

ANALYSIS OF BUSINESS SCHOOL PAY BY GENDER AND ETHNICITY

Figures from the Higher Education Statistics Agency

Chartered Association of Business Schools, March 2020

INTRODUCTION

This briefing provides a breakdown of the number of academic and non-academic staff within UK business schools by salary range, gender and ethnicity. The report uses data from the HESA Staff Record for 2018/19¹ and is based on staff within the cost centre group of 'Administrative & Business Studies'. The analysis uses the latest HESA salary bandings.

Context

Before reviewing the staff data by salary range, it is important to look at the overall breakdown of staff numbers by gender and ethnic group to ascertain the relative extent of representation by each category.

Table 1. Breakdown of academic and non-academic staff within 'Administrative & Business Studies' by gender and ethnicity

Ethnicity	Academic			Non-academic			All Staff		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Asian	875	1,080	1,955	210	85	295	1,085	1,165	2,250
Black	175	385	560	85	15	100	260	400	660
Mixed	110	115	225	60	20	80	170	135	305
Other	110	220	330	20	10	30	130	230	360
White	3,500	4,310	7,810	2,350	960	3,310	5,850	5,270	11,120
Total	4,765	6,105	10,870	2,725	1,090	3,815	7,490	7,195	14,685

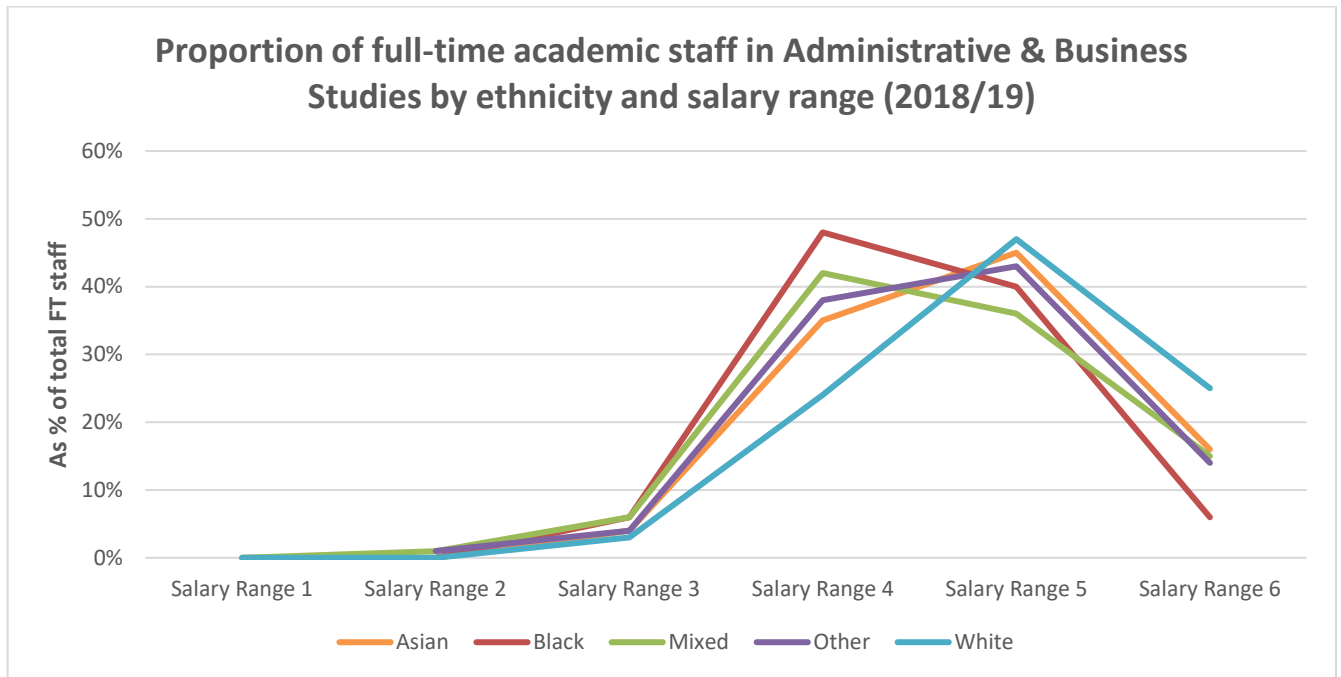
The findings are presented according to the HESA salary ranges which for 2018/19 are:

