

# University of Aberdeen

## Equal Pay Statement February 2020

### Introduction

Embedding the principles of equality and diversity throughout all of the University's employment practices is a key priority. Included within this priority is the University of Aberdeen's commitment to ensuring staff are rewarded fairly through implementing the principle of equal pay for equal work and doing so without bias or prejudice.

The principles of Equality and Diversity are embedded throughout the Aberdeen 2040 Strategic Plan.

*Our university is open to all. We will welcome staff and students of all backgrounds, and will connect with our communities and partners, locally, nationally and internationally. Our commitment to inclusion will guide our education, our research, and the projects we deliver. We aspire to lead our sector in promoting health and wellbeing, and celebrating diversity.*

Within the plan, the University has four strategic themes: Inclusive, Interdisciplinary, International, Sustainable. We made a commitment within the 'Inclusive' strand to "*eliminate pay gaps across all protected characteristics*" and will undertake the necessary tangible actions to achieve equal pay which is further explained in this document.

The University firmly believes that implementing fair, transparent and objective pay processes is part of our wider commitment to delivering on the 2040 Strategic Plan. In order to maintain staff motivation and morale, it is imperative that the University community is content that staff are paid fairly for the work they undertake.

The Head of Human Resources is responsible for ensuring that the University of Aberdeen employment pay policies and practices comply with equal pay legislation.

### Job Evaluation

The University recognises that it must use a fair and objective methodology for determining the pay of its staff and therefore has chosen the Higher Education Role Analysis (HERA) job evaluation system to determine pay.

HERA was developed by a consortium of higher education institutions to cover the vast range of jobs which can be found within the higher education sector. The scheme has been rigorously tested at a national level to ensure that it is fit for purpose.

HERA analyses roles against 14 key elements which reflect the values of higher education, and the aspects of the roles identified as being the most important. All roles are analysed against the same elements:

- Communication
- Teamwork and motivation
- Liaison and networking
- Service delivery
- Decision making processes and outcomes
- Planning and organising resources

- Initiative and problem solving
- Analysis and research
- Sensory and physical demands
- Work environment
- Pastoral care and welfare
- Team development
- Teaching and learning support
- Knowledge and experience

All staff should have confidence that the University operates a system of fair pay determination and we will continue to work with the Campus Trade Unions to promote the fair and transparent methodology for determining pay.

## Equal Pay Audit

We believe that the first and most important step towards achieving our strategic commitment to equality, is to undertake an Equal Pay Audit. Furthermore, to ensure objectivity and credibility, this process will be facilitated by an external provider. It is anticipated that the Audit will be completed in summer/autumn 2020 and its results will greatly assist in eliminating pay gaps across the protected characteristics; the Audit will be undertaken every 3 years thereafter. This process will enable us to develop a regular diagnosis of the equal pay issues facing the University and address these through development of actions that will create impactful outcomes.

## Equal Pay Report

In addition to the Equal Pay Audit, under Section 149 of the Equality Act 2010, Public Sector Equality Duty, the University is required to publish pay information to demonstrate its compliance with the legal principle of equal pay for work of equal value.

In order to meet these requirements, every two years the University publishes its Equal Pay Report that includes information in relation to pay gaps across the three protected characteristics: gender, ethnicity and disability. In line with the above mentioned regulations, this Equal Pay Statement is published every four years and updated as and when necessary. The report is shared with University Management committees and with Trade Unions, and recommendations or actions are taken forward in consultation with these groups.

## Gender Pay Gap Report

Furthermore, since 2018 we also publish the Gender Pay Gap report in line with the Gender Pay Gap Reporting regulations. This information is produced on annual basis as part of the University's commitment to monitoring progress on delivering equality and to provide appropriate pay analysis and recommendations in relation to reward management, policies and processes.