

# PAY GAPS ARE FRIGHTFUL



**A historic legacy of pay inequality** places women, black and ethnic minority staff at a significant disadvantage. Women lose out at work because of childcare and domestic duties, which can hamper career progression. There is still significant **evidence of institutional discrimination** against BAME staff and women in recruitment and promotion.

**The Gender Pay Gap currently (2018 figures) stands at 15.1% for higher education.**

Because all the OU Associate Lecturers are on one salary grade, this skews the overall figure at the OU. However, **for OU administrative and academic-related staff, it is 7.4% (mean) or 9.5% (median).** The OU hasn't published its Ethnicity Pay Gap yet. Across the sector it is **12-13%.**

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**We need national action for HE institutions to end this discrimination and close these gaps.**

Our demands include:

- Each university to have an action plan that can be monitored in order to close the pay gaps
- A commitment by all employers to encourage staff to declare protected characteristics in order to help address discrimination
- **A full Equal Pay Audit** covering all protected characteristics by an agreed date, with all the aggregated data to be shared with the campus unions.

**STOP THIS (PAY GAP) HORROR...**



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