

EDI Reading Newsletter, 20 November 2020

We have a special edition of the EDI newsletter for Equal Pay Day. Today (20 November 2020) is Equal Pay Day in the UK, marking the gender pay gap in the UK and the day in the calendar where the average woman starts working for free, compared to her average male counterpart.

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What we're reading: The University of Edinburgh Equal Pay

Audit: <https://www.ed.ac.uk/equality-diversity/about/reports/equal-pay>

Why we're reading it: Overall there is a 15% gender pay gap in the University, reflecting the overbalance of women in low-pay grades, relative to the overbalance of men in high-pay grades. If you look at the gender pay gap within each pay grade (where pay grades typically reflect the many different roles within the University), however, the UoE is doing really well with essentially no gender pay gap aside from the lowest and very highest pay scales which have a gender pay gap at the ~5% level (equal pay day of the 11th Dec). The 2019 audit also looks at the ethnicity pay gap (8% overall and ~3 % within pay grades) and the (dis)ability pay gap (-2% overall, 8% at Prof level). The 2019 audit notes that the 2019 results are an improvement on previous years and they credit the positive action taken by the Gender Pay Gap Task Group. Lets hope their next task group will focus on improving the diversity balance across different pay grades by ensuring every University job is attractive and welcoming to everyone, irrespective of their personal characteristics.

What you should read: (in 10 minutes) the introduction to any of the reports; (90 minutes) the most recent report.

Discussion question: How is the IfA specifically doing on the pay gap?

*The EDI Team is organising two types of meetings this fall: General EDI meetings and EDI coffees. After a small schedule change, we now have a general EDI meeting on **23 November, at 2.00pm** on Teams. We also have an EDI coffee scheduled for **30 November at 2.00pm** on Teams.*