

THE FAIR PAY LEAGUE

**A REPORT BY THE
YOUNG GREENS
OF ENGLAND & WALES**



Young Greens

References

1. The annual Living Wage for someone working 40 hours a week is £14,304 (40 hours * 4 weeks * 12 months * £7.45). The same person working for the Minimum Wage would earn £2419.20 less p.a., so that is the maximum cost per worker for a company to raise their minimum to the Living Wage.

The average Vice Chancellor was paid £108,300 more than the £140,000 figure we propose. That excess would pay for at least 44.77 employees per VC. Just using the 113 HE institutions in our report, that raises enough money to pay 5,059 Minimum Wage employees the Living Wage (113 * 44.77 = 5,059). This is more than the number of people on the Minimum Wage currently directly employed by Higher Education institutions.

The remaining 6,769 employees paid between the Minimum Wage and Living Wage would cost less than £2419.20 each to raise up to a Living Wage. Taking this amount as a maximum, it would cost £16,375,564.80 at most to raise them all up to a Living Wage. Spread equally across the 1,520 employees paid over £140,000 in the HE institutions we surveyed, this would cost no more than £10,773.40 per highly paid employee.
2. <http://www.livingwage.org.uk/>
3. Ibid.
4. Butterworth, Leach, Stazdins, Olesen, Rodgers & Broom, 'The psychosocial quality of work determines whether employment has benefits for mental health: results from a longitudinal national household panel survey'. Occupational and Environmental Medicine, 2011, <http://oem.bmj.com/content/early/2011/02/26/oem.2010.059030.abstract>
5. W Hutton, 'Hutton review of Fair Pay in the Public Sector', Final Report, 2011, p74, http://dera.ioe.ac.uk/2562/1/hutton_fairpay_review.pdf
6. Ibid.
7. HESA publication, 'HE Finance Plus 2011/12', 2012, <http://www.hesa.ac.uk/content/view/2712/393/>
8. High Pay Commission, 'More For Less', 2011, p32, http://highpaycentre.org/img/High_Pay_Commission_More_for_Less.pdf
9. For further details on the questions submitted to universities under the FOI requests, see https://www.whatdotheyknow.com/request/pay_ratios
10. For the purposes of the FOI request, remuneration was defined as follows (adapted from the government's definition of remuneration for local authority chief officers under section 43 of the Localism Act 2011):
 - (a) salary or, in the case of an individual engaged under a contract for services, payments made by the university to the individual those services,
 - (b) any bonuses payable by the university to the individual,
 - (c) any charges, fees or allowances payable by the authority to the individual,
 - (d) any benefits in kind to which the individual is entitled as a result of their office or employment,
 - (e) any increase in or enhancement of the individual's pension entitlement where the increase or enhancement is as a result of a resolution of the university, and
 - (f) any amounts payable by the university to the individual on the individual ceasing to hold office under or be employed by the university, other than amounts that may be payable by virtue of any enactment.
 - (g) calculated as full-time equivalent
11. $Score = ((Highest\ Pay - 140,000) / 10,000) * (0.3 * (Number\ over\ £140k - 1) + 1) + (Number\ under\ LW / 10) + (Number\ on\ MW / 10) - (10 * If\ an\ ethical\ contract) + (Pay\ ratio - 10)$

EXECUTIVE SUMMARY



This report looks into the shocking gap between the highest and lowest paid staff members in the UK's publicly funded higher education sector. It finds that there is a massive difference in pay between those at the top and those at the bottom, with the lowest paid having to work on average 18.6 years to earn the annual salary of the head of their university.

It also finds that there is no clear correlation between a university performing well and its staff being paid accordingly. There are six universities that pay a higher top wage than the University of Cambridge, while performing below it in the league tables.

The location of the university also seems to have little relation to fair pay, as both the highest and the lowest ranked in our table are London based. The strongest influence on fair pay appears to be workplace activism, as the two best scoring universities on our table both have very public workers' rights campaigns.

Most of all, this report emphasises that there would be enough money in the system to pay all staff a Living Wage if pay practices did not focus on paying a minority of staff high wages.

