

EQUALITY NOW!

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



- Nationally the gender pay gap is 16%
- 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 going up, not down: 13.3% median (8.7% mean).

The race/ethnicity pay gap at OU is jaw-dropping: 20.1% median (13.2% mean). <https://www.open.ac.uk/equality-diversity/content/gender-pay-gap-reports>

What We Want:

- Every university to develop and implement an action plan, monitored centrally, 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 these gaps
- A pay rise that addresses inflation — plus national action on workload and job insecurity.

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

PENSION CUTS OF 35% (average)

!!!!!!!

Pensions are deferred pay and this loss is devastating — with greater implications for women, younger people and those who are part-time/disabled. The pension valuation was done in March 2020, at the height of the pandemic.

BUT AS UCU PREDICTED, THE SCHEME IS NOW IN SURPLUS!

The Open University could reverse the pension cuts tomorrow at no extra cost!

HOW YOU CAN HELP

- **Join UCU:** www.ucu.org.uk/join and join the strike on 24, 25 and 30 November 2022
- Attend our open strike rallies and teach-outs: <https://www.ucu.open.ac.uk/>
- Come to the union's largest ever rally: Kings Cross train station, London, 30th November, 1pm
- Ask the Vice-Chancellor to reverse the USS cuts and support a pay rise that addresses equality, workload, job security and the cost of living crisis (vice-chancellor@open.ac.uk).

