



# Equal Pay Audit & Equal Pay Statement 2025



THE UNIVERSITY  
of EDINBURGH

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# Introduction

In line with our strategy and vision for 2030, the University of Edinburgh aims to be diverse, inclusive and accessible to all. We are committed to equality and fairness and this is reflected in our employment policies and practices and our pay and reward systems.

We endorse the principle of equal pay for work of equal value and are committed to ensuring our pay structures and reward processes are free from bias.

Our recruitment and reward systems have been designed to be free from bias and are based on objective criteria. We have invested in ensuring those involved in recruitment and promotions decisions understand the causes and impact of unconscious bias.

The University is committed to progressing equality, diversity and inclusion (EDI) for employees across all protected groups. The University has invested in a senior leadership role for EDI since 2012, and from 2025 this will be a full-time role. Our University governance structure includes an institution-wide EDI Committee with thematic subcommittees for disability, faith & belief, gender, LGBT+ and race equality, all of which are working to ambitious action plans. Additionally, the University is a proud holder of an Institutional Athena Swan award (held since 2015) which recognises our significant progress in promoting gender equality in the recruitment, retention and progression of academic and professional service staff.

We have leadership and management development programmes, including those specifically for underrepresented groups, and progressive family friendly policies in place to support equality of opportunity, career development and, in turn, pay progression.

The University's grade scale was reviewed in 2023-24 in relation to other universities and general industry to ensure fair and appropriate pay for each grade on our salary scale. The first phase of the implementation of the resulting new scale in April 2024 resulted in over 8,000 employees receiving a salary increase and by August 2025, when the grade scale changes will have taken full effect there will be a positive impact for nearly every staff member working at the University.

This biennial report, produced in line with our public sector equality duties, helps us to monitor and to identify where we should focus our attention to reduce any pay gaps related to gender, ethnicity and/or disability.



We acknowledge more requires to be done to improve the diversity of our workforce. This we have committed to via actions in our [Equality Outcomes 2025-29](#), which the University publishes to further its equality duties under the Equality Act 2010. For example, Outcome 3 commits to ‘Increase the diversity of staff, including at senior grades, in leadership roles and on key decision-making bodies’ and one success measure is a reduction in the gender, ethnicity and disability pay gaps.

The headline figures within this report show that the gender pay gap is primarily a consequence of gendered job segmentation with female staff more likely to be clustered in lower pay grades and in professional service administration and support roles, and less represented in roles with premium allowances for working highly variable and unsocial hours, and also under-represented in senior, more highly paid grades.

Even with an improvement in disclosure rates it is still not currently feasible to draw meaningful conclusions regarding the pay of our disabled and BAME staff. We continue to work to increase the disclosure of these and all other protected characteristics through regular communication and through the self-service functionality of our HR System which enables employees to input and maintain their personal data.

Given the size and diversity of the University’s activities it is recognised that broad occupational groups and grade based figures may mask pay disparity at job and departmental levels, and between other groupings of employees, for example between part-time and full-time populations.

We remain committed to further analysis at College and Professional Service Group level to better understand the drivers of our gender, disability and ethnicity pay gaps and to ensure these are taken into account in our equality, diversity and inclusion action plans.

This audit report, and further analyses, will be shared and proactively discussed with the University’s recognised trade unions, UCU, UNISON and Unite. We will seek their support in improving ethnicity and disability disclosure rates.

“We endorse the principle of equal pay for work of equal value and are committed to ensuring our pay structures and reward processes are free from bias.”



# The University's Approach

The majority of the University's roles (i.e. 17,950 of 18,475 (97%)) are placed on the University's grade structure which is underpinned by job evaluation using the Hay methodology. The remaining 525 role-holders are covered by externally set national agreements, for example by the NHS, or have legacy terms and conditions protected under TUPE legislation. For the purposes of this audit, the 525 role-holders on NHS and legacy terms have been matched to the appropriate University Grade by job size.

The 2025 analysis has been carried out on the following protected characteristics covered by the Equality Act: gender, disability and ethnicity. The data used in this report is a snapshot of the staff database, detailing all 18,475 posts, taken in January 2025.

For the purpose of this analysis, staff have been grouped into five broad occupational groups:

- **Academic** – those in roles that directly deliver research and/or teaching.
- **Clinical Academic** – those in roles that directly deliver clinical research and/or teaching and who are paid on the NHS pay structure.
- **Professional Staff** – those who provide professional support and are paid on Grades UE06 to UE10 of the University of Edinburgh pay structure.
- **Support Staff** – those who provide operational or administrative support and are paid on Grades UE02 to UE05 of the University of Edinburgh pay structure.
- **Technical Staff** – those who provide technical and specialist scientific support.

The report details the percentage difference in average and median hourly rate between a) men and women, b) those who have disclosed they have a disability and those who have not and c) those who have disclosed their ethnicity as White and those who have disclosed they are Black, Asian or of Ethnic Minority (BAME). We are aware of the limitations of such categorisations and, as noted above, will conduct more granular analyses, including at local level.

The average hourly rate is calculated by adding together all of the hourly rates together and dividing by the total number of employees. The median hourly rate is calculated by ordering all the hourly rates from lowest to highest and identifying the middle value.

The hourly rate used for all calculations includes all contractual allowances and all contract types.



# Summary of Findings

- As at January 2025, the headline **average** and **median gender** pay gaps for all employees, including those on NHS and legacy grades are **13.96%** and **13.05%** respectively. The average pay gap has reduced by 1.31 percentage points (i.e. from 15.27%) since the 2023 Audit and the median has increased by 2.25 percentage points (i.e. from 10.8%) due to changes in the gender distribution within the grades of the University.
- When the very wide-ranging pay of Grade 10 staff is discounted, the gender pay gap for Grades UE02-UE09 is **7.06%** based on average salary and **13.03%** based on median salary. In 2023 these were 7.77% and 6.48% respectively. The female population has increased by 7% and the male by 3% since the last audit, however the proportion of female staff paid in the lower middle quartile has increased by more than the proportion of females in the upper quartiles. Overall, this change in distribution throughout the pay quartiles has resulted in a widening of the median pay gap.
- Following the Grade Scale Review, which reset the University's pay grades, only Grade UE03 has a gender pay gap above 5%. This is due to allowances paid to security roles that are contractually required to work highly variable and often unsociable hours being held by a higher proportion of males than females.
- The underlying factor for the University's gender pay gap, as is also the case for many organisations and the economy as a whole, is the imbalance of men and women across job types and grades. Within the University, male staff outnumber female staff in the higher grades of the University's pay scale. The larger number of male staff on higher grades and larger number of female staff on lower and middle grades are key contributors to the gender pay gap. If the University paid male and female staff in each grade exactly the same salary, there would still be an average gender pay gap of **11.19%** and a median gender pay gap of **15.83%**.
- The average pay gap between **disabled staff** and those staff not declaring a disability is **5.17%** and the median salary disability pay gap is **7.89%**. This compares to 2023 when the disability average pay gap was 8.06% and the disability median pay gap was 5.55%. However as in previous years, the low declaration percentage (28% in 2023 and 33% in 2025) renders it difficult to identify clear patterns.
- The average and median pay gaps between **White** employees and **Black, Asian and Minority Ethnic (BAME)** employees are **13.2%** and **15.83%** respectively. The average pay gap has increased by 2.86 percentage points (i.e. from 10.34%) since the 2023 Audit and the median by 7.61 percentage points (i.e. from 8.22%). Under representation of BAME employees at senior levels is the main contributing factor for the ethnicity pay gaps.
- Distribution of staff between the grades continues to be the overwhelming reason for the pay gaps as shown in the quartile positioning within the report.