At least £228.6 million is spent on high pay (defined for the purposes of this report as over £140,000) in the university sector, while at least 11,640 people are paid less than the Living Wage. This shows that any argument that there is not enough money in the sector to pay a Living Wage is flawed.

If university heads took a pay cut to £140,000, the money raised would be more than enough to pay every minimum wage worker a Living Wage. If the other high paid employees took a pay cut of no more than £11,000 (less than 8%) they could pay for every employee in the entire sector to have a Living Wage.¹

This research was conducted to look further into the issue of high pay in Higher Education as part of the Young Greens' Fair Pay Campus campaign, which calls for a maximum 10:1 pay ratio in the sector.

To find out more about this research and the Young Greens' campaign, please visit fairpaycampus.co.uk

Rustam Majainah
Lead Researcher

1. HIGH PAY, THE LIVING WAGE & HIGHER EDUCATION

“I want to live – not just exist.”

*~ Cleaner at London's South Bank University
campaigning for a Living Wage*

1.1 The Living Wage

The Living Wage is an independently set rate of pay at a level that allows people to live decently and to provide adequately for their families. The guiding principle behind it is that people should be paid enough to live, not just exist.

It is calculated by academics and is currently set at £7.45 nationally.² London has a higher Living Wage to reflect the higher living costs associated with the capital and is calculated by the Greater London Authority (GLA) to be £8.55.³

1.2 High Pay

Low pay is not the only problem that needs to be tackled and should not be looked at in isolation. Increasing inequality has been widely found to heighten social conflict, weaken social ties and be detrimental to everyone, rich and poor.

The socio-economic analysis has been captured particularly rigorously in texts such as Richard Wilkinson and Kate Pickett's *The Spirit Level*. On the other hand, more equal organisations and businesses (that have a smaller pay differential) are more productive and have a greater sense of social solidarity and well being.^{4,5}

1.3 Universities

Pay differentials within universities are significantly above other public sectors.⁶ This is unjustifiable at a time of austerity in which many public sector workers are being made redundant and university departments are being savagely cut.

Higher Education as a whole has seen its funding cut by up to 6.7 per cent⁷ and individual academic departments are facing the axe. Reports from think tanks such as the High Pay Commission show quite convincingly that the market clearly fails to regulate itself when it comes to high pay.⁸

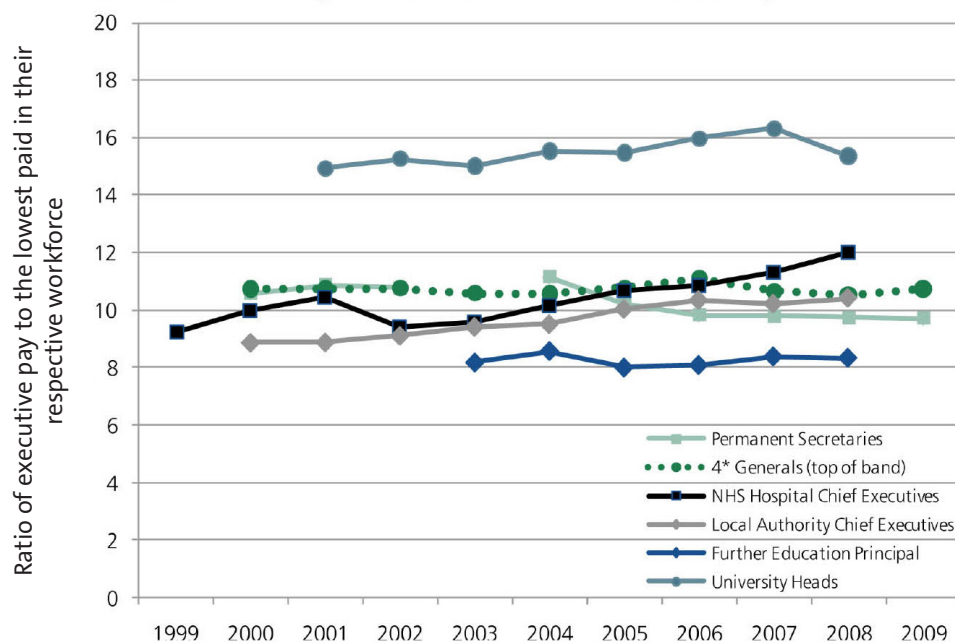
We do not want to let the market reign. All this does is create a vicious cycle where universities prioritise senior management pay ahead of other employees.



