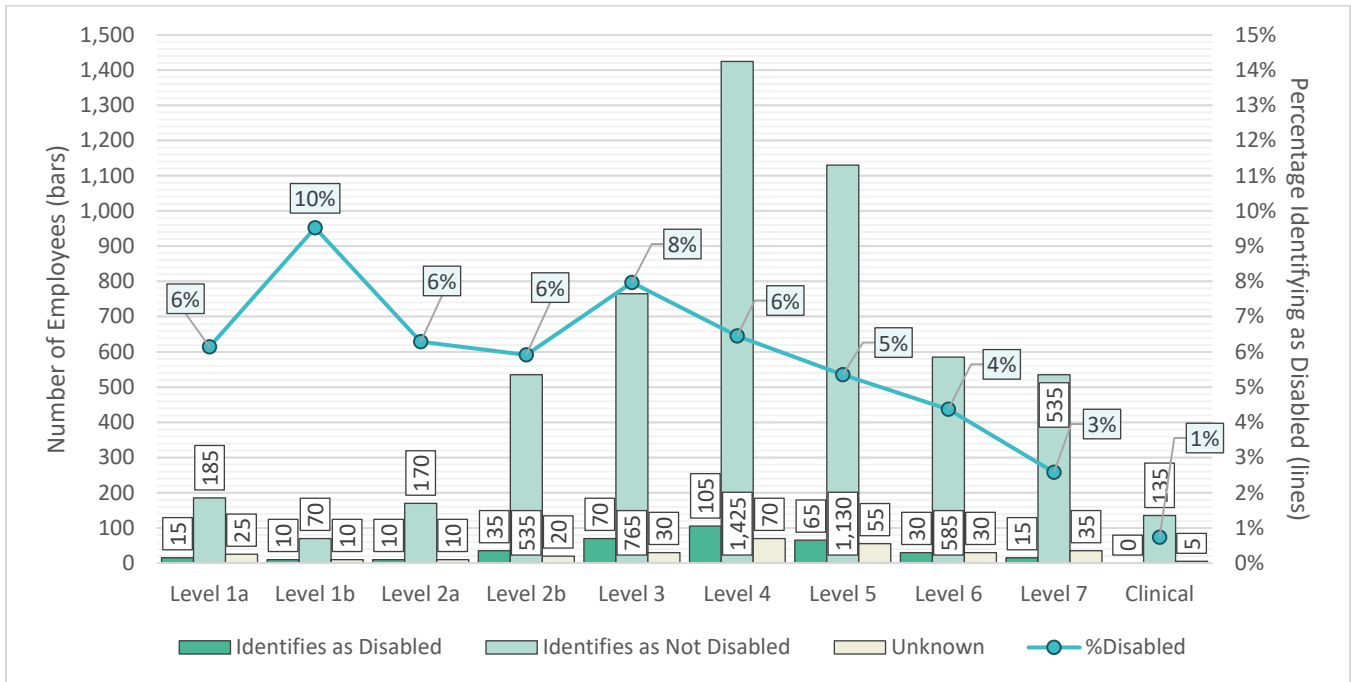


Figure 4: Distribution of employees by disability status and grade (1 Dec 2022)

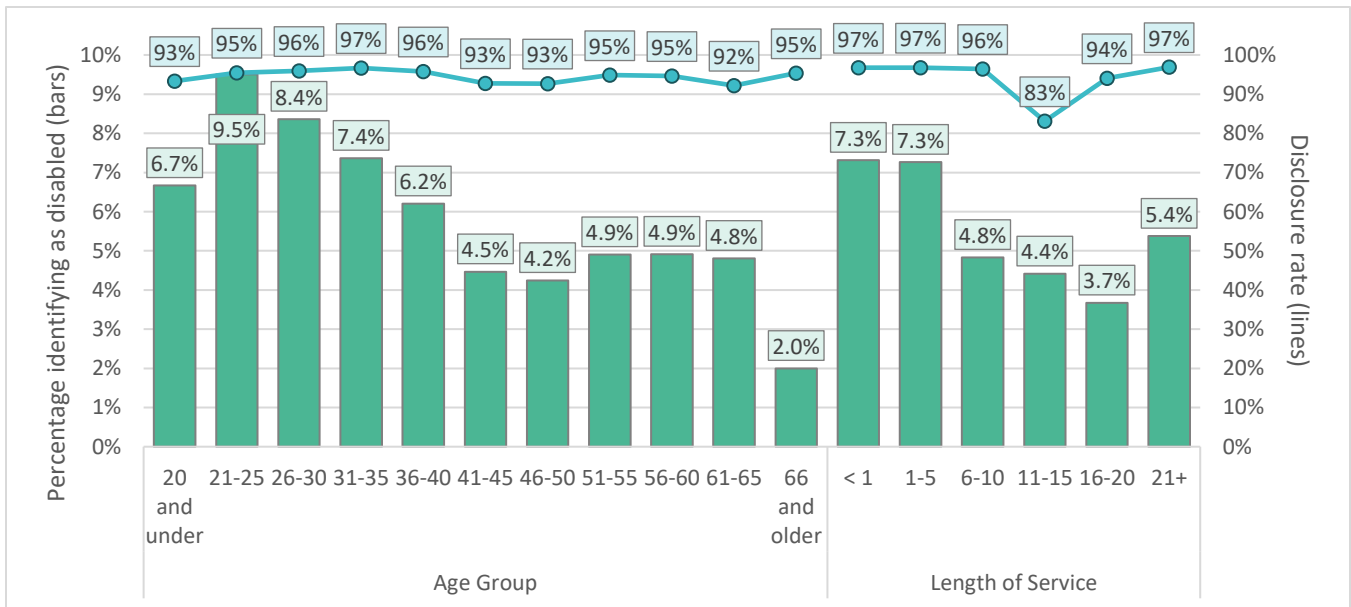


Figure 5: Distribution of employees identifying as disabled by age group and length of service (1 Dec 2022)

By Sexual Orientation

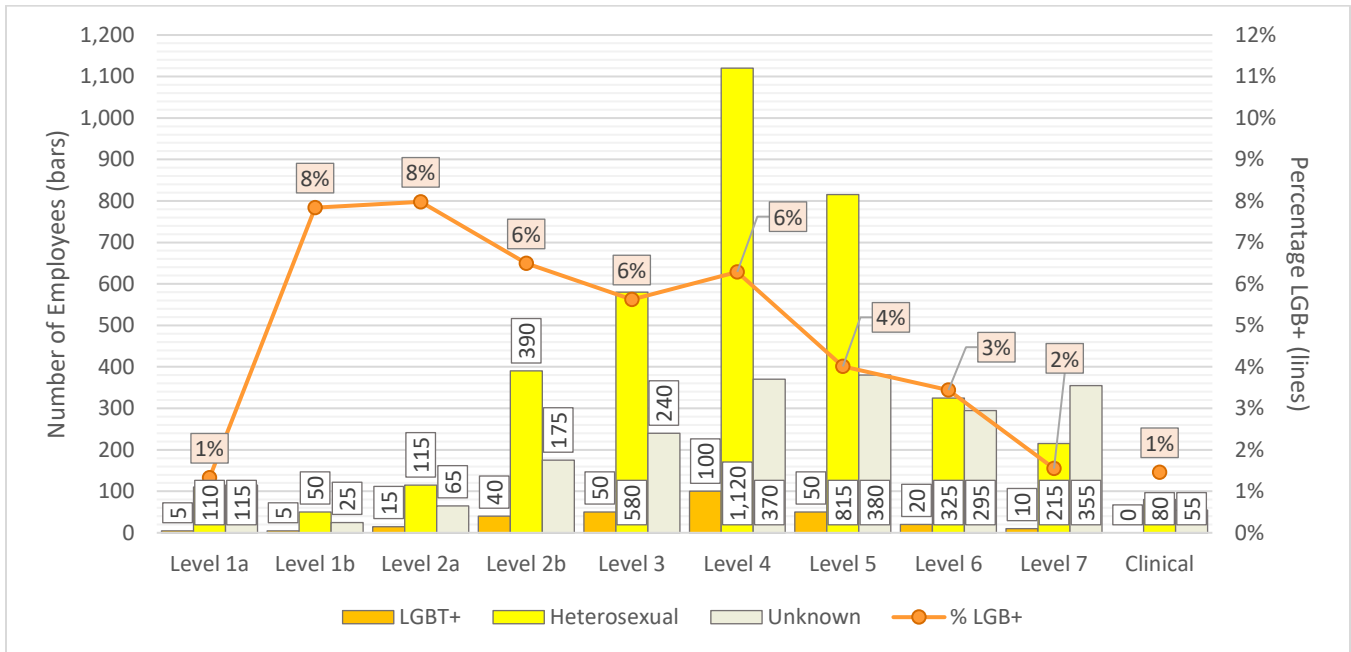


Figure 6: Distribution of employees by sexual orientation and grade (1 Dec 2022)

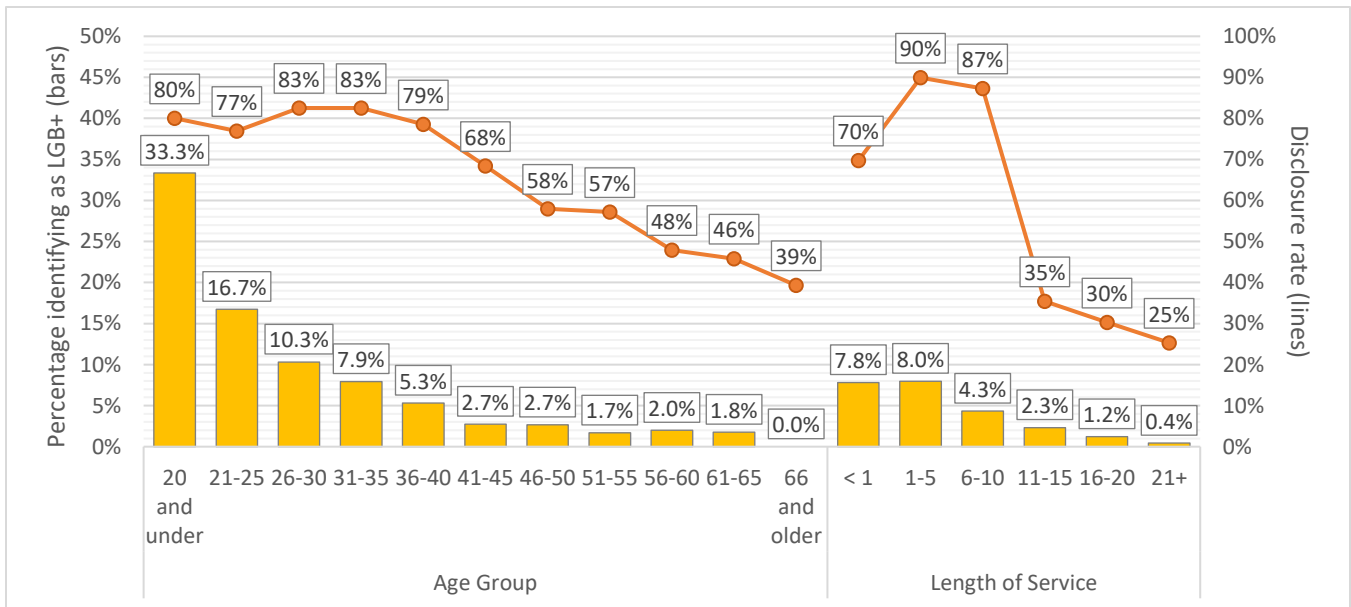


Figure 7: Distribution of employees identifying as LGBT+ by age group and length of service (1 Dec 2022)

4. Equal Pay by Gender

Commentary

- At University level, there are no significant basic pay gaps by gender in any of the University's Level 1 to 7 pay grades (**Figure 8, Figure 9**). All mean basic pay gaps are within +/- 1.5% and all median basic pay gaps at Levels 1 to 6 equate to one spinal point increment or less.
- Notably, mean basic pay gaps at Level 7 (a noted problem area in previous reviews) have continued their progressive narrowing from 4.3% in 2018 to 1.3% in 2022 (**Figure 11**).
- These trends typically hold true when data are disaggregated for 'Academic and Research Staff' and 'Professional and Support Staff'. Where larger gaps emerge here, they are typically associated with smaller sample sizes. However, the 5.1% mean basic pay gap among 'Community and Operational' (CAO) staff at Level 2b appears to be related to a disproportionate use of the Higher Responsibility Zone (HRZ) for men, which warrants further investigation.
- Analysis of total pay by gender (**Figure 12 and Figure 13**) shows that the majority of pay gaps by gender and grade are not significant, with the exception of mean (+8.2%) and median (+18.1%) pay gaps at Level 1b. These gaps are due to the shift allowance paid to our Security Officers (who were 85.0% men, 15.0% women on the reporting snapshot date) for their 24/7/365 working pattern. A smaller median pay gap (+3.2%) at Level 2b also relates to a higher representation of men in different shift-working roles. In each instance, the shift allowances paid to men and women in these roles are equal, but the representation of men is disproportionate compared with other roles at the same grade, thus generating the pay gaps observed.
- Aside from shift work, analysis of the proportion of employees receiving different kinds of additional pay (**Figure 14**), and the value of that additional pay (**Figure 15**), demonstrates broad equivalence between men and women.
- Although the vast majority of pay gaps by gender are less than 3.0%, and therefore highlighted green, it is noted that most of these gaps lean slightly in favour of men. This is partly a consequence of length of service in grade (**Figure 10**) and – by extension – contractual incremental pay progression, but there is also evidence from examining pay gaps by length of service that men are – on average – likely to be appointed to slightly higher starting salaries than women (**Table 1**). This is examined in more detail in **Section 10** of this report.

Data

All Employees (Basic Pay, Gender)

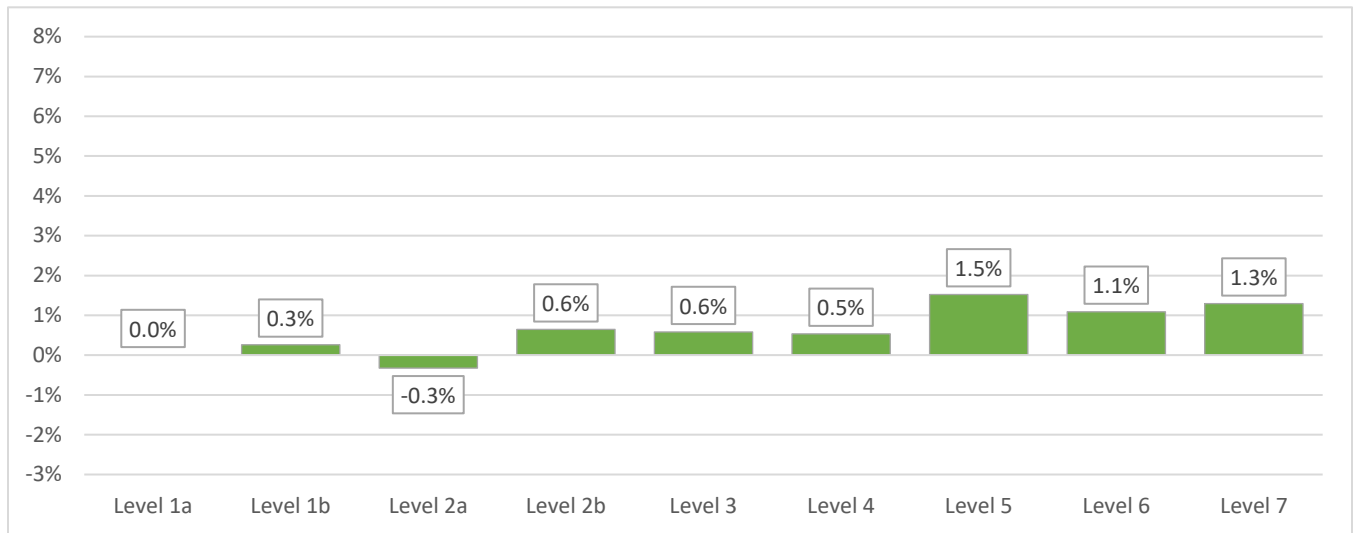


Figure 8: Mean basic pay gaps by gender identity and grade (1 Dec 2022)

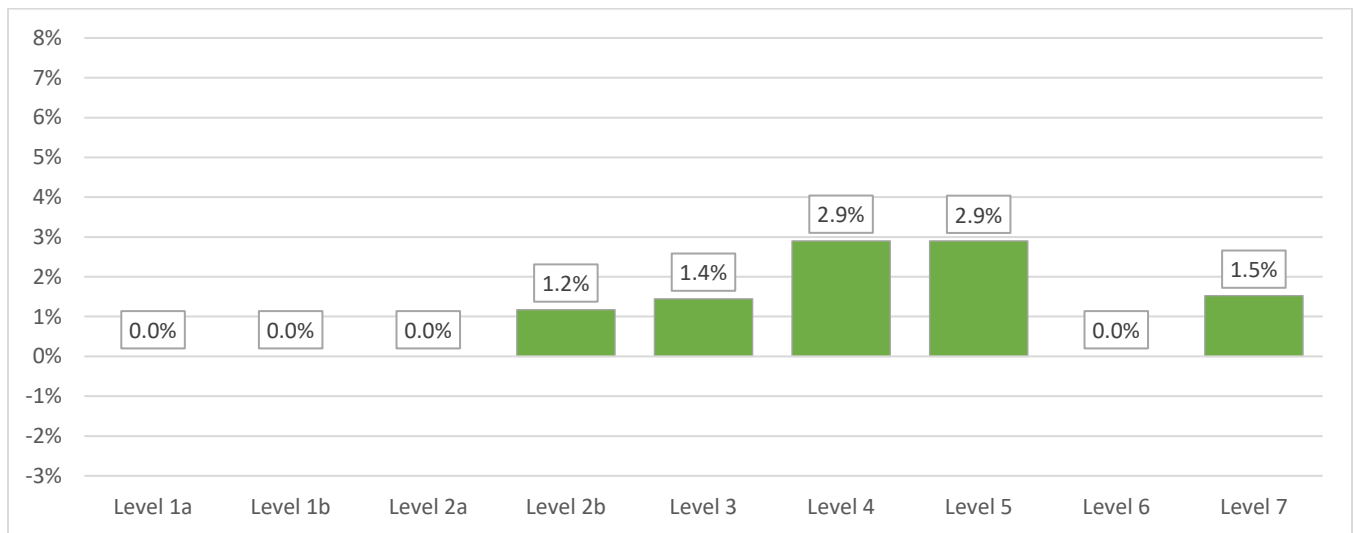


Figure 9: Median basic pay gaps by gender identity and grade (1 Dec 2022)

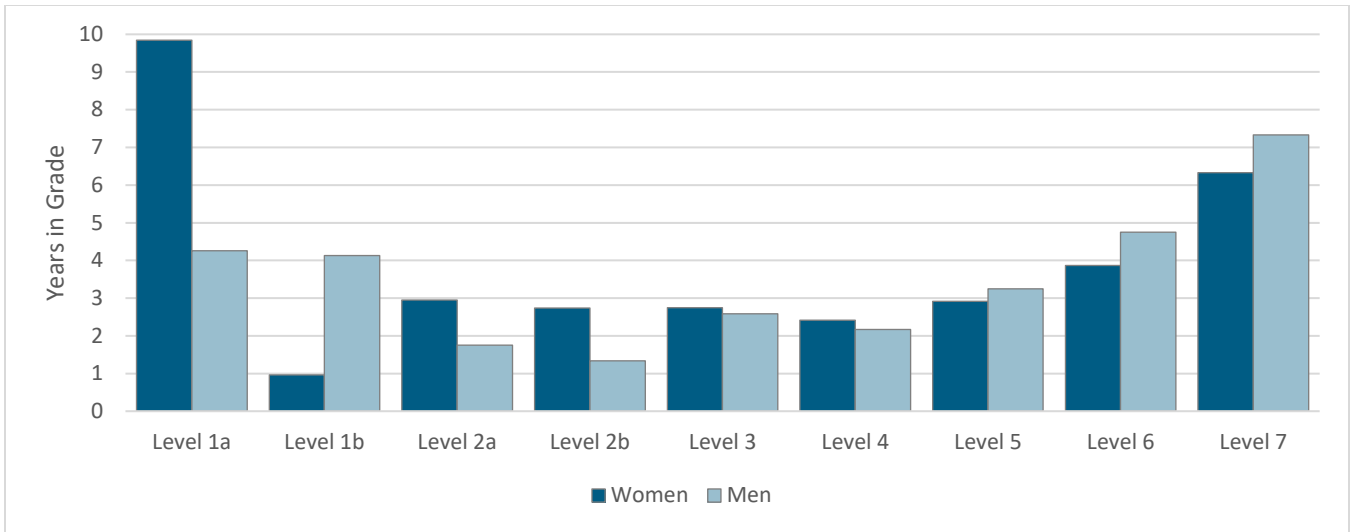


Figure 10: Median time in grade by gender identity (1 Dec 2022)

Table 1: Mean basic pay gaps by gender identity and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 1a	0.0%	n/a	Nil	n/a	Nil	n/a	n/a	n/a	0.0%
Level 1b	Nil	<-3%	n/a	Nil	n/a	n/a	n/a	n/a	<-3%
Level 2a	-0.1%	2.7%	n/a	1.0%	+<3%	n/a	n/a	n/a	-1.0%
Level 2b	3.4%	-0.1%	n/a	2.0%	-0.3%	-0.3%	+<3%	+<3%	0.2%
Level 3	0.1%	1.3%	1.7%	0.4%	0.6%	-1.3%	1.2%	0.2%	0.2%
Level 4	1.4%	1.1%	-0.5%	-0.8%	0.5%	-0.1%	0.6%	0.3%	1.5%
Level 5	2.7%	1.0%	-0.1%	1.1%	1.4%	-1.1%	-0.2%	0.7%	0.5%
Level 6	0.3%	4.3%	0.9%	0.7%	0.8%	-4.0%	0.6%	0.3%	0.0%
Level 7	1.2%	-9.9%	-7.8%	2.8%	0.6%	+≤5%	5.1%	3.2%	-1.9%

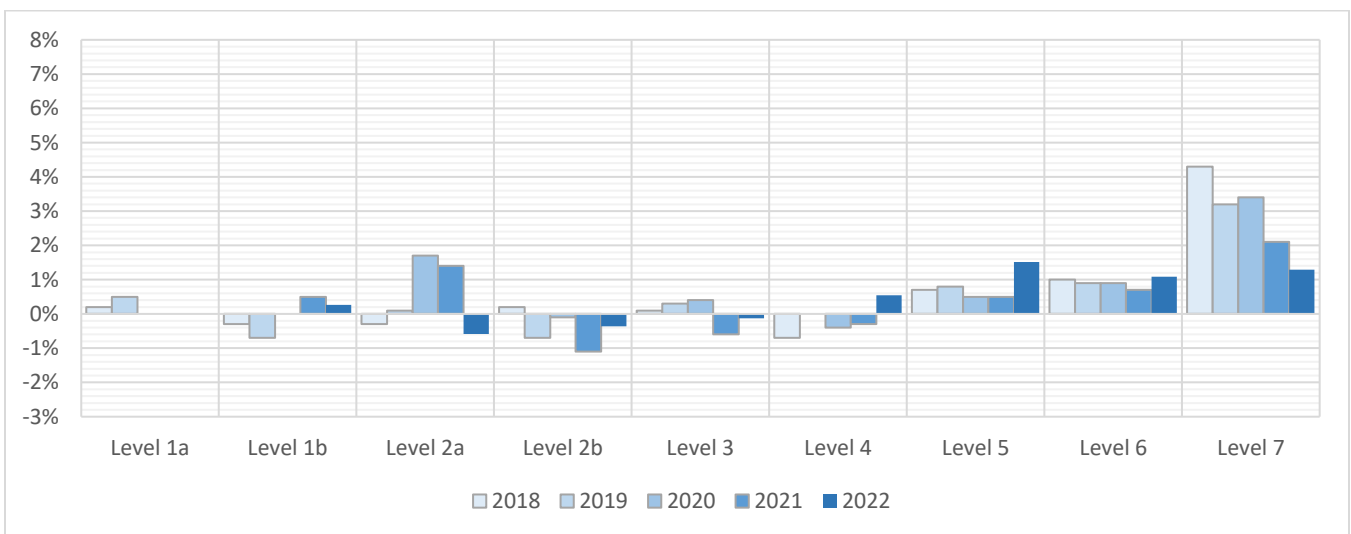


Figure 11: Mean basic pay gaps by gender identity and grade (2018 to 2022)

All Employees (Total Pay, Gender)

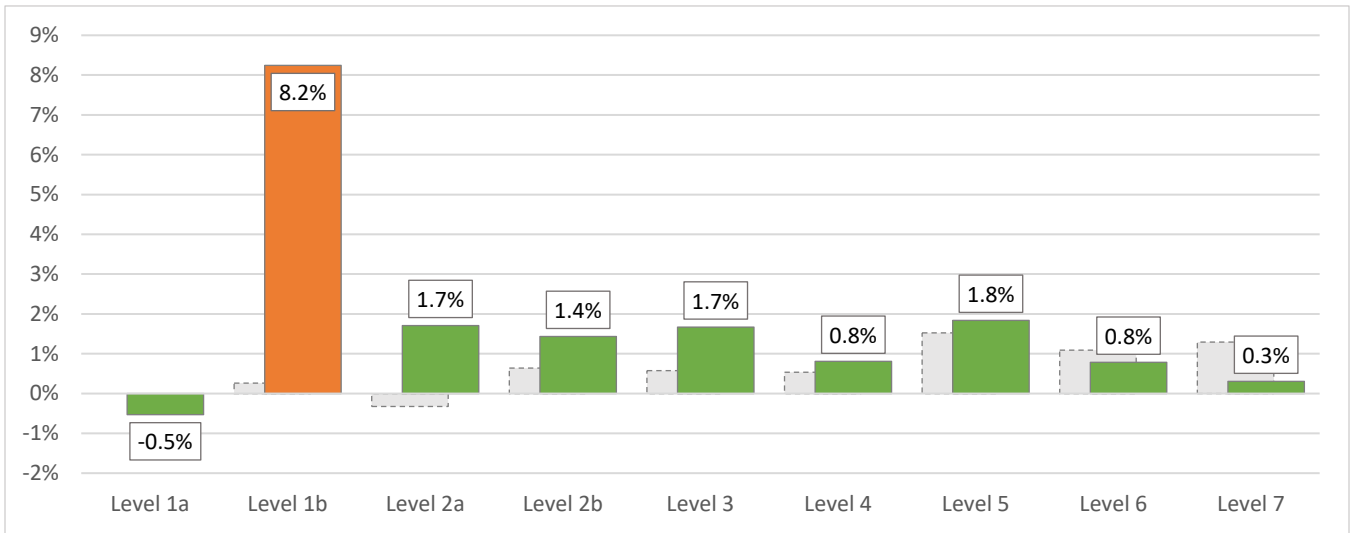


Figure 12: Mean total pay gaps by gender identity and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

