



University
of Exeter

Proposed Changes to Grades B
to D: Equality Impact
Assessment

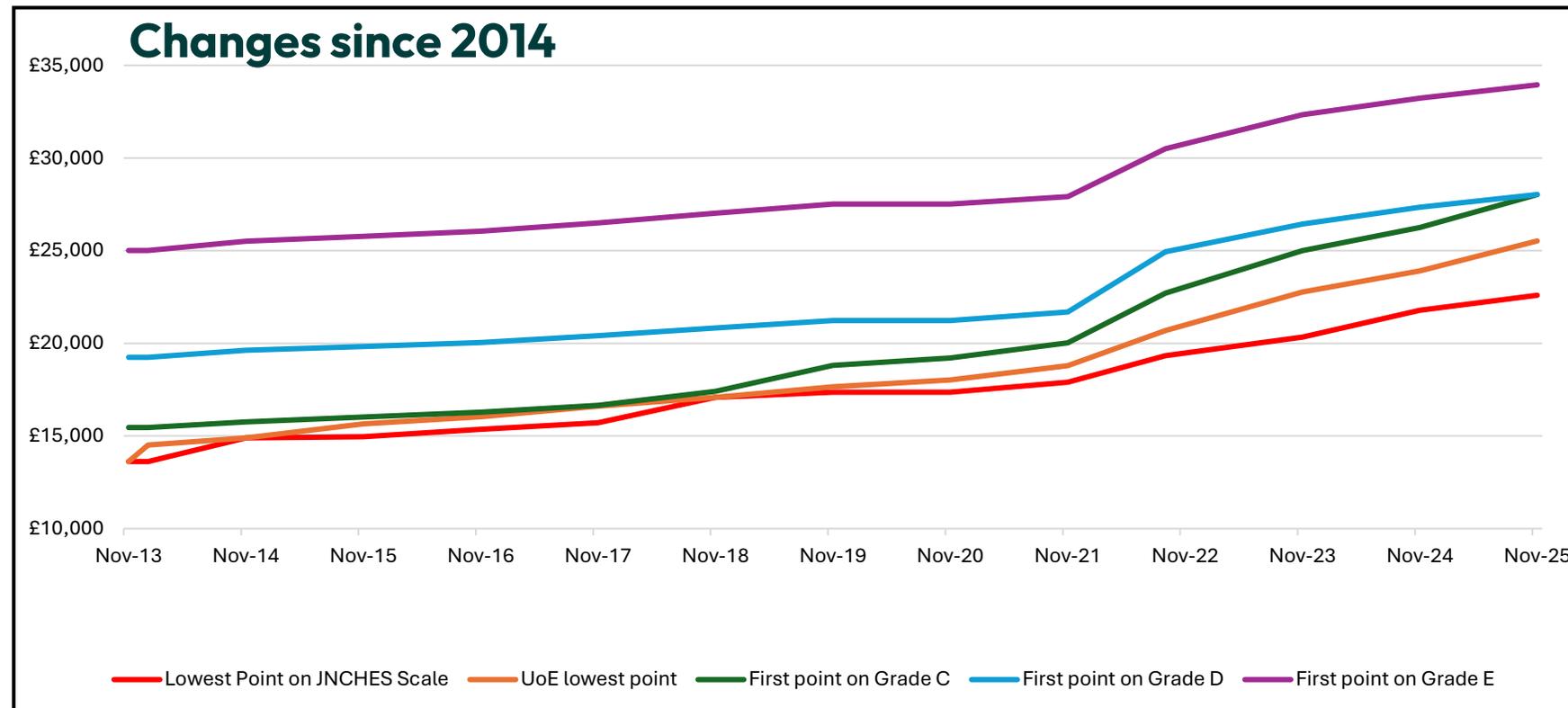
February 2026

Equality Impact Assessment



Colleagues in Grades B, C and D, make up just over 20% of University workforce:

- Grade B: 3.9%
- Grade C: 5.6%
- Grade D: 11.4%



The graph on the left shows how colleagues in Grades B, C and D have benefited from changes to the University's grading scheme since the Foundation Living Wage was first applied in January 2014.

The salary for our first pay point has increased by 87.4% since 2013.

From November 2022 to November 2025, local pay rates for Grades B and C increased by 23.4%.

Summary of University Proposal



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- First point of payscale will continue to track the Foundation Living Wage.
- Other points in Grade B and points in Grade C will be aligned to points on the national pay spine and receive JNCHES increases. (Subject to remaining on current local rates until JNCHES rates catch up.)
- Points 18-20 in Grade D will be increased to the national salary rate for point 21 for the remainder of this financial year.
- From August 2026, Grade D will comprise points 21 to 23.
- Increases to Grades B to D will be aligned to the August implementation date for national uplifts.