- Salary Range 1: <£19,202
- Salary Range 2: > £19,202 and <£25,482
- Salary Range 3: > £25,482 and <£34,189
- Salary Range 4: > £34,189 and <£45,892
- Salary Range 5: > £45,892 and <£61,618
- Salary Range 6: £61,618+

¹ The data used in this survey is from the Higher Education Statistics Agency, Staff Record 2018/19, sourced via the Heidi Plus online analytics service. Copyright Higher Education Statistics Agency Limited. The analysis was undertaken by the Chartered Association of Business Schools in March 2020.

FINDINGS

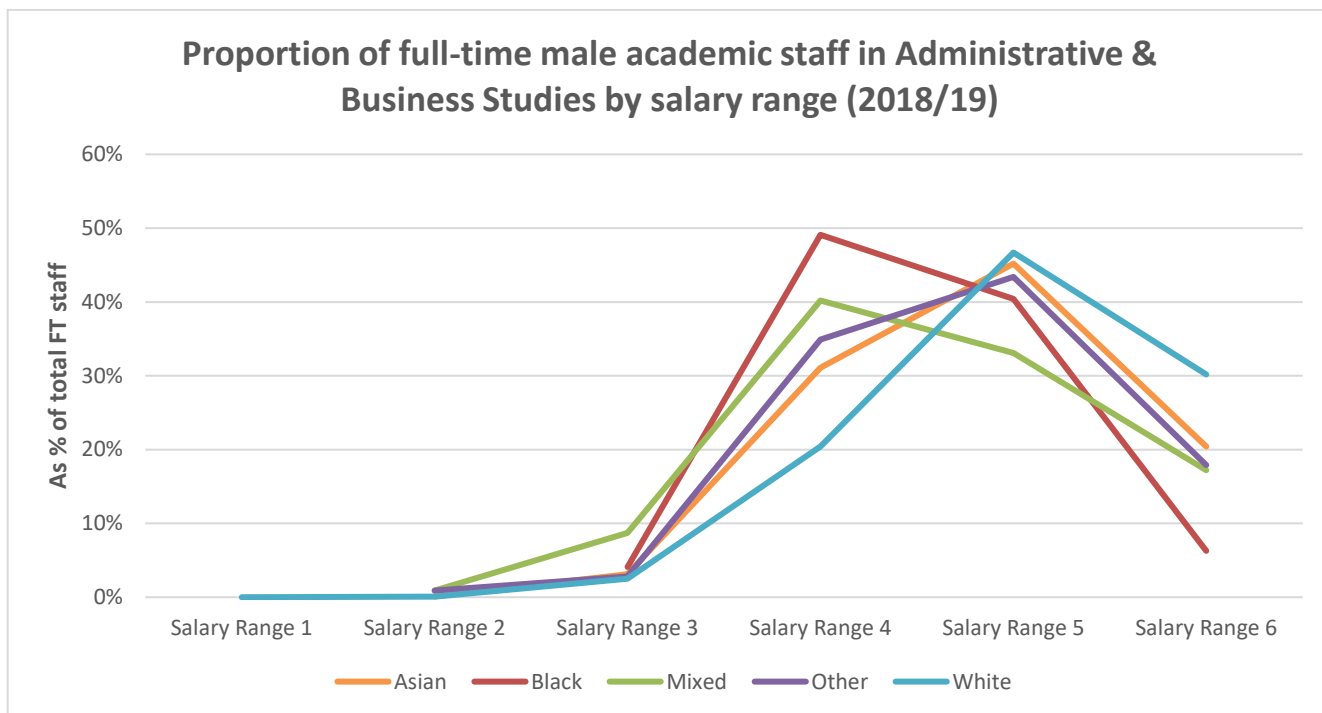
Academic staff by salary range, gender and ethnicity