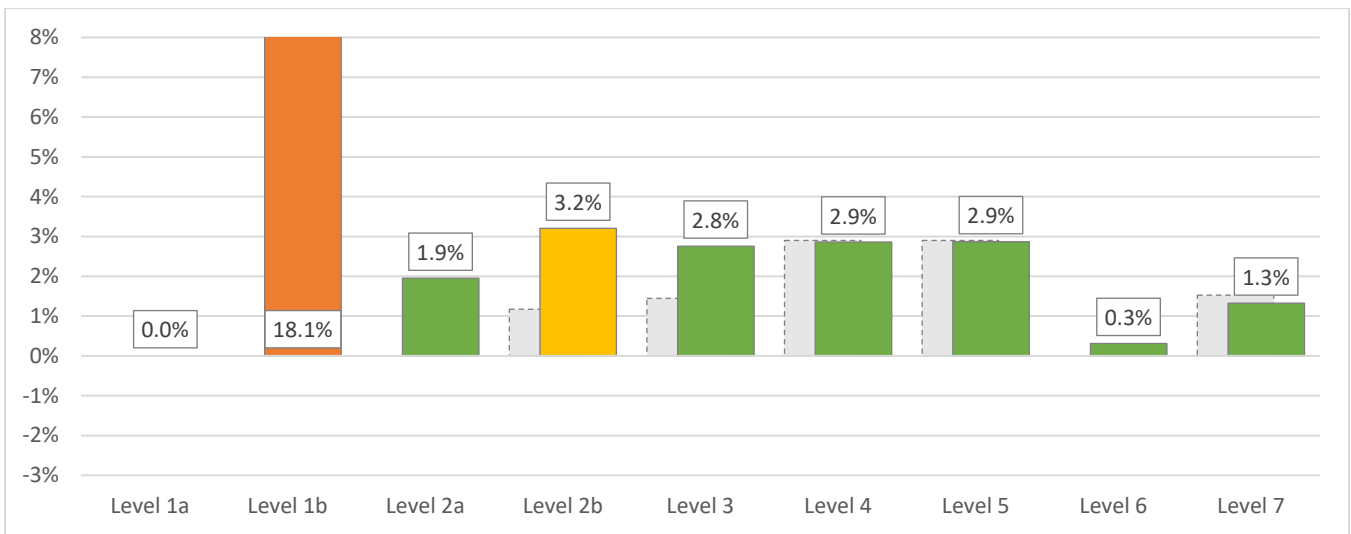


Figure 13: Median total pay gaps by gender identity and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

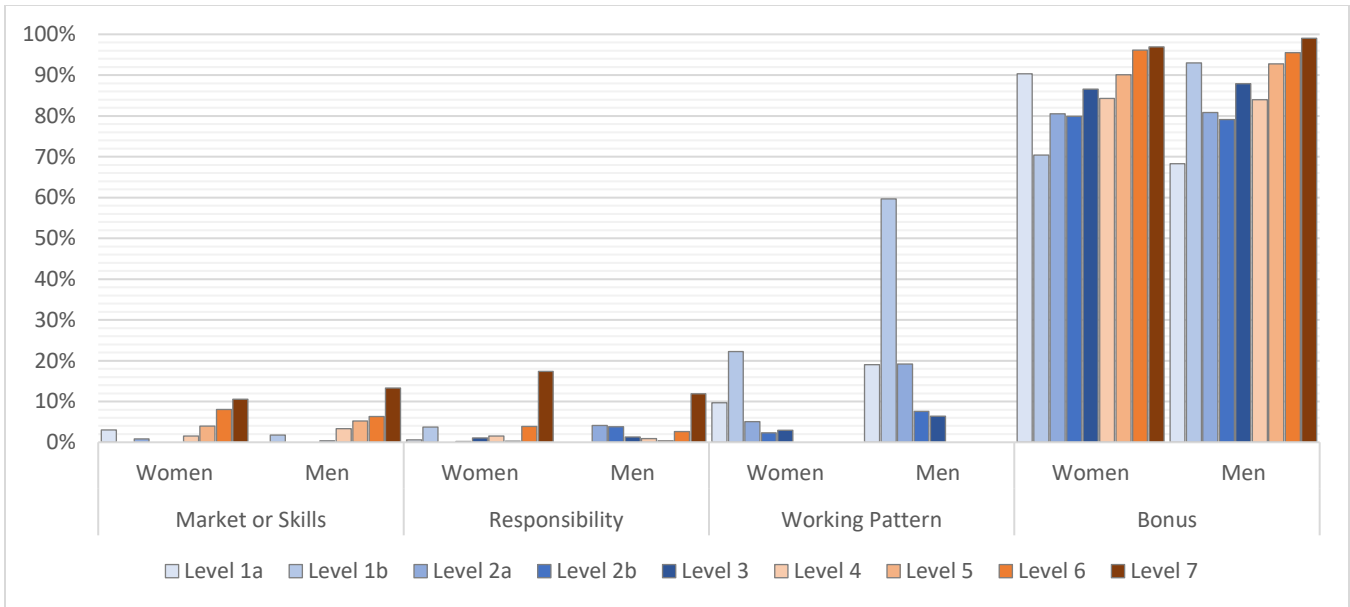


Figure 14: Proportion of employees receiving additional pay by grade, gender identity and type of payment (1 Dec 2022)

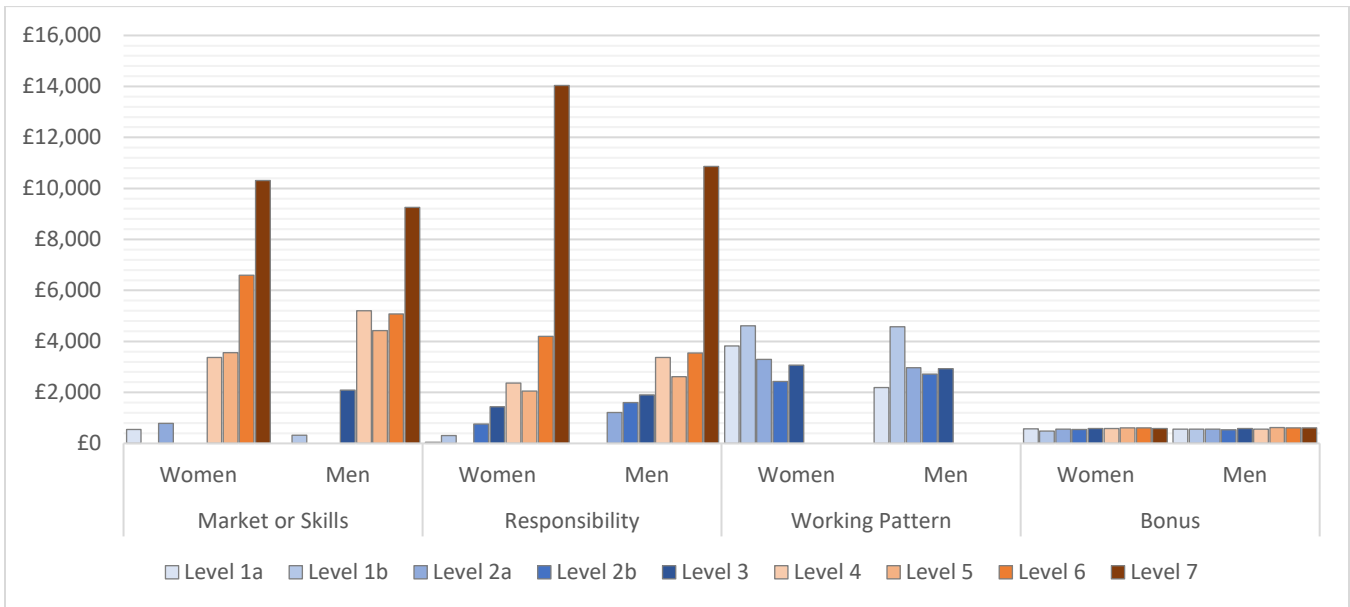


Figure 15: Mean value of additional pay by grade, gender identity and type of payment (1 Dec 2022; averages calculated based only on those receiving additional pay)

Academic and Research Staff (Basic Pay, Gender)

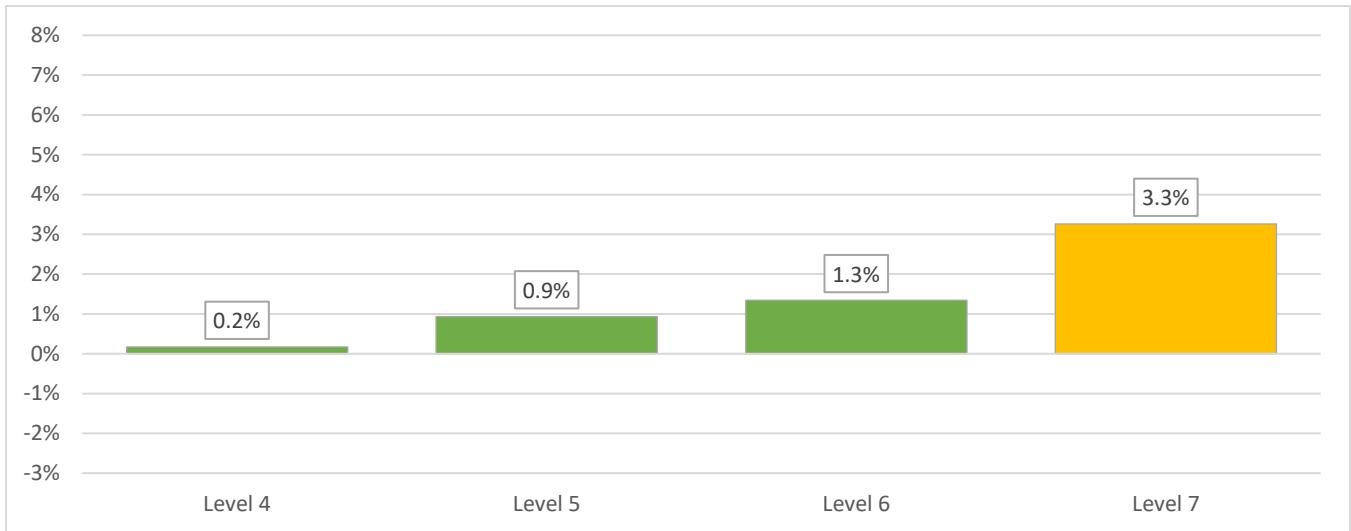


Figure 16: Academic and research staff mean **basic pay** gaps by gender identity and grade (1 Dec 2022)

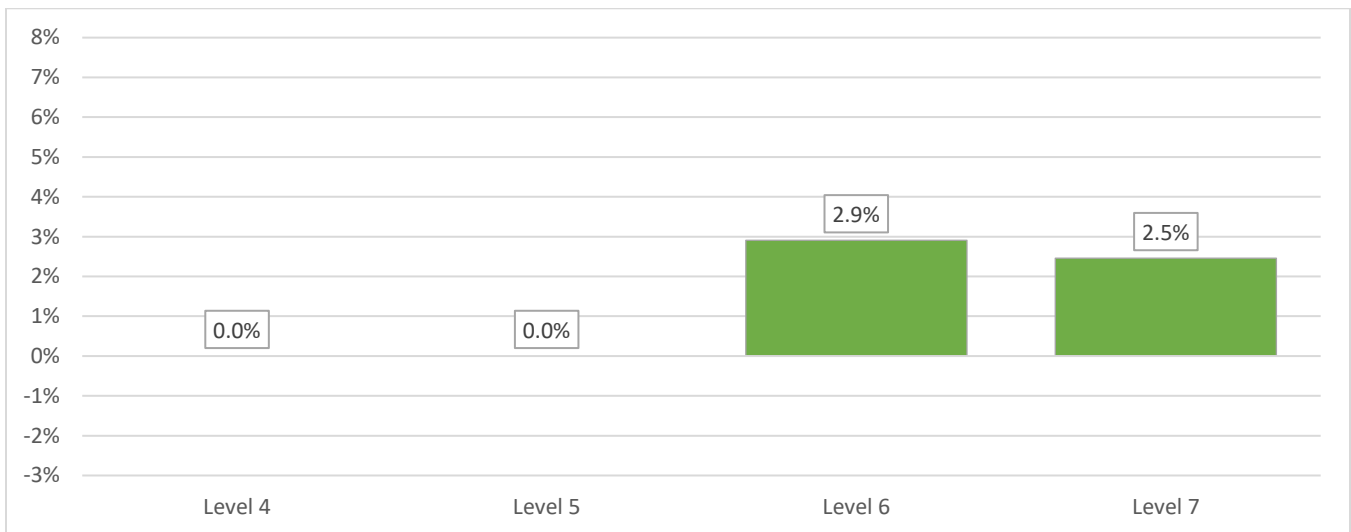


Figure 17: Academic and research staff median **basic pay** gaps by gender identity and grade (1 Dec 2022)

Table 2: Academic and research staff mean **basic pay** gaps by gender and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 4	0.9%	1.2%	-1.1%	-0.6%	-2.1%	-0.5%	0.5%	0.4%	2.2%
Level 5	2.9%	0.2%	-0.7%	0.4%	0.7%	-0.7%	0.3%	1.2%	0.1%
Level 6	0.9%	4.4%	1.3%	0.3%	0.0%	-4.1%	1.0%	0.5%	0.0%
Level 7	-2.2%	+3-5%	-4.2%	+≥5%	-2.1%	+3-5%	5.1%	5.1%	0.6%

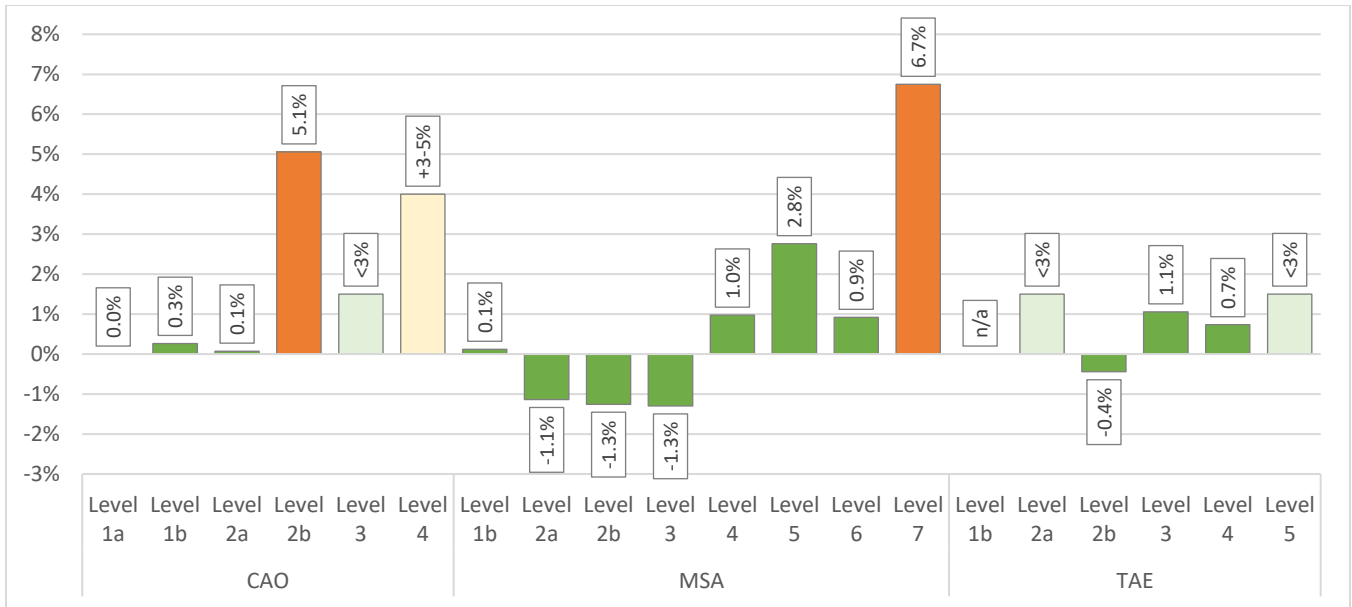


Figure 20: Professional and support staff mean **basic pay** gaps by gender identity, grade and job family (1 Dec 2022)

5. Equal Pay by Ethnicity

Commentary

- Based on a binary comparison of Black, Asian and minority ethnic employees with White employees, most mean basic pay gaps by ethnicity and grade are narrower than 3.0%, but with wider gaps at Level 3 and Level 7 (**Figure 21**). Median basic pay gaps are evenly split between being wider or narrower than 3.0%; all equate to two spinal point increments or less at Levels 1 to 6 (**Figure 22**).
- Where there are pay gaps at this level of aggregation, they always favour White employees.
- Analysis of ethnicity pay gaps since 2018 (**Figure 26**) shows that these trends are typical from year to year.
- Length of service is the primary factor in the observed pay gaps by ethnicity, with Black, Asian and minority ethnic employees having substantially shorter median service in grade (and generally) than White employees, except at Level 1a (**Figure 25**); this remains the case – with only occasional exceptions – when disaggregated by ethnic group (**Figure 33**). These patterns of service directly impact on the extent of contractual incremental pay progression to which the individuals concerned have been entitled to receive, and therefore on average pay and the observed pay gaps.
- Nationality is also associated with length of service, and therefore pay progression and pay gaps. **Figure 23** and **Figure 24** show that pay gaps are always wider for Black, Asian and minority ethnic employees of non-UK nationalities than they are for those of UK nationality, reflecting differing average length of service (**Figure 25**).
- **Table 4** demonstrates that there are no significant basic pay gaps between White employees and Black, Asian and minority ethnic employees at Levels 1 to 6, once length of service is considered. This is also generally the case at Level 7, where small populations sizes are also a factor in some of the observed gaps, however the 5.1% pay gap for those with eight or more years' service in grade merits further investigation.
- Total pay gaps by ethnicity are generally slightly wider than basic pay gaps (**Figure 27**, **Figure 28** and **Figure 32**). The distribution (**Figure 29**) and value (**Figure 30**) of additional payments were typically very similar by ethnicity, except that:
 - A lower proportion of the Black, Asian and minority ethnic employees in post on the snapshot date for this Equal Pay Review (1 December 2022) received bonus pay during 2022 than was the case for the equivalent cohort of White employees. Bonus pay during 2022 was dominated by the University making one-off recognition payments of up to £600 to all employees who were in post on 6 April 2022. The shorter average service and higher relative turnover of Black, Asian and minority ethnic employees meant that proportionately fewer of this cohort were in post at the point at which this recognition payment was awarded, and this materially affects some of the total pay gaps observed in this review.
 - Black, Asian and minority ethnic employees were less likely to receive responsibility allowances, and these tended to be of lower value than those received by White employees. On examination of the underlying data, these differences invariably relate to the size or duration of the additional responsibilities undertaken, not any inequality in pay for undertaking similar responsibilities, however it emphasises observations made in our [Race Equality Charter](#) submission about there being limited ethnic diversity at senior leadership level – these being the roles that typically attract such allowances.

Data

All Employees (Basic Pay, Ethnicity)

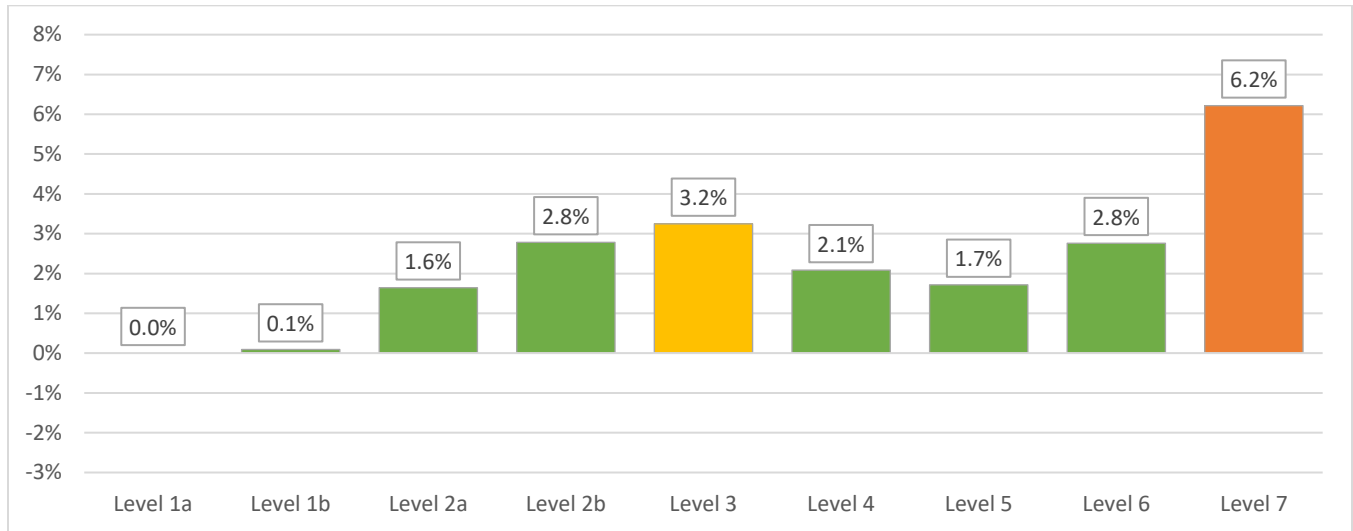


Figure 21: Mean basic pay gaps by ethnicity and grade (1 Dec 2022)

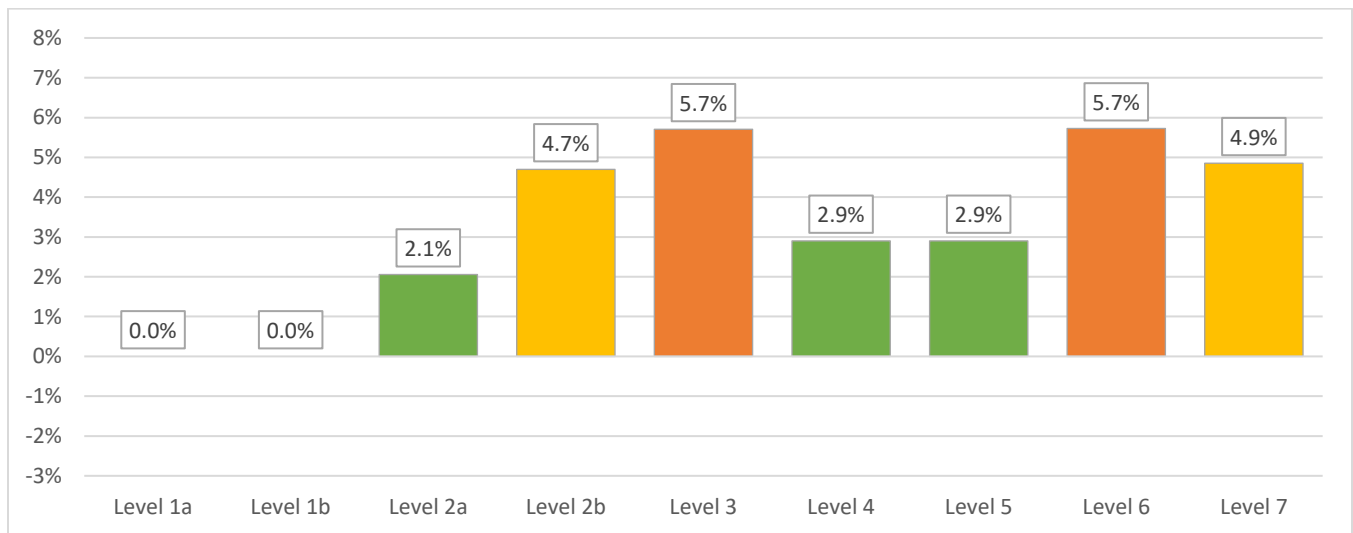


Figure 22: Median basic pay gaps by ethnicity and grade (1 Dec 2022)

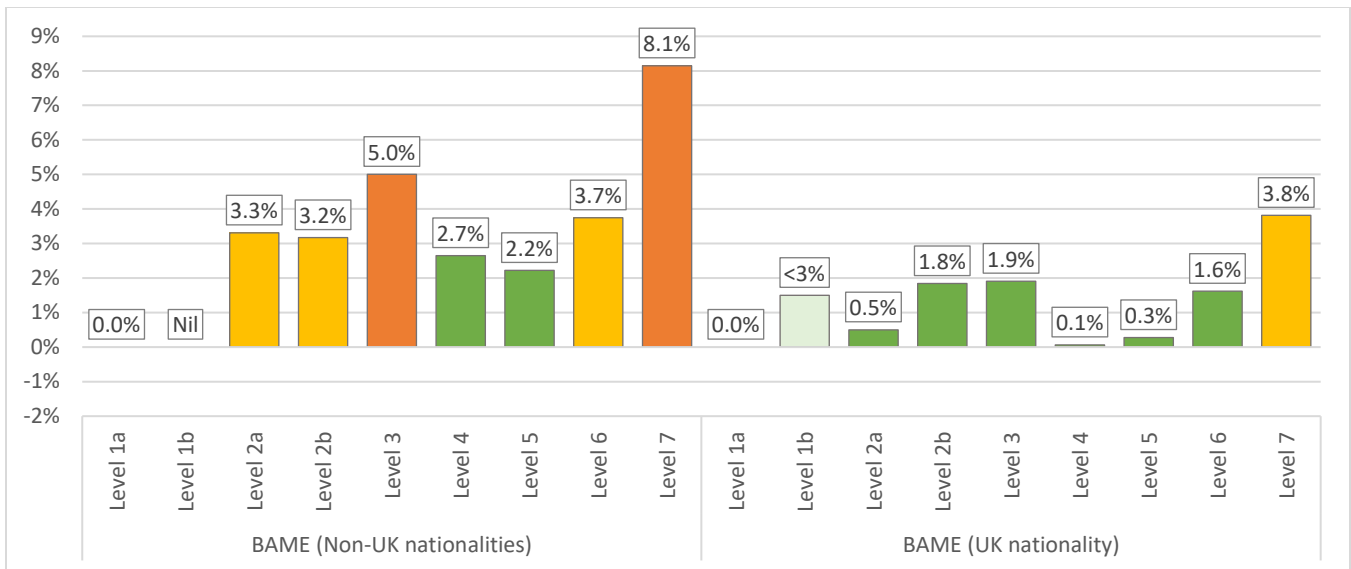


Figure 23: Mean basic pay gaps by ethnicity, nationality and grade (1 Dec 2022; gaps are relative to those of White ethnicity).