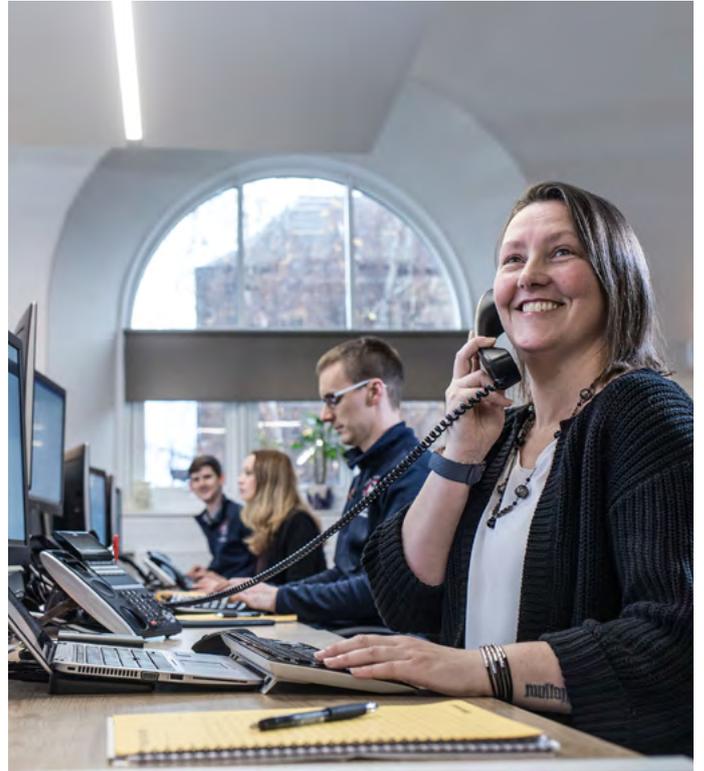
# Gender Pay Analysis

## Population Profile

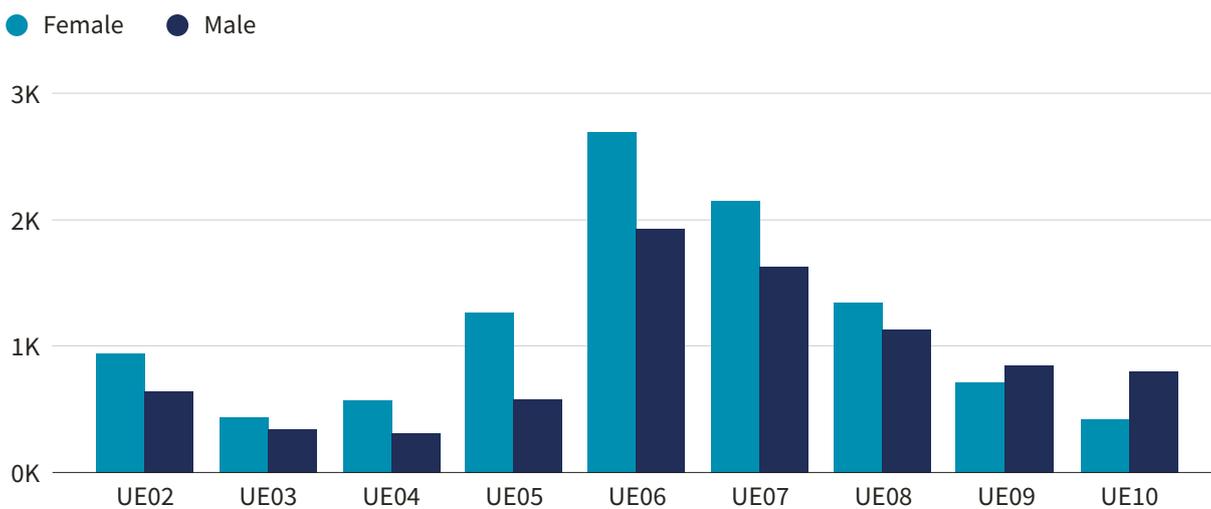
As at January 2025, the University employed 17,701 employees holding a total of 18,475 posts. Of these 18,475 contracts, 10,409 were held by female staff (56%) and 8,066 by male (44%).

Chart 1 illustrates the gender distribution of all staff by University Grades UE02-UE10.

There is a greater number of female employees (9,332) than male employees (6,455) in University grades UE02 to UE08, accounting for 90% of the total female population and 80% of the total male population. Conversely, 10% of all female staff and 20% of all male staff are employed in the equivalent of University grades UE09 and UE10.



**Chart 1** Distribution by Grade and Gender



**Chart 2** Gender Percentage by Grade

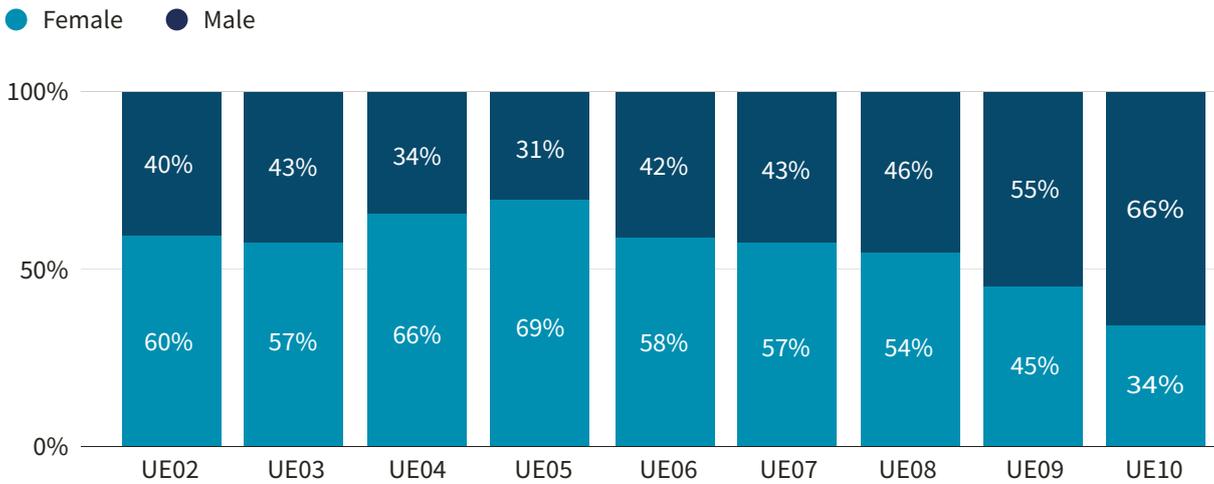
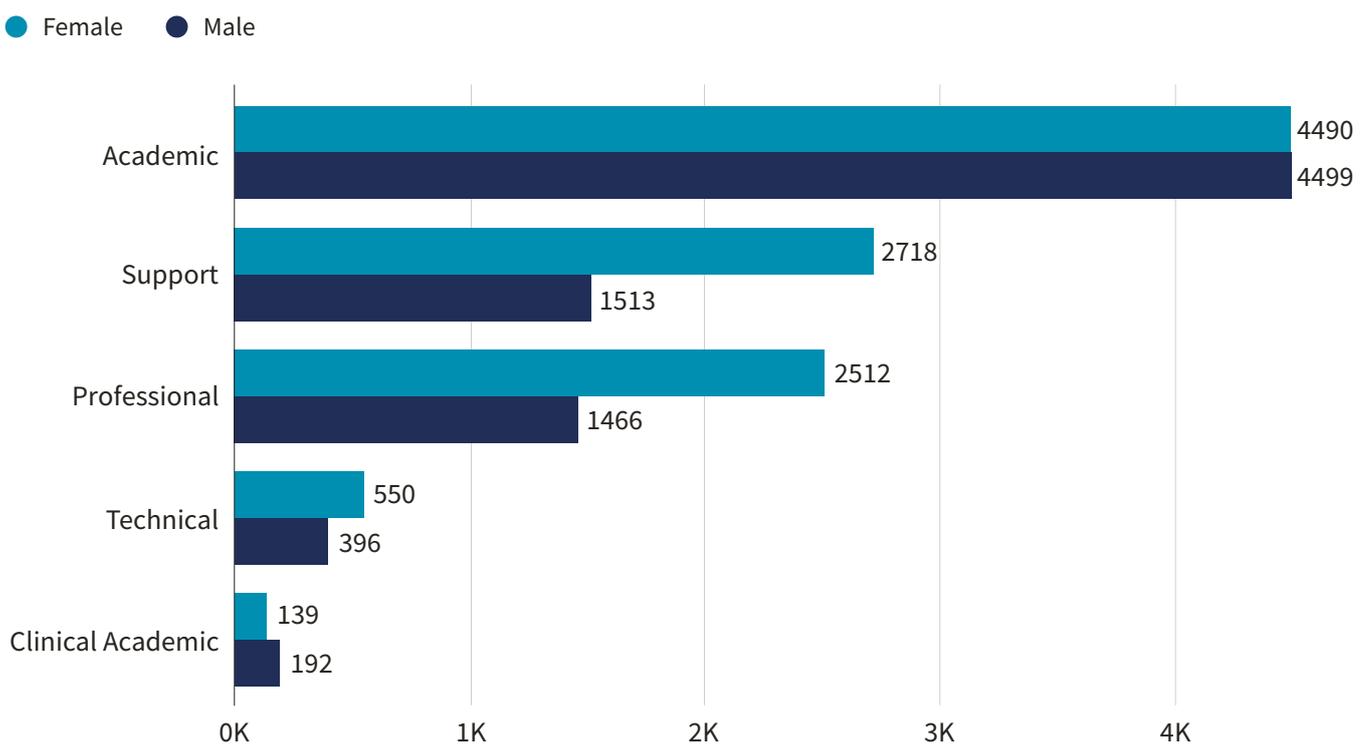


