

Equal Pay Review 2011

During the autumn of 2011 the University conducted its first Equal Pay Review. The working group consisted of representatives of the recognised Trade Unions, UNISON and UCU, a member of the Equality and Diversity Steering Group, Human Resources, Information Services and Finance. As this made the group predominantly female we asked the Trade Unions to nominate a male member of staff who also joined.

This Equal Pay Review showed that there were no pay gaps, based on basic average hourly pay, of over 5% in jobs of equal value. However, the University's overall basic average hourly pay % pay gap shows that the average hourly pay of men is 21.23% higher than the average hourly pay of women. This percentage rate is slightly higher than the ASHE (Annual Survey of Hours and Earnings) % pay gap for Higher Education of 20.2%. The reason why overall men are paid more than females is the current gender distribution of the University which is predominately male in senior roles, has more females in lower graded roles, and has more females in part time roles compared to males. These issues are broader equality issues around gender representation and the University will continue to consider initiatives to increase gender representation across all levels as published in the University Equality Objectives.

The University continues to be committed to equality of opportunity for all staff and part of this commitment is equality in the application of its pay and grading structure to ensure equal pay for work of equal value and will undertake a further Equal Pay Review in 2012.