1.4 Trends in Pay Ratios

As the graph below illustrates, pay ratios have shown a slight increase across sectors in recent years.

Ratios between average salaries of selected top public sector management positions and bottom of workforce pay spine, 2000 - 2009



Source: Hutton Review of Fair Pay in the public sector (2011)

2. METHODOLOGY

2.1 Data Source

The evidence for this report comes from Freedom of Information (Fol) requests sent to each university in the UK using WhatDoTheyKnow.com, a website run by mySociety that allows people to submit Fol requests to public bodies and publishes the results openly online.

2.2 Questions

Six questions were submitted to each university relating to the period in which 31 July 2012 falls (or for the most recent available data).⁹

The six questions sought data on:

1. The pay of the highest paid employee¹⁰
2. The number of employees paid over £140,000
3. The number of employees paid less than the Living Wage or London Living Wage (where applicable)
4. The number of employees paid exactly the National Minimum Wage
5. The pay ratio between the highest and lowest paid employee
6. Whether the university has an agreement that outside contractors working for the university are paid the Living Wage.

Questions were also asked about the number of outside contractors paying below the Living Wage and the pay ratio between the average (median) paid employee and highest paid. Although these were not used to rank the universities, they are included in the table of results for information.

2.3 Ranking

The results were compiled into the table shown on the next page. They were ranked using a formula that gives weighting to the following factors:¹¹

- The amount the highest paid employee was earning
- The number of employees earning over £140,000
- The number of employees paid less than the Living Wage (or London Living Wage where applicable)
- The number of employees paid the National Minimum Wage
- If the university had an 'ethical contract' that ensured outside contractors were paid a Living Wage
- How far over a 10:1 highest to lowest pay ratio the university is.

High Pay: why £140,000?

For the purposes of this report, high pay has been defined as being over £140,000 (the amount the Minister for Higher Education, with responsibility for every HE institution in the country, receives).

The Living Wage for a full time worker is around £14,000 pa, so £140,000 is the highest amount a university could pay while having a 10:1 ratio. A university could increase the pay of all its low paid workers to keep the 10:1 ratio and current levels of high pay, but it would be much simpler (and cheaper) to reduce those on the largest wages.

3. THE RESULTS



1 - 10: Worst Performers

Rank	Score	University	Top Pay	Over £140K	Living Wage	Min. Wage	Ethical Contract?	Lowest Ratio	Median Ratio
1	1059	Imperial College London	£389,050	128	699	0	No	25.5	10
2	926	London Business School	£510,000	80	0	0	Yes	32.5	7.6
3	857	University of Oxford	£370,778	119	0	0	No	27	11
4	560	Kings College London	£321,000	99	0	0	No	20	8
5	522	University College London	£279,616	123	0	0	Yes	16.6	7.2
6	513	University of Cambridge	£348,872	74	131	0	No	31.22	10.92
7	416	University of Nottingham	£360,000	55	189	0	No	29	9
8	369	University of Birmingham	£371,924	47	81	0	No	27.98	7.58
9	344	University of Edinburgh	£342,047	53	5	0	No	18.51	8.53
10	305	University of Bath	£367,000	5	1255	1125	No	27	11.5

103 - 113: Best Performers

Rank	Score	University	Top Pay	Over £140K	Living Wage	Min. Wage	Ethical Contract?	Lowest Ratio	Median Ratio
103	9	University of Portsmouth	£194,250	1	0	0	No	14	6
104	9	University of Glamorgan	£191,050	1	3	0	No	14.01	5.83
105	9	University of Northampton	£180,000	2	4	0	No	13	6
106	7	York St John University	£183,000	1	0	0	No	13	6.45
107	7	London South Bank University	£238,000	2	0	0	Yes	14.3	6.25
108	6	University of Wolverhampton	£161,700	1	16	0	No	12	6
109	5	University of Gloucestershire	£160,813	1	8	0	No	12	4.7
110	1	Institute of Education	£190,901	2	0	0	Yes	14.12	4.8
111	-1	Goldsmiths, UoL	£206,000	1	0	0	Yes	12.59	5.48
112	-3	School of African and Oriental Studies	£190,363	1	0	0	Yes	9.54	5.74
113	-11	University of London	£140,701	1	0	0	Yes	9	4.9