HESA Staff Record [2018/19], Copyright Higher Education Statistics Agency

Figure 1: Full-time academic staff in Administrative & Business Studies by ethnicity and salary range

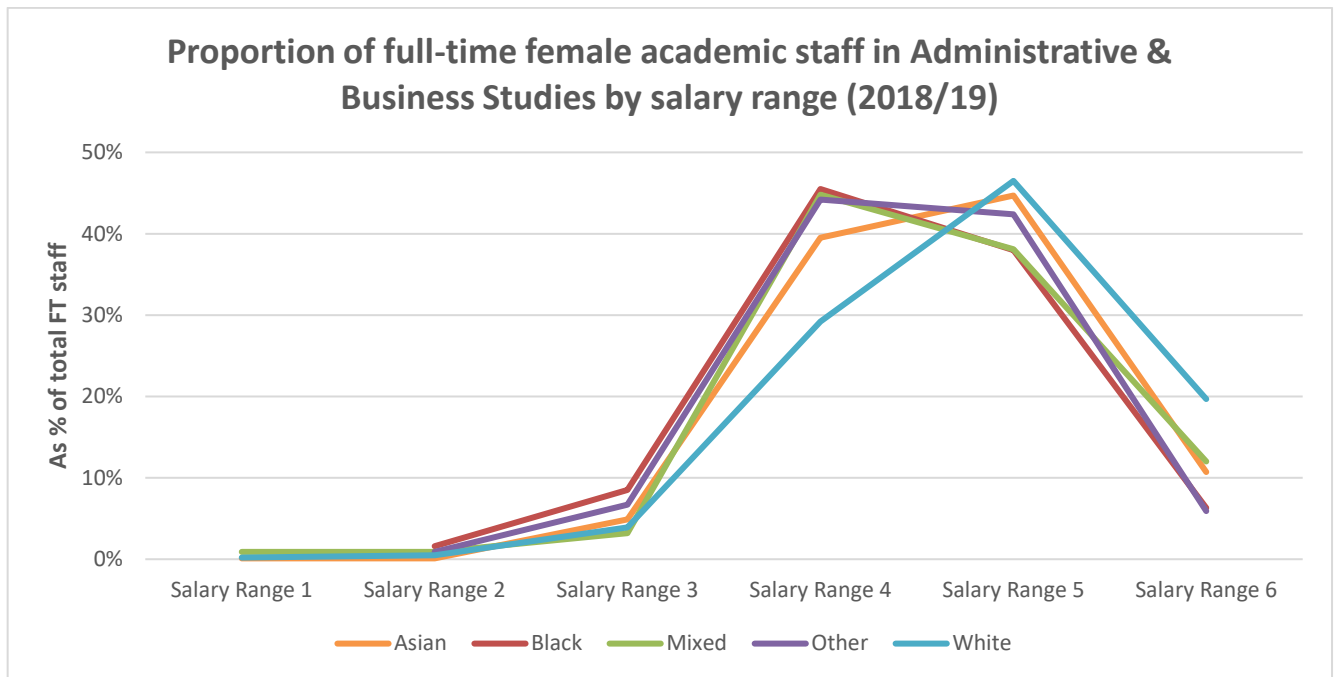
The above graph splits the number of academic staff in each ethnicity by salary range. Within the Asian ethnic group, 35% have a salary in range 4, 45% in range 5, and 16% in the highest range. Nearly half of academic staff from the Black ethnic group have a salary in range 4, and an additional 40% are in range 5. The proportion of academic staff from the Black ethnicity within the highest salary bracket is 6%. For staff within the White ethnicity, 24% are in salary range 4, nearly half are in range 5, and one-quarter have a salary in the highest range.



