

Edinburgh Napier University

Equal Pay Statement

In line with the requirements of the Equality Act 2010 and Public Sector Equality Duty (PSED), we are pleased to outline our commitment to the principles of Equal Pay.

We firmly believe that equality of opportunity is essential to everything we do and that all colleagues should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We will continue to monitor pay gaps as well as policies and procedures which have the potential to create opportunities for pay inequality, by:

- Continuing to monitor and investigate, where necessary, pay gaps by gender, ethnicity and disability.
- Ensuring we continue to evaluate the grades and monitor the occupations of specific colleague demographic groups in order to mitigate against the development of unjustified occupational segregation.
- Maintaining the fairness and transparency of our pay and remuneration policies by continuing to ensure appropriate justification for any identified differences.
- Sharing findings of audits with the Inclusions Committee and develop appropriate actions to enhance our practice through the Pay Equalities Working Group.

We are required to publish gender pay gap information every two years and publish an Equal Pay Statement every four years. To demonstrate our commitment, the University exceeds these requirements by actively monitoring our gender, ethnicity and disability pay gaps annually. The outcomes of the 2024 review are available **here**.

Further information around our pay related policies and practices is outlined below.

Pay Related Policies and Procedures

These are developed to ensure they are fairly and consistently applied and eliminate any bias. When implemented or reviewed, the views of colleagues are sought via Policy Forums, Colleague Networks and consultation with our recognised trade unions. The impact of these policies on different demographics are considered through the undertaking of Equality Impact Assessments.

Role Evaluation

To achieve equal pay for equal work, we continue to utilise the Higher Education Role Analysis (HERA) role evaluation scheme to measure the relative value of all roles to determine the appropriate pay and grade.

Pay Negotiations and Living Wage Accreditation

The nationally negotiated 51 point pay spine underpins our pay structure for colleagues in Grades 2 to 7. Negotiations take place annually between the Universities and Colleges Employers Association (UCEA) and representatives of five Trade Unions at a national level to consider any pay uplifts. Colleagues also receive service-related incremental progression until they reach the top pay point of their evaluated grade.

We have separate pay processes for colleagues above the national pay spine, which are underpinned by principles of equality, performance, and market pay data for comparable roles.

We are committed to paying the Living Wage for all our colleagues and are pleased to be accredited by the Living Wage Foundation.

Occupational Segregation

Analysis of occupational segregation data forms part of our pay equality monitoring with the aim of ensuring there is no underlying bias within our talent and development practices.

Occupational segregation occurs where individuals with the same protected characteristics are primarily employed in specific pay grades or roles. If identified, actions should be considered to ensure that demographic groups continue to be represented across all grades, continuing to foster diversity and inclusion among our colleagues. Positively, our most recent review of this information confirms that colleagues with different protected characteristics in relation to gender, ethnicity, and disability occupy a variety of roles at all grades.