Definition of Terms

Rank	How each university compared to the rest in the country in terms of our fairness score, with 1 being the most unfair and 113 being the most fair.
Score	How unfair each university was calculated to be using our methodology (see previous page).
Top Pay	The amount the highest paid employee was paid per year, usually the Principal/Vice Chancellor.
Over £140k	The number of employees paid over £140,000 per year.
Living Wage	The total number of employees paid less than the Living Wage.
Min. Wage	The number of employees paid exactly the Minimum Wage.
Ethical Contract	Whether the university has agreed to make sure their outsourced staff are paid a Living Wage.
Lowest Ratio	The ratio between the lowest paid employee and the highest paid employee's pay.
Median Ratio	The ratio between the average (median) wage paid at the university and the highest wage. This was not used in our score calculations.

3. THE RESULTS: COMMENTARY

3.1 General Comments

Our study found that the average salary of the highest paid employee of each university in the Higher Education sector was £248,292 per year.

This is £105,992 more than the Prime Minister of the UK and £113,719 more than a Cabinet Minister. In fact, no university head was paid less than the Minister for Higher Education, who is responsible for all Higher Education institutions in the country.

If a university Principal paid this amount reduced their wage to our recommendation of £140,000, they would be able to afford to increase the wages of 44.8 of their full time staff from a Minimum Wage to a Living Wage.

If all Principals in the country took this cut, they could afford to raise the wages of all 4,872 people paid the Minimum Wage to a Living Wage, and have £3.7 million left over to increase the pay of those who are paid between a Minimum Wage and a Living Wage.¹

1,633 university staff members were paid over £140,000 per year. This gives a total of over £228 million spent annually on high wages in Higher Education. If the 113 highest paid employees are not included, the remaining 1,520 paid over £140,000 could take a reduction in pay of no more than £10,774 each (a maximum of 7.7%) in order to give the other 6,769 lowest paid staff in the Higher Education sector a raise to the Living Wage.¹

The average ratio between the highest and lowest paid was 18.58:1, and the highest to median ratio was 7.17:1. To put that in real terms, the lowest paid worker would need to

work full-time for a week to earn the same as the average Principal does in two hours.

Six university heads are paid more than the head of the University of Cambridge, who is paid £348,872. Cambridge is ranked second best in the country by Times Higher Education. If pay was performance related it should be only beaten by University of Oxford's head, who is paid £370,778.

It is harder to explain the high pay of those at Imperial College (£389,050), London Business School (£510,000), University of Nottingham (£360,000), University of Birmingham (£371,924), University of Bath (£367,000) and the University of Surrey (£366,832) who are all paid more than the head of one of the highest ranked universities in the world.

This shows that the concept of paying to attract the best talent - which is often given as an excuse for high pay - is flawed, as the universities that pay their senior staff the most are not the same as those performing the best.

Paying staff over £140,000 was the most likely cause for universities to be at the 'unfair' end of the table. As noted above, lowering the pay of this group and redistributing it to the bottom is one of the most effective ways of reducing pay inequality across the sector.

The ranking method we used gives a high inequality score to universities with large numbers of high paid people, as this represents their ability to pay wages. A university with only one member of staff paid more than £140,000 could justify not having enough money to pay their staff much more easily than (for example) the University of Nottingham, which has 55 employees who earn over £140,000 and 189 who earn less than the Living Wage.



For a small proportion of universities, an unfavourable ranking comes from having very high amounts of staff on the Minimum and Living Wage, though this is often complemented by a large number of high paid staff for those ranked the most unfair on the table.

Universities that did well on our table did so because they paid their staff in a fair and ethical way. The fairest third of the table rarely had more than one or two staff members paid more than £140,000 and the remaining staff were almost all paid above the Living Wage.

The pay of the Principal was often the only thing separating universities at the fairest end of the table, as a high salary caused a high ratio. Three universities achieved an inequality score below zero by having a moderately paid Principal, no employees paid less than a Living Wage, and an agreement that subcontractors must pay their workers a Living Wage.