HESA Staff Record [2018/19], Copyright Higher Education Statistics Agency

Figure 2: Full-time male academic staff in Administrative & Business Studies by ethnicity and salary range

For male academic staff within the Asian ethnicity, 31% have a salary in range 4, 45% are in range 5, and 20% are within the highest salary bracket. For men within the Black ethnic group, the breakdown is similar to the proportions shown in figure 1 for both genders combined. In the case of male academic staff from the White ethnic group, 20% are in salary range 4, a further 47% are in range 5, and 30% have a salary in range 6.

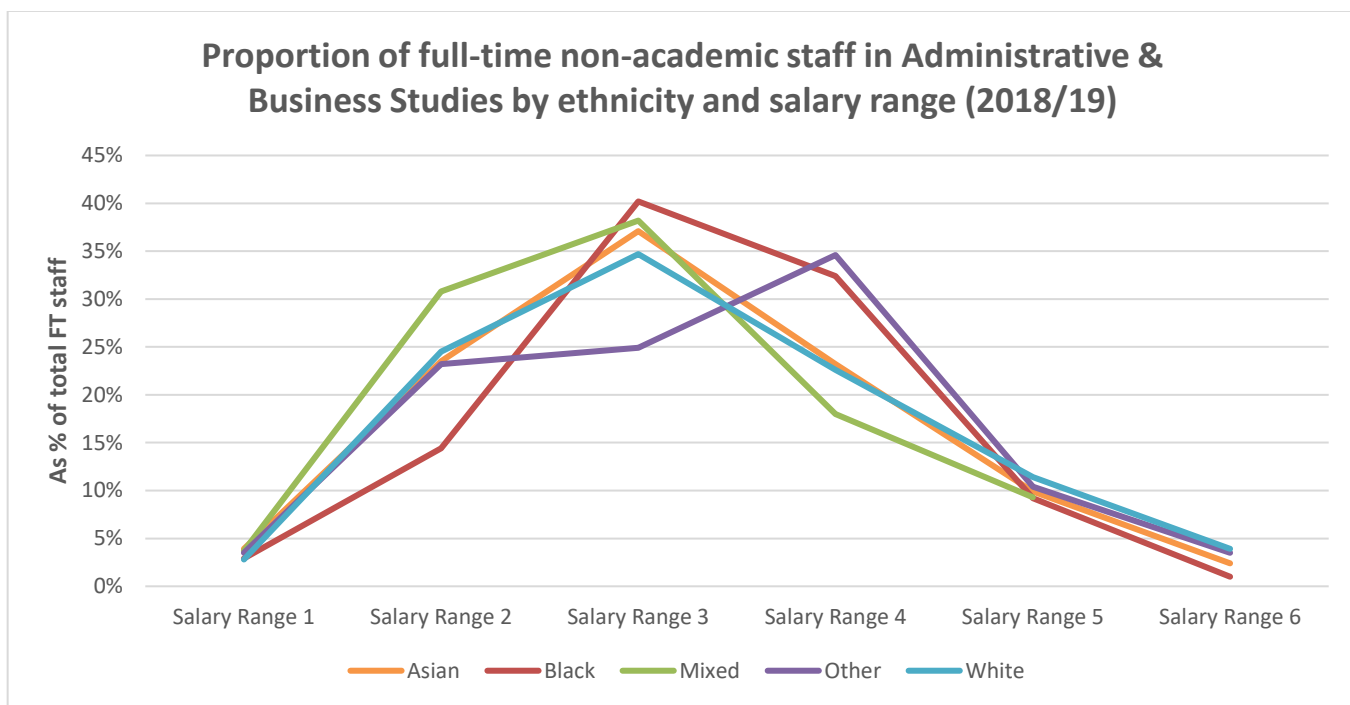


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Figure 3: Full-time female academic staff in Administrative & Business Studies by ethnicity and salary range

For female academics of the Asian ethnic group, 40% have a salary in range 4, 45% are in range 5, and 11% are within the highest salary bracket. For women within the Black ethnic group, 46% have a salary in range 4, 38% are in range 5, and 6% have a salary in the highest bracket. Within the White ethnicity, 29% of female staff are in salary range 4, 47% are in range 5, and 20% are in the highest salary range.

