

Why Equality Matters #FourFights

A historic legacy of pay inequality places women, Black, Asian, minority ethnic and disabled staff at a significant disadvantage. There is still **massive evidence of institutional discrimination** against these groups in recruitment and promotion. They are disproportionately likely to be on casualised or temporary contracts and to report their workload increased during the pandemic.



- Nationally the gender pay gap is 15.1%
- The pay gap between black and white staff is 17%
- The pay gap between disabled and non-disabled staff is 9%.

At the Open University the gender pay gap is lower but still substantial: 6.8% (median 7.4%) for academics and 6.0% (5.7% median) for professional services staff. See the [Gender Pay Gap Report 2020](#). It's time to calculate and publish the other pay gaps and to address inequality across categories too.

What we want:

- Every university to develop and implement an action plan, monitored centrally, for real action to eliminate the pay gaps
- A commitment by all employers to encourage staff to declare protected characteristics in order to help address discrimination
- Local action on promotion and career support to close the gaps, including 'disability passports' for moving posts and improved equalities training.

Open University Branch of UCU email: ucu@open.ac.uk

Facebook (openuniversityucu) and Twitter @oubucu (#OneOfUsAllOfUs #UCUStrike #USSMess)

See our website for strike day activities: <http://ucu.open.ac.uk>

Donate to or apply to the Hardship Fund: <http://ucu.open.ac.uk/branch-hardship-fund>

While we're fighting for better pay and conditions, we're also faced with...

PENSION CUTS OF 35%

Pensions are deferred pay and this loss will be devastating with greater implications for women, younger people and those who are part-time/disabled. UCU put forward a costed, credible alternative that would have maintained benefits and given time for a new valuation but the OU refused to consider it or to do an equality impact assessment of this option.

After this strike we're balloting for further action. Want to help improve pay and equality, and fight for your pension?

- **Join UCU:** www.ucu.org.uk/join and join the strike
- Sign our petition and circulate it on social media. <https://speakout.web.ucu.org.uk/urgent-we-call-upon-open-university-to-resolve-pension-and-pay-disputes>
- Attend our open strike rallies and teach-outs: <https://www.ucu.open.ac.uk/>
- **Members:** update your personal information on [MyUCU](#) for the new ballot **and vote YES**
- **Members:** continue to observe and to respect action short of a strike (ASOS). Do not work more than contracted hours or take on voluntary work. Do not cover for colleagues on strike. Do not move meetings to accommodate strike dates.



Open University Branch of UCU email: ucu@open.ac.uk

Facebook (openuniversityucu) and **Twitter** @oubucu (#OneOfUsAllOfUs #UCUStrike #USSMess)

See our website for strike day activities: <http://ucu.open.ac.uk>

Donate to or apply to the Hardship Fund: <http://ucu.open.ac.uk/branch-hardship-fund>