Chart 2 depicts the gender percentage distribution per grade, it is clear that females are under-represented in grades 9 and 10 and over represented in the lower grades, especially grade 5, which is 69% female. This distribution, where employees of different gender are employed at different levels, known as vertical segregation, is the key contributor to the University’s overall gender pay gaps.

With regards to occupation grouping, more females than males hold professional, support and technical roles, while more males hold clinical academic roles, see chart 3. The percentage of academic roles held by females has increased from 46% detailed in the 2021 report to 49.95%. Similarly, the percentage of females in Professional Services roles has also increased from 59% in 2021 to 63%.

**Chart 3** Occupational Category and Gender



## The Gender Pay Gap

The pay gap calculation uses the average and median hourly rate of female employees expressed as a percentage of the average and median hourly rate of male employees. A negative percentage (%) demonstrates a pay gap in favour of women (i.e. women are paid on average more than men).

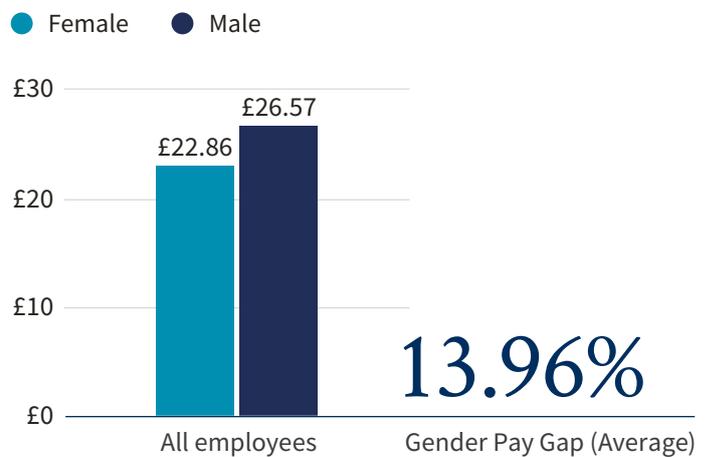
The pay gaps for the University’s entire population are illustrated in charts 4 and 5.

The average hourly rate of female employees is 13.96% lower than the average hourly rate of male employees. This has reduced from the 15.27% gap reported in 2023.

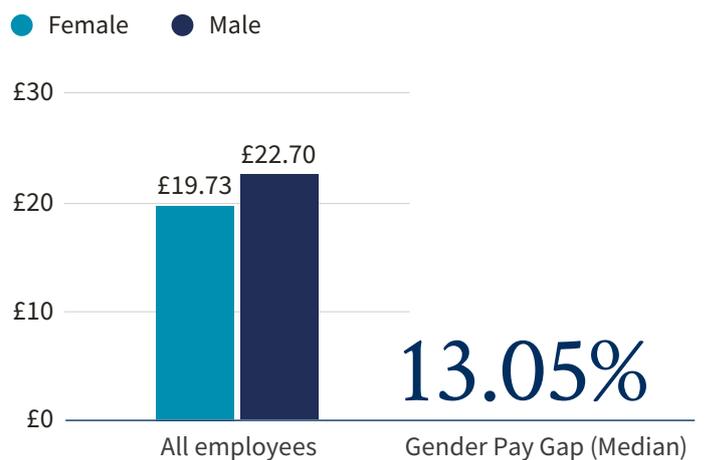
The median hourly rate of female employees is 13.05% lower than the median for male employees. This has increased from the 10.8% pay gap reported in 2023, due to increases/decreases in the gender make-up of each University grade.

Since the last audit in 2023 the female population has increased by 7% (711) and the male population by 3% (241). Chart 6 details gender balance in each pay quartile. This is calculated by listing all employee earnings from highest to the lowest and splitting into four even groups or quartiles. As below, and as reflected in our grade profiles, there is a significantly higher proportion of female to male employees in the lowest pay quartile and male to female employees in the highest pay quartile. Chart 6 illustrates the current gender quartile positioning and the percentages in brackets represent the 2023 figures.

