

Edinburgh Napier University

Gender Pay Audit 2021



At Edinburgh Napier University, we are passionate about equality and committed to the creation of an inclusive culture. This includes the annual monitoring and measuring of our gender pay gap.

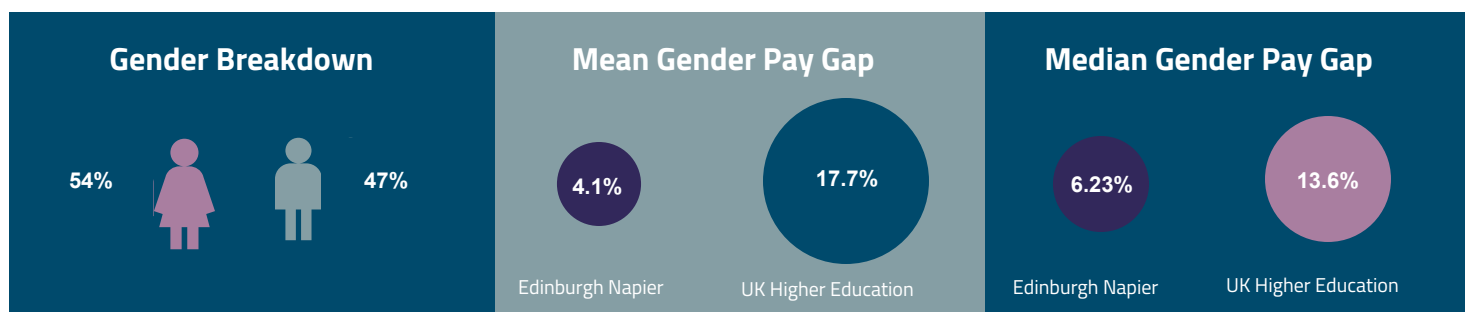
What is the Gender Pay Gap?

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. The mean is a useful measure as 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 2019-2021

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 %
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%
2019	1911	1020	891	£19.92	£21.4	6.92%	£20.40	£21.13	3.45%

Next steps:

- Continue to review all our pay practices and structures to ensure that any gaps can be objectively justified.
- Conduct formal Equal Pay Review for 2020 with the aim of identifying any pay gaps and specifically review pay data across our generic roles.
- Ensure that any new flexible working practices adopted are supportive of those who have caring responsibilities.