

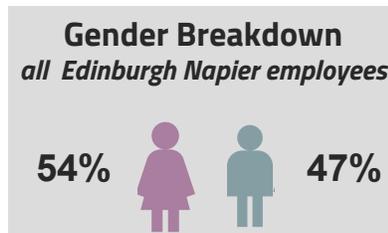
# Gender Pay Audit 2021-2022



At Edinburgh Napier University, we are passionate about equality and committed to the creation of an inclusive culture. We are making significant progress and continue to take a proactive and strategic approach to delivering our inclusion strategy, including the monitoring and measuring our gender pay gap to maintain our reputation as an inclusive University.

## What is the Gender Pay Gap?

The pay gap is the key indicator of the inequalities and differences that still exist in men's and women's working lives, and is caused by three main factors: **occupational segregation, inflexible working practices, and pay discrimination.** The gender pay gap is the percentage difference between the average pay of woman and men across the whole workforce.

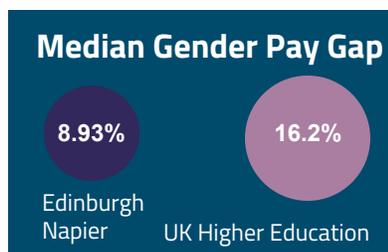


## Gender Pay Gap Calculations

The **mean average** is calculated by adding all individual employees' hourly rate of pay and dividing by total number of employees. It includes the highest and lowest rates of pay, and because those on the highest rates of pay tend to be men, and those on the lowest are more likely to be women, it captures a more complete picture of the pay gap.



The **median average** is calculated by listing all employees' hourly rate of pay, and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay, and gives a more accurate representation of the 'typical' difference. However, because of this, it can obscure gendered pay differences.



## Gender Pay Gap Data 2020-2022

Year	Overall Figures	Females	Males	Mean hourly rate for females	Mean hourly rate for males	Mean Pay Gap %	Median hourly rate for females	Median hourly rate for males	Median Pay gap %
2022	1983	1067	916	£20.82	£22.14	5.96%	£19.88	£21.83	8.93%
2021	1873	999	874	£20.36	£21.23	4.10%	£20.17	£21.51	6.23%
2020	1878	1009	869	£20.30	£21.60	6.02%	£20.17	£21.51	6.23%

**Why has the Gender Pay Gap at Edinburgh Napier gone up?** The mean and median pay gaps are influenced by the lower proportion of men compared to women in Grades 1 to 5. 55% of all men are in Grades 1-5, compared with 63% of all women. This compares to 58% of men and 64% of women in 2021.

## Next steps:

- **Consider flexible working practices:** It is recommended that further analysis is carried out and consideration about role design to determine whether more roles can be done on a part-time or flexible basis, as women are more likely to work part-time or flexibly, specifically focusing on roles at Grade 5 or above.
- **Address occupational segregation:** Consideration should be given to recruitment strategies which specifically target women and men for roles where they are under-represented with the aim of trying to create an equal balance of gender across grades. This aligns to our Gender Equality Action Plan.
- **Monitor pay policies:** There is no evidence to suggest that females are not progressing through the grade in line with policies and male comparators. All pay practices are managed fairly and consistently and we should continue to review all our pay practices and processes to ensure that any gaps can be objectively justified or take positive action to address these.