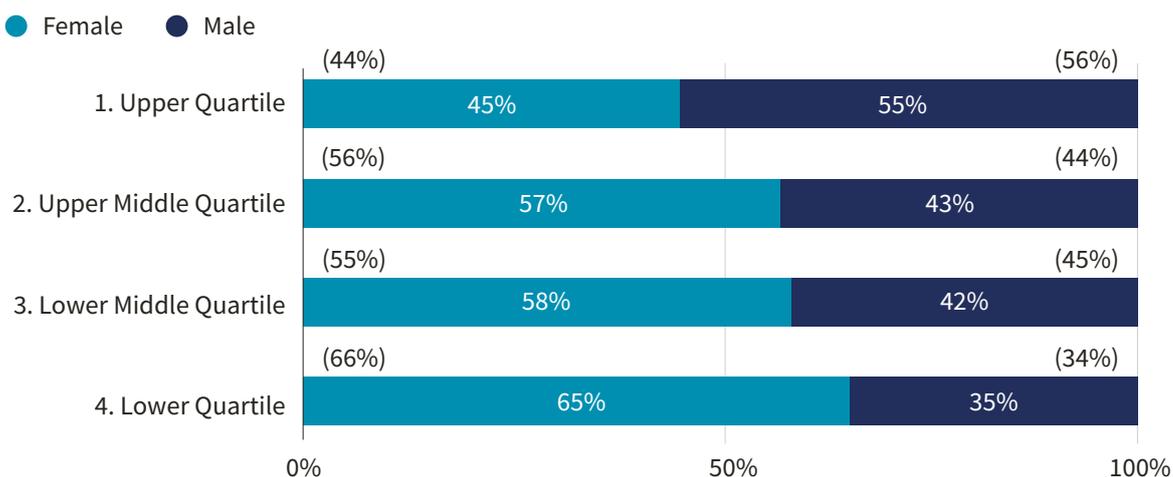
**Chart 4** Gender Pay Gap (Average Hourly Rate)



**Chart 5** Gender Pay Gap (Median Hourly Rate)



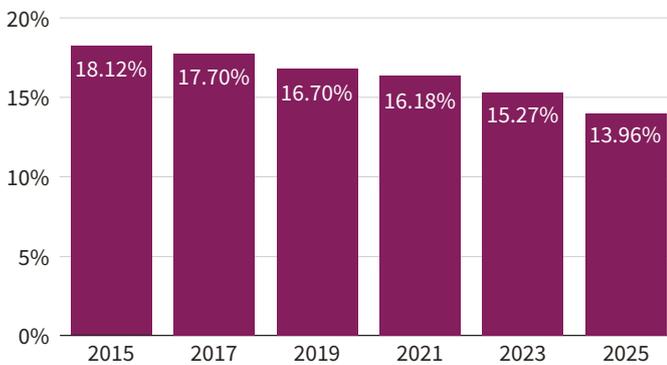
**Chart 6** Gender Quartile Positioning (2023 percentages in brackets)



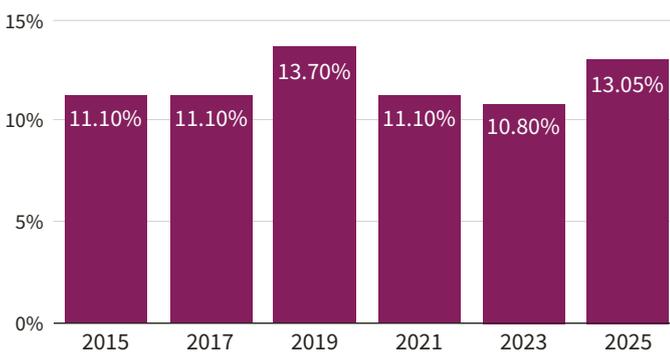
Although the female population has increased more than the male population since 2023, the proportion of female staff paid in quarter 3 (Lower Middle Quartile) has increased by more than the increase in females in the Upper Quartiles. Overall, this change in distribution of women throughout the pay quartiles has contributed to in a widening of the median pay gap.

For information, Charts 7 and 8 detail the change in the total University average and median gender pay gaps from 2015 to 2025<sup>1</sup>.

**Chart 7** Gender Pay Gap (Average Hourly Rate) 2015 - 2025

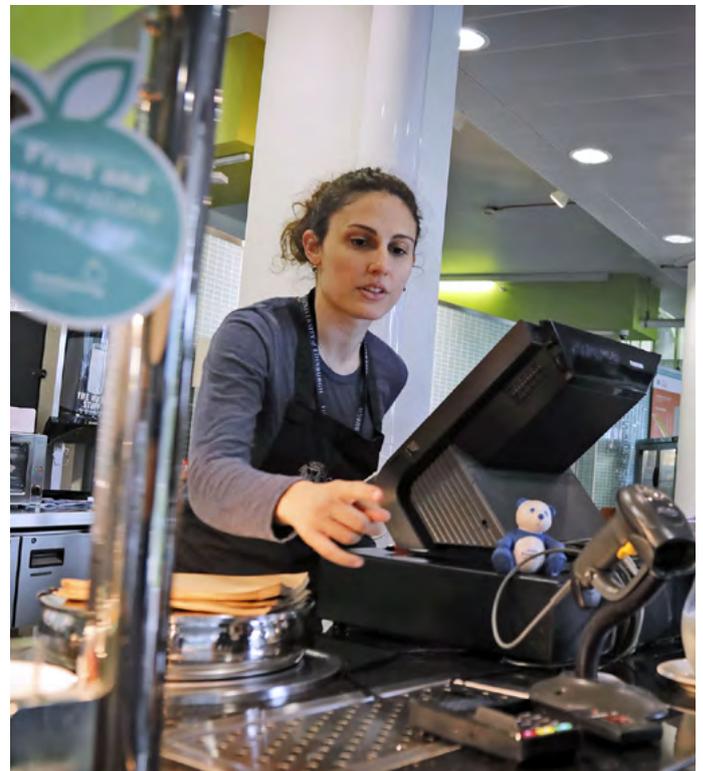


**Chart 8** Gender Pay Gap (Median Salary) 2015-2025



The average gender pay gap has continuously reduced since 2015, attributable in part to the actions taken to address the most senior grade (grade UE10) average and median pay gaps which were then 12.2% and 10.3% respectively and also the Grade Scale Review, both of the 2025 Grade UE10 gender pay gaps are now below 5%. These actions included: reference to internal and external pay comparators in determining salary for staff appointed or promoted to grade 10, increased use of performance data in contribution review process and formal review of all salary proposals for UE10 external appointments.

It is useful to compare the University's 2025 average and median gender pay gaps (13.96% and 13.05% respectively) to those reported by the Office for National Statistics (ONS)<sup>2</sup>. Its provisional 2024 all sector average pay gap is 13.1% and the median is 13.8%. The ONS provisional 2024 average pay gap for the Higher Education sector is 11.1% and the median pay gap is 13.4%.



<sup>1</sup> The gender pay gap, based on median salary, increased in 2019 due to an 11% (1,568) increase in the total University population and a larger increase of female employees (333) within grades UE02-UE05 than male employees (191).

<sup>2</sup> ONS Gender Pay Gap in the UK 2024  
 Dataset – Gender pay gap – Prov – SIC07 Industry (4) SIC2007 Table 16.12

## Gender Pay Gap by University Grade UE02-UE10

In order to assess the gender pay gap in more detail, it is necessary to analyse work rated as equivalent and the clearest method to do so is to examine pay gaps by grade.

Table 1 of Appendix 1 details average and median hourly rate by gender and resulting pay gaps for each grade. Employees on legacy and NHS grades have been mapped to these grades by job size.

As can be seen Grade UE10 has a significant impact on the University's headline average pay gap. When this cohort of staff is removed from the data set, the gender pay gap for all staff within Grades UE02-UE09 is 7.06% based on average salary.

### Significant Pay Gaps

The Equality and Human Rights Commission (EHRC) defines a significant gap as a gender pay gap of 5% or more. Following the Grade Scale Review, which reset the University's pay grades, only Grade UE03 has a gender pay gap above 5%.

As identified in previous audits there are higher proportion of men than women in this grade who receive premium band payments (15% or 30% of base salary) for being contractually required to work highly variable and often unsociable hours, for example in security roles. If allowances are discounted the Grade UE03 gender pay gap is -1.70% (in favour of females) based on average pay and there is no gap based on median pay.

