

## Equal Pay Review 2012

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During the autumn of 2012 the University conducted its second 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, Planning Support 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 has been a reduction in the percentage of males being paid more than females across the University and the overall pay gap has decreased from 21.23% to 16.08% which compares favourably against the HEI ASHE benchmark data of 21.0%. 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 and has more females in lower graded roles. 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 2014.