

Race 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 of their 'protected characteristic' under the Equality Act (2010), 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.

Full data on the distribution and occupational segregation of all staff by race and ethnicity, is provided in the [Equality Mainstreaming Report \(April 2021\)](#) in line with data protection. The report also contains the University's [Equality Outcomes Action Plan \(April 2021-2025\)](#), listing actions in relation to race equality. Data pay gaps are provided on the [Pay Gap Reporting](#) webpage.

In 2013 the University made a commitment to fully comply with the 'Scottish Specific Duties (2012)', to address identified pay gaps. From May 2021, the University will continue to address the pay gap by:

- Continuing to investigate grades and occupations where there are unequal pay gaps by ethnicity.
- Ensuring adherence to the University's Starting Salary Policy.
- Continuing to report on ethnicity pay gaps to the Principal's Office.
- Informing employees of how their own pay is determined.
- Providing training and guidance to managers involved in decisions about pay and benefits.
- Publishing ethnicity pay gap information.

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