### Overall Pay Gap

The concentration of male employees in higher grades and female employees in lower and middle grades has a significant impact on the University's overall gender pay gap. In order to demonstrate this impact, if male and female staff in each grade were paid exactly the same salary, the resulting gender pay gap is 11.19% based on the average hourly rate and 15.85% based on the median hourly rate. This is illustrated in Table 2 of Appendix 1.



# Ethnicity Pay Analysis

## Population Profile

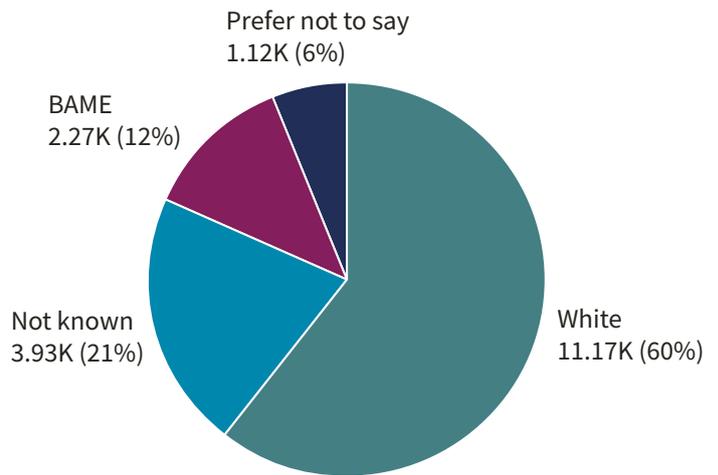
The University’s employment profile is weighted towards those who have declared their ethnicity as White (60%). A smaller percentage (12%) have declared their ethnicity as Black, Asian and Minority Ethnic (BAME). The 2025 disclosure rate is 79% which is an increase on the 2023 disclosure rate of 75%.

The University’s workforce is representative of the Scottish population, 12.9% of people in Scotland are from ethnic minority backgrounds<sup>3</sup>.

For the purposes of this report, the pay of those declaring their ethnicity as ‘White’ will be compared with those declaring their ethnicity as BAME, although it is recognised that Black, Asian and Minority Ethnic employees are not a homogenous group.

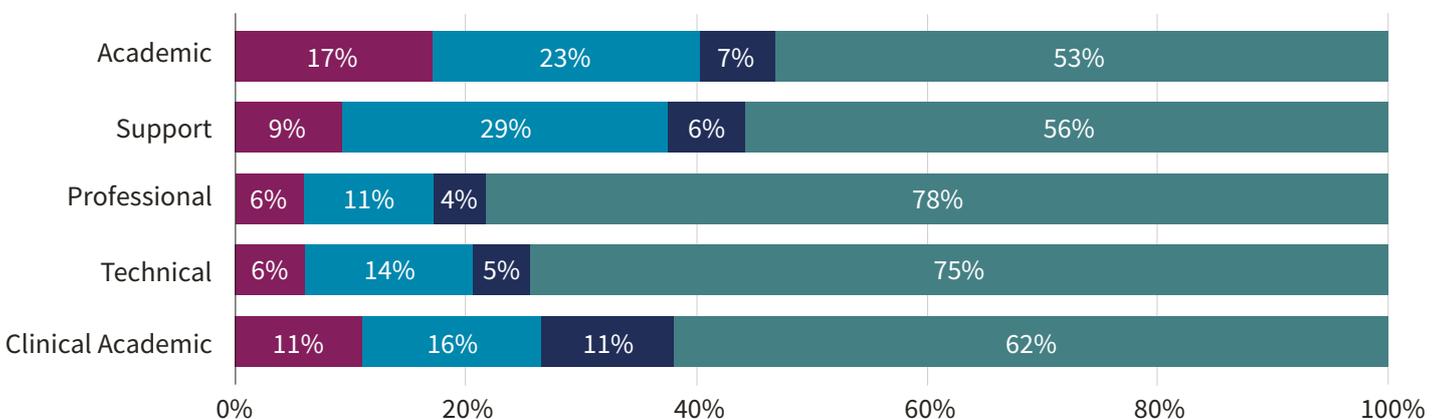
Chart 10 highlights, Academic (17%) followed by Clinical Academic (11%) have the highest category of employees who have declared their ethnicity as BAME.

**Chart 9** Distribution by Ethnicity



**Chart 10** Distribution by Ethnicity and Occupational Category

● BAME ● Not known ● Prefer not to say ● White



<sup>3</sup> Scotland’s Census 2022 – Ethnic group, national identity, language and religion

## The Ethnicity Pay Gap

The ethnicity pay gap is calculated using both the average and median hourly rate of employees from Black, Asian and Minority Ethnic (BAME) groups as a percentage of the average and median hourly rate of White employees. A negative percentage means a pay gap in favour of employees from BAME groups.

These pay gaps are illustrated in Charts 11 and 12.

**Chart 11** Ethnicity Pay Gap (Average Hourly Rate)



**Chart 12** Ethnicity Pay Gap (Median Hourly Rate)



Both pay gaps are in favour of employees who have declared their ethnicity as 'White'. The average pay for this group is 13.20% higher than the 'BAME' group and the median is 15.83% higher. Both ethnicity gaps have increased since the 2023 audit from 10.34% (average) and 5.22% (median).



Since the last audit in 2023 the BAME population has increased by 2.72% (60 employees). Chart 13 illustrates the increase/decrease of BAME employees by grade and gender from 2023.

The increase in BAME employees in UE02 and to a much greater extent UE06 combined with the decrease in BAME employees in grades UE07-UE09, has contributed to the increases to the ethnicity pay gaps.

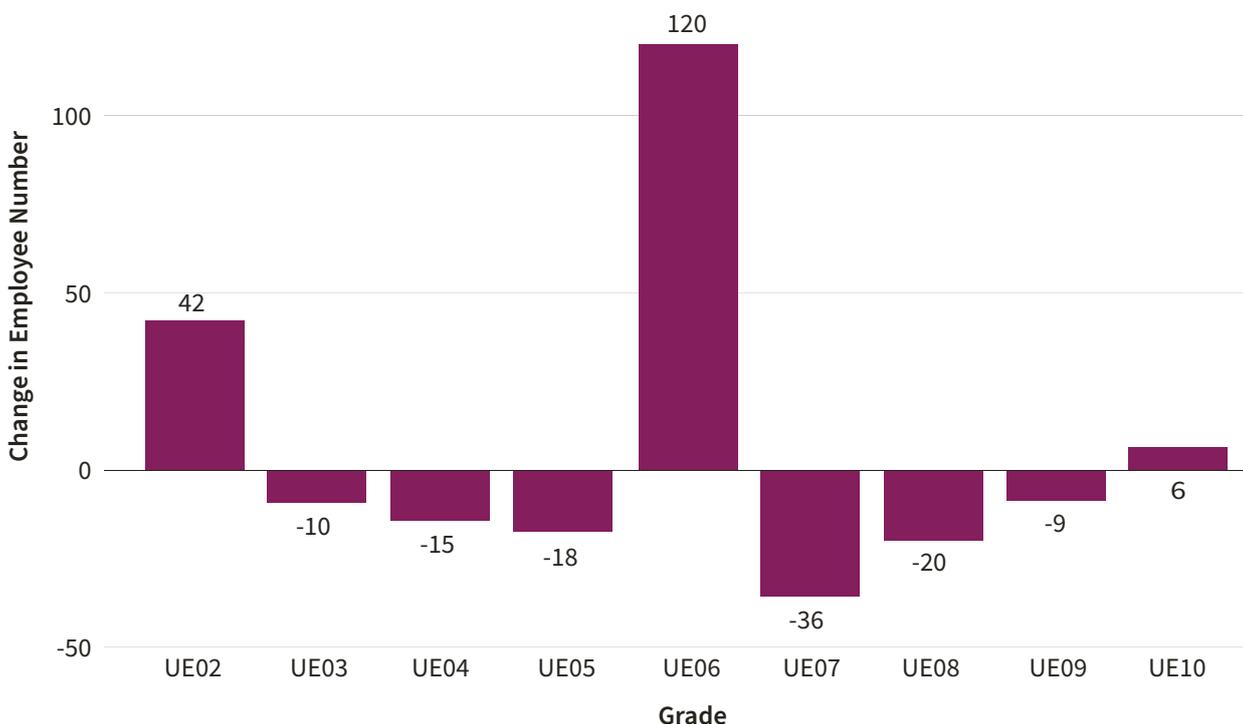
### Ethnicity Pay Gaps by University Grades UE02-UE10