One rather worrying trend discovered while making these requests is that very few universities have any information about how their external contractors pay their staff. Only a small handful appear to have information about the pay of large parts of their workforce, effectively moving their low pay problems out of sight and out of mind.

Considering contracted work often involves some of the lowest paid workers this is a rather concerning trend. This is why, although they were requested, we were unable to include such figures in our fairness calculations.

3.2 Worst Performers

Imperial College London

The highest inequality score goes to Imperial College, a university that mostly focuses on science and medicine. Based in South Kensington, it is a former member of the University of London. It ranks badly because of the high level of pay given to its Vice Chancellor, the large number of highly paid employees, and the large number of employees paid less than the London Living Wage.

These three factors combine to give it a higher inequality score than all other universities. The university tries to justify the high number of employees paid below the Living Wage in its reply to the FoI request by stating that the 699 employees are on casual contracts. It also notes that many of these employees work at the Students' Union.

London Business School

London Business School comes second worst in our table. It is a small university with around 2,000 students and is ranked as one of the best business schools in Europe. It claims the number two spot by having a large number of employees paid over £140,000, as well as having the highest paid employee in UK Higher Education, who at £510,000 is paid £120,000 more than any member of staff employed at any other university. Despite having an ethical contract for outside contractors, it still has the second highest pay ratio in the worst 20 of our table.

3.3 Best Performers

University of London

The fairest paying of our universities is the University of London. It is a federal body of 18 constituent colleges around the city and although most of them function independently, the University of London awards degrees to graduates from the colleges.

It does well in our league by completing all our conditions, making it a Fair Pay Campus. Their pay ratio is the lowest of any university at 9:1, all its employees are paid the London Living Wage or above, and any contractors it has are also required to pay the London Living Wage.

What sets it apart from the rest of the table is that the highest paid member of staff is paid £140,701, the only university head paid anywhere near the £140,000 mark.

School of Oriental and African Studies (SOAS)

The only other university in our table to get below a 10:1 pay ratio is the School of Oriental and African Studies (SOAS), again based in London. As the name suggests, it teaches mostly languages, humanities and social sciences relating to Asia, the Middle East and Africa.

Although they have a ratio just below 10:1, they missed out on becoming the fairest paying campus due to the high pay of their Principal (£190,000). However, the overall aim of this exercise is to promote decreasing the ratio between the highest and lowest paid employees, and SOAS have shown that the ratio can be brought down to 10:1 while still paying their Principal a considerable amount.

Fair Pay Campus Criteria

With the largest ratio between the highest and lowest paid worker in the public sector, the higher education sector has become a crucible of income inequality. Organisations like the Green Party want to see a maximum 10:1 wage differential in institutions and businesses.

To become a Fair Pay Campus, a university must:

1. Publish the ratio between its highest and lowest paid worker.
2. Commit to working towards a 10:1 ratio on campus.
3. Pledge to pay directly employed workers the Living Wage.
4. Ensure contractors pay their workers the Living Wage.
5. Publish the pay of Vice Chancellors and senior management

fairpaycampus.co.uk



4. WHAT MAKES A CAMPUS PAY FAIRLY?



A number of different factors were considered as to why some universities have such a large disparity in pay while others manage to keep their pay ratios low. They were location, trade union and student activism, and attitudes of the university. Each one is explored in turn below.

4.1 Location

Of the worst performing five universities in our table, four of them are based in London. However, four of the best performing five in our table are also from London. There are a few more London universities dotted in the middle of the table due to the high number of institutions in the city, but they completely dominate both extremes of the table.

It is also exclusively London universities that have ethical contracts with contractors. Despite this being the case for some of those who fare the worst in the table, overall this is probably what places so many of them at the winning end of our table. Other regions appear to have their universities distributed evenly throughout the table, so location does not seem to form a clear link to fair pay.

4.2 Activism

Activism by trade unions and students at universities could play a role in the pay and conditions of the staff at universities. As the results were coming in from the FoI requests, the first university to achieve all the goals of being a Fair Pay Campus was the University of London.

However, a small amount of digging into their workers' rights record brings up the ongoing 3Cosas campaign by cleaners working at the university asking for better pay and conditions. As this report cannot be taken in isolation to a university's workers' rights record, we are unable to praise the University of London as highly as we might have liked to for paying their staff well.