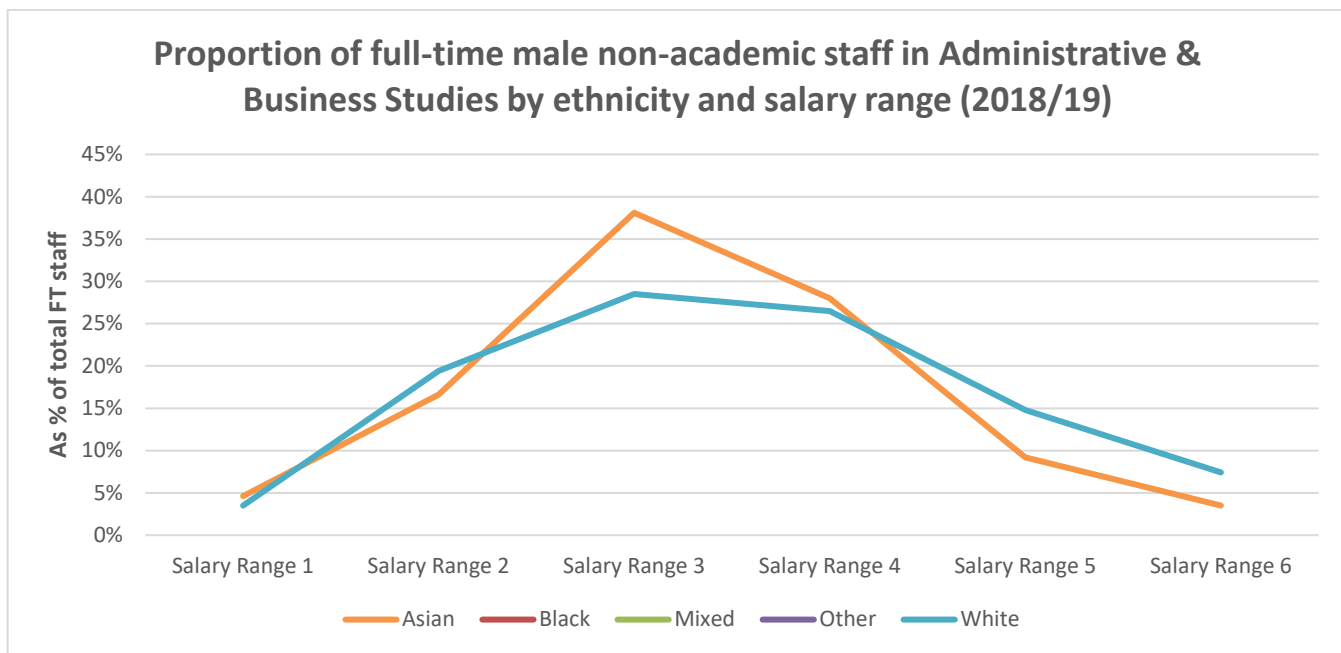
Non-academic staff by salary range, gender and ethnicity



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Figure 4: Full-time non-academic staff in Administrative & Business Studies by ethnicity and salary range