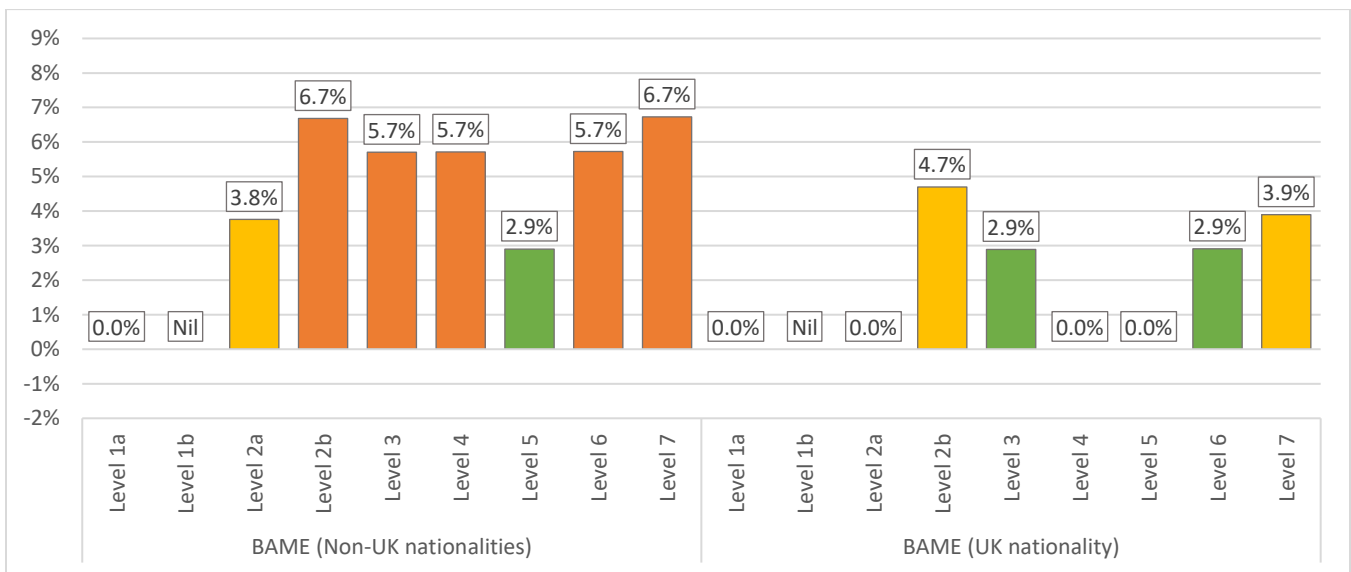


Figure 24: Median basic pay gaps by ethnicity, nationality and grade (1 Dec 2022; gaps are relative to those of White ethnicity).

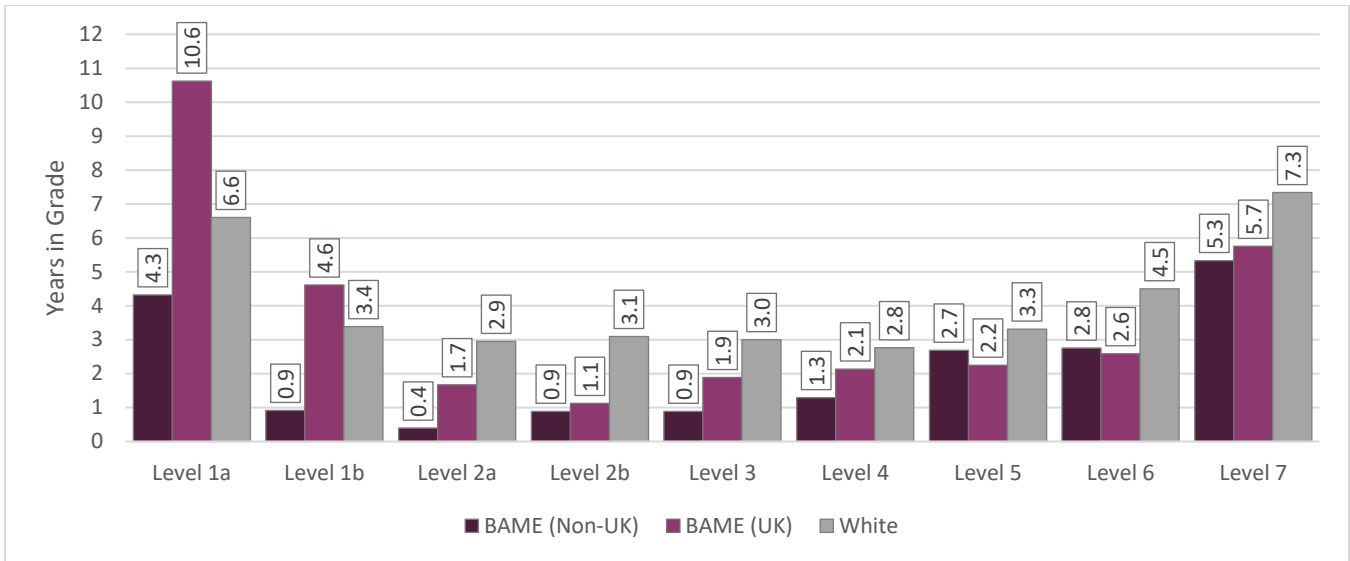


Figure 25: Median time in grade by ethnicity (1 Dec 2022)

Table 4: Mean basic pay gaps by ethnicity and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 1a	0.0%	n/a	Nil	Nil	Nil	n/a	n/a	Nil	0.0%
Level 1b	Nil	<-3%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Level 2a	0.2%	<-3%	n/a	<+3%	<-3%	n/a	n/a	n/a	<+3%
Level 2b	0.4%	-0.9%	<-3%	<+3%	<+3%	<-3%	n/a	n/a	0.5%
Level 3	-0.4%	0.4%	0.2%	0.9%	n/a	<+3%	n/a	n/a	0.3%
Level 4	-0.6%	-1.5%	-1.6%	-0.1%	1.9%	1.1%	-0.4%	<+3%	-1.7%
Level 5	-2.7%	0.6%	-2.7%	0.2%	-0.4%	0.1%	<+3%	0.0%	1.1%
Level 6	-1.7%	0.1%	-0.6%	1.8%	<+3%	<+3%	<+3%	-0.4%	0.0%
Level 7	3.0%	n/a	7.2%	n/a	+3-5%	<+3%	-3-5%	>+5%	5.5%

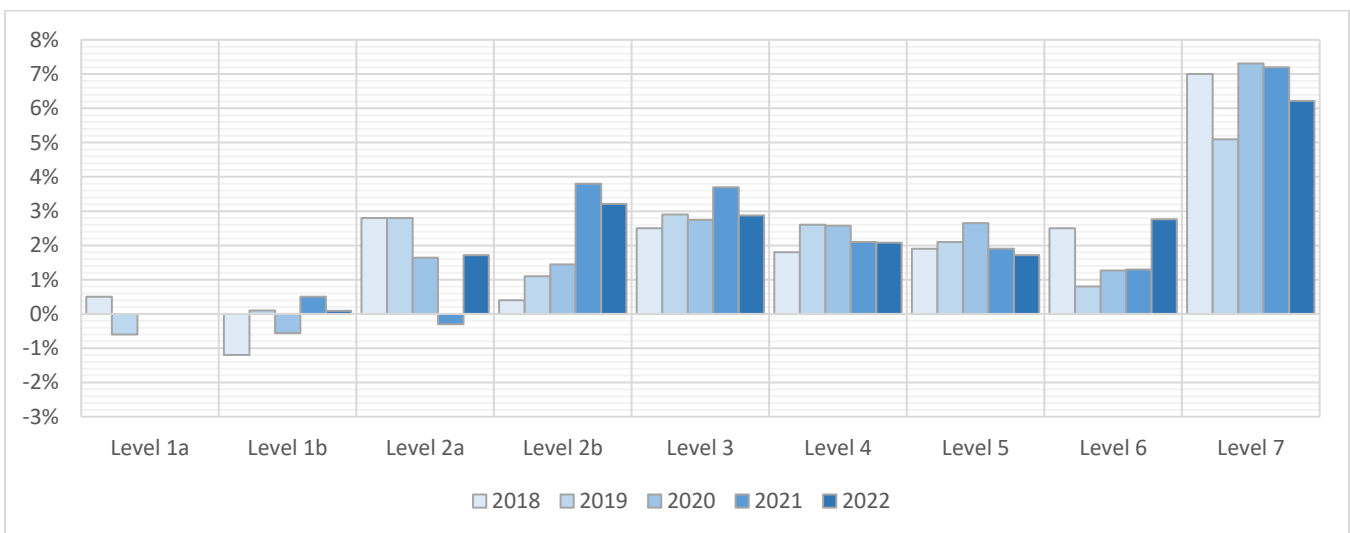


Figure 26: Mean basic pay gaps by ethnicity and grade (2018 to 2022)

All Employees (Total Pay, Ethnicity)

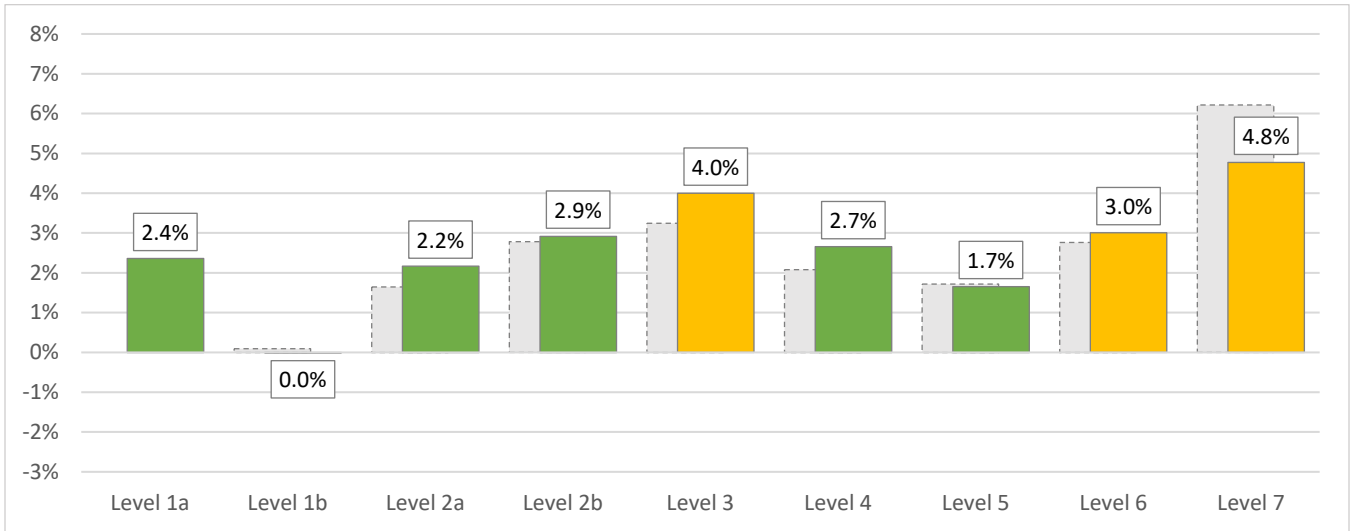


Figure 27: Mean total pay gaps by ethnicity and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

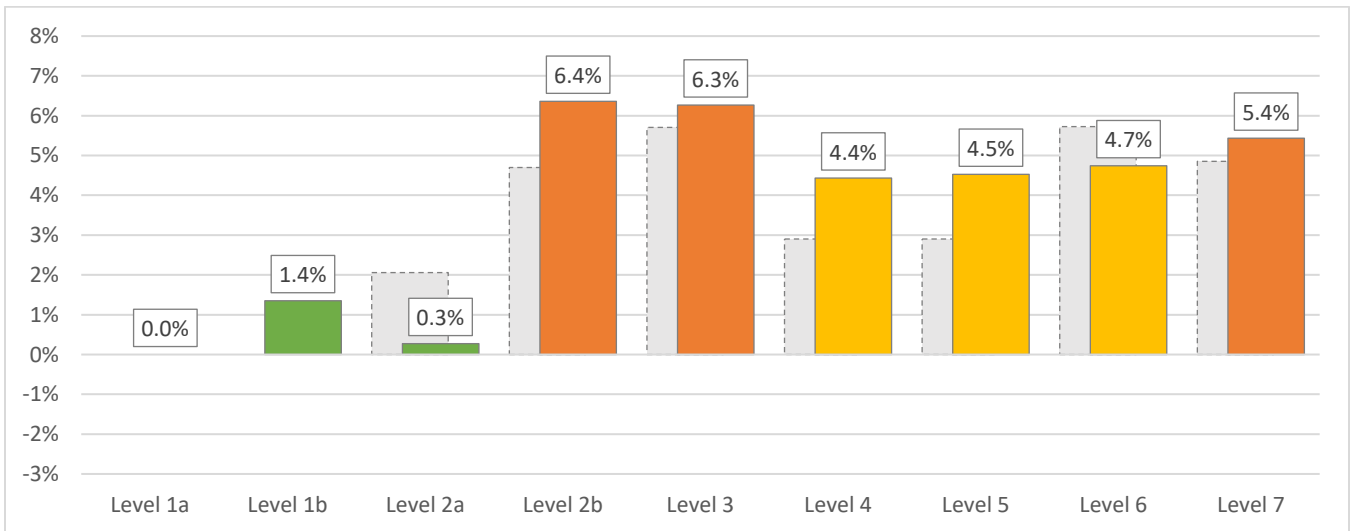


Figure 28: Median total pay gaps by ethnicity and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

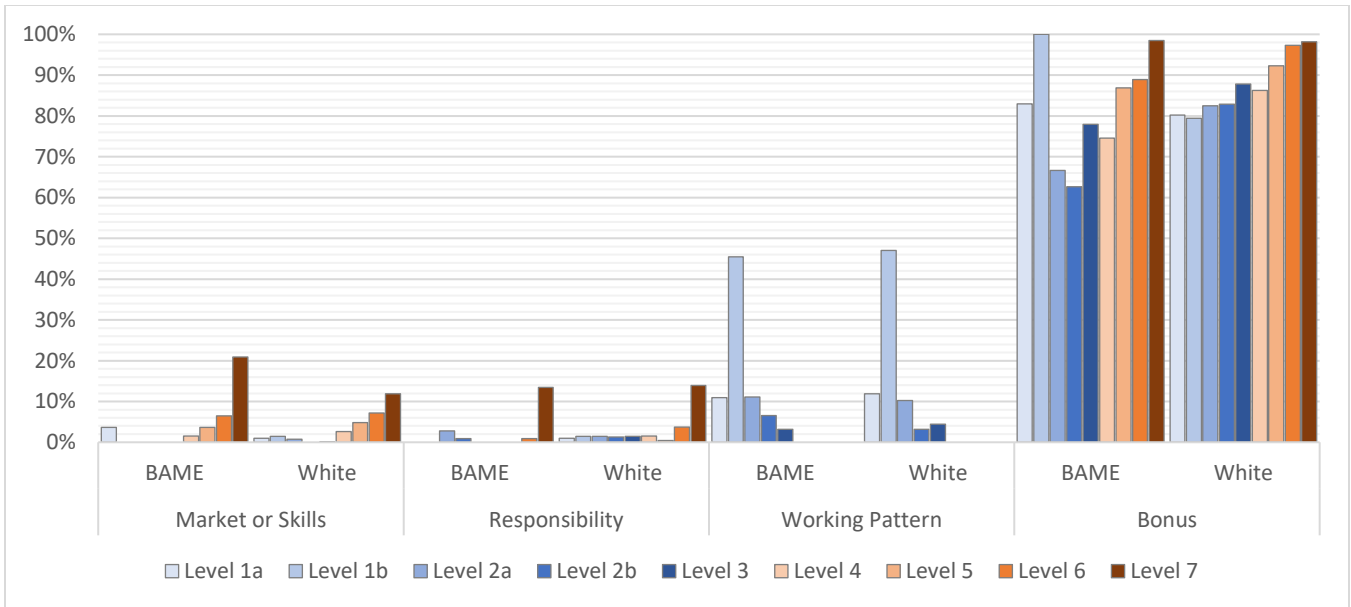


Figure 29: Proportion of employees receiving additional pay by grade, ethnicity and type of payment (1 Dec 2022)

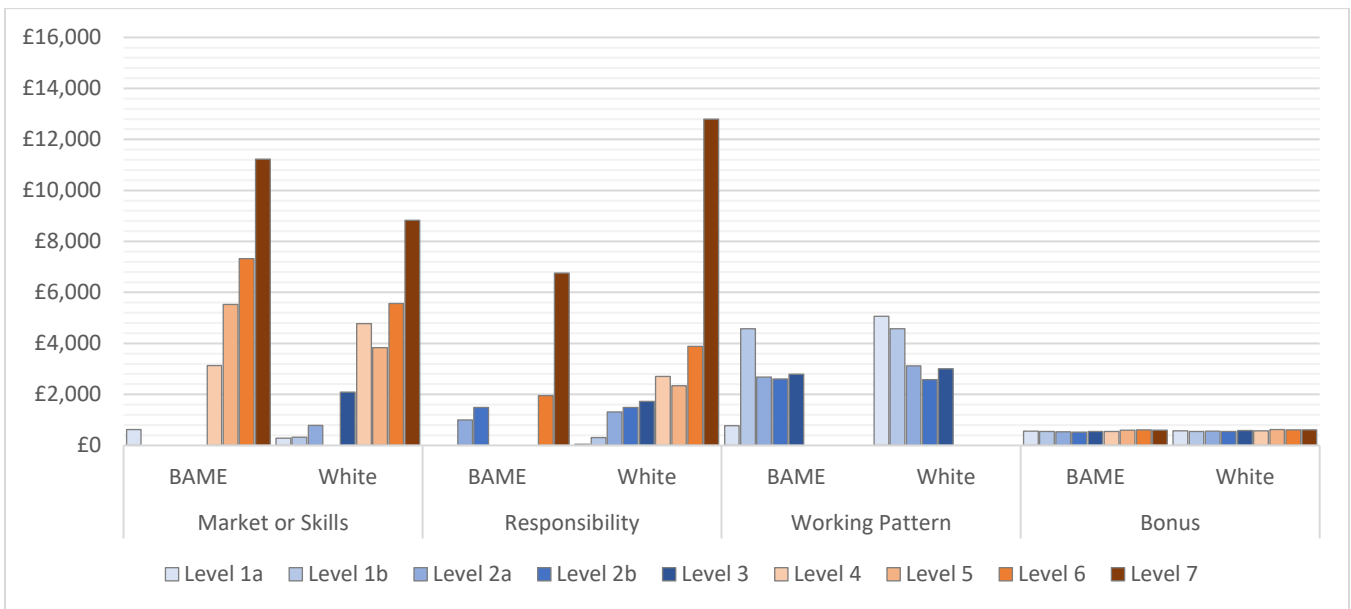


Figure 30: Mean value of additional pay by grade, ethnicity and type of payment (1 Dec 2022; averages calculated based only on those receiving additional pay)

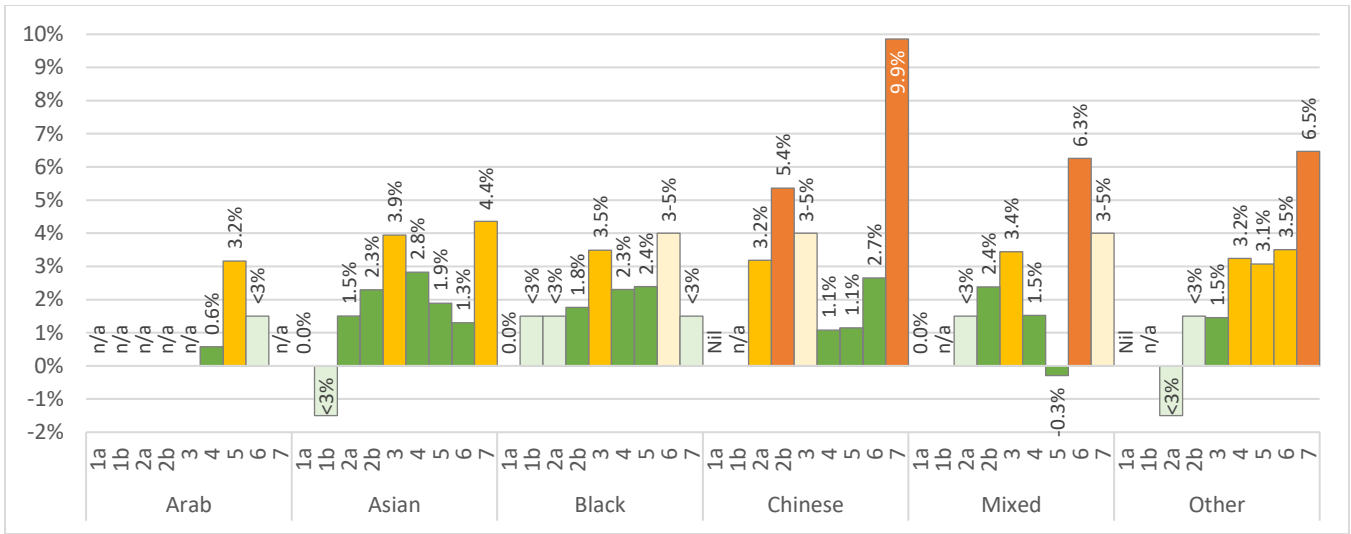


Figure 31: Mean basic pay gaps, relative to White employees, by ethnic group and grade (1 Dec 2022)

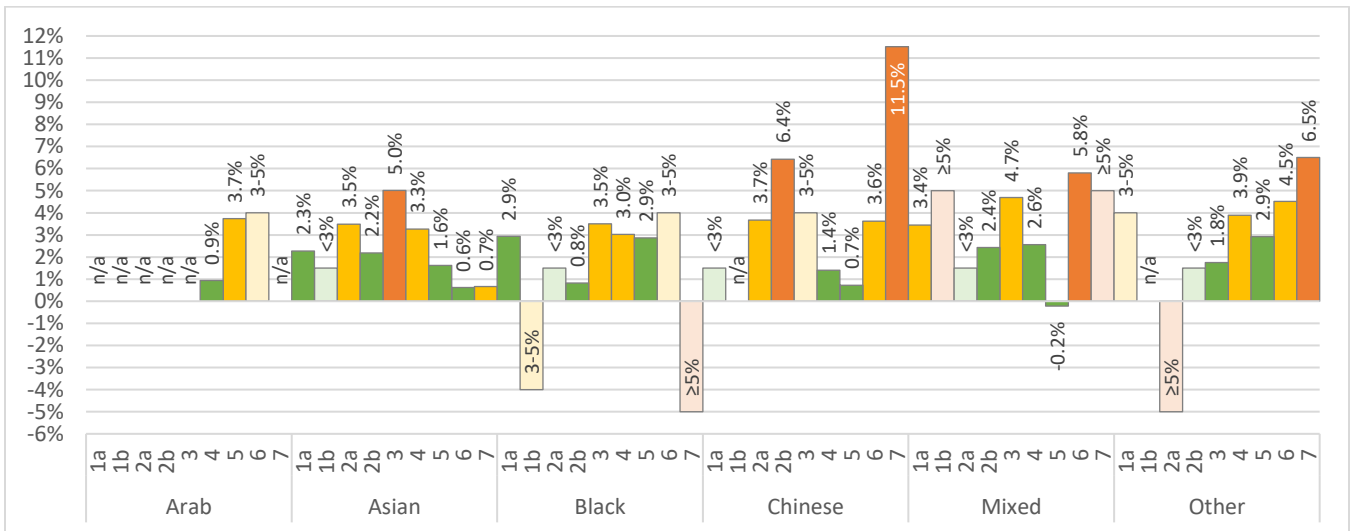


Figure 32: Mean total pay gaps, relative to White employees, by ethnic group and grade (1 Dec 2022)

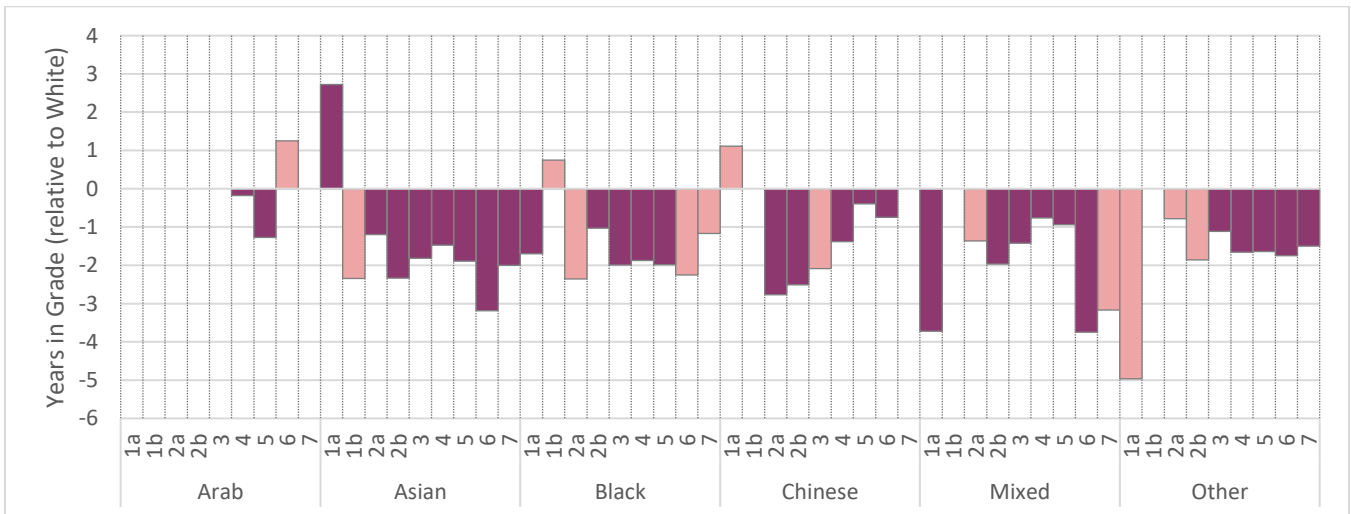


Figure 33: Median time in grade by ethnic group and grade, relative to White employees (1 Dec 2022)