SOAS was the next (and last) to also achieve the Fair Pay Campus goals. However, they are currently under fire for colluding in the deportation of many of their lowest paid staff, which the university's trade unions are strongly speaking out against.

Overall, this could point to a trend that universities with active unions and student activists are more likely to be paid fairly, while those who do not speak out lose out on better pay and conditions.

4.3 University Attitudes

Another factor considered was whether the attitude of the university played a part in how it treated its employees. The worst performing universities in our league are business and science specialists, who are often paid high amounts in non-academic contexts and whose students will often go on to high paying jobs.

The best performing universities in our league are more focused on languages and social sciences, who are less likely to earn high wages and more likely to study issues such as inequality. There may be some reasoning behind putting into practice what you research, but as this is hard to quantify it is also hard to link attitudes with fair pay.

5. WHERE TO NEXT?

As the results of this report show, the problem of low pay in the Higher Education sector is something that should be fixed and can be fixed.

University heads are being paid vast amounts of money in a race to the top that copies the private sector and leaves the lowest paid behind. The reasoning often given by universities is that they need to pay high wages to 'attract the best talent', but this is the same excuse given by the banking sector and has proved to be highly unsuccessful in the last few years.

The aim of this report is to highlight the problem of unequal pay in the Higher Education sector, and to show that there are simple ways in which universities wishing to become a Fair Pay Campus can do so.

The first and most obvious is to pay all their workers a Living Wage. Doing so will not only rank them well in our table, but give their employees a decent standard of living. Paying a Living Wage has also been linked to increased quality of work and reduced absenteeism, so it will benefit the university as well.

The best way to fund this increase is through a reduction in the high pay of senior staff. Reducing the pay of the highest paid member of staff will also bring down the university's pay ratio.

Finally, introducing a policy to enforce a Living Wage in outsourced work will give another boost to the productivity of their workforce and the equality of their campus.

As Young Greens, we believe that universities have a responsibility to pay employees a fair wage on which they can support their families and live happily. If money is available for those at the top of the income scale, we cannot believe it is not available for the lowest paid.

Young Greens across England and Wales will be working over the coming year to make their campuses Fair Pay Campuses. You can get involved at fairpaycampus.co.uk

Get In Touch

If you have any questions about the report, or if your university is missing from the league and you want to help us add it, please email:

admin@younggreens.org.uk

6. THE RESULTS IN FULL



Ranked from worst to best:

Rank	Score	University	Top Pay	Over £140K	Living Wage	Min. Wage	Ethical Contract?	Lowest Ratio	Median Ratio
1	1059	Imperial College London	£389,050	128	699	0	No	25.5	10
2	926	London Business School	£510,000	80	0	0	Yes	32.5	7.6
3	857	University of Oxford	£370,778	119	0	0	No	27	11
4	560	Kings College London	£321,000	99	0	0	No	20	8
5	522	University College London	£279,616	123	0	0	Yes	16.6	7.2
6	513	University of Cambridge	£348,872	74	131	0	No	31.22	10.92
7	416	University of Nottingham	£360,000	55	189	0	No	29	9
8	369	University of Birmingham	£371,924	47	81	0	No	27.98	7.58
9	344	University of Edinburgh	£342,047	53	5	0	No	18.51	8.53
10	305	University of Bath	£367,000	5	1255	1125	No	27	11.5
11	282	University of Leeds	£318,084	48	0	0	No	23.59	7.3
12	280	Newcastle University	£277,400	55	363	0	No	17.8	8.7
13	243	University of Leicester	£269,000	38	773	0	No	20.02	8.45
14	233	University of Manchester	£312,180	21	500	500	No	21.98	8.57
15	227	University of Sheffield	£296,000	37	332	0	No	20.2	8.6
16	221	University of Warwick	£316,000	35	2	0	No	34	10.6
17	220	Liverpool University	£311,317	38	0	0	No	22.72	9.74
18	210	Sheffield Hallam University	£250,000	4	980	848	No	16	7.35
19	192	University of Kent	£242,000	1	867	867	No	18	4
20	164	University of Bristol	£282,000	30	14	0	No	34.7	8.7
21	158	University of Glasgow	£250,000	43	0	0	No	18.69	8.3
22	154	University of Lincoln	£221,000	1	713	708	No	14.26	6.42
23	147	University of Exeter	£334,700	13	56	11	No	61	12
24	143	University of Surrey	£366,832	9	4	4	No	75	11
25	142	London School of Economics	£270,000	35	0	0	Yes	16.4	8.69
26	132	University of Southampton	£277,000	27		0	No	21	
27	129	Queen Mary, UoL	£250,197	35	0	0	No	15.5	6
28	121	Cardiff University	£285,000	24	0	0	No	16.8	6.6
29	109	University of Dundee	£218,674	35	147	0	No	16	6.8
30	105	City University London	£280,000	21	0	0	No	16.6	6.6
31	95	Queen's University Belfast	£239,604	23	112	0	No	17.9	6.9
32	87	University of Reading	£233,271	8	287	146	No	25	8.2
33	83	Durham University	£232,059	6	528	0	No	17	7
34	81	St George's University of London	£263,262	18	6	0	No	15.59	
35	81	University of Hull	£271,118	16	40	0	No	14.77	9.03
36	81	Keele University	£267,000	11	207	0	No	19	10
37	70	University of Sussex	£280,000	12	0	0	No	20.23	
38	67	Loughborough University	£265,600	4	327	0	No	20	8
39	59	University of Hertfordshire	£251,000	3	161	159	No	18.8	8.3
40	58	University of the Arts London	£239,175	3	359	0	No	15.8	3.98