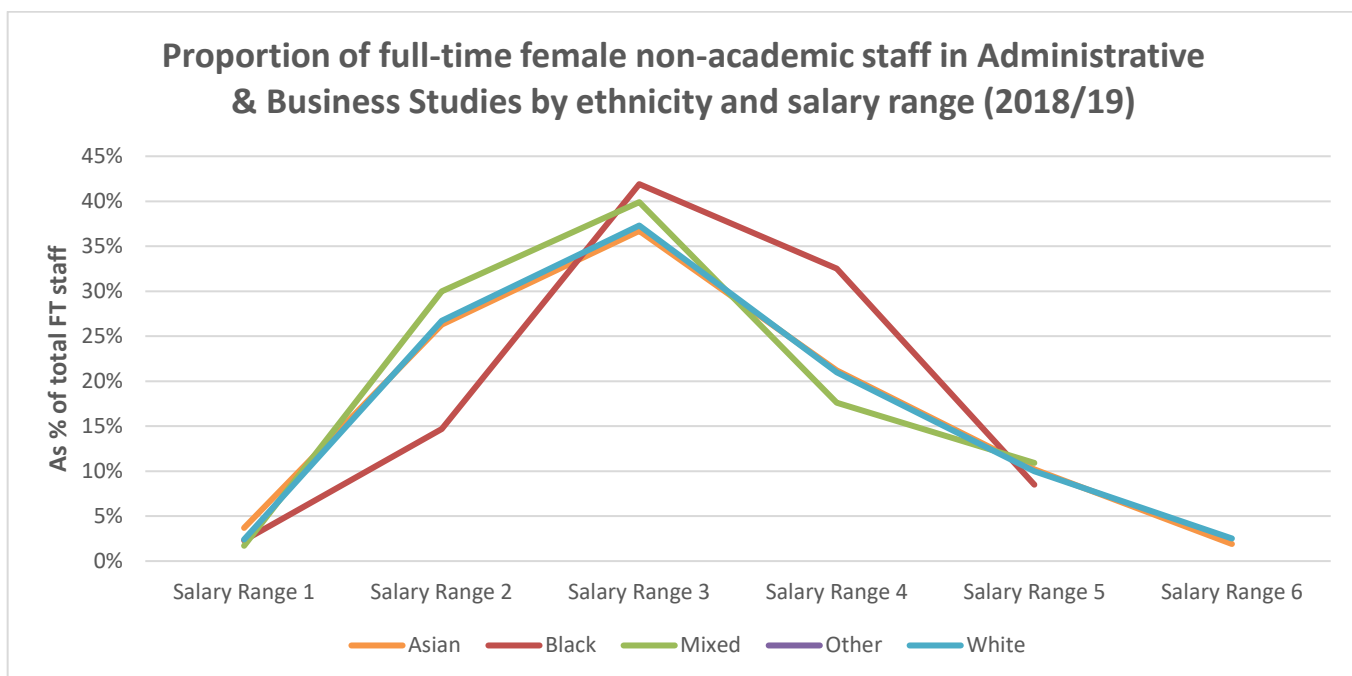
For full time non-academic staff within the Asian ethnic group, 24% are in salary range 2, 37% are in range 3, and 23% in range 4. For Asian staff 12% have a salary in range 5 or above. The majority (72%) of non-academic staff of the Black ethnicity have a salary in range 3 or 4, and 10% have a salary above range 4. For staff from the White ethnic group, 25% have a salary in the second range and 58% are in ranges 3 and 4, and 15% have a salary above range 4.



HESA Staff Record [2018/19], Copyright Higher Education Statistics Agency

Figure 5: Full-time male non-academic staff in Administrative & Business Studies by ethnicity and salary range

Not much can be interpreted from the data for full-time male non-academic staff due to the small population sizes for all groups apart from those from the White ethnicity.



HESA Staff Record [2018/19], Copyright Higher Education Statistics Agency

Figure 6: Full-time female non-academic staff in Administrative & Business Studies by ethnicity and salary range

Analysis of business school pay by gender and ethnicity

In the case of Asian full-time female non-academic staff, 26% have a salary in range 2, 37% are in range 3, 21% in range 4, and 12% in range 5 or above. For staff from the Black ethnicity, 75% have a salary in range 3 and 4, and 9% earn above this range. For staff in the White ethnic group, 27% are in salary range 2, 37% in range 3, 21% in range 4, and 13% in range 5 or above.