Academic and Research Staff (Basic Pay, Ethnicity)

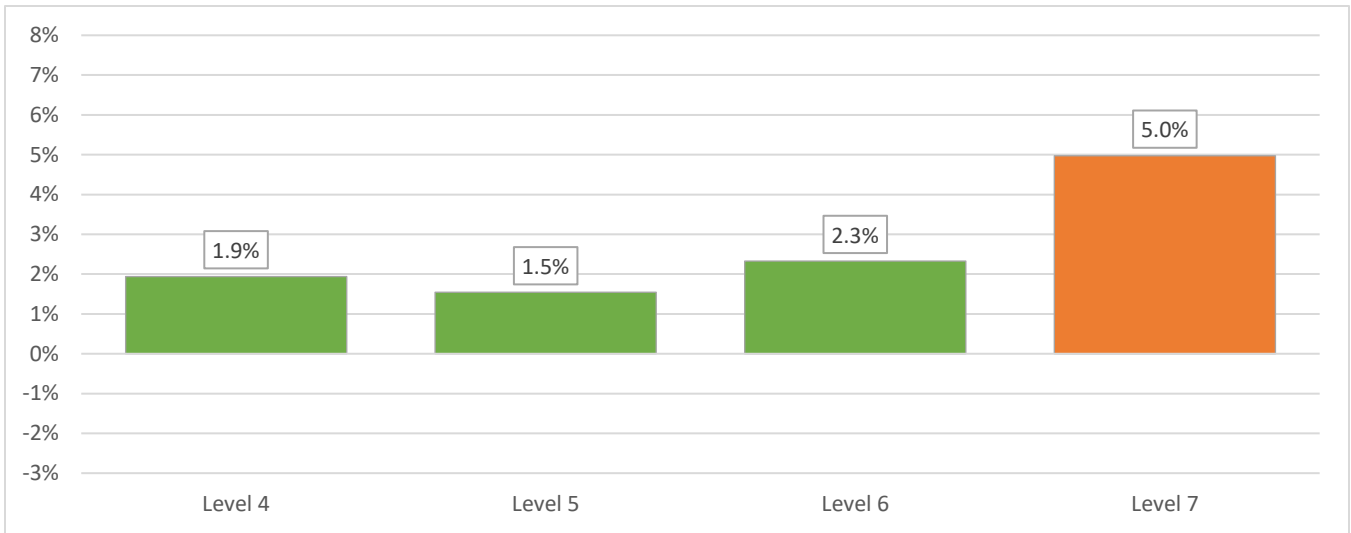


Figure 34: Academic and research staff mean **basic pay** gaps by ethnicity and grade (1 Dec 2022)

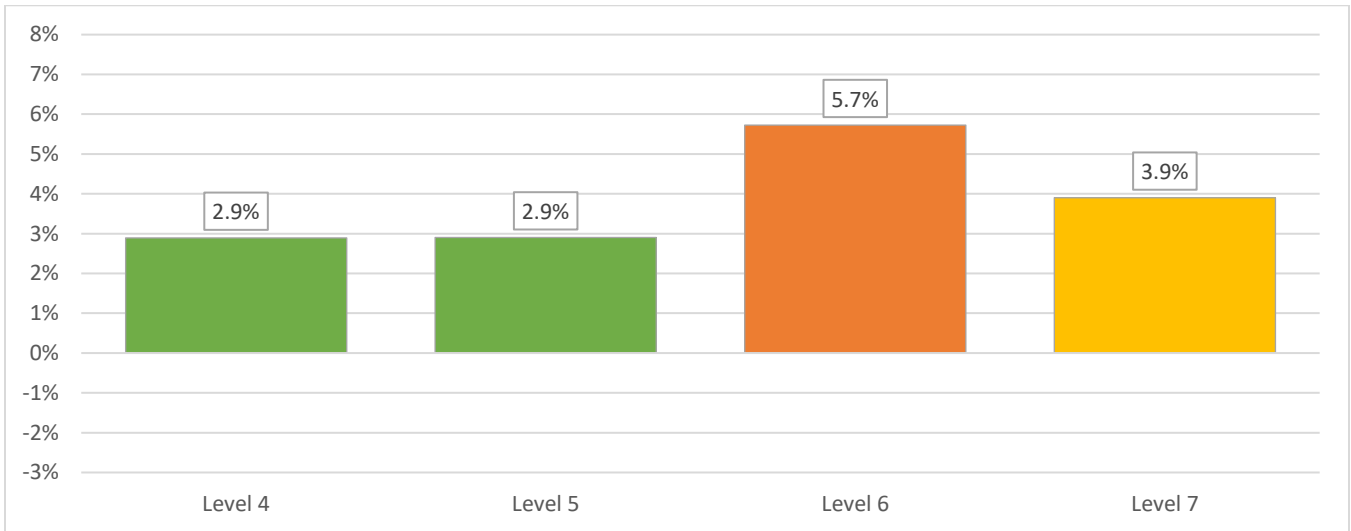


Figure 35: Academic and research staff median **basic pay** gaps by ethnicity and grade (1 Dec 2022)

Table 5: Academic and research staff mean **basic pay** gaps by ethnicity and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 4	0.0%	-0.5%	-0.1%	0.5%	2.1%	+<3%	-<3%	-<3%	-1.2%
Level 5	-2.1%	0.2%	-1.0%	-0.2%	-1.5%	-0.8%	+<3%	-<3%	0.8%
Level 6	-2.8%	+<3%	-1.7%	1.0%	+<3%	+<3%	+<3%	-0.6%	0.0%
Level 7	-1.5%	+≥5%	2.8%	-≥5%	-<3%	Nil	-≥5%	+≥5%	5.1%

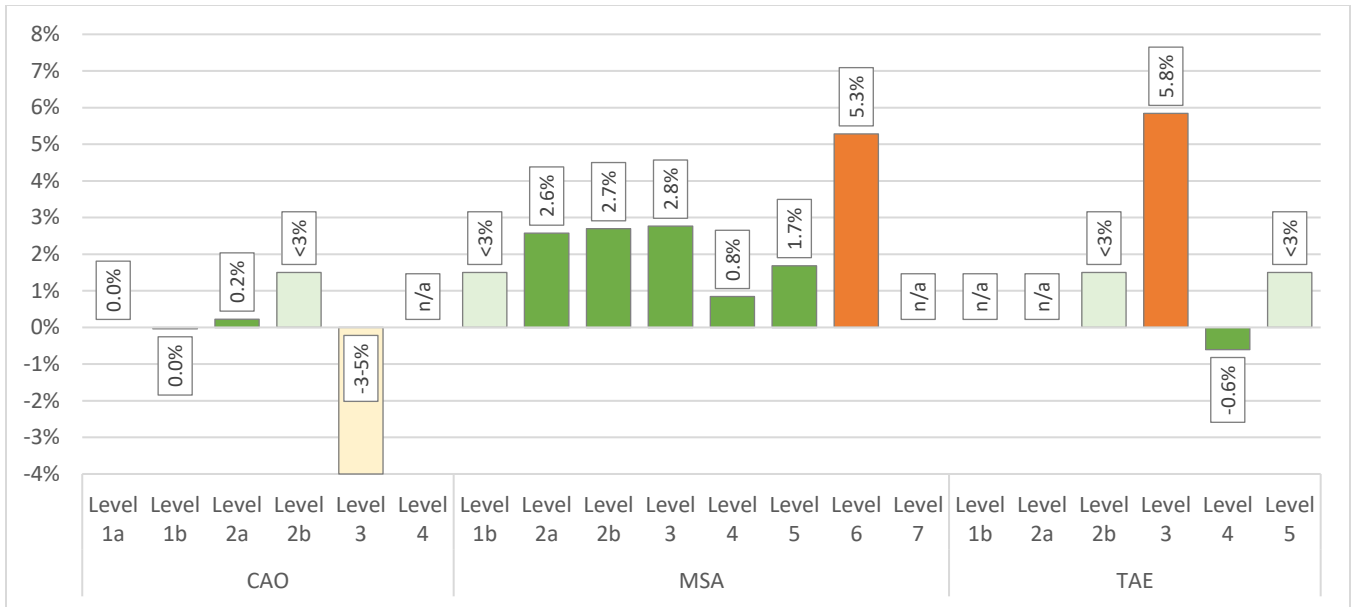


Figure 38: Professional and support staff mean basic pay gaps by ethnicity, grade and job family (1 Dec 2022)

6. Equal Pay by Disability

Commentary

- As noted in the demographics section of this report, more recent employees and younger employees are more likely to have told us they identify as disabled than longer-serving employees and older employees, suggesting under-reporting of disability among longer-serving employees. In several cases (notably Level 5 and Level 7), this is reflected in markedly shorter median service in grade for employees who have identified as disabled (**Figure 41**), and therefore also in some mean (**Figure 39**) and median (**Figure 40**) pay gaps, which tend to mirror length of service.
- The relatively low number of employees who have identified as disabled (352 people; 5.7% of the employee population) impacts upon the robustness of analysis, which can be seen in the degree of year-to-year variability in disability pay gaps by grade (**Figure 42**) and the number of instances in which only a generic pay gap (Nil, <3%, 3-5% or >5%) can be given, due to small population sizes.
- **Table 7** demonstrates that all basic pay gaps by disability are narrower than +/-3.0% once length of service is considered and population sizes of seven or fewer are excluded. It is also notable that where pay gaps exist under this measure, they just as often favour those who have identified as disabled as those that have identified as not disabled.
- When data are disaggregated, there is a significant pay gap by disability for Professional and Support Staff at Level 5 (5.3% mean; 8.5% median, see **Figure 49** and **Figure 50**). This stems partly from the shorter average length of service in grade of those identifying as disabled (2.6 years) compared to those identifying as not disabled (5.4 years), but also from a 5.0% pay gap for those with less than a year's service in grade (**Table 9**). Small population sizes mean this differential is not statistically significant, but it will be monitored in future reviews to ensure there is no longer-term trend.
- Only 15 employees who identify as disabled were paid allowances during 2022, representing 4.3% of their population. This compares with 10.2% of employees who have identified as not disabled being paid allowances. The difference is statistically significant and suggests there could be barriers to disabled employees taking on the roles or responsibilities that attract such allowances. However, as well as the possibility that disability limits access, this outcome is likely also influenced by the patterns of disclosure discussed above, with more recent employees and younger employees generally less likely to be in roles that attract such allowances.
- Examination of the underlying data shows that, where allowances are payable for the same role, they are paid at the same rate regardless of an employee's disability status.
- The small numbers of employees identifying as disabled who receive allowances means that total pay gaps (**Figure 43**, **Figure 44**) must be read with caution; some larger gaps exist, but these are often influenced by handfuls of individuals within larger cohorts, while the majority are not in roles that attract allowances.
- Analysis of bonus pay (**Figure 45**, **Figure 46**) shows comparability between employees identifying as disabled and not disabled.

Data

All Employees (Basic Pay, Disability)

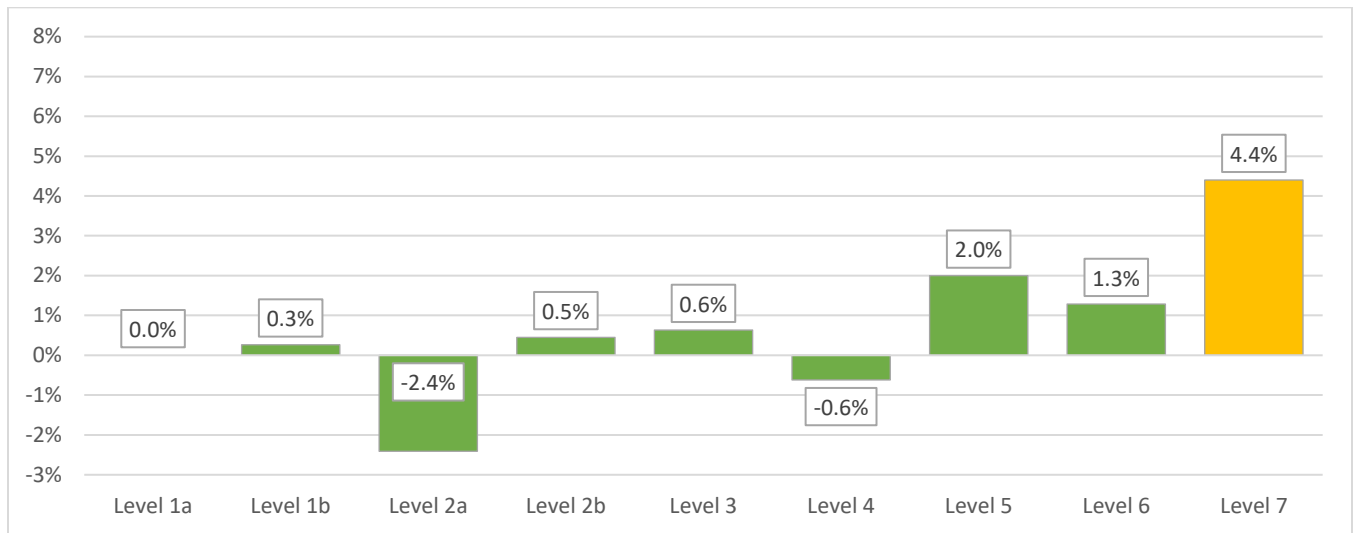


Figure 39: Mean basic pay gaps by disability and grade (1 Dec 2022)

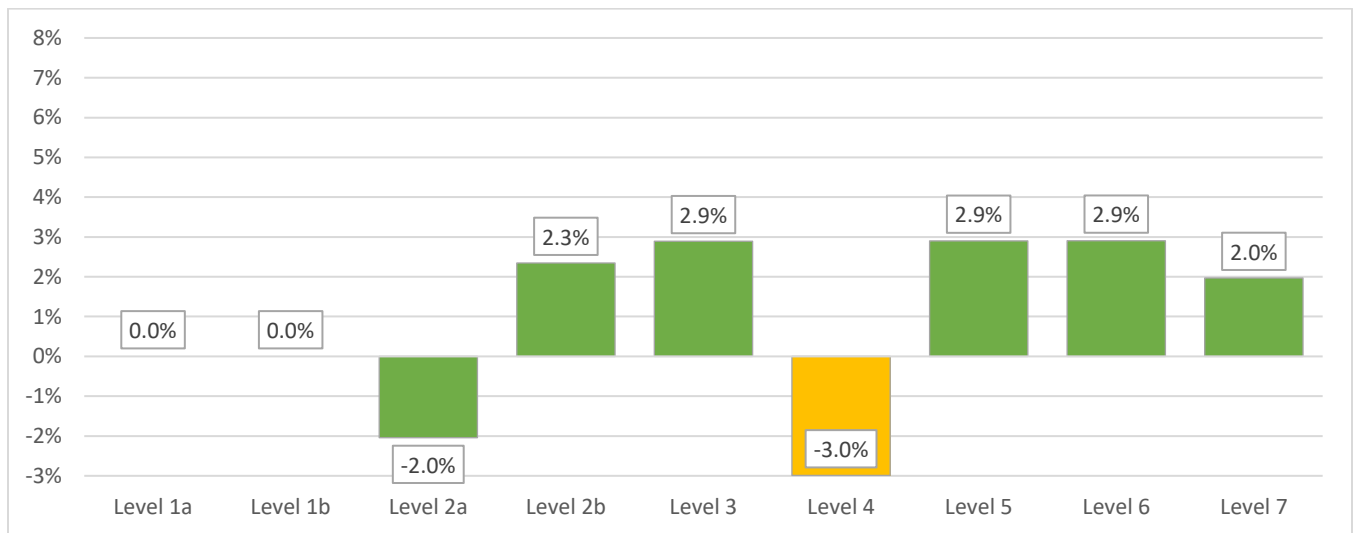


Figure 40: Median basic pay gaps by disability and grade (1 Dec 2022)

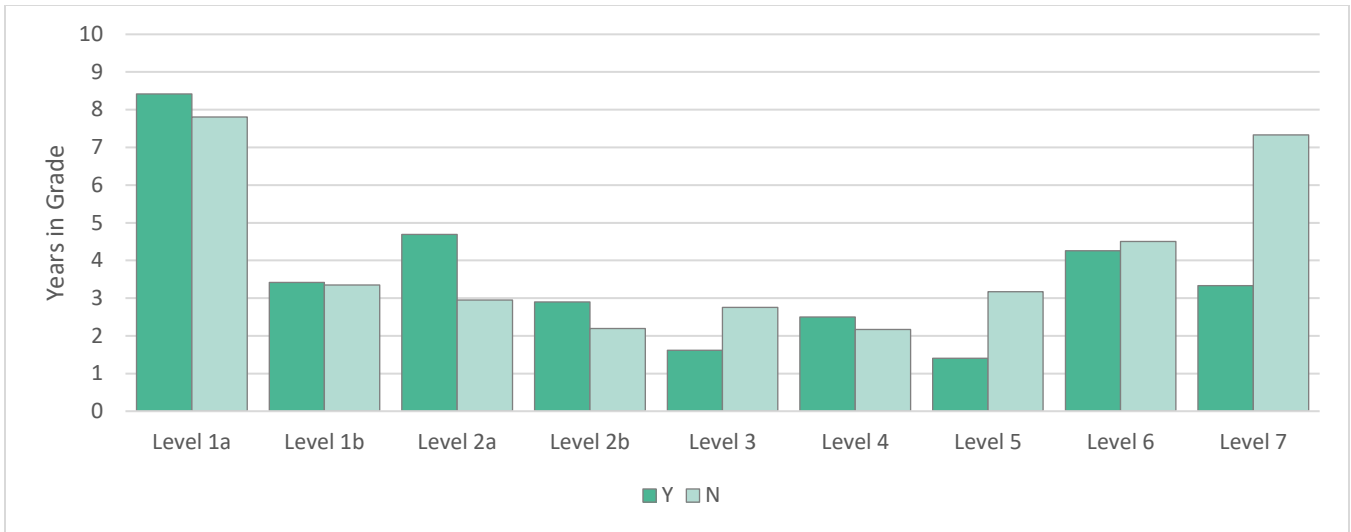


Figure 41: Median time in grade by disability (1 Dec 2022)

Table 7: Mean basic pay gaps by disability and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 1a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.0%
Level 1b	Nil	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Level 2a	<-3%	n/a	n/a	<-3%	n/a	n/a	n/a	n/a	<-3%
Level 2b	+3-5%	-0.6%	n/a	<+3%	n/a	n/a	n/a	n/a	<-3%
Level 3	-1.2%	-0.4%	<-3%		Nil	<+3%	<+3%	<+3%	0.9%
Level 4	-0.1%	1.8%	0.6%	<+3%	-1.4%	<-3%	<+3%	<-3%	-1.6%
Level 5	0.0%	-2.0%	-3-5%	-0.7%	<-3%	n/a	n/a	n/a	0.4%
Level 6	Nil	+≥5%	n/a	<+3%	<+3%	n/a	n/a	n/a	0.0%
Level 7	+≥5%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	<+3%

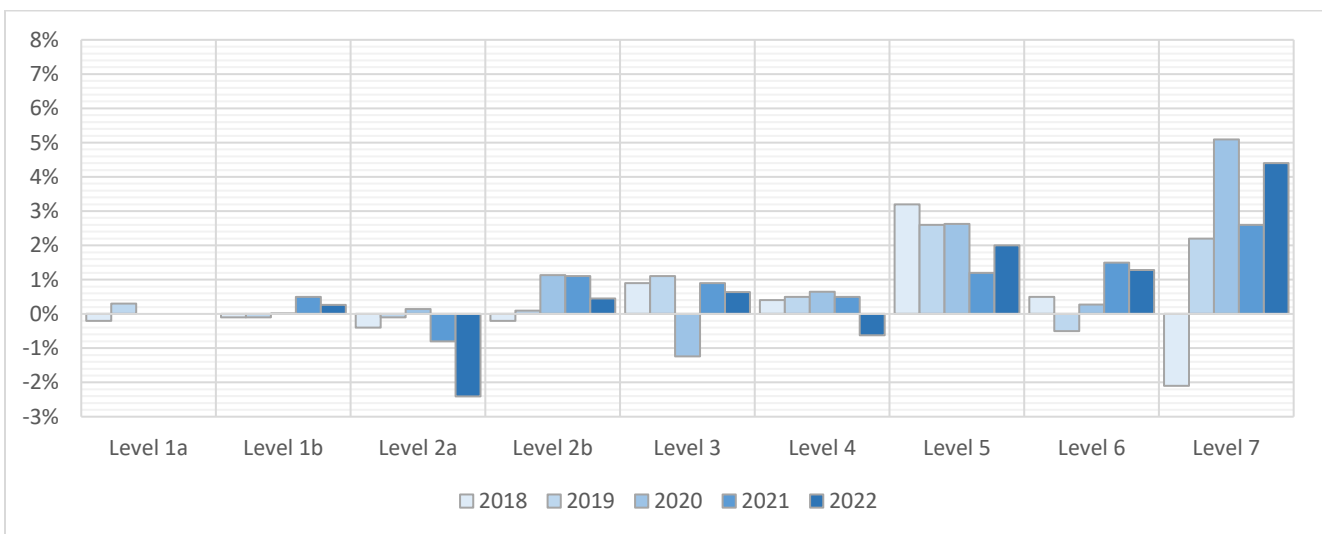


Figure 42: Mean basic pay gaps by disability and grade (2018 to 2022)

All Employees (Total Pay, Disability)

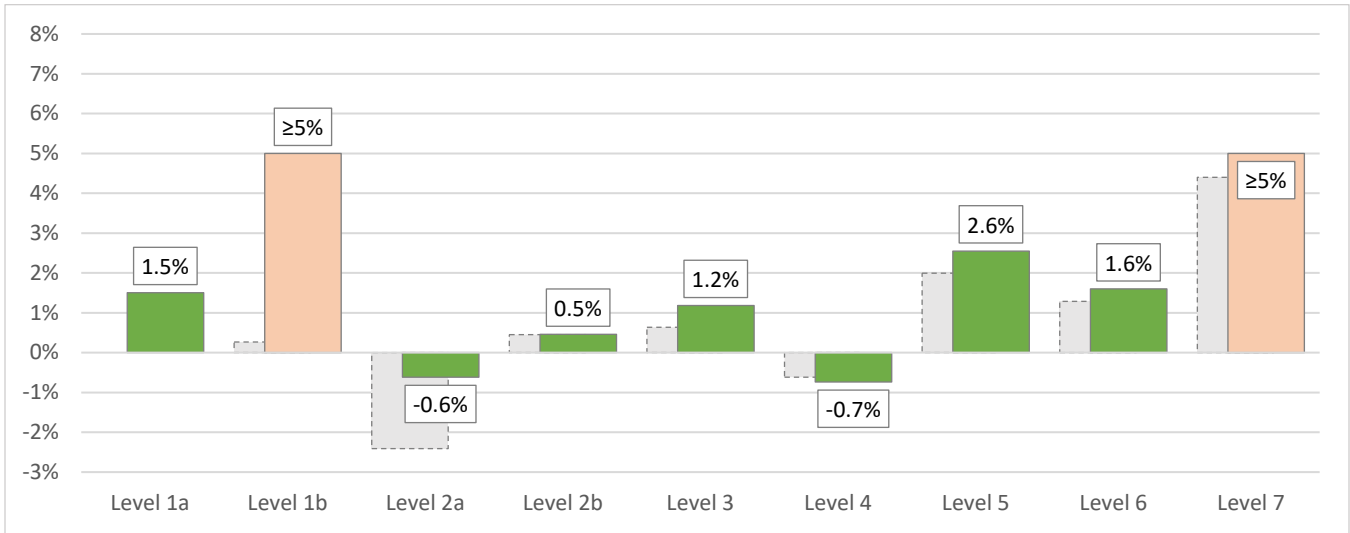


Figure 43: Mean total pay gaps by disability and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

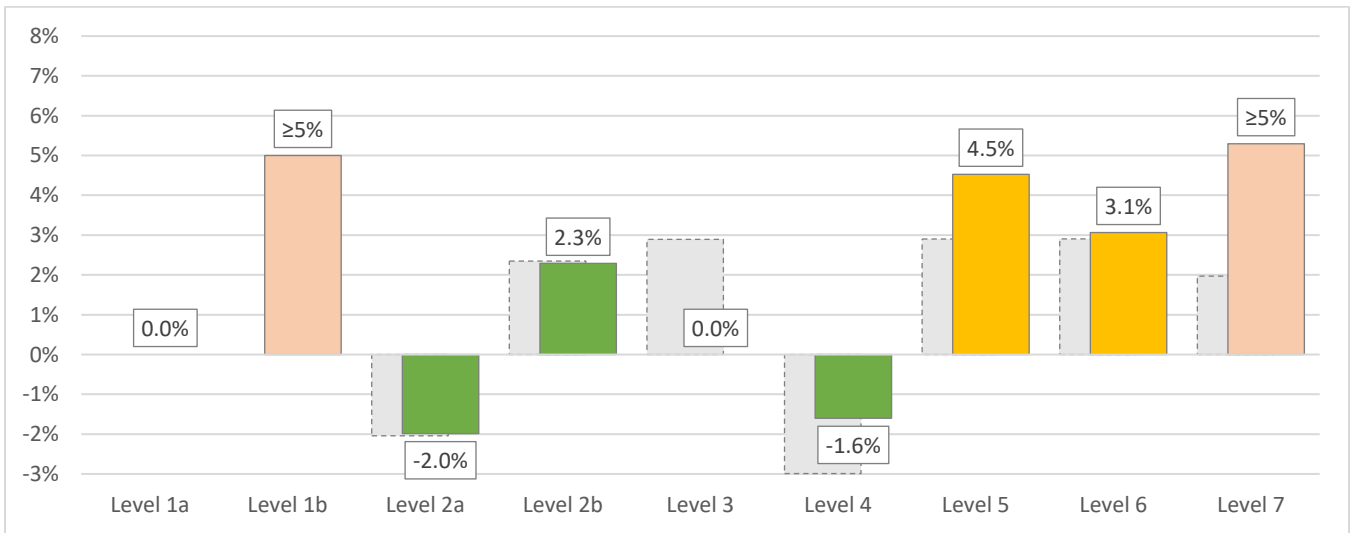


Figure 44: Median total pay gaps by disability and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