Rank	Score	University	Top Pay	Over £140K	Living Wage	Min. Wage	Ethical Contract?	Lowest Ratio	Median Ratio
41	55	Aberystwyth University	£208,000	1	183	100	No	29.78	7.54
42	55	Swansea University	£222,000	10	179	0	No	16.63	7.51
43	55	University of East Anglia	£225,900	15	43	0	No	15.59	7.07
44	52	Liverpool John Moores University	£256,794	11	0	0	No	14.85	4.9
45	48	Nottingham Trent University	£334,000	1	190	0	No	20	8
46	44	Bangor University	£219,022	5	143	67	No	16	7.6
47	43	University of Plymouth	£279,867	6	0	0	No	18	8
48	43	University of Aberdeen	£261,040	6	5	0	No	22.01	8.42
49	41	Anglia Ruskin University	£265,017	7	0	0	No	15.73	7.33
50	41	Manchester Metropolitan University	£279,000	6	0	0	No	15.91	7.03
51	39	University for the Creative Arts	£150,150	1	174	174	No	13.4	4.43
52	39	Open University	£316,000	3	0	0	No	20.9	8.79
53	38	Middlesex University	£256,000	8	0	0	No	12.5	4.76
54	38	Cardiff Metropolitan University	£218,273	1	233	0	No	16.6	7.8
55	36	Canterbury Christ Church	£194,620	1	163	0	No	24	8
56	36	University of Derby	£219,350	2	178	0	No	17.53	8.19
57	35	University of Abertay Dundee	£273,000	1	59	59	No	19.9	6.73
58	34	The Robert Gordon University	£220,000	5	108	0	No	16.06	7.3
59	31	University of the West of England	£239,716	5	13	0	No	18	7
60	31	Aston University	£251,563	4	5	0	No	18.84	7.66
61	30	Teesside University	£232,576	1	74	0	No	23.7	7.69
62	29	Edge Hill University	£250,079	4	0	0	No	18	9
63	27	University of East London	£245,000	5	3	0	Yes	23.4	5.3
64	27	University of St Andrews	£251,000	3	9	0	No	18	7
65	26	University of York	£251,892	3	3	0	No	17.91	7.44
66	26	Lancaster University	£234,000	4	33	0	No	14.75	5.9
67	25	Glyndŵr University	£215,293	1	154	4	No	12.11	5.39
68	25	University of Strathclyde	£250,000	2	17	9	No	18.5	8.29
69	25	University of Central Lancashire	£270,000	1	16	0	No	20	10.3
70	23	Glasgow Caledonian University	£239,000	3	0	0	No	17.44	6.14
71	23	London Metropolitan	£254,000	6	0	0	Yes	14.69	6.61
72	21	Bradford University	£211,000	5	0	0	No	15.8	6
73	21	University of Sunderland	£204,250	1	31	0	No	21.6	7.2
74	21	University of Salford	£250,000	2	0	0	No	16.8	6.91
75	21	Oxford Brookes University	£244,000	2	17	0	No	15.5	7.8
76	21	Southampton Solent	£222,669	1	29	5	No	19	6
77	19	University of Stirling	£191,864	1	91	1	No	14.37	6.56
78	18	University of Westminster	£260,000	1	16	16	Yes	23	7
79	18	University of Wales, Newport	£191,150	1	105	0	No	12.5	6.2
80	18	University of Brighton	£202,271	5	0	0	No	14.07	6.52



