**Gender 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 and 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 of their ‘protected characteristic’ under the Equality Act (2010), political affiliation or union activity.

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.

As reflected in the [Equality Mainstreaming Report (April 2025)](https://www.st-andrews.ac.uk/media/human-resources/equalitydiversity/reports/Mainstreaming%20and%20Equality%20Outcomes%20Report%202021%20-%202024-1.docx), the gender balance of the staff population is 47.8% Men and 52.2% Women. The data also reflects a higher concentration of women in Grades 1, 3, and 4 and a growing proportion of women in Grades 7 and 9.

In its [People Strategy (2023-2027)](https://www.st-andrews.ac.uk/about/governance/university-strategy/supporting-documents/people-strategy-2023-2027/) the University commits to implementing a strategy to reward people fairly within transparent and appropriate remuneration frameworks. Specific to gender, in its [Athena Swan Action Plan (2024)](https://www.st-andrews.ac.uk/assets/university/about/documents/equality-diversity-and-inclusion/athena-swan-silver-application.pdf) the University commits to developing and implementing a costed proposal to address the gender pay gap. This will be in addition to the University continuing to:

1. Investigate grades and occupations where there are unequal pay gaps by gender to determine the causes and design strategies to remove the barriers identified.
2. Ensure adherence to the University’s Starting Salary Policy.
3. Conduct gender equal pay analysis on an annual basis with findings reported to the Principal’s Office.
4. Inform employees of how their own pay is determined.
5. Provide training and guidance to managers involved in decisions about pay and benefits.
6. Publishing gender pay gap information annually.

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