



**EQUAL PAY STATEMENT
APRIL 2021**

1. Equal Pay

The university is committed to the principle of equal opportunity for all staff. We believe that all female and male staff should receive equal pay for the same or broadly similar work; for work rated by job evaluation as equivalent; and for work of equal value irrespective of age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

In order to achieve equal pay for employees who are undertaking equal work we will operate a pay system which is fair, transparent, equitable, based on objective criteria and free from unlawful bias.

As part of our commitment to equal pay we will:

- i. Publish gender pay gap information every 2 years as part of the Public Sector Equality Duty in Scotland.
- ii. Regularly review and audit our pay system and practices, including the publication of any equal pay audits or gender pay gap analysis.
- iii. Identify areas of occupational segregation and take positive action to address them.
- iv. Maintain a fair and robust job evaluation scheme, taking appropriate action to address any inconsistencies or discrimination in pay that are identified.
- v. Publish information so that our staff are familiar with how our pay practices work and how their own pay is determined.
- vi. Provide training and guidance for line managers and key stakeholders involved in decisions about employee pay and benefits.
- vii. Discuss and agree the equal pay statement with employees, trade unions and staff representatives where appropriate.
- viii. Reward the skills, experience and potential of all our staff fairly, equitably and transparently and thereby increase efficiency, productivity and competitiveness, while enhancing the university's reputation and image.

The Director of HR is responsible for equal pay within the university and will review and audit university pay systems on a biennial basis to ensure compliance.

The findings of the equal pay audit is reviewed by the Equality & Diversity Sub Committee.

2. Occupational segregation 2021

The university recognises that tackling occupational segregation is a priority of the Scottish Government and that understanding and addressing any differences in the distribution of female and male staff, disabled and non-disabled staff and staff from different minority racial groups across different job types and job categories will help to eliminate inequality.

The university is committed to transparency and, following further review, will publish explanations and positive actions, separate to this statement, that are designed to address or contribute to tackling occupational segregation that is - in many cases - a consequence of societal and educational expectations.

University data is broken down into grades (to identify vertical segregation) and three categories: Academic & Research; Professional & Support and Senior Management (to identify horizontal segregation).

2.1 Gender

Based on information held on 31st December 2020, there were 1523 staff, full and part time, employed at the university. 60.2% of staff are female and 39.8% of staff are male.

In terms of horizontal segregation, our analysis (link to be added to gender pay gap report) shows there is a 55/45 split in favour of female staff for Academic & Research roles. For Professional and Support roles there is a 64/36 split in favour of female staff with large clusters of female staff in cleaning and administration roles for example. For SMG it is 45/55 in favour of male staff but with such small numbers it could tighten significantly should one male member of staff leave and be replaced by a female.

When looking at vertical segregation, table 1.1 in appendix 1 shows the numbers and percentages of female and male staff on each grade. Those grades which show the greatest difference between the concentration of male and female employees are grades 1, 3, 4 and 7. There are considerably fewer male staff at the lower end of the scale, with the % gradually increasing from Grade 1 to SMG. For grades 7-SMG, which contains the professional and managerial posts, the split is 55/45 split in favour of female staff whereas from Grade 1 to 7 it is 65/35.

2.2 Disability

Based on information held on 31st December 2020, there were 109 staff in the university that have declared a disability which equates to 7.16% of the workforce. According to the UK Dept of Work and Pensions, 19% of working age adults reported a disability in 2018/19 with approximately 40% of those people referred to as economically inactive i.e. not in a position to work or not looking for work. This reduces the working age disabled population to approx. 11% of the workforce, although this will be fluid. From 1st Jan 2019 – 31st Dec 2020 8% of job applicants confirmed they had a disability. 5% of all those appointed disclosed they had a disability, although 19% did not disclose.

In terms of horizontal segregation, our analysis shows 5.5% of Academic & Research staff have notified the university upon applying for their post that they have a disability. For Professional & Support staff it is just under 8.5%, while for SMG level posts it is 3%.

When looking at vertical segregation, table 1.2 in appendix 1 shows the percentage and number of disabled and non-disabled staff in each grade. There is no discernible pattern when looking at grades in isolation but the grades that do not appear to be representative of the overall disabled/non-disabled workforce profile are grades 2, 9 and SMG. If the grading structure is broken down into three parts, each made up of 4 grades, there is a higher percentage of disabled staff or those declaring a disability in grades 1-4 than there is in grades 9-SMG.

2.3 Ethnicity

Based on information held on 31st December 2020, there were 170 staff in the university who disclosed they were from a Black, Asian or Minority Ethnic background, which equates to 11% of the workforce. The last census was conducted in Scotland in 2011 and we will have to wait until the next one in 2022 to be certain of the extent to which the % of BAME staff at the university reflects modern society in Scotland. In 2011 the percentage of people in Scotland from minority ethnic groups was 4%.

In terms of horizontal segregation, our analysis indicates 15.5% of Academic & Research staff are from a BAME background. For Professional & Support staff it is 8.5%, while for SMG level posts there are none. This will be referred to in the 2021-2025 published equality outcomes.

When looking at vertical segregation, table 1.3 in appendix 1 shows the percentage and number of staff from a BAME background in each grade. There is no discernible pattern when looking at grades in isolation but the grades that do not appear to be representative of the overall BAME/Non BAME workforce profile are grades 2, 3, 4 and SMG.

Appendix 1

Table 1.1

Grade	Number of Staff		Percentage of Staff	
	Female	Male	Female	Male
1	127	44	74.27%	25.73%
2	35	42	45.45%	54.55%
3	115	31	78.77%	21.23%
4	64	19	77.11%	22.89%
5	81	67	54.73%	45.27%
6	70	54	56.45%	43.55%
7	100	69	59.17%	40.83%
8	246	200	55.16%	44.84%
9	35	34	50.72%	49.28%
10	17	15	53.13%	46.87%
Prof	12	13	48.00%	52.00%
SMG	15	18	45.45%	54.55%

Table 1.2

Grade	Number of Staff		Percentage of Staff	
	Disabled	Non-disabled	Disabled	Non-disabled
1	19	150	11.11%	87.72%
2	3	73	3.90%	94.81%
3	12	132	8.22%	90.41%
4	9	74	10.84%	89.16%
5	12	133	8.11%	89.86%
6	8	112	6.45%	90.32%
7	14	153	8.28%	90.53%
8	25	413	5.61%	92.60%
9	2	65	2.90%	94.20%
10	2	30	6.25%	93.75%
Prof	2	22	8.00%	88.00%
SMG	1	32	3.03%	96.97%

*25 staff have declined to provide this information

Table 1.3

Grade	Number of Staff		Percentage of Staff	
	BAME	NON BAME	BAME	NON BAME
1	23	137	13.45%	80.12%
2	3	72	3.90%	93.51%
3	7	134	4.79%	91.78%
4	2	78	2.41%	93.98%
5	23	122	15.54%	82.43%
6	15	105	12.10%	84.68%
7	20	142	11.83%	84.02%
8	61	369	13.68%	82.74%
9	8	60	11.59%	86.96%
10	3	29	9.38%	90.63%
Prof	5	19	20.00%	76.00%
SMG	0	32	0.00%	96.97%

*the ethnicity of 54 staff has either not been disclosed or is unknown