Rank	Score	University	Top Pay	Over £140K	Living Wage	Min. Wage	Ethical Contract?	Lowest Ratio	Median Ratio
81	17	Leeds Metropolitan University	£215,000	3	0	0	No	15	6
82	17	University of Cumbria	£170,150	1	56	56	No	12.74	5.84
83	16	Staffordshire University	£199,000	1	66	2	No	13.75	5
84	16	University of Bedfordshire	£204,000	4	4	4	No	13	6
85	16	University of Essex	£205,000	1	40	0	No	15.4	6.6
86	16	Royal Holloway, University of London	£227,133	1	0	0	No	17	10
87	15	University of Worcester	£224,000	1	1	0	No	16.13	7.72
88	14	University of the West of Scotland	£217,000	1	0	0	No	16.5	Not provided
89	13	University of Chester	£215,000	1	9	6	No	14.42	8
90	13	University of Winchester	£211,904	1	5	0	No	15.47	7.03
91	12	Napier University	£234,000	1	0	0	No	13	Not provided
92	12	London School of Hygiene and Tropical Medicine	£223,030	1	0	0	No	14	4.4
93	12	Heriot-Watt University	£207,000	3	0	0	No	11	7
94	11	University of Bolton	£209,800	1	5	0	No	13.95	5.46
95	11	University of Huddersfield	£207,000	1	0	0	No	14.72	6.23
96	11	University of Ulster	£205,131	1	0	0	No	14.5	5.8
97	11	University of Roehampton	£235,000	1	0	0	No	11.5	5.3
98	11	University of Greenwich	£200,000	1	0	0	No	14.98	5.81
99	11	University of the Highlands and Islands	£227,000	1	0	0	No	12	7
100	10	Bath Spa University	£200,000	1	0	0	No	14	6
101	10	University of Kingston	£190,000	2	11	0	No	12	4.7
102	9	University of West London	£204,996	1	0	0	No	13	5
103	9	University of Portsmouth	£194,250	1	0	0	No	14	6
104	9	University of Glamorgan	£191,050	1	3	0	No	14.01	5.83
105	9	University of Northampton	£180,000	2	4	0	No	13	6
106	7	York St John University	£183,000	1	0	0	No	13	6.45
107	7	London South Bank University	£238,000	2	0	0	Yes	14.3	6.25
108	6	University of Wolverhampton	£161,700	1	16	0	No	12	6
109	5	University of Gloucestershire	£160,813	1	8	0	No	12	4.7
110	1	Institute of Education	£190,901	2	0	0	Yes	14.12	4.8
111	-1	Goldsmiths, UoL	£206,000	1	0	0	Yes	12.59	5.48
112	-3	School of African and Oriental Studies	£190,363	1	0	0	Yes	9.54	5.74
113	-11	University of London	£140,701	1	0	0	Yes	9	4.9



**The Young Greens are the youth
and student branch of
the Green Party.**

We organise within and beyond
the Green Party to empower young
people to work for genuine, lasting
political change.

Young Greens seek to combine
principled actions and campaigning
within our communities with
electoral politics.

We want to harness the energy
and ideas of young people, moving
society towards a sustainable and
just future.

fairpaycampus.co.uk

Printed on 100% recycled paper by alocalprinter.com. Promoted by the Young Greens
of England and Wales, Development House, 56-64 Leonard Street, London EC2A 4LT.

020 7549 0309
admin@younggreens.org.uk

facebook.com/younggreens
twitter.com/younggreenparty