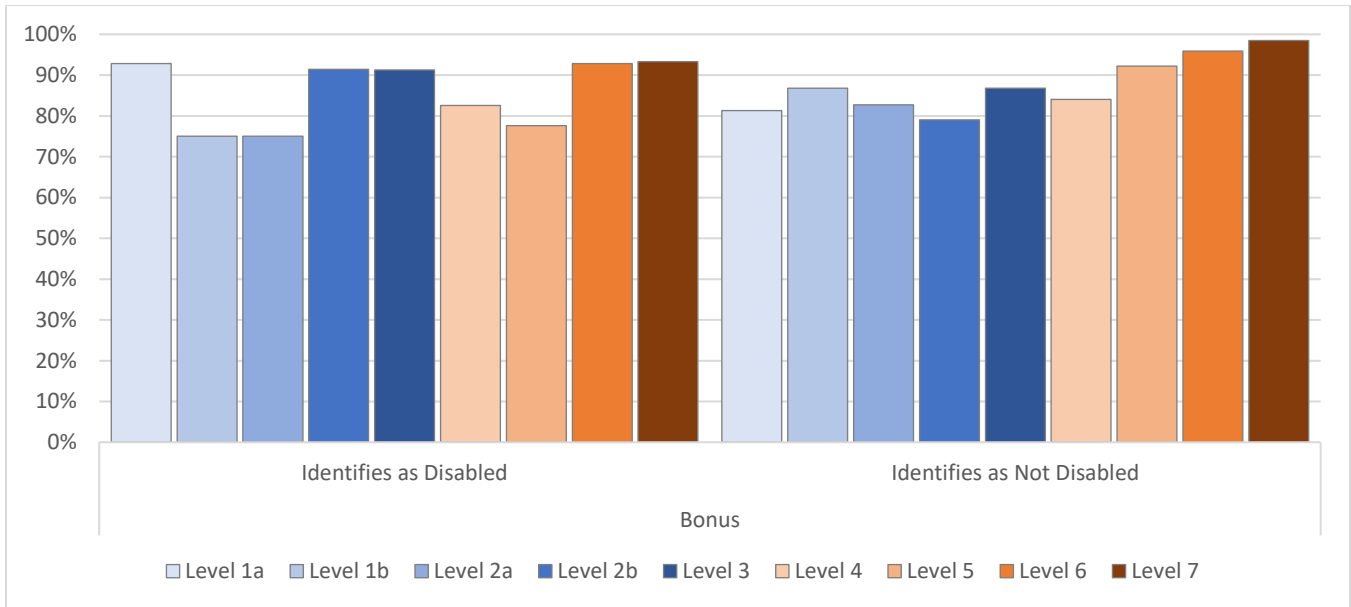


Figure 45: Proportion of employees receiving bonus pay by grade and disability (1 Dec 2022)

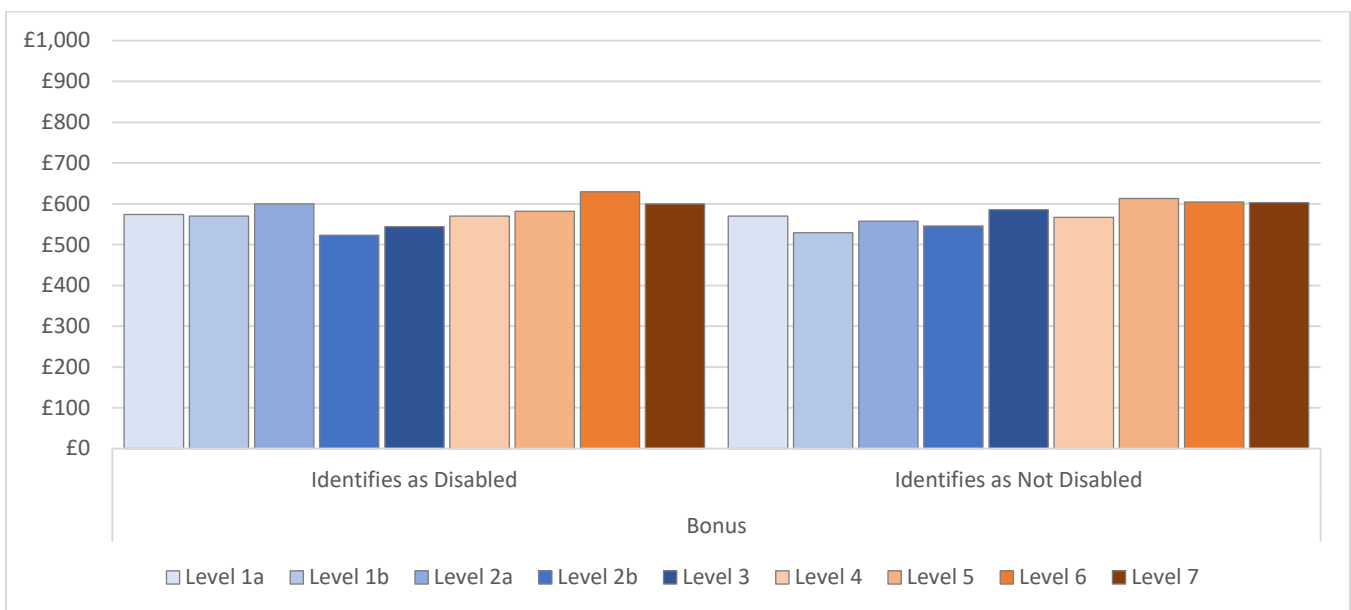


Figure 46: Mean value of bonus pay by grade and disability (1 Dec 2022; averages calculated based only on those receiving bonus pay)

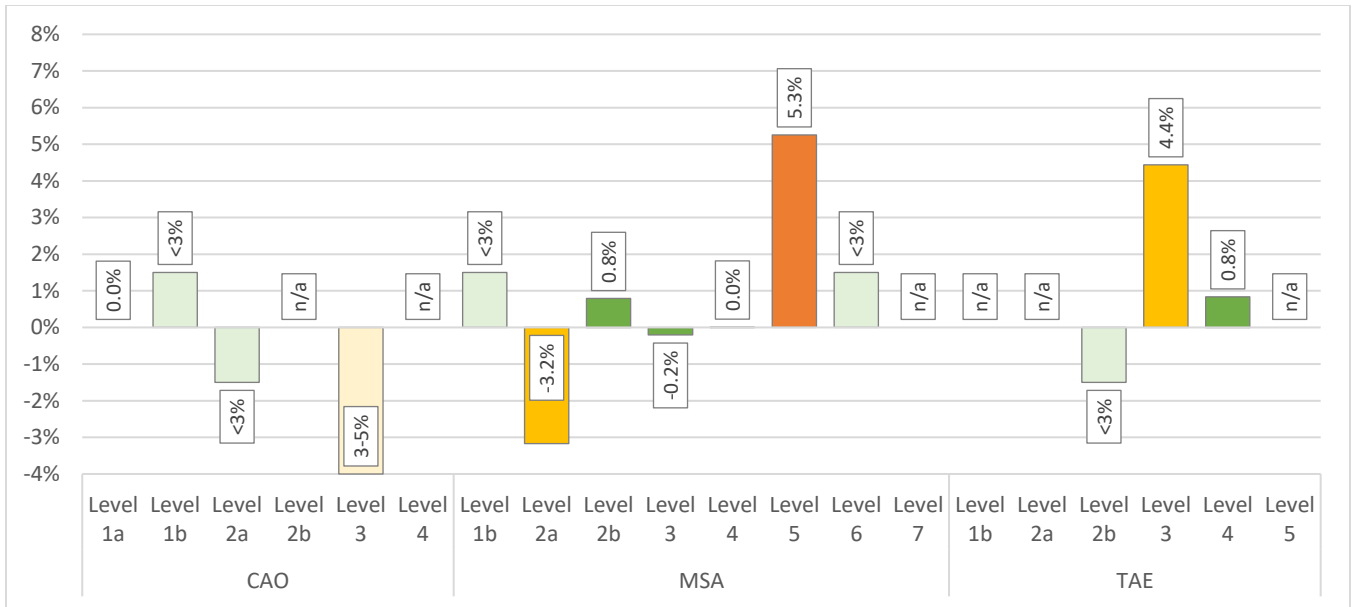


Figure 51: Professional and support staff mean **basic pay** gaps by disability, grade and job family (1 Dec 2022)

7. Equal Pay by Sexual Orientation

Commentary

- As noted in the demographics section of this report, more recent employees and younger employees are significantly more likely to have disclosed their sexual orientation and – having done so – to identify as LGB+. This is clearly reflected in the median service in grade of LGB+ employees compared to Heterosexual employees, and even more so when comparing with employees whose sexual orientation has not been disclosed, who tend to have much longer service. These employees are shown for context, given they represent a third of the population, but are not included in pay gap calculations (**Figure 54**).
- Mean and median basic pay gaps between LGB+ employees and heterosexual employees are typically within +/-3.0%, except for Level 2b (mean and median) and Level 7 (mean only).
- The drivers of the wider basic pay gaps observed at Level 2b are instructive, with three apparent factors:
 - LGB+ employees at Level 2b have particularly short median service in grade (0.7 years, compared to 1.9 years for heterosexual employees), with consequent implications for incremental pay progression.
 - There is a tendency for LGB+ employees at Level 2b to have been appointed slightly lower in the pay scale (on average, 13% up the pay scale) compared to heterosexual employees (on average, 21% up the pay scale).
 - LGB+ employees at Level 2b are, on average, very significantly younger (30.5 years old) than the equivalent heterosexual cohort (40.8 years old), which may influence levels of prior skills and experience, and indirectly contribute to differential starting pay positions.
- **Table 10** demonstrates that all basic pay gaps by sexual orientation are narrower than +/-3.0% once length of service is considered and population sizes of seven or fewer are excluded. However, a clear majority of the observed gaps favour heterosexual employees, and this pattern results – to varying extents – from the same factors observed in relation to the overall pay gaps at Level 2b.

Data

All Employees (Basic Pay, Sexual Orientation)

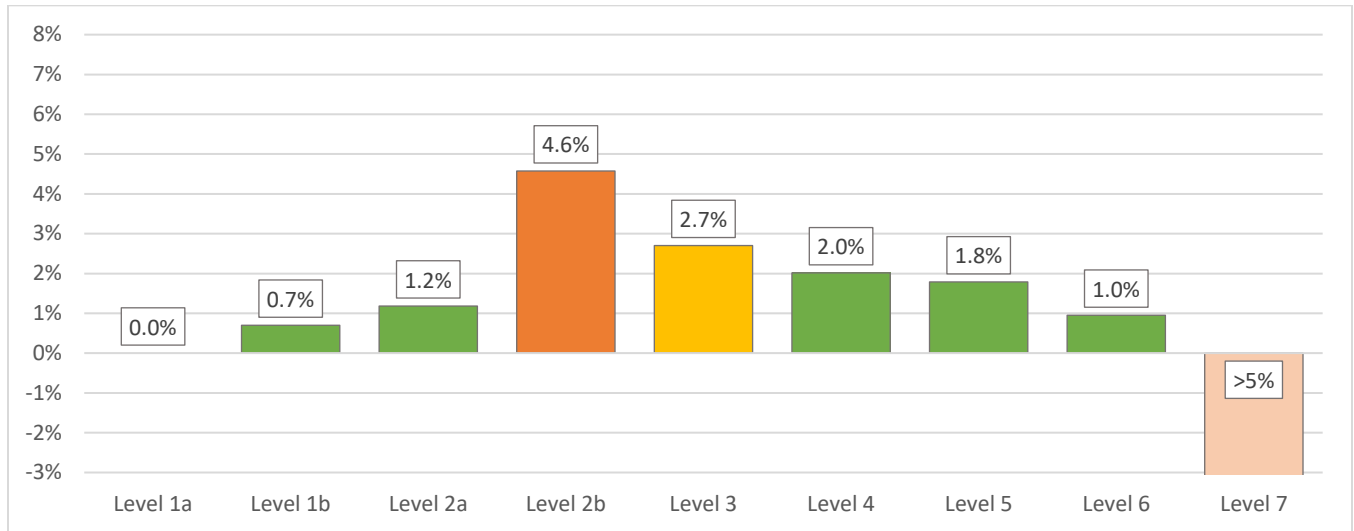


Figure 52: Mean basic pay gaps by sexual orientation and grade (1 Dec 2022)

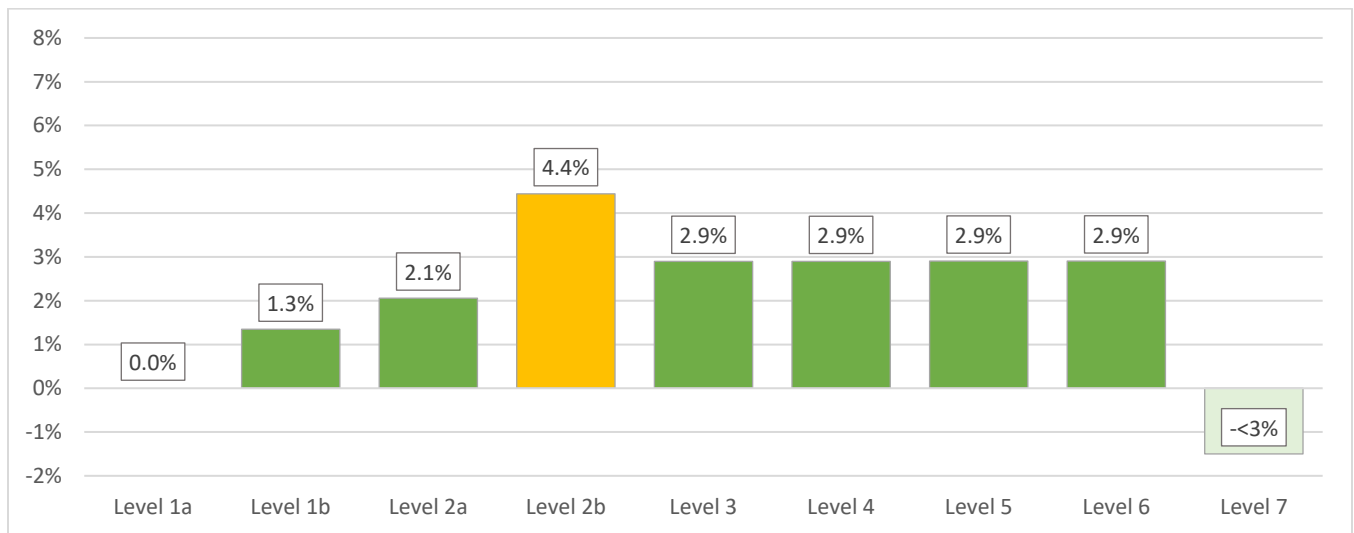


Figure 53: Median basic pay gaps by sexual orientation and grade (1 Dec 2022)

Table 10: Mean basic pay gaps by sexual orientation and years in grade (1 Dec 2022)

	<1	1	2	3	4	5	6	7	8+
Level 1a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Level 1b	Nil	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Level 2a	+<3%	+<3%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Level 2b	2.1%	0.6%	n/a	+<3%	n/a	n/a	+3-5%	n/a	n/a
Level 3	1.0%	1.0%	-<3%	+<3%	n/a	+<3%	n/a	n/a	+<3%
Level 4	-0.2%	1.8%	0.1%	1.2%	+<3%	+<3%	+<3%	+<3%	-<3%
Level 5	1.6%	0.5%	n/a	-0.3%	-3-5%	n/a	n/a	-<3%	+<3%
Level 6	+3-5%	n/a	+<3%	n/a	-<3%	n/a	n/a	n/a	n/a
Level 7	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

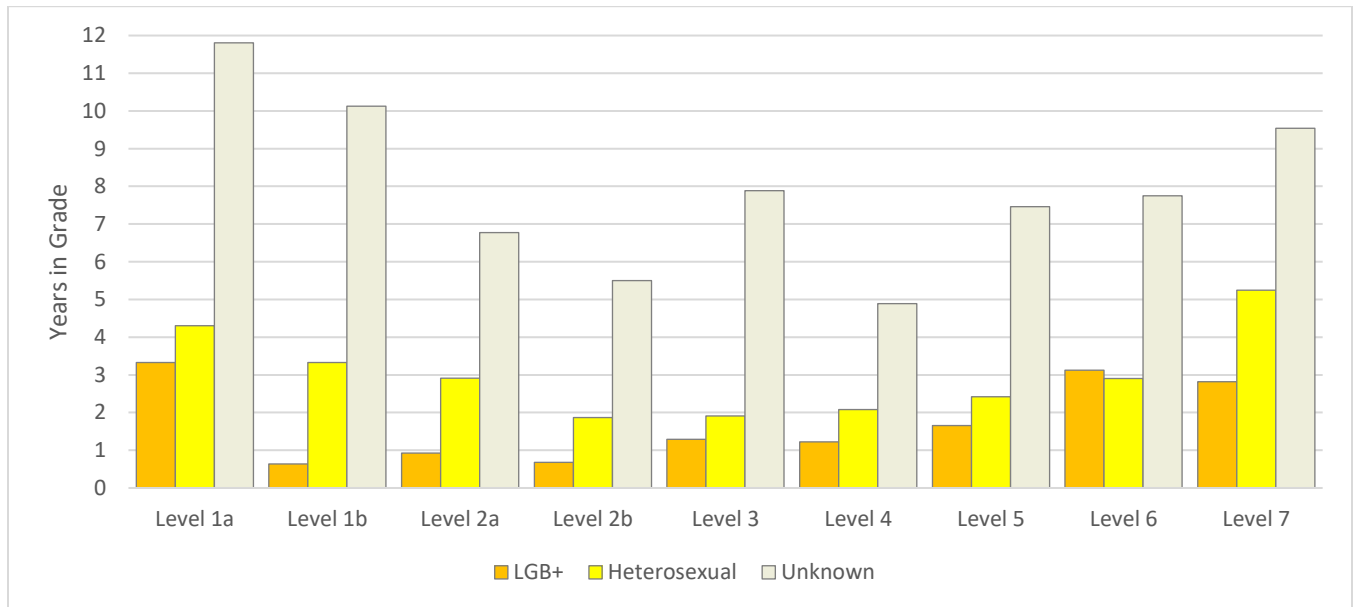


Figure 54: Median time in grade by sexual orientation (1 Dec 2022)

All Employees (Total Pay, Sexual Orientation)

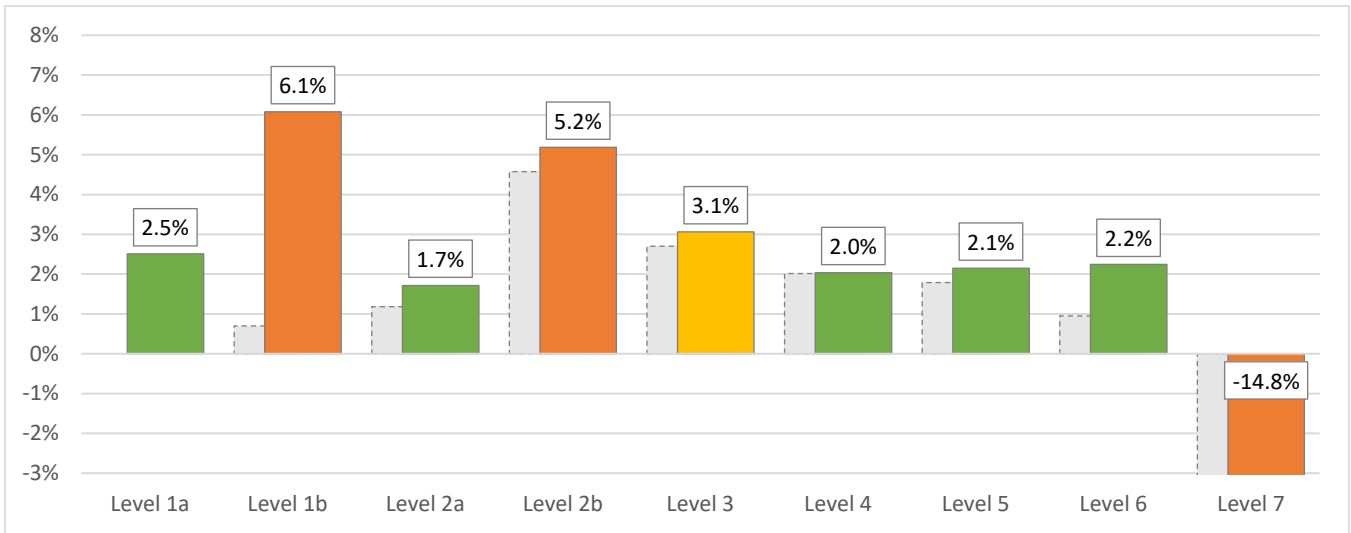


Figure 55: Mean total pay gaps by sexual orientation and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

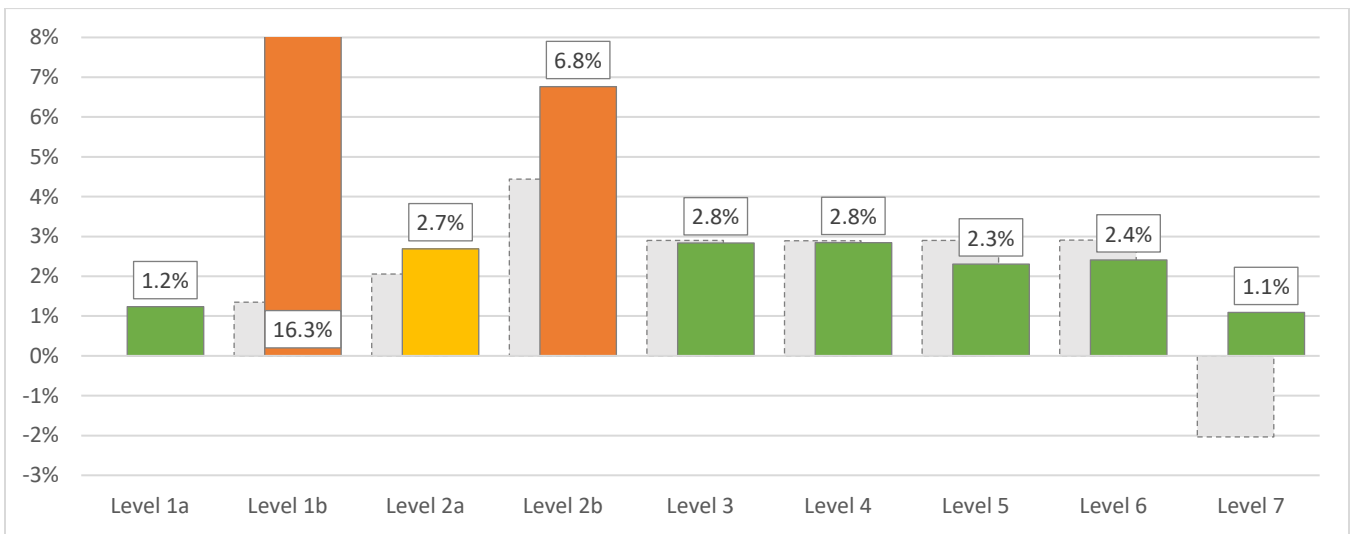


Figure 56: Median total pay gaps by sexual orientation and grade (1 Dec 2022; equivalent basic pay gaps shown in grey for ease of comparison)

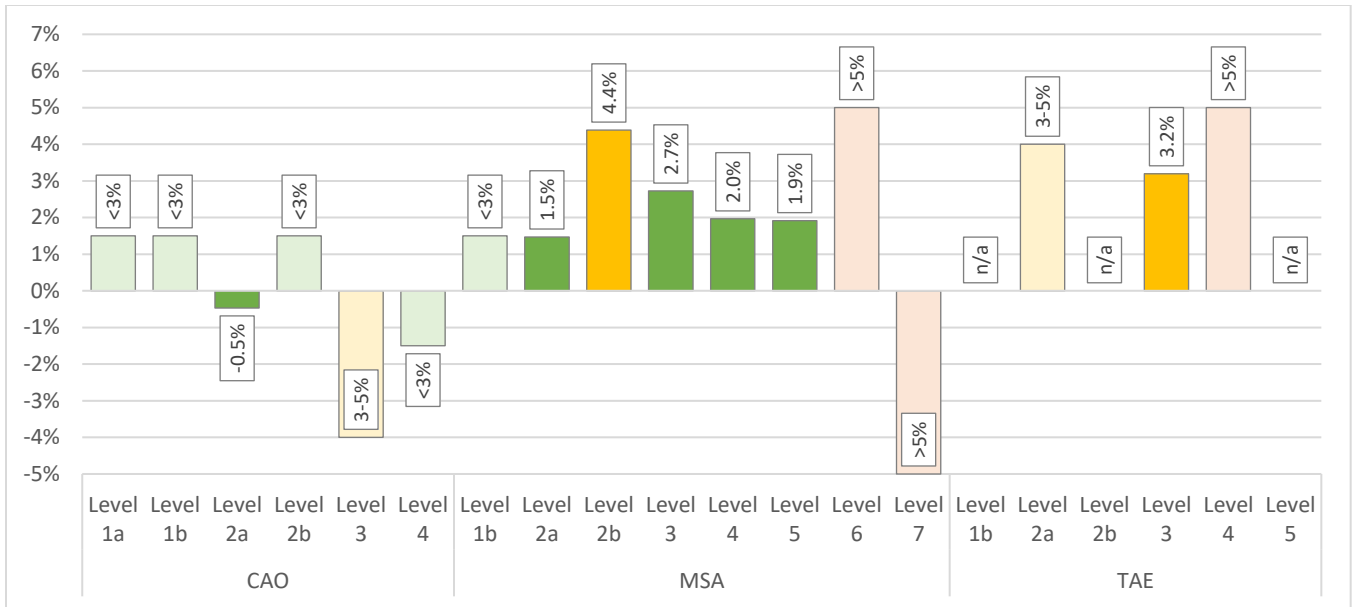


Figure 61: Professional and support staff mean **basic pay** gaps by sexual orientation, grade and job family (1 Dec 2022)

8. Clinical Pay

Clinical academic staff perform a wide range of roles, and we currently have 11 clinical pay grades in place to reflect this, with each based on an NHS-equivalent grade. For the purposes of examining equal pay, we have grouped these grades together into broadly similar levels, as follows:

- Group 1 – AMNL, AMRF, AMPL and CADT grades (38 employees)
- Group 2 – AMNR, AMNS, AMPS and AMSF grades (2 employees)
- Group 3 – AMCF and AMCS grades (7 employees)
- Group 4 – All Clinical Consultant grades (90 employees)

Analysis of clinical pay has only been possible by gender identity and ethnicity, with small population sizes limiting analysis in Group 2 and Group 3. There are insufficient numbers of clinical employees identifying as either disabled (one) or LGB+ (two) to allow for any analysis by these characteristics.

