

Edinburgh Napier University Equal Pay Audit 2019



To demonstrate our commitment to Equality, Diversity and Inclusion, we have gone beyond our statutory obligations to provide Equal Pay Information every four years and have reviewed data as at 31 December 2019. Small numbers in some categories may influence results. It is recommended that differences of greater than 5% are further investigated

What is Equal Pay?

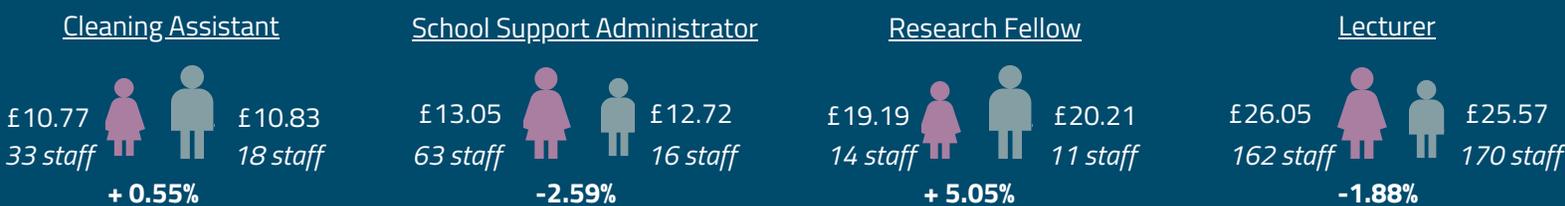
Equal Pay is calculated by comparing the average and median hourly salary of different people whose jobs can be described as "work rated as equivalent," for example, by grade or "like work", for example, by role title. Results are presented based on average hourly pay.

All **positive differences (+)** are in favour of **male OR no disability OR white** values.

All **negative differences (-)** are in favour of **female OR disabled OR black/minority ethnic (BAME)** values.

Focus on Gender ('Like work')

We've identified a number of generic roles where straight comparison is possible.



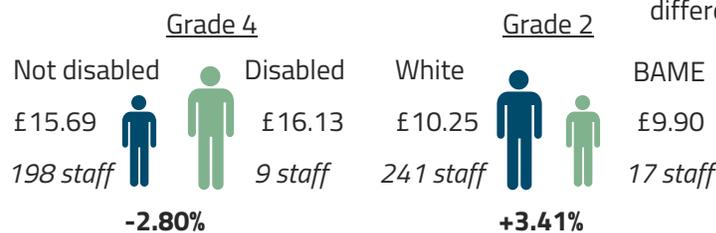
Lowest discrepancies

Staff with different protected characteristics are paid equally

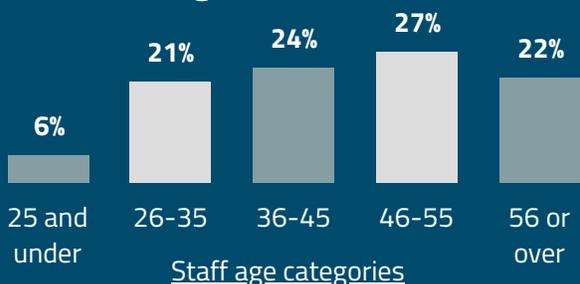


Highest discrepancies

Staff with different protected characteristics with the highest pay differences



Focus on Age

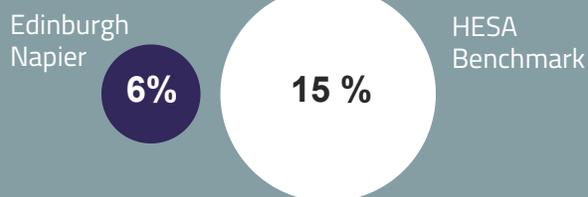


When reviewing pay across the pay grades; the biggest differences are between the youngest represented groups and the over 55 age group; some of which are greater than 5%. Progression through the grades is solely based on service related incremental progression with some Grades taking 6 years to reach the top of the pay grade.

On further review of the age pay data; 57% of staff aged 26-35 have 3 or less years' service with only 16% paid at the top point of the grade compared to 8% in the 56-65 age with 80% paid at the top point, therefore the difference, can in part, be explained by service related increments.

Gender Pay Gap

Edinburgh Napier Gender Pay Gap is lower than other Scottish HEIs.



Focus on Grade 6

With the highest number of staff, a focus on Grade 6 allows us to draw a quality comparison.