The ethnicity pay gaps by University Grade are detailed in Table 4 of Appendix 1. Grades UE07 and UE10, detail pay gaps of just over 5%. The following explores the causes of these gaps.

Grade UE07's ethnicity pay gaps are 2.6% based on average salary and 5.6% based on median salary. The key factor in the median gap is length of service, as staff progress through the incremental pay points of their grade with each year of service. The median length of service for 'White' Grade 7 staff is five years and for BAME staff it is two years.



**Chart 13** Increase/decrease of BAME Employees by Grade Since 2023



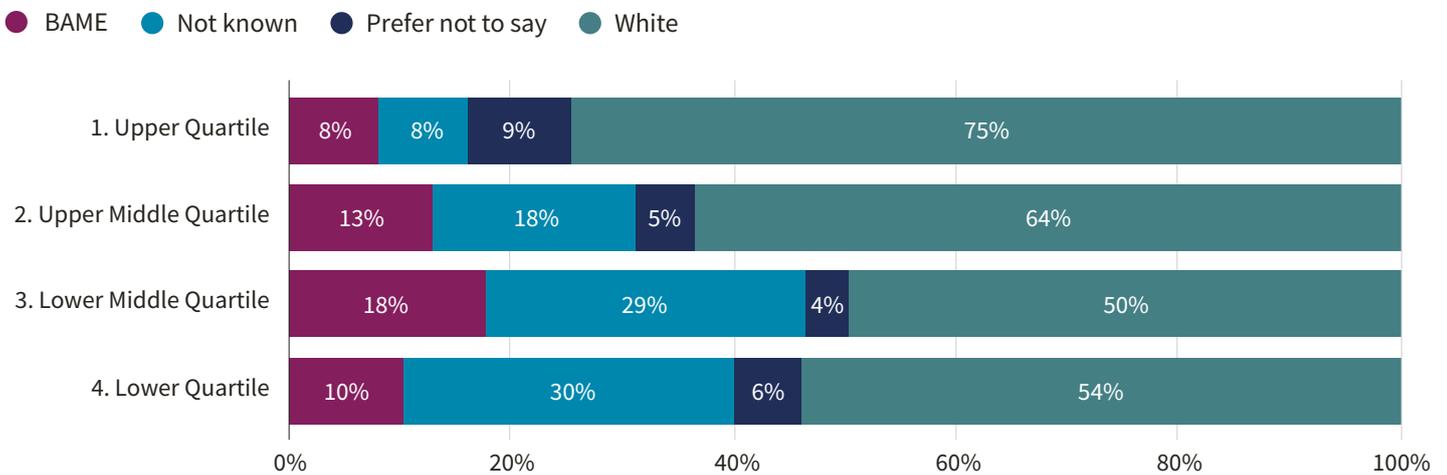
The Grade 10 average and median ethnicity pay gaps are 6.4% and 6% respectively. As in previous years this gap is due to a higher disclosure rate amongst Grade UE10 staff on scale points 54 to 66 relative to those on spot salaries.

Chart 14 details ethnicity representation in each pay quartile. This is calculated by listing all employee earnings from highest to lowest and splitting into four even groups or quartiles.

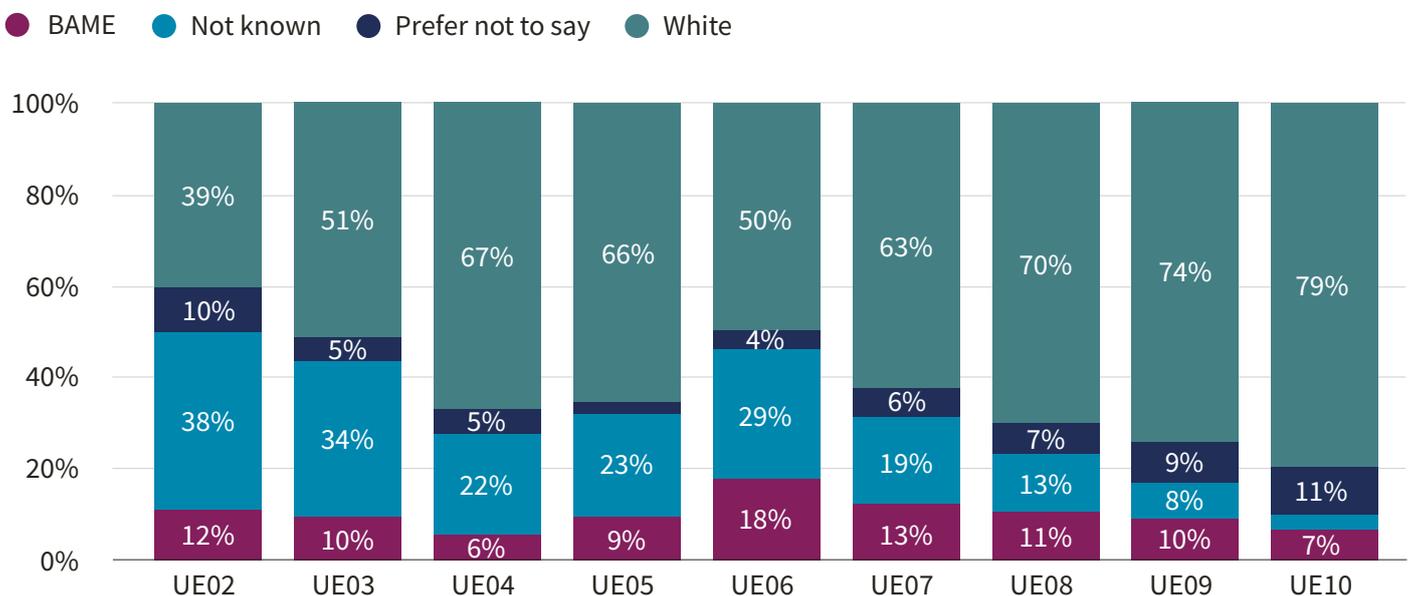
Employees who have declared their ethnicity as BAME are represented in each pay quartile below. The highest BAME representation is found in the lower middle quartile and their lowest representation is found in the upper quartile.

The under representation of employees who have declared their ethnicity as BAME at senior levels continues to be a contributing factor for the ethnicity pay gaps.

