

Edinburgh Napier University

Equal Pay Statement 2021

This Equal Pay Statement supersedes the Equal Pay Statement agreed and owned by University Court in April 2017 and further outlines our commitment to the principles of equal pay for all our employees. We aim to eliminate bias in our pay and remuneration systems and understand that equal pay between men and women is a legal right in accordance with the Equality Act 2010.

We are required to provide gender pay gap information every 2 years and publish an Equal Pay Statement every four years which also provides information on occupational segregation in relation to disability, race and gender, in accordance with the specific duties that accompany the Public Sector Equality Duty in Scotland. We have, however, gone beyond our statutory duty and applied resources to undertake an additional two-year equal pay audit to demonstrate our commitment to regularly reviewing this information.

Our policies and procedures associated with pay and remuneration at Edinburgh Napier University, working with Trade Unions, have been developed to ensure they are fairly and consistently applied to all staff.

Our commitment to the principles of equal pay is not restricted to gender, we firmly believe that equality of opportunity is essential to everything we do and that everyone should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. We also review pay for the protected characteristics of disability, race and age.

To achieve equal pay for employees doing equal work, we continue to utilise the Higher Education Role Analysis (HERA) job evaluation scheme to measure the relative value of all jobs in our pay and grading structures.

Within Grades 1-7 the nationally negotiated 51 point pay spines is used, with service-related incremental progression. We have separate pay processes for staff in Grades 8 to 10 and members of the University Leadership Team (ULT) which are underpinned by performance and market pay data for comparable roles.

We are committed to paying the Living Wage for all our employees and have applied for the Living Wage accreditation to recognise this.

Differences between Equal Pay and Gender Pay

Under the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016, the University is legally obliged to report on both the Equal Pay and Gender Pay Gap. Equal and Gender pay are different legal concepts:

- The *Equal Pay Gap* is calculated by comparing the average/median salary of females against males for jobs which can be rated as “work rated as equivalent,” for example, by grade or “like work”, for example, by role title.
- The *Gender Pay Gap* is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.