Statement on Equal Pay

The University believes as part of its equality ethos, all staff should receive equal pay for the same or broadly similar work (other than where the difference in pay is genuinely due to a material factor), regardless of the differences in age, race, nationality, ethnic or national origin, gender (including staff who have undergone gender reassignment), religion, sexual orientation, disability, personal circumstances, political affiliation or union activity.

To achieve this, the University will operate a pay system that is transparent, based on objective criteria and free from unlawful bias. The University will continue to use the Higher Education Role Analysis (HERA) system, an analytical job evaluation system, to assist with determining equal pay, where appropriate.

The University’s equal pay objectives are to:

- Regularly monitor and review the application of policies and procedures that impact on pay. This will include Equal Value Audits as a regular feature of the pay procedures;

- Take regular appropriate action to address these accordingly, including providing training and guidance for managers and supervisory staff directly involved in decisions about pay and benefits; and

- Conduct and publish on the University’s website an annual equal pay review in line with Equality and Human Rights Commission (EHRC) guidance.

The University will engage with the recognised Trade Unions on the actions, and implementation of this statement.

The University believes that avoiding unfair discrimination will ultimately improve morale and enhance University effectiveness and efficiency in fulfilling its strategy and contributing to our vision as a place that retains and attracts the very best staff.

October 2011

Owner: Reward and Benefits Team – Human Resources