

Equal Pay Statement

This statement covers all staff employed by the University of St Andrews and articulates the commitment of the University to ensure that staff receive equal pay for work of equal value.

In line with the University's Equality, Diversity & Inclusion Policy, the University supports and promotes equality of opportunity for all staff and believes as part of this ethos that staff should receive equal pay for the same or broadly similar work, regardless their 'protected characteristic' under the Equality Act (2010) and personal circumstances; political affiliation; or union activity.

In order to achieve equal pay for staff doing equal work, the University will operate a pay system, which is transparent, based on objective criteria and free from unlawful bias. The University uses the HERA (Higher Education Role Analysis) system to assist with determining equal pay.

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