

## **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 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.

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.

As stated in the Equality Mainstreaming Report (April 2017), the Headcount data indicates that the majority of BME staff are based in grades 6 and 7.

Within the University's Single Equality Outcomes Scheme Action Plan (April 2017-2021), there are action themes stating 'Tackle residual equal pay issues' and 'Promotion procedures to encourage underrepresented groups' under 'Equality Outcome 3: Designing of systems of reward and recognition for staff and students that ensure fair treatment of all, whatever their background and characteristic'.

As part of the University's commitment to fully comply with the 'Scottish Specific Duties (2012)' in addressing identified pay gaps, from May 2017 to April 2021 the University will address race equal pay by:

- Investigating grades and occupations where there are unequal pay gaps by race.
- Ensuring adherence to the University's Starting Salary Policy.
- Conducting race equal pay analysis on an annual basis with findings reported 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 race pay gap information in April 2019 and 2021.

Reviewed: 27 April 2017