

ECC Membership Profile 2018

ECC has 125 members across the UK: from Aberdeen to Cornwall, from Belfast to East Anglia.

HR teams in the very largest, long-established and internationally-renowned universities to the smallest specialist colleges all find that ECC Online, HERA and FEDRA – and our team of expert consultants - work successfully for them.

In fact, since their introduction in 2002, our HERA and FEDRA schemes have analysed more than 150,000 roles within 130 organisations – representing at least 500,000 staff. And although there is of course more work to do, we're very proud that ECC members tend to have a lower mean gender pay gap (2.4% difference)¹.

Our membership includes 4 of the 5 UK universities in the [2018 World's Top 25](#) and 7 of the top 10 UK universities in the [2018 Times Higher Education 'Table of Tables'](#). With pay and reward gaining ever-greater attention, they know that it has never been so important to have a robust, sector-specific approach to job evaluation and role analysis.

And with some 75% of UK universities belonging to the ECC consortium, our members are actively involved in all the major UK higher education sector mission groups:

25 ECC members belong to...	Guild HE Distinction and Diversity in Higher Education (48 universities and colleges) http://www.guildhe.ac.uk/
17 are affiliated to...	MillionPlus The Association for Modern Universities (20 universities) http://www.millionplus.ac.uk/
16 are part of...	The Cathedrals Group The only group of universities in the UK with a commitment to serving the public good that springs from faith-based values (16 universities) http://www.cathedralsgroup.ac.uk/
13 are part of...	The Russell Group Committed to maintaining the very best research, an outstanding teaching and learning experience and unrivalled links with business and the public sector (24 universities) http://www.russellgroup.ac.uk/
11 belong to...	University Alliance Leader in technical and professional education (18 universities) http://www.unialliance.ac.uk/
9 belong to...	UKADIA United Kingdom Arts & Design Institutions Association (14 institutions) http://ukadia.ac.uk/

All the 125 universities and colleges we work with rely on HERA, FEDRA and ECC to support their strategic HR aims.

To find out more, email contactus@ecc.ac.uk, call 020 7430 8368 or visit www.ecc.ac.uk

¹ UCEA analysis of sector gender pay gaps, June 2018