

## Equal Pay Review 2016

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The University has conducted its fourth Equal Pay Review, and has consulted with representatives of the recognised Trade Unions, UNISON and UCU, a member of the Equality and Diversity Steering Group, Human Resources and Planning Support.

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 15.68% to 12.04% which compares favourably against the HESA HE benchmark data of 14.1%. The reason why overall men are paid more than women is the current gender distribution of the University, in which male staff tend to be more highly represented within senior roles and female staff tend to be more highly represented in lower graded roles.

These issues are broader equality issues around gender representation culturally and the University will continue to consult with staff and consider initiatives to increase gender representation across all levels as published in the University Equality Objectives.

The University has made steps to reduce the pay gap by doing the following:

- Conducting the annual equality and diversity report to see any areas of inequality in senior roles between males and females.
- To continue to consult with staff on the findings of this report, and to consider initiatives to increase gender representation across all senior grades as published in our Equality objectives.
- Producing the annual HR metrics report to see if there are any discrepancies between males and females being promoted or moving internally within the University. To also look at the number of males and female new starters and leavers within each grade.
- Committing to secure Athena Swan (AS) bronze level accreditation by 2020
- Develop female staff at leadership level Bands 7 and 8 and in other areas where specific under-representation is evidenced by launching a women's leadership network open to all self-identifying female staff and through the continued use our Developing Leaders Programme.

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 2018.