Commentary

- By gender identity, mean and median basic pay gaps are well within +/-3.0% for each of the clinical pay groupings (**Figure 62**). However, total pay gaps are wider within Group 1 and especially within Group 4 (**Figure 63**). These total pay gaps are almost wholly driven by the payment of NHS-defined additional allowances, including academic pay premia, on-call payments and clinical excellence/impact awards.
- Within Group 1, the differences are not statistically significant, but within Group 4, the mean value of clinical excellence/impact awards paid to women (£15.9k) are significantly lower than those paid to men (£34.1k) and this is the primary cause of the observed pay gap.
- As highlighted in past Equal Pay Reviews, clinical excellence/impact awards are determined and funded by the NHS, outside of the University's decision-making remit.
 - The University notes that the highest value National Clinical Excellence Awards (ranging from £36,192 to £77,320 per annum in value) are now being replaced by [National Clinical Impact Awards](#) (ranging from £20,000 to £40,000 per annum in value) and that one of the aims of this revised scheme is to ensure wider access and inclusivity; we therefore hope to see improvements in the distribution of National Clinical Impact Awards over the five years from 2022 as these new awards gradually replace National Clinical Excellence Awards.
 - At the time of writing, the NHS have made a pay offer for a new consultant pay structure that would mean Local Clinical Excellence Awards (worth up to £36,192 per annum) would be discontinued and recycled into pay scale enhancements; these proposals, if agreed and implemented, have the potential to dramatically improve the equality of total pay within Group 4.
- By ethnicity there are significant pay gaps in favour of Black, Asian and minority ethnic employees within Group 1, both in terms of base pay (**Figure 64**) and total pay (**Figure 65**). Base pay gaps are driven by a significant variance in the positioning of Black, Asian and minority ethnicity employees within their pay scales (91% are on the top nodal point), compared with White employees (46% are on the top nodal point). We are assured that this imbalance does not give rise to an equal pay risk, given that nodal point progression is directly determined by NHS training stage. Total pay gaps partly result from this variance in base pay, but also from the fact a larger proportion of Black, Asian and minority ethnicity employees (55%) receive on-call allowances, compared with their White counterparts (27%), reflecting the terms of their underlying NHS duties.

Data

By Gender Identity

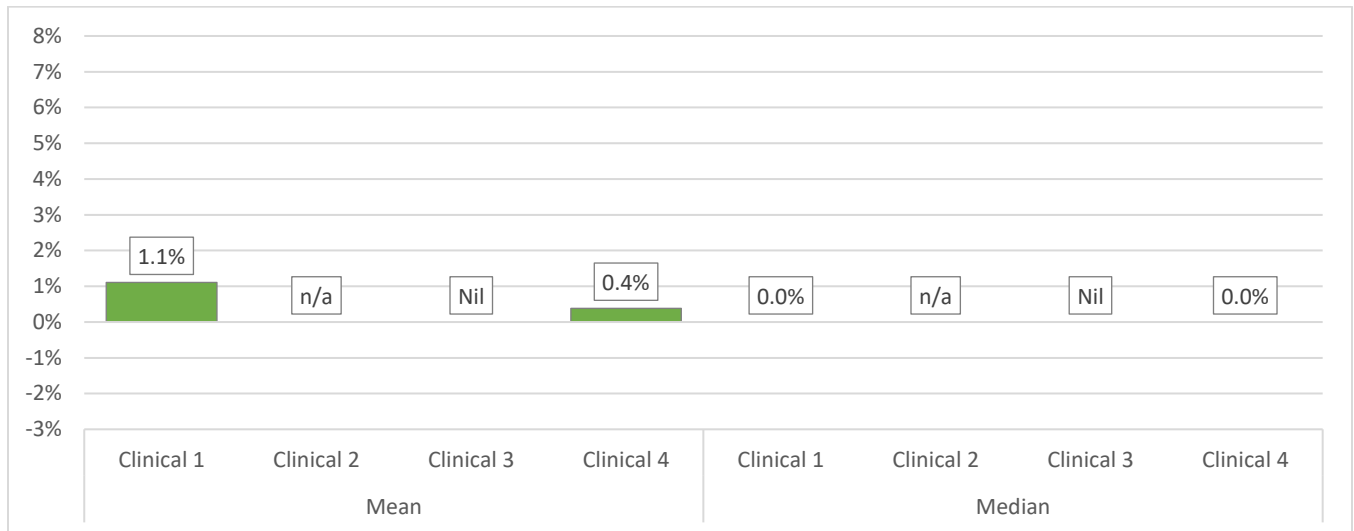


Figure 62: Clinical mean and median **basic pay** gaps by gender identity and pay grouping (1 Dec 2022)

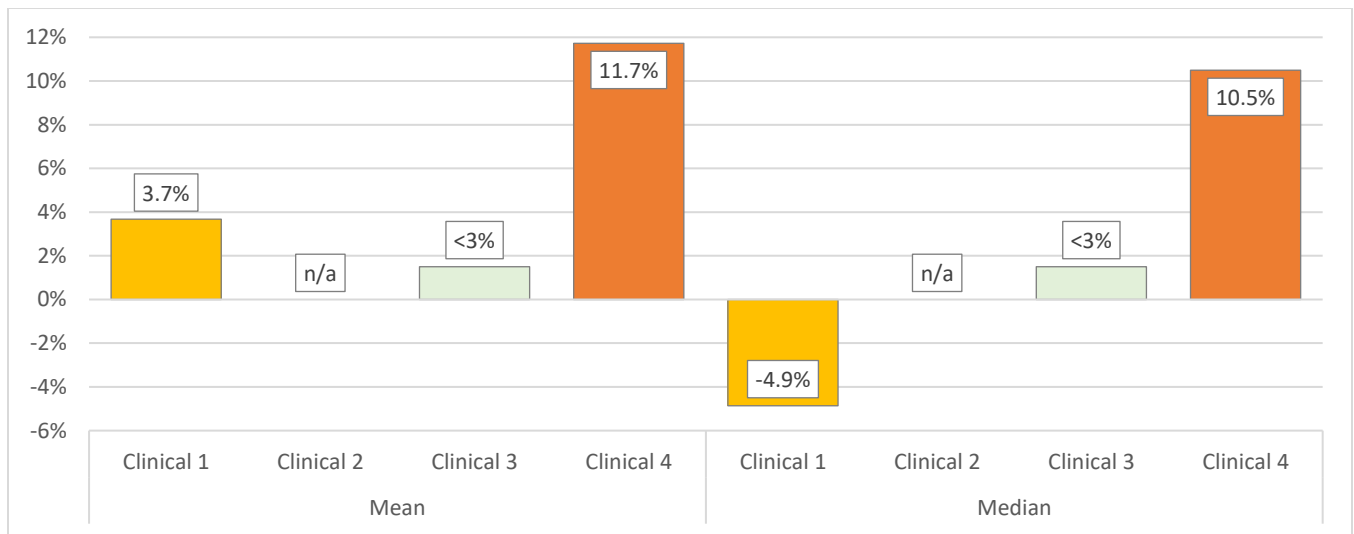


Figure 63: Clinical mean and median **total pay** gaps by gender identity and pay grouping (1 Dec 2022)

By Ethnicity

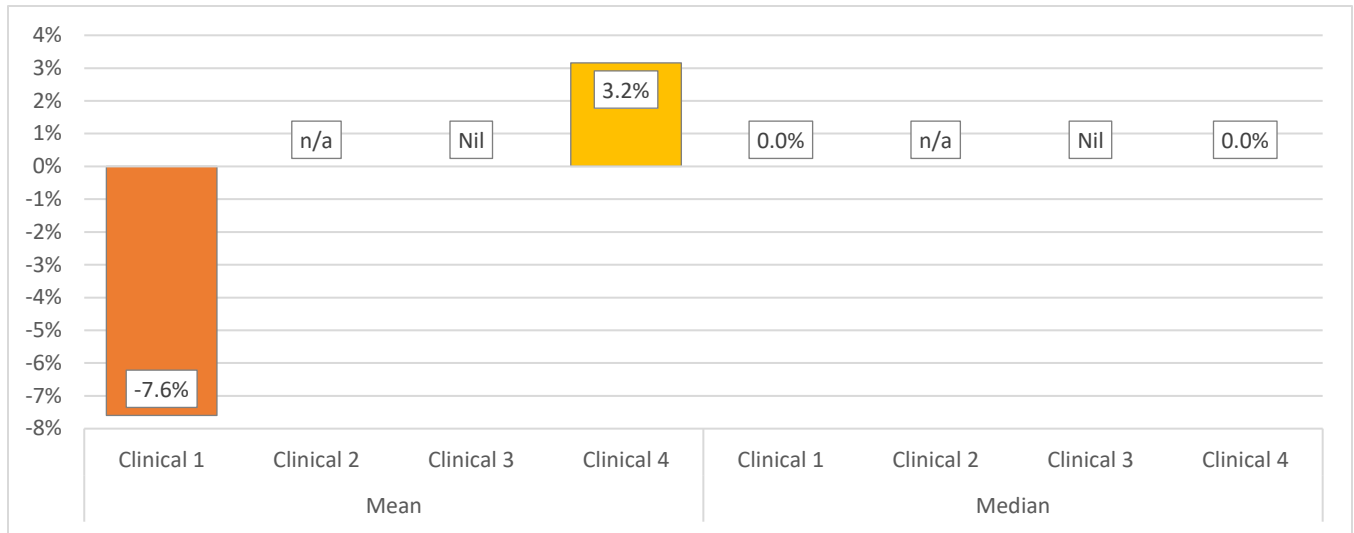


Figure 64: Clinical mean and median **basic pay** gaps by ethnicity and pay grouping (1 Dec 2022)

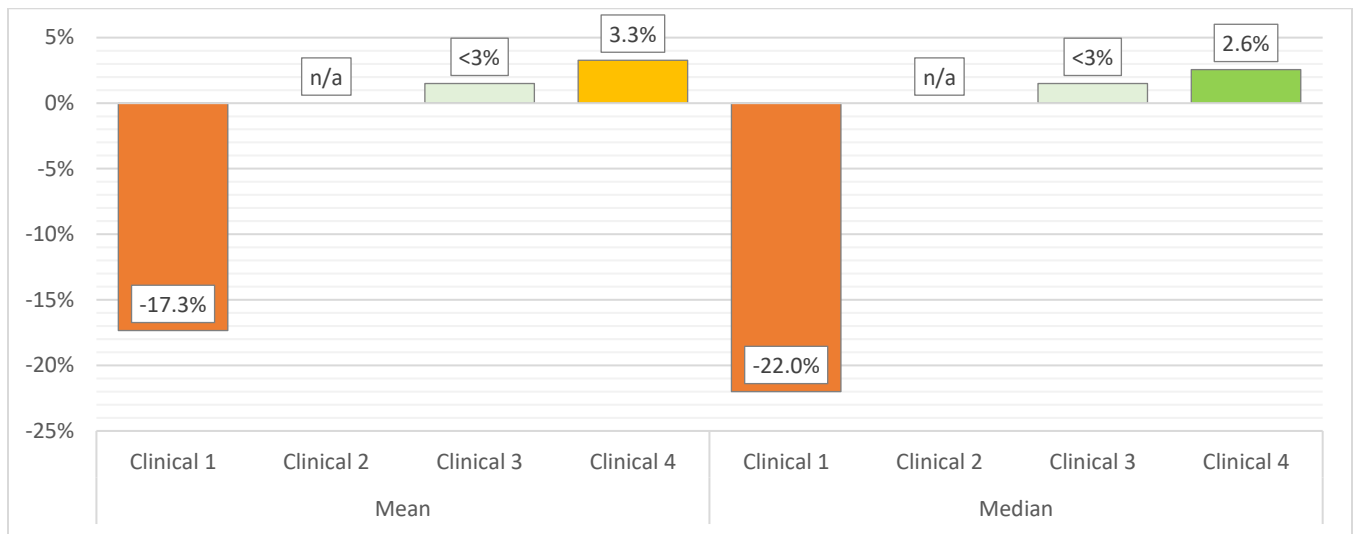


Figure 65: Clinical mean and median **total pay** gaps by ethnicity and pay grouping (1 Dec 2022)

9. Intersectionality

This section considers intersectional pay gaps. Due to the population sizes involved, it has only been possible to analyse the intersections between ethnicity and gender identity; disability and gender identity; and sexual orientation and gender identity.

Commentary

- Analysis of the intersection of ethnicity and gender demonstrates the same pattern of pay gaps observed in Section 5 – primarily linked to length of service – but also highlights some imbalances between the pay of Black, Asian and minority ethnic women, compared to Black, Asian and minority ethnic men, with these pay gaps tending to favour men. There are also recurrent small pay gaps favouring White men over White women. Both appear to be linked to starting pay, which is covered in more detail in Section 10.
- Analysis of the intersection of disability and gender reveals mostly insignificant pay gaps, except for some larger gaps for men identifying as disabled at Level 5 and Level 7. At Level 5, length of service in grade is the primary cause (2.5 years for those identifying as disabled, compared with 5.5 years for those not identifying as disabled), and at Level 7 a population of just eight men identifying as disabled means the observed gap is not statistically significant.
- Analysis of the intersection of sexual orientation and age shows a clear gender differential between the pay of LGB+ women and LGB+ men at Levels 2b, 3 and 4. As noted in Section 7, length of service and age appear to be contributory factors, with LGB+ women in these grades having, on average, a year's less service than LGB+ men and two years' less service than heterosexual men and women, as well as being, on average, four years younger than LGB+ men and eight years younger than heterosexual men and women.

Data

Intersection of ethnicity and gender identity

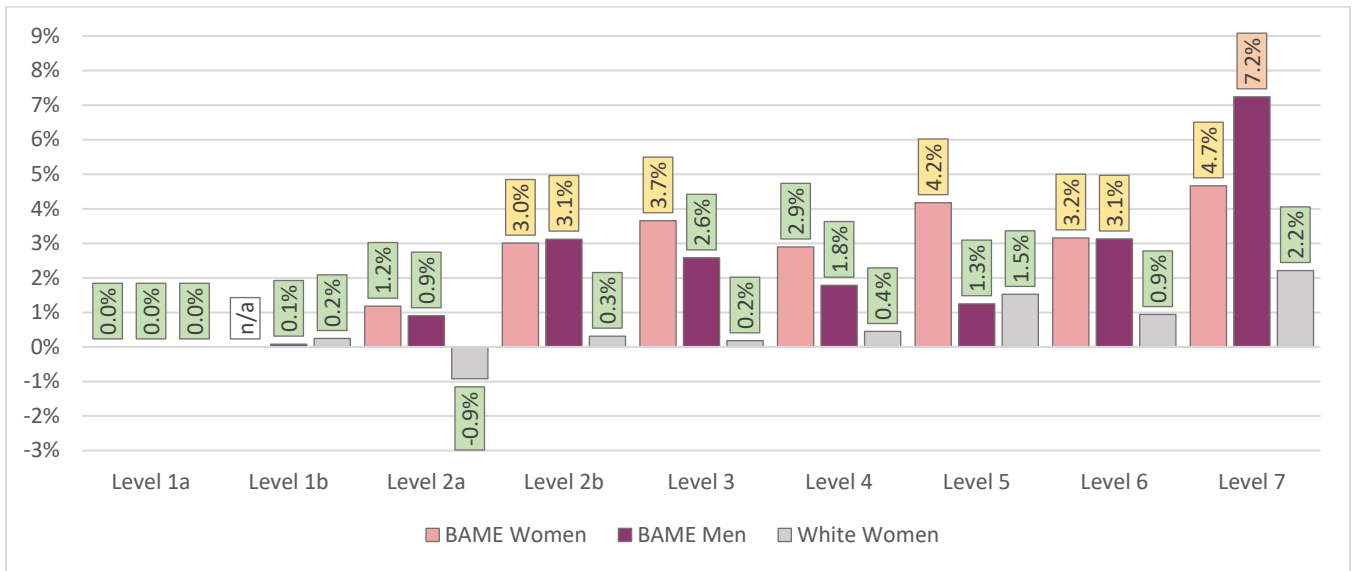


Figure 66: Mean **basic pay** gaps by ethnicity, gender identity and grade (1 Dec 2022; gaps are relative to White Men; label colour indicates significance)

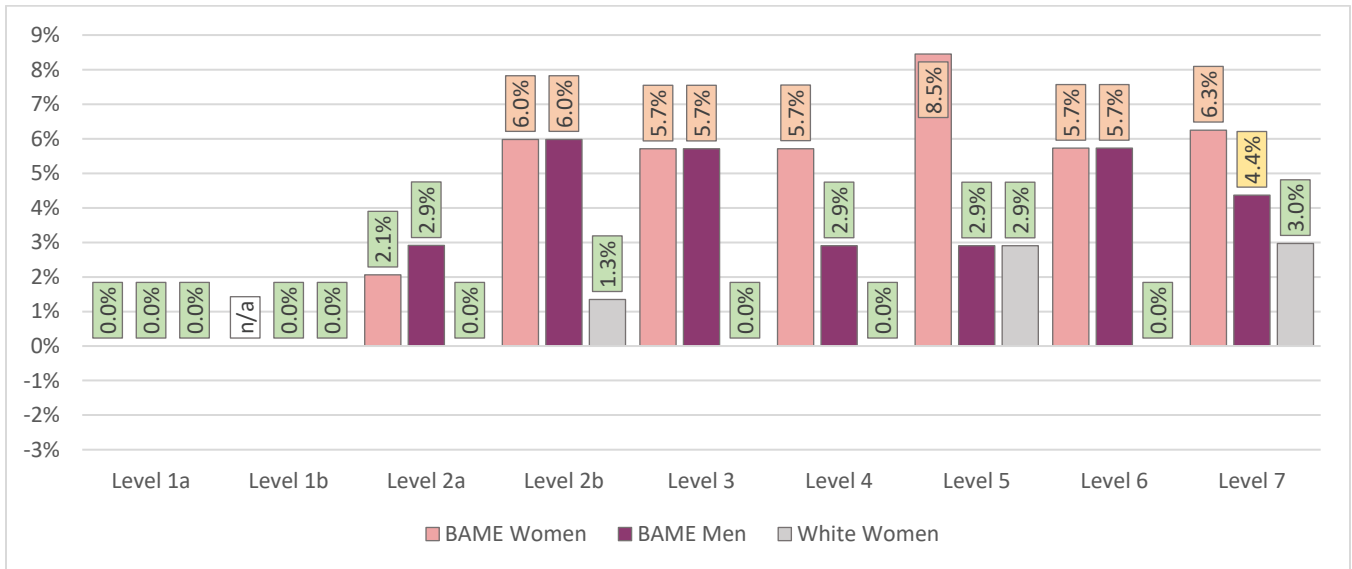


Figure 67: Median **basic pay** gaps by ethnicity, gender identity and grade (1 Dec 2022; gaps are relative to White Men; label colour indicates significance)

Intersection of disability and gender identity

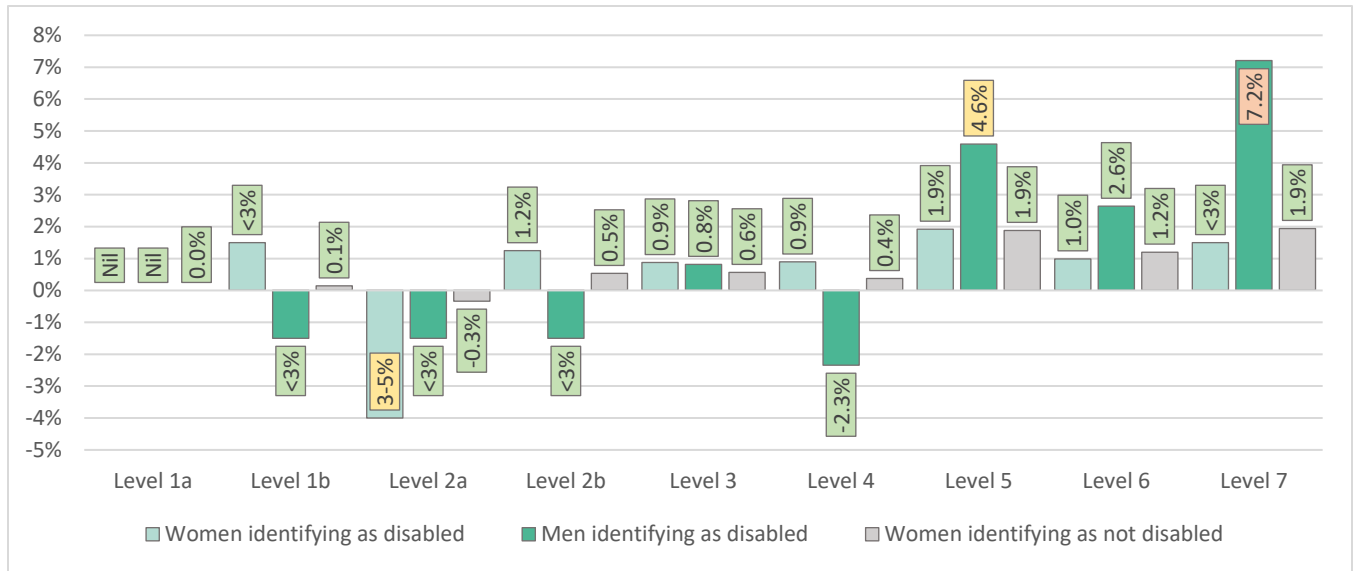


Figure 68: Mean basic pay gaps by disability, gender identity and grade (1 Dec 2022; gaps are relative to men identifying as not disabled; label colour indicates significance)

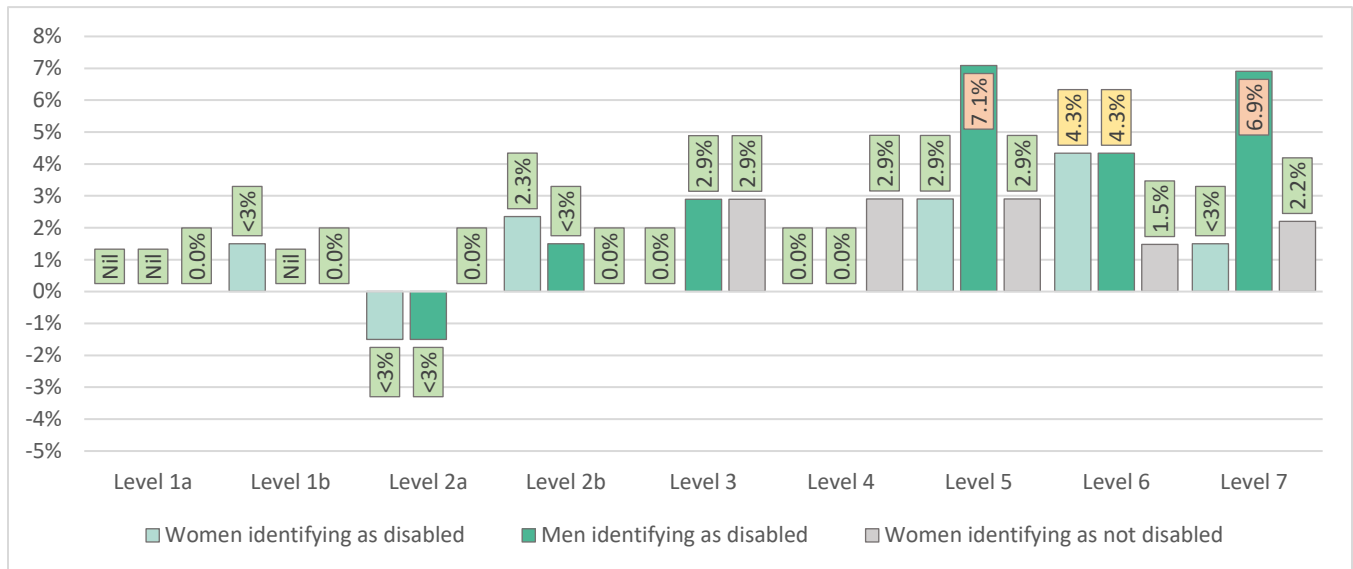


Figure 69: Median basic pay gaps by disability, gender identity and grade (1 Dec 2022; gaps are relative to men identifying as not disabled; label colour indicates significance)

Intersection of sexual orientation and gender identity

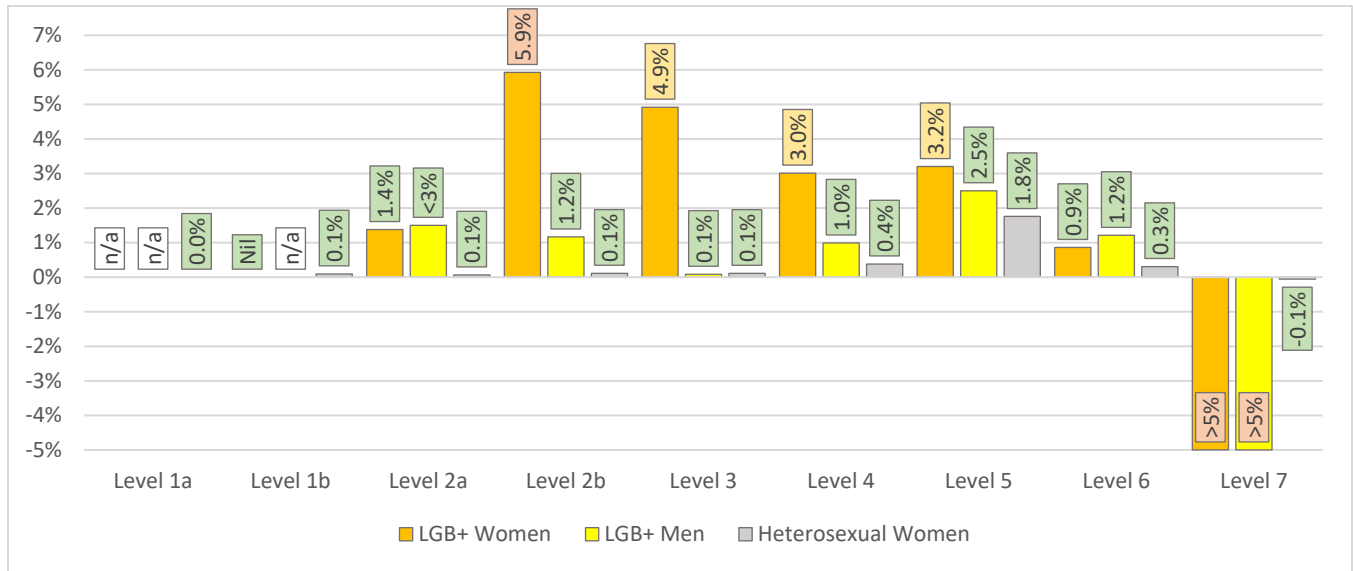


Figure 70: Mean basic pay gaps by sexual orientation, gender identity and grade (1 Dec 2022; gaps are relative to heterosexual men; label colour indicates significance)

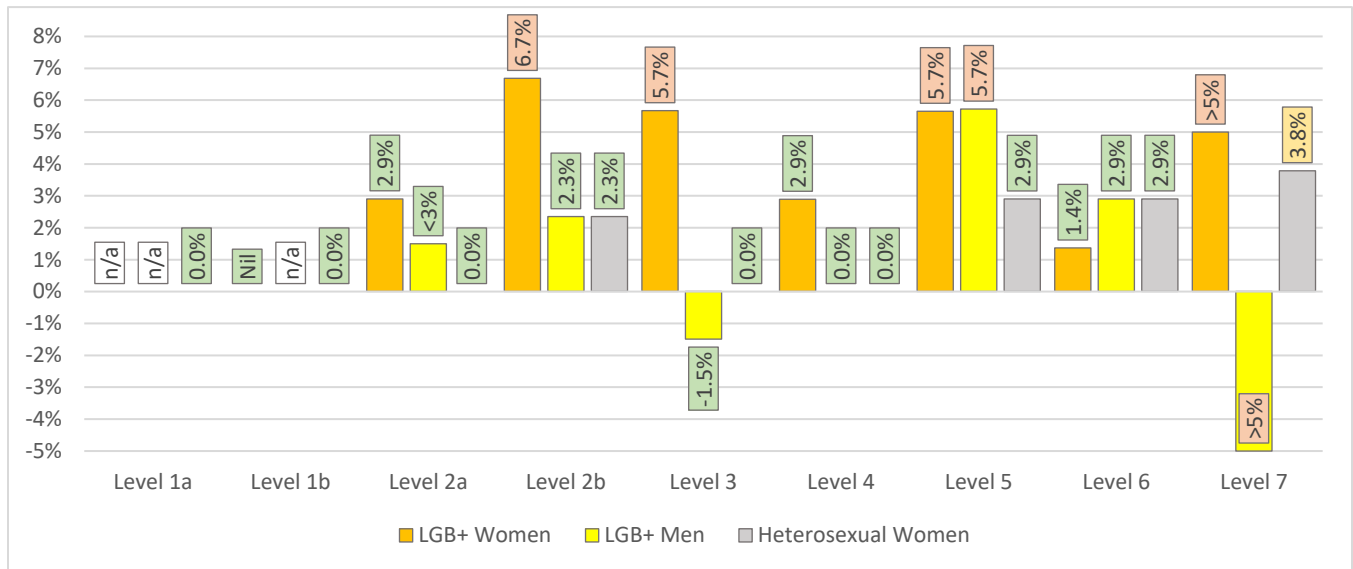


Figure 71: Median basic pay gaps by sexual orientation, gender identity and grade (1 Dec 2022; gaps are relative to heterosexual men; label colour indicates significance)

10. Starting Pay

This section analyses starting pay, to more closely examine observations earlier in the report that even where in-grade pay gaps are smaller than a 3.0% significance threshold and/or primarily influenced by length of service or other identified factors, there are still instances where residual, underlying pay gaps tend to favour one group over another, suggesting differentials in starting pay.