**Chart 14** Ethnicity Pay Quartile Positioning



**Chart 15** Distribution by Ethnicity and Grade

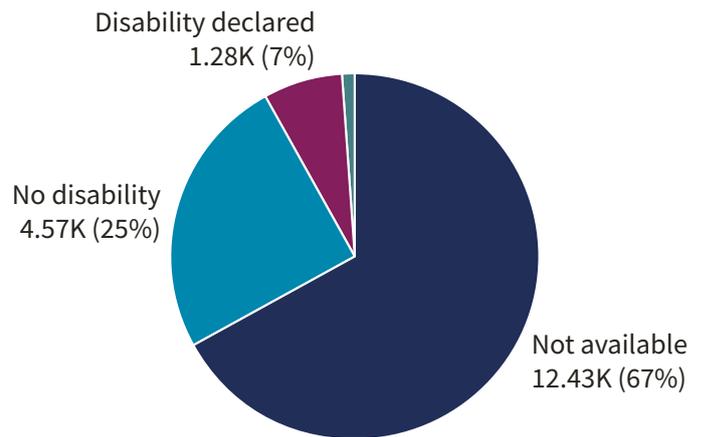


# Disability Pay Analysis

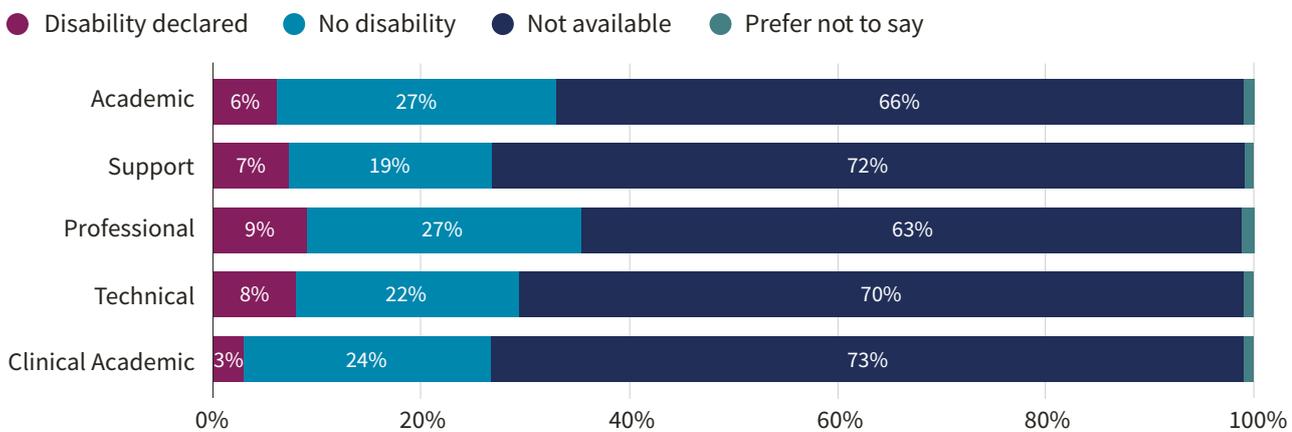
## Population Profile

A small proportion (1,281, 7%) of employees have declared to the University that they have a disability. This is an increase from 5% that was reported in the 2023 audit. 193 employees (1% of population) would prefer not to declare this information. In total 33% of the population has disclosed if they have a disability or not compared to a declaration rate of 28% in 2023. Charts 17 and 18 detail the disability declared distribution by grade and occupational category.

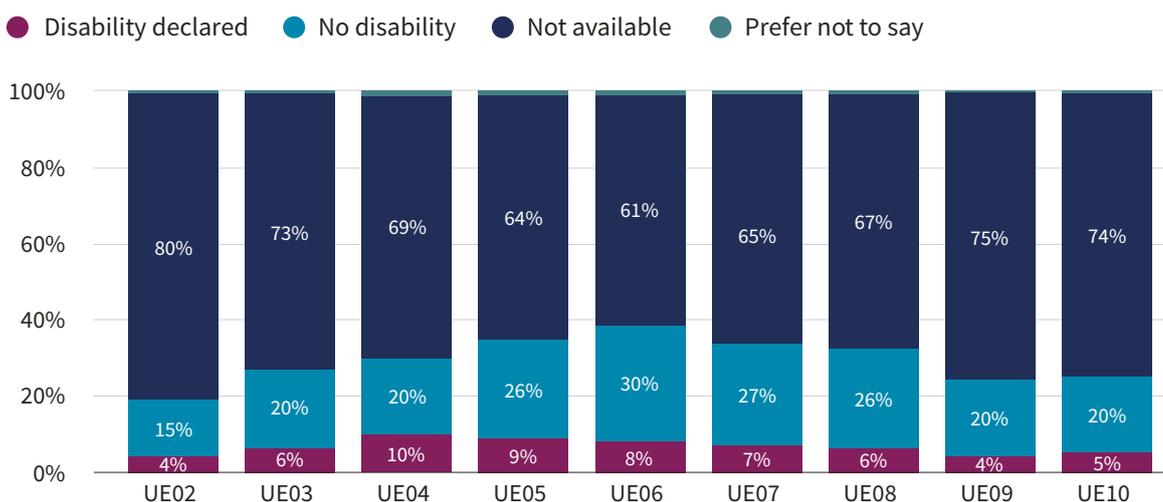
**Chart 16** Distribution by Declared Disability



**Chart 17** Distribution by Declared Disability and Occupational Category



**Chart 18** Distribution by Declared Disability and Grade



## The Disability Pay Gap

The disability pay gap is calculated using the average and median hourly rate of employees reporting a disability as a percentage of the average and median hourly rate of employees who have not reported a disability. A negative percentage (%) demonstrates a pay gap in favour of employees who have declared a disability. These pay gaps are illustrated in Charts 19 and 20.

**Chart 19** Disability Pay Gap (Average Hourly Rate)



**Chart 20** Disability Pay Gap (Median Hourly Rate)



The University has an overall disability pay gap of 5.17% based on average pay and 7.89% based on median pay. The disability pay gap based on average pay has decreased by 2.89 percentage points (from 8.06%) and the Disability Pay Gap based on median pay has increased by 2.34 percentage points (from 5.55%).

### Disability Pay Gap by University Grade UE02-UE10

Disability pay gaps based on average and median pay by University Grade are depicted in Table 3 of Appendix 1, only Grade UE10 has a disability pay gap of more than 5%.

The Grade 10 average and median Disability pay gaps are 8.33% and 3.34% respectively. As in previous years this gap is due to a higher disclosure rate amongst Grade 10 staff on University pay spine points 54 to 66, relative to those on off-scale salaries. However it is important to highlight that information regarding disability is not available for 74% of employees in this grade.