Sex



- 57.1% of the total University workforce is female.
- 63.8% of Professional Services staff are female.
 - Grade B: 60.6%
 - Grade C: 60.0%
 - Grade D: 69.7%
- Female staff have been the primary beneficiaries of the University applying the Foundation Living Wage, which we will continue to pay.
- Other staff in Grades B and staff in Grade C will continue to receive JNCHES increases, bringing equality with staff in other grades.
- Two-thirds of staff in Grade D are female. They benefited from the changes to Grade D made in 2022*. As a consequence of increases to the FLW in subsequent years, some points on Grade C are now higher than some points on Grade D. Grade D staff will benefit from changing the scale to points 21 to 23.

* In 2022, Grade D was amended from points 14-22 to points 18 to 22 and contribution points were converted to normal progression points.

Ethnicity

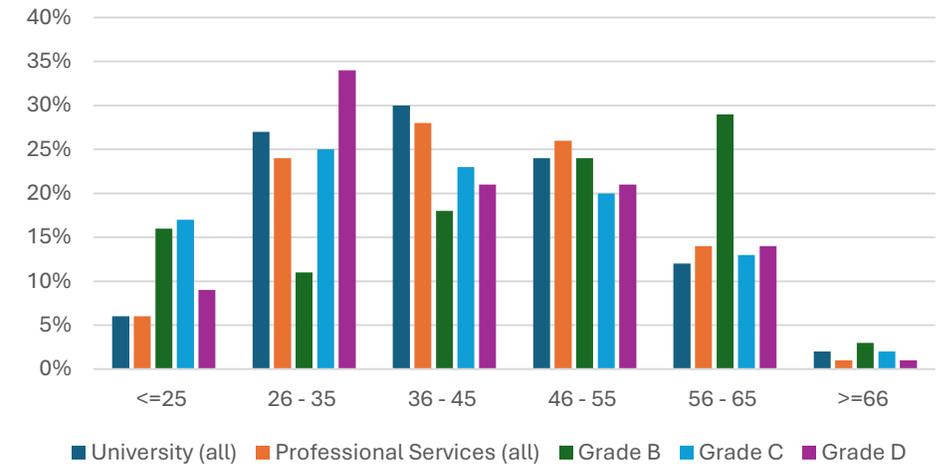
- 17.6% of the University workforce are from an Ethnic Minority background.
- 8.6% of PS staff identify as Black, Asian or other minority ethnicities.
 - Grade B: 16.3%
 - Grade C: 8.3%
 - Grade D: 10.9%

Disability

- 12.9% of the University workforce have declared that they have a disability.
- 16.1% of Professional Services staff have declared that they have a disability.
 - Grade B: 12.1%
 - Grade C: 18.9%
 - Grade D: 18.1%

Age

- There are proportionately more under 25-year-olds in the Grades B, C and D than for the rest of the University.
- Grade B has proportionately more 56 to 65-year-olds than the rest of the University.



Other Protected Characteristics

- Low declaration rates for Sexual Orientation, Religion and Belief and marital status. This makes it difficult to draw meaningful conclusions.
- The available data suggest no significant differences for staff at these grades compared to the wider staff population.
- Gender Reassignment: No meaningful data trends available.



Contract Status

- 66.2% of the University workforce are full-time
- 33.8% are part-time.
- 70.6% of Professional Services staff are full-time.
- 29.4% are part-time.
- Grade B: 32.9% full-time/67.1% part-time
- Grade C: 71.6% full-time/28.4% part-time
- Grade D: 69.8% full-time/30.2% part-time.

Conclusion (1)



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- In recent years, staff above the bottom point in Grades B and C have benefited from pay increases which mirror the FLW. These increases have been greater than those paid to the rest of the University population. More women than men have benefited from this.
- The changes to Grade D will benefit more female staff than male staff.
- The changes will also address concerns expressed by colleagues in Grade D about the current uncertainty.
- The re-establishment of links to JNCHES points at Grade B and C will mean staff on these points receive JNCHES increases in future (rather than increases to local rates based on the FLW), treating them equally with staff in other grades.
- Pay uplifts for staff in Grades B and C will be moved back to treat them equally with other staff.

Conclusion (2)



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- The changes will provide financial stability and sustainability for the University at a time of extraordinary financial pressure across the sector.
- First point of payscale will continue to track the Foundation Living Wage. This will continue to be the lowest salary paid by the University.
- The deferred implementation of the FLW will provide time for engagement with Trade Unions if future FLW increases require changes to be made to pay structures.
- Staff in Grades B and C, who have received higher increases in recent years than other staff, will be treated equally with staff in other grades in future years.