Analysis for this purpose has been based on starting pay in grade for employees recruited or promoted to their current grade between 1 February 2019 and 1 December 2022. This time period has been chosen to achieve a balance between ensuring sample sizes are sufficiently large to allow for meaningful analysis, whilst also seeking to ensure that the outcomes are reflective of current practice (i.e., the data is recent enough).

Commentary

- By gender identity, average starting pay in grade slightly favours men in almost all cases (**Figure 72**). Often the differences are small, but overall, they equate mean pay differences of:
 - 0.12 of an increment in favour of men in academic and research roles
 - 0.32 of an increment in favour of men in junior professional and support roles (Level 1-3), and
 - 0.50 of an increment in favour of men in senior professional and support roles (Level 4-6).
- **Figure 73**, **Figure 74** and **Figure 75** demonstrate how these trends are driven by differences in the distribution of starting pay between men and women. This is typified by women being slightly more likely than men to start on the lowest spinal point of each pay grade – whether in academic and research roles or professional and support roles – with knock-on consequences for the equivalence of appointments further up the scale. Overall, it means that men are favoured in 25% of appointments and women are favoured in 1% of appointments.
- By ethnicity, the picture is more mixed (**Figure 76**), with mean pay differences equating to:
 - 0.17 of an increment favour of Black, Asian and minority ethnicity employees in academic and research roles
 - 0.12 of an increment in favour of White employees in junior professional and support roles (Level 1-3), and
 - 0.77 of an increment in favour of Black, Asian and minority ethnicity employees in senior professional and support roles (Level 4-6).
- There are some larger variances when the data is split by ethnic group (**Figure 77** and **Figure 78**), but the level of variation is often affected by small population sizes, and no ethnic group is persistently favoured relative to others.
- **Figure 79**, **Figure 80** and **Figure 81** show the underlying distribution of starting pay by ethnicity. Overall, Black, Asian and minority ethnicity employees are favoured in 25% of appointments and White employees are favoured in 6% of appointments.
- Examining the intersection between gender identity and ethnicity (**Figure 82**) shows that, where starting pay favours Black, Asian and minority ethnicity employees, this is almost always driven by the pay on appointment of men, not women, and this is particularly apparent in academic and research roles, as well as professional and support roles at Level 5.
- By disability (**Figure 83**) and sexual orientation (**Figure 84**) analysis is limited by small sample sizes, but accounting for this, there is broad equivalence in starting pay by disability, and starting pay by sexual orientation shows the same consistent favouring of heterosexual employees already discussed in **Section 7**.

Data

By Gender Identity

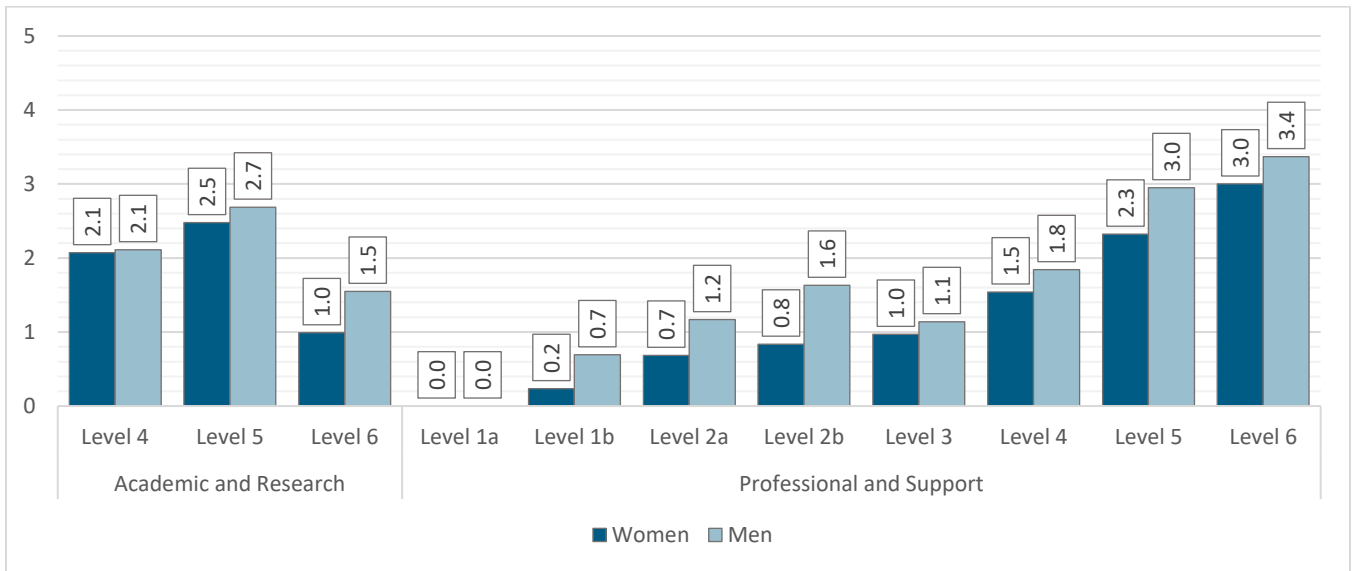


Figure 72: Average starting pay in grade by gender identity, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022)

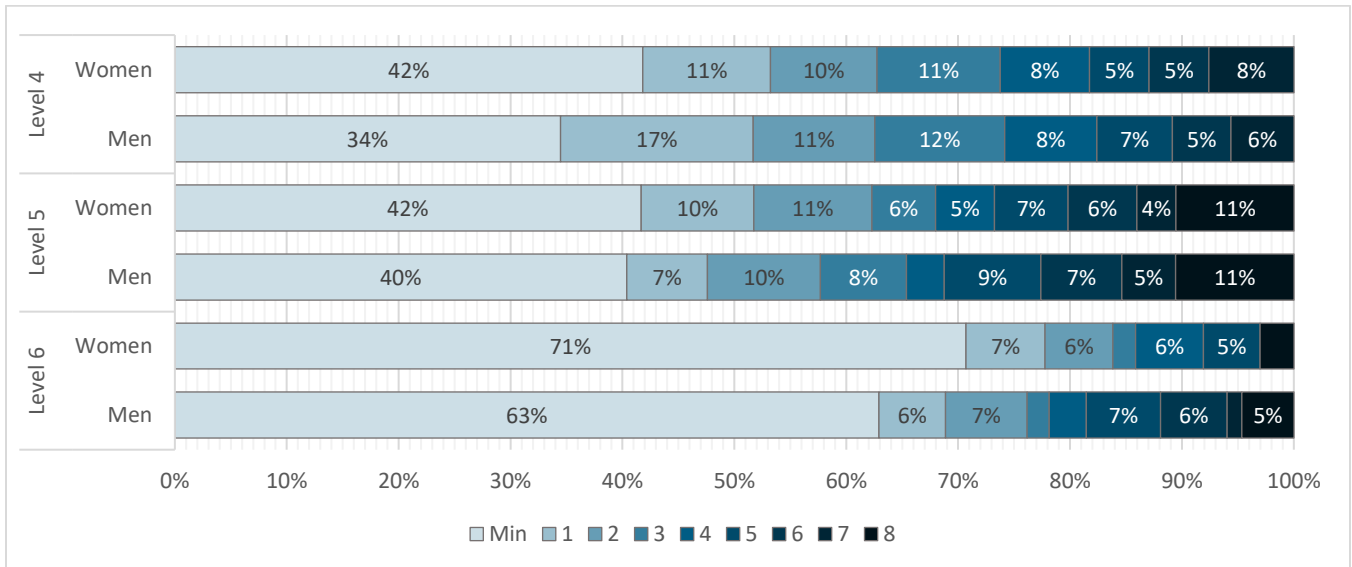


Figure 73: Proportion of academic and research staff starting on each pay increment, by grade and gender identity (February 2019 to December 2022; labels not shown for values under 4%).

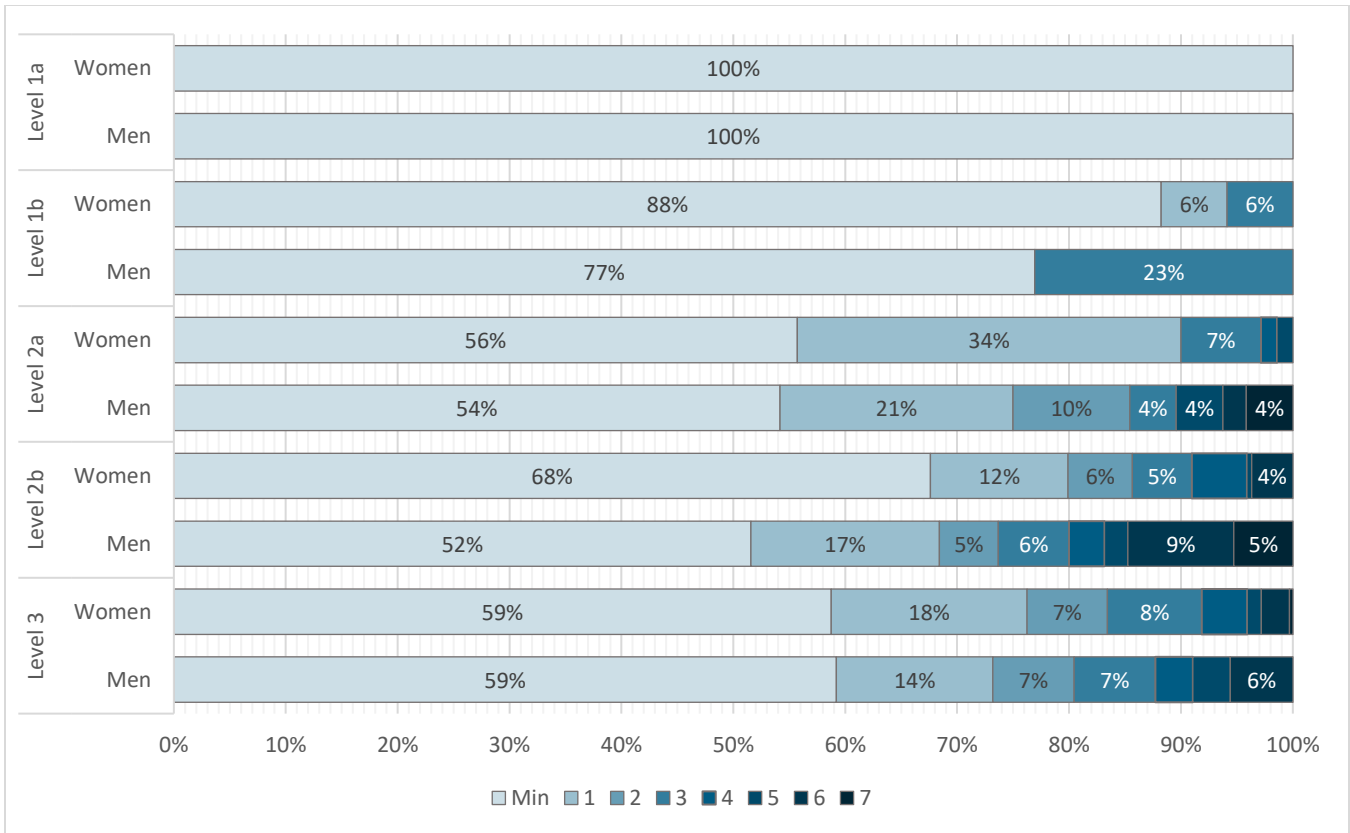


Figure 74: Proportion of Level 1a - Level 3 professional and support staff starting on each pay increment, by grade and gender identity (February 2019 to December 2022; labels not shown for values under 4%).

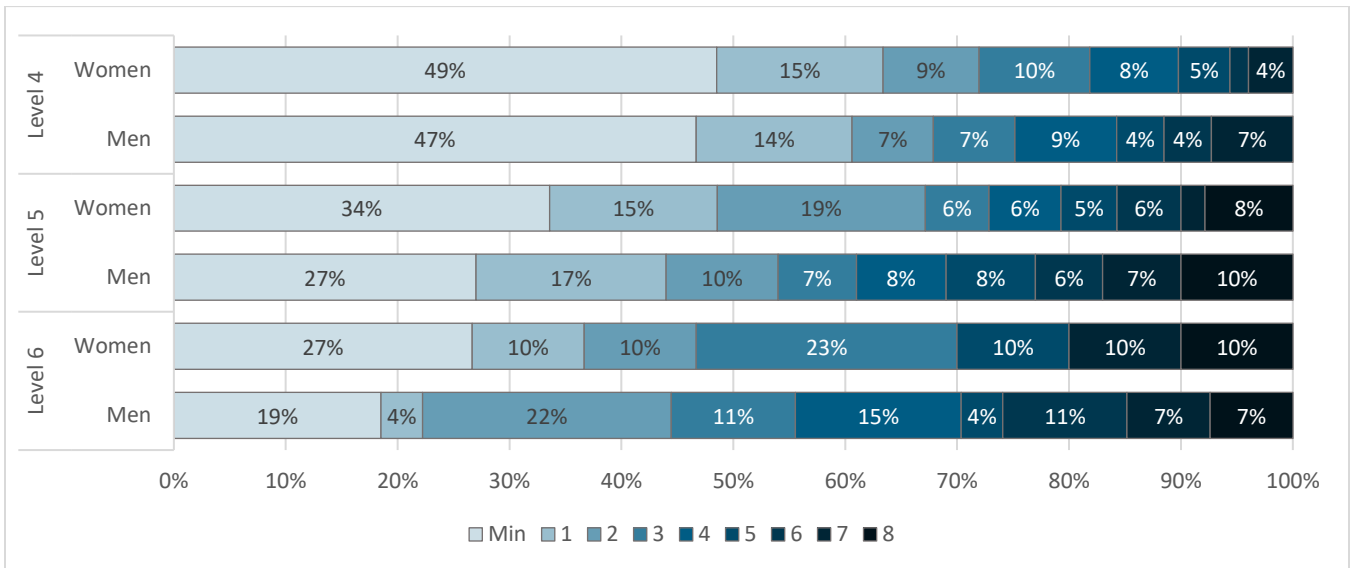


Figure 75: Proportion of Level 4 - Level 6 professional and support staff starting on each pay increment, by grade and gender identity (February 2019 to December 2022; labels not shown for values under 4%).

By Ethnicity

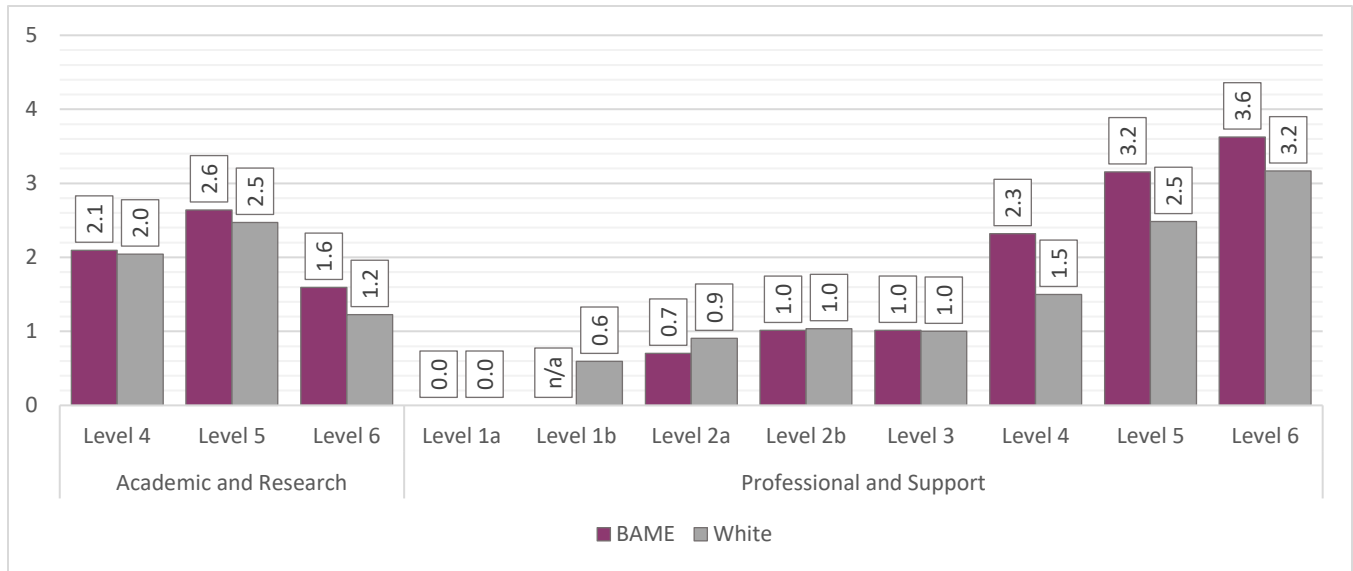


Figure 76: Average starting pay in grade by ethnicity, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022)

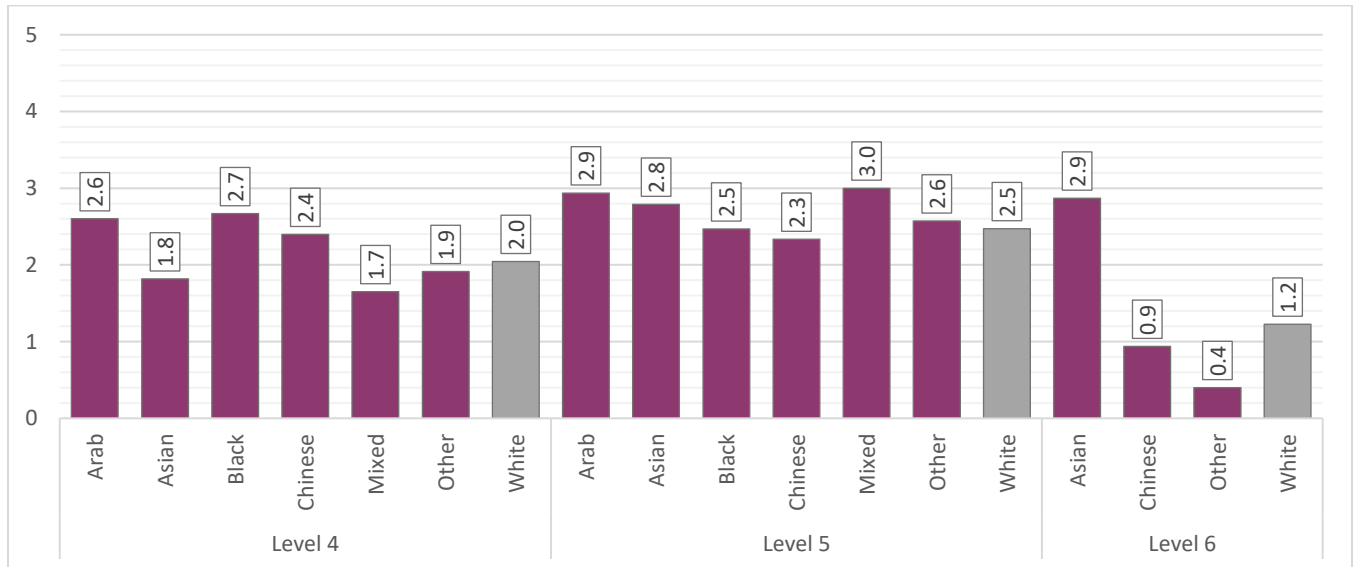


Figure 77: Average starting pay in grade for academic and research staff by ethnic group, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022; data not shown where population sizes are too small)

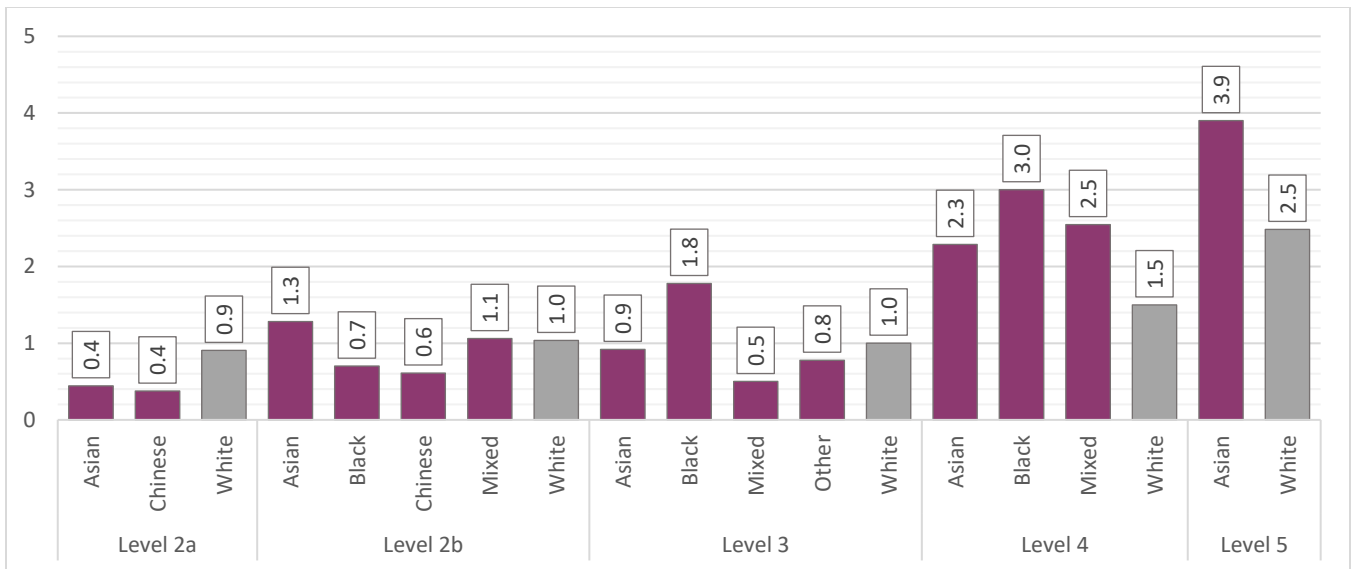


Figure 78: Average starting pay in grade for **professional and support staff** by ethnic group, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022; data not shown where population sizes are too small)

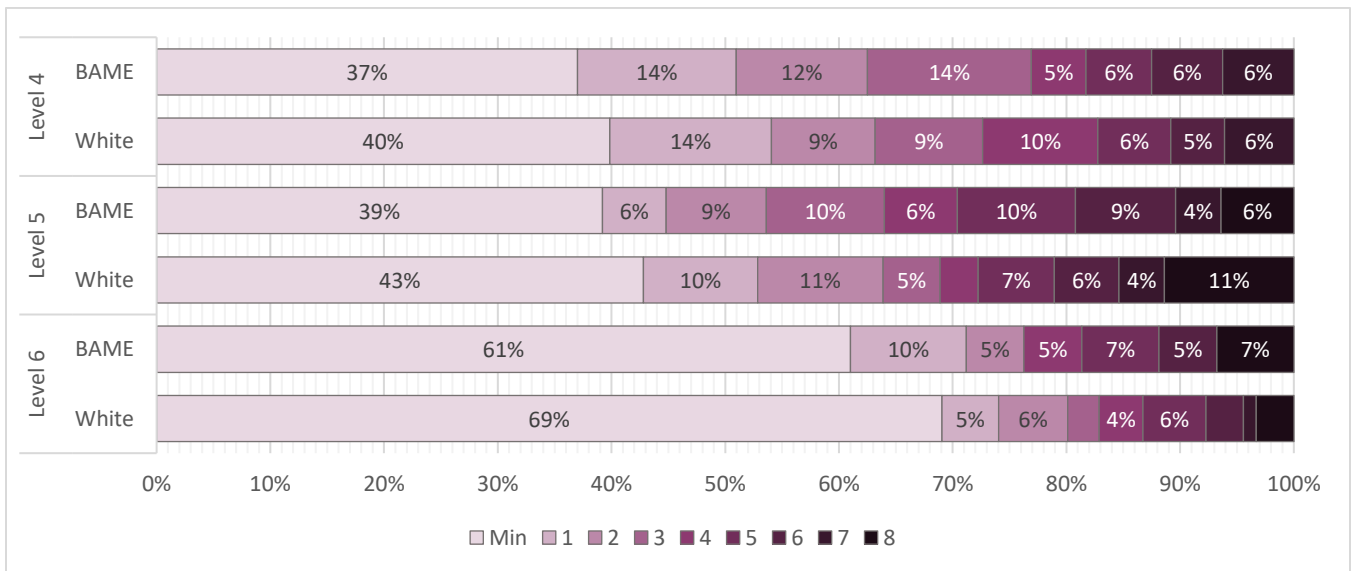


Figure 79: Proportion of **academic and research staff** starting on each pay increment, by grade and ethnicity (February 2019 to December 2022; labels not shown for values under 4%).