# Appendix 1

## Gender, Disability and Ethnicity Pay Gaps by Grade

**Table 1** Gender Pay Gap by University Grade<sup>4</sup>

Headcount, average and median hourly rate by University grade, gender and respective average and median gender pay gap

Grade	Gender	Headcount	Average hourly rate	Median hourly rate	Average Pay Gap	Median Pay Gap
UE02	Male	629	£13.07	£12.60	2.34%	0.00%
	Female	926	£12.76	£12.60		
UE03	Male	322	£14.41	£13.17	8.60%	1.93%
	Female	422	£13.17	£12.92		
UE04	Male	287	£15.01	£14.34	2.86%	0.52%
	Female	556	£14.58	£14.27		
UE05	Male	550	£17.15	£16.25	3.59%	0.00%
	Female	1,250	£16.54	£16.25		
UE06	Male	1,931	£19.52	£19.10	-0.01%	0.00%
	Female	2,692	£19.53	£19.10		
UE07	Male	1,614	£24.09	£23.67	0.10%	1.31%
	Female	2,146	£24.07	£23.36		
UE08	Male	1,122	£30.34	£30.30	1.66%	2.86%
	Female	1,340	£29.84	£29.43		
UE09	Male	823	£38.82	£37.13	1.75%	0.00%
	Female	680	£38.14	£37.13		
<b>Total UE02 - UE09</b>	<b>Male</b>	<b>7,278</b>	<b>£23.25</b>	<b>£22.05</b>	<b>7.06%</b>	<b>13.03%</b>
	<b>Female</b>	<b>10,012</b>	<b>£21.60</b>	<b>£19.18</b>		
UE10	Male	788	£57.23	£49.04	4.88%	3.34%
	Female	397	£54.44	£47.40		
<b>Grand Total UE02 - UE10</b>	<b>Male</b>	<b>8,066</b>	<b>£26.57</b>	<b>£22.70</b>	<b>13.96%</b>	<b>13.05%</b>
	<b>Female</b>	<b>10,409</b>	<b>£22.86</b>	<b>£19.73</b>		

<sup>4</sup> Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

**Table 2** Pay Model Illustrating Impact of Gender Distribution<sup>5</sup>

Headcount, average and median hourly rate by University grade, gender and respective average gender pay gap

Grade	Gender	Headcount	Average hourly rate	Median hourly rate	Average Pay Gap	Median Pay Gap
UE02	Male	629	£12.60	£12.60	0.00%	0.00%
	Female	926	£12.60	£12.60		
UE03	Male	322	£13.17	£13.17	0.00%	0.00%
	Female	422	£13.17	£13.17		
UE04	Male	287	£14.60	£14.60	0.00%	0.00%
	Female	556	£14.60	£14.60		
UE05	Male	550	£17.20	£17.20	0.00%	0.00%
	Female	1,250	£17.20	£17.20		
UE06	Male	1,931	£20.23	£20.23	0.00%	0.00%
	Female	2,692	£20.23	£20.23		
UE07	Male	1,614	£24.04	£24.04	0.00%	0.00%
	Female	2,146	£24.04	£24.04		
UE08	Male	1,122	£30.30	£30.30	0.00%	0.00%
	Female	1,340	£30.30	£30.30		
UE09	Male	823	£38.22	£38.22	0.00%	0.00%
	Female	680	£38.22	£38.22		
<b>Total UE02 - UE09</b>	<b>Male</b>	<b>7,278</b>	<b>£23.24</b>	<b>£20.23</b>	<b>5.67%</b>	<b>0.00%</b>
	<b>Female</b>	<b>10,012</b>	<b>£21.92</b>	<b>£20.23</b>		
UE10	Male	788	£50.68	£50.68	0.00%	0.00%
	Female	397	£50.68	£50.68		
<b>Grand Total UE02 - UE10</b>	<b>Male</b>	<b>8,066</b>	<b>£25.92</b>	<b>£24.03</b>	<b>11.19%</b>	<b>15.85%</b>
	<b>Female</b>	<b>10,409</b>	<b>£23.02</b>	<b>£20.23</b>		

<sup>5</sup> Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

**Table 3** Disability Pay Gap by University Grade<sup>6</sup>

Headcount, average and median hourly rate by University grade, disability declared/not known to be disabled and respective average and median gender pay gap

Grade	Disability Declared/ Not Known to be disabled	Headcount	Average Hourly Rate	Median Hourly Rate	Average Pay Gap	Median Pay Gap
UE02	No Disability	230	£12.70	£12.60	-1.58%	0.00%
	Disability Declared	65	£12.90	£12.60		
UE03	No Disability	152	£13.36	£12.92	-1.62%	0.00%
	Disability Declared	48	£13.58	£12.92		
UE04	No Disability	168	£14.66	£14.27	1.28%	0.00%
	Disability Declared	84	£14.48	£14.27		
UE05	No Disability	460	£16.49	£16.25	-1.28%	0.00%
	Disability Declared	163	£16.70	£16.25		
UE06	No Disability	1,387	£19.30	£19.10	-0.53%	0.00%
	Disability Declared	376	£19.40	£19.10		
UE07	No Disability	1,002	£23.84	£23.36	-0.02%	0.00%
	Disability Declared	266	£23.84	£23.36		
UE08	No Disability	632	£29.80	£29.43	1.28%	0.00%
	Disability Declared	158	£29.42	£29.43		
UE09	No Disability	306	£38.78	£37.13	2.50%	0.00%
	Disability Declared	60	£37.81	£37.13		
<b>Total UE02 - UE09</b>	<b>No Disability</b>	<b>4,337</b>	<b>£22.22</b>	<b>£19.66</b>	<b>4.14%</b>	<b>2.83%</b>
	<b>Disability Declared</b>	<b>1,220</b>	<b>£21.30</b>	<b>£19.10</b>		
UE10	No Disability	237	£55.92	£49.04	8.33%	3.34%
	Disability Declared	61	£51.26	£47.40		
<b>Grand Total UE02 - UE10</b>	<b>No Disability</b>	<b>4,574</b>	<b>£23.96</b>	<b>£20.82</b>	<b>5.17%</b>	<b>7.89%</b>
	<b>Disability Declared</b>	<b>1,281</b>	<b>£22.72</b>	<b>£19.18</b>		

<sup>6</sup> Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

**Table 4** Ethnicity Pay Gap by University Grade<sup>7</sup>

Headcount, average and median hourly rate by University grade, ethnicity and respective average and median gender pay gap

Grade	BAME/White	Headcount	Average Hourly Rate	Median Hourly Rate	Average Pay Gap	Median Pay Gap
UE02	BAME	192	£12.69	£12.60	2.2%	0.0%
	White	614	£12.97	£12.60		
UE03	BAME	71	£13.30	£12.92	3.9%	0.0%
	White	379	£13.85	£12.92		
UE04	BAME	49	£14.37	£14.27	2.9%	0.5%
	White	563	£14.79	£14.34		
UE05	BAME	170	£16.35	£16.25	3.0%	0.0%
	White	1,180	£16.85	£16.25		
UE06	BAME	826	£19.17	£19.10	3.2%	0.0%
	White	2,298	£19.81	£19.10		
UE07	BAME	471	£23.62	£22.70	2.6%	5.6%
	White	2,355	£24.26	£24.04		
UE08	BAME	264	£29.66	£29.43	1.5%	2.9%
	White	1,727	£30.11	£30.30		
UE09	BAME	143	£38.45	£36.06	-0.1%	2.9%
	White	1,112	£38.40	£37.13		
<b>Total UE02 - UE09</b>	<b>BAME</b>	<b>2,186</b>	<b>£21.57</b>	<b>£19.10</b>	<b>7.6%</b>	<b>15.8%</b>
	<b>White</b>	<b>10,228</b>	<b>£23.35</b>	<b>£22.70</b>		
UE10	BAME	80	£52.59	£44.54	6.4%	6.0%
	White	940	£56.18	£47.40		
<b>Grand Total UE02 - UE10</b>	<b>BAME</b>	<b>2,266</b>	<b>£22.66</b>	<b>£19.10</b>	<b>13.2%</b>	<b>15.8%</b>
	<b>White</b>	<b>11,168</b>	<b>£26.11</b>	<b>£22.70</b>		

<sup>7</sup> Staff on legacy grades protected by TUPE, trades rates of pay and clinical grades have been mapped to a University grade by job size.

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