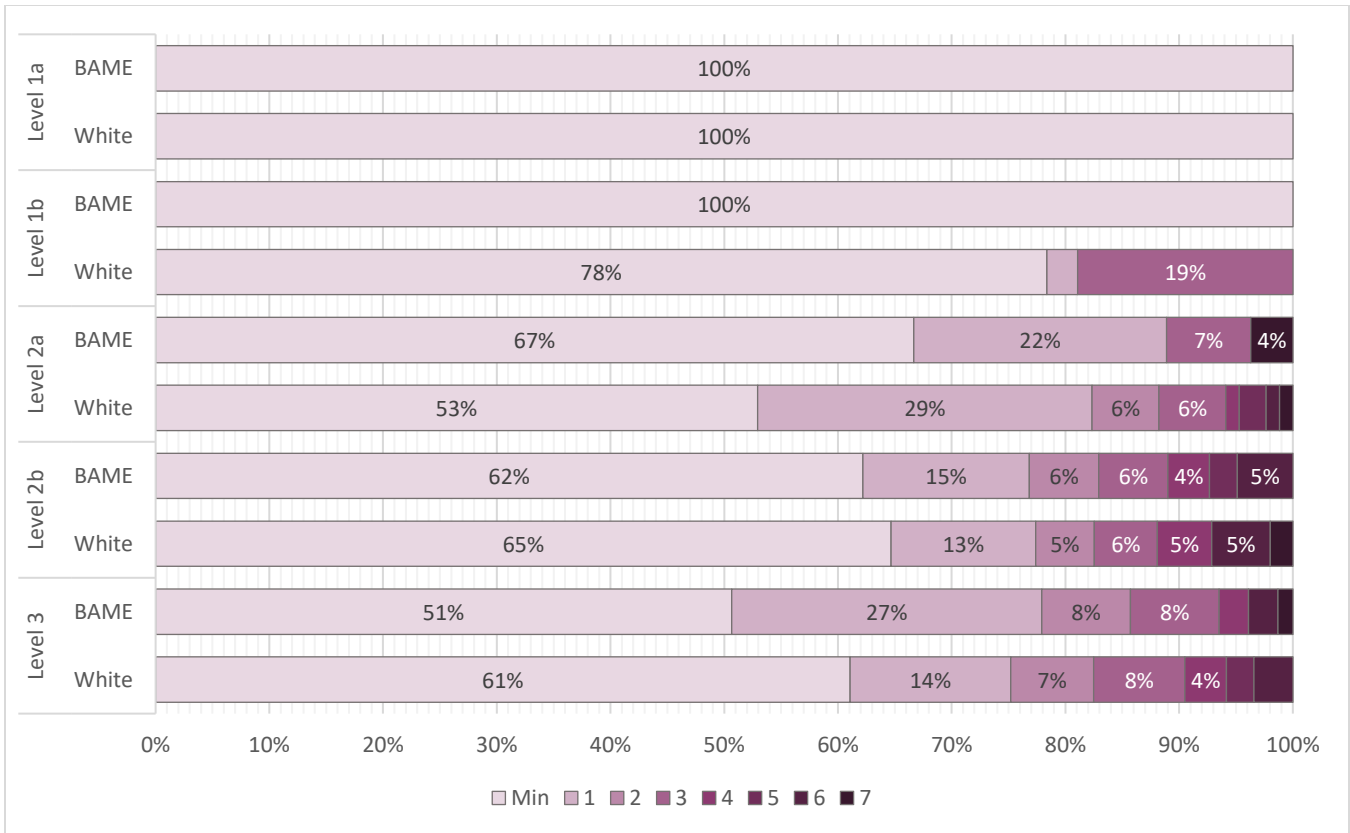


Figure 80: Proportion of Level 1a - Level 3 professional and support staff starting on each pay increment, by grade and ethnicity (February 2019 to December 2022; labels not shown for values under 4%).

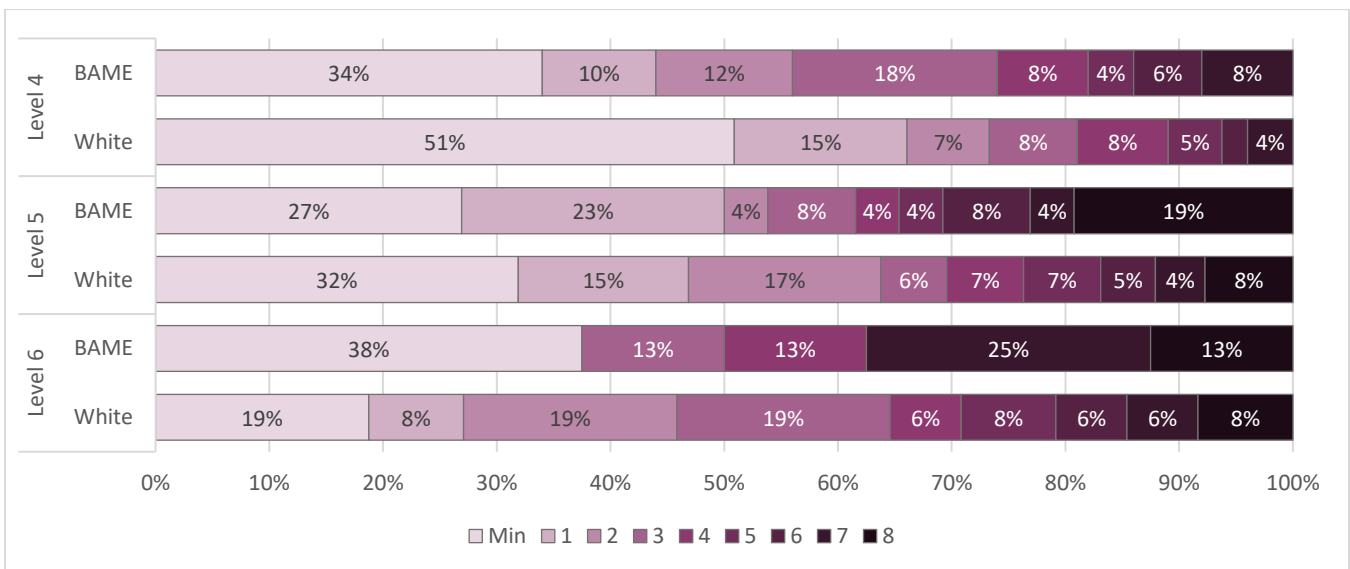


Figure 81: Proportion of Level 4 - Level 6 professional and support staff starting on each pay increment, by grade and ethnicity (February 2019 to December 2022; labels not shown for values under 4%).

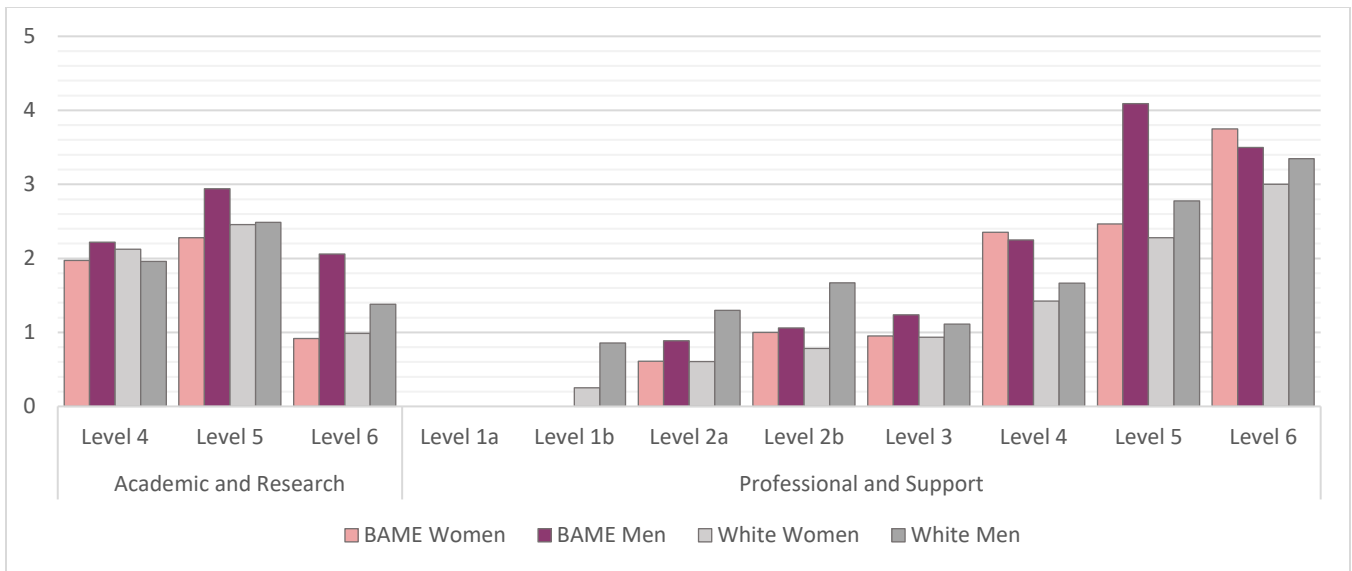


Figure 82: Average starting pay in grade by gender identity and ethnicity, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022)

By Disability

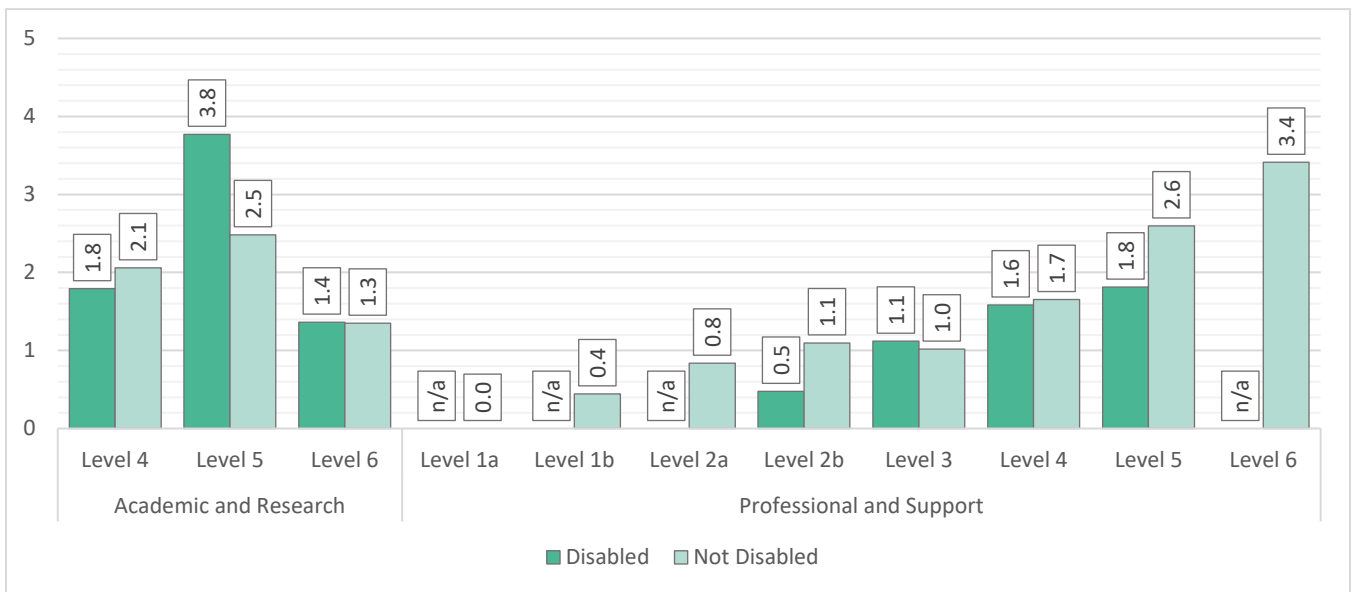


Figure 83: Average starting pay in grade by disability, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022)

By Sexual Orientation

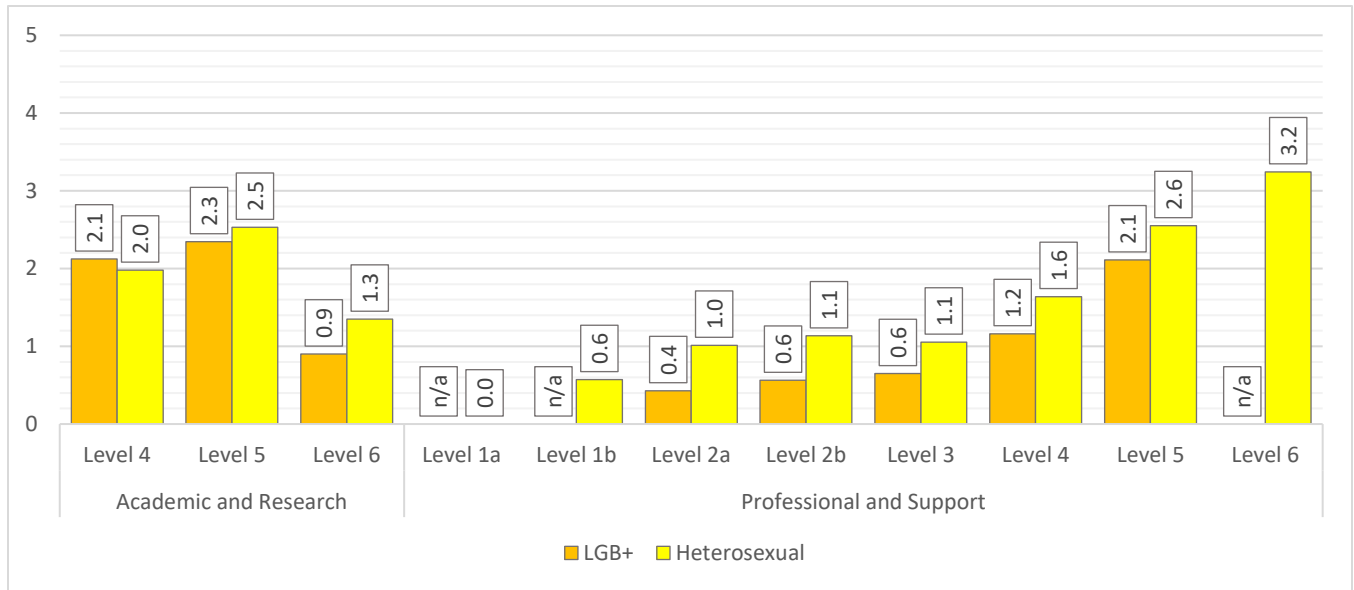


Figure 84: Average starting pay in grade by sexual orientation, expressed as the mean number of increments above the grade minimum at which employees were appointed (February 2019 to December 2022)

11. Pay Gaps

Commentary

- The charts below show the University's gender (**Figure 85**) and ethnicity (**Figure 87**) pay gaps, plotted alongside Russell Group comparator data. Gender pay gaps are calculated in accordance with the statutory methodology. In the absence of an equivalent statutory methodology, ethnicity pay gaps have been calculated in the same way as gender pay gaps, based on a binary comparison of Black, Asian and minority ethnic employees with White employees.
- Our most recent mean and median gender pay gaps (based on a snapshot date of 31 March 2023) are 19.1% and 15.8% respectively, placing them between the Russell Group median and upper quartile, based on the most recent disclosures by other institutions. Although these gaps are wider than we would like, they are not untypical in the sector. That our gaps are generally wider than the sector is in part a reflection of the fact Southampton does not routinely outsource lower-paid support roles (e.g., cleaning and catering) in the same way that several of our comparator institutions do.
- As evidenced by this equal pay review, we can be confident that our pay gaps do not stem from paying men and women differently for work of equal value; the calculations instead reflect the significant gender differences in occupations across the University and the attrition of women at higher pay grades.
- Whole University gender pay gaps are considerably larger than when academic and professional staff are considered independently – these groups being mostly independent of each other in terms of career progression – obscuring important trends. **Figure 86** shows our disaggregated pay gaps, revealing a progressive improvement in our pay gaps for professional and support staff (yellow line), but little movement in our pay gaps for academic and research staff (red line). Our Athena Swan action plan includes a range of work to address this, including changes to our academic promotion processes and the introduction of Academic Career Development Committees, both of which are now in place.
- It is also notable that the inclusion of casual workers within the statutory gender pay gap calculation introduces significant year-to-year variability into our headline pay gaps. This isn't to diminish the important part that casual workers play in the running of the University, but simply to highlight that the number and pay level of the casual workers who happen to be engaged by the University on each annual gender pay gap reporting snapshot date is highly variable and has a meaningful but unpredictable impact on the University's published headline pay gaps. This is demonstrated in **Figure 86** by the relative smoothness from year-to-year of our 'Employee only' pay gaps (green line), compared to the relative volatility of the headline statutory calculation (blue line).
- Our most recent mean and median ethnicity pay gaps (based on a snapshot date of 31 March 2023) are 5.9% and 2.8% respectively, comparing favourably with other Russell Group institutions who have voluntarily disclosed this information.

Data

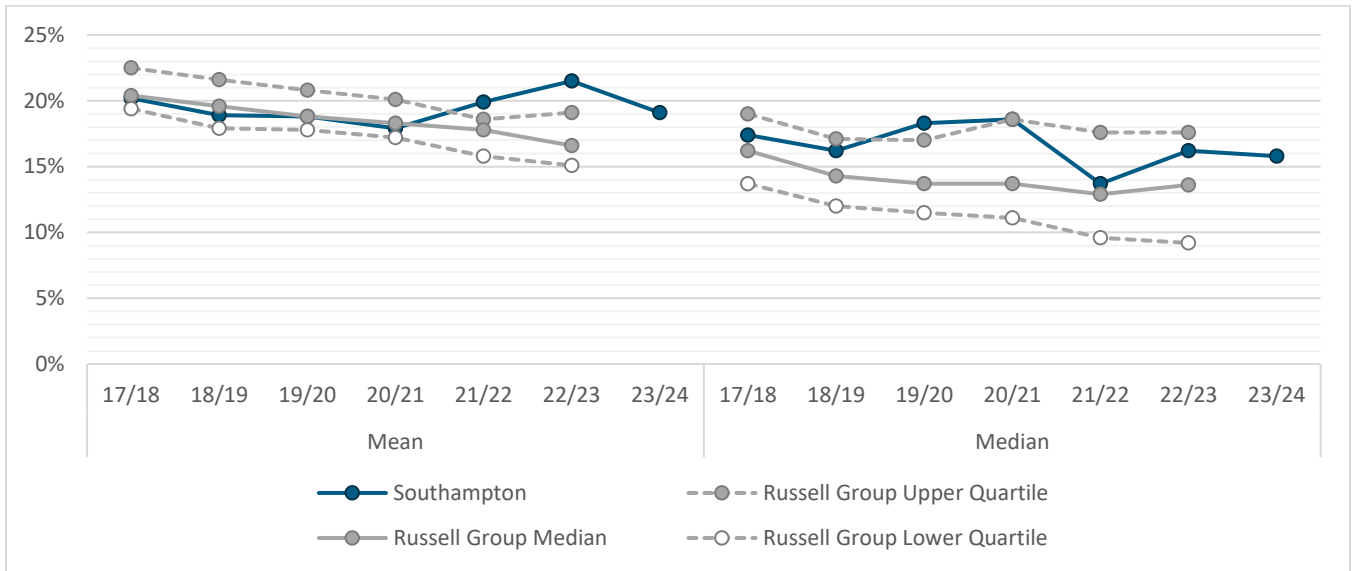


Figure 85: Mean and median gender pay gaps vs Russell Group statutory disclosures (2017/18 to 2023/24)

Note: A Russell Group comparison is only shown where at least 10 institutions have disclosed their gender pay gap; 2023/24 disclosures are yet to be widely made at the time of writing.

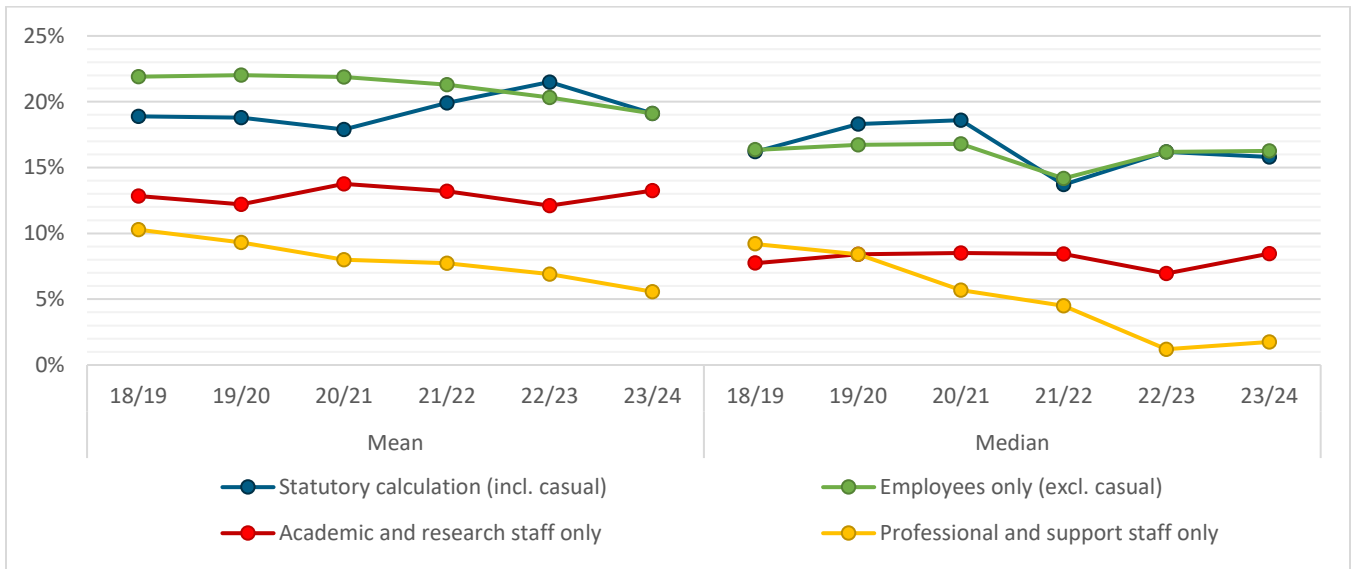


Figure 86: Disaggregated University of Southampton mean and median gender pay gaps (2018/19 to 2023/24)

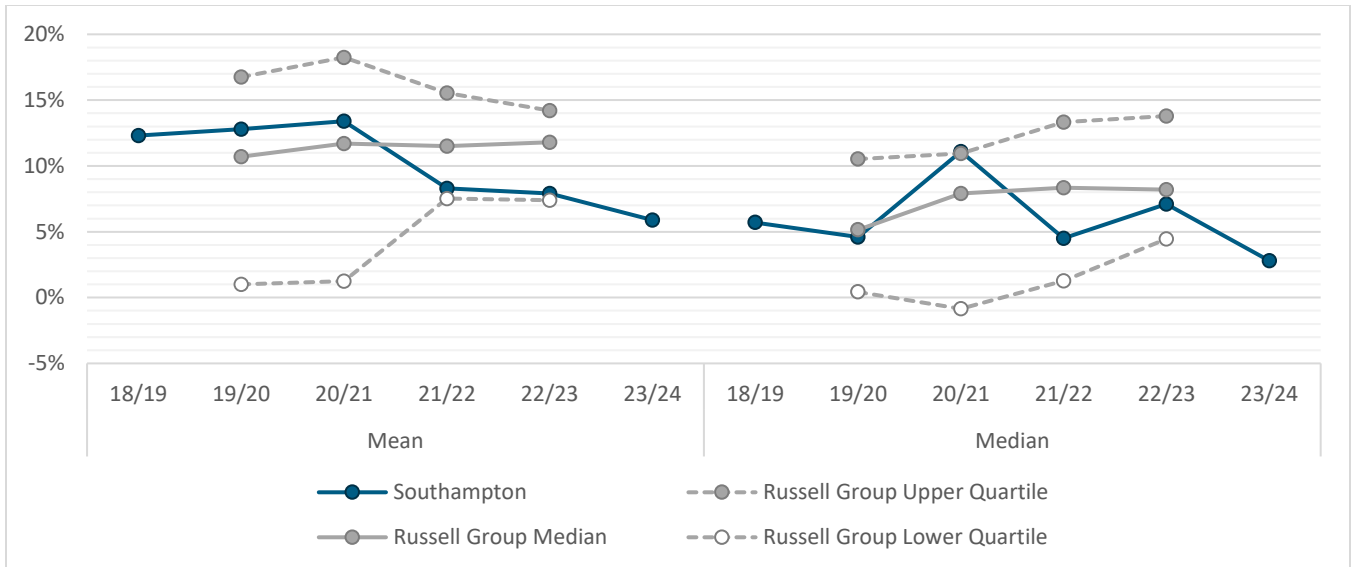


Figure 87: Mean and median ethnicity pay gaps vs Russell Group voluntary disclosures (2018/19 to 2023/24)

Note: A Russell Group comparison is only shown where at least 10 institutions have disclosed their ethnicity pay gap; only five institutions made disclosures for 2018/19 and so no comparison is shown; 2023/24 disclosures are yet to be widely made at the time of writing.