

## Getting equal – questions that might help

The following are questions that might help identify whether you have a potential equal pay claim or other discrimination claim. If you think you have a claim or want to discuss it further UCU members can 'phone 0800 983 0344 (10:00 to 17:00 Mon to Fri).

- Is everyone who does the same job as you paid the same?

If not, are there significant differences between the jobs that might explain the differences. What are they?

- Is everyone who is on the same grade as you paid the same?

If not, what is the difference in pay and what are the possible reasons?

Note: possible explanations could include additional payments, increments for length of service, higher starting salaries, pay protection, performance related pay increases.

- Is there anything wrong with the possible reasons?

Note: for example are the reasons applied fairly to everyone? Does the reason unfairly impact on a particular group?

- Are you on the right grade for the job you do?

- Are other people who do the same or similar job to you on the same grade?

If not, what are the possible reasons why not?

- Are the people paid more than you men (if you are a woman) or women (if you are a man)?

- Is there a pattern in your organisation of women being paid less than men? Use the UCU [Rate for the Job website](#) for help with this.

- Does your employer publish an equal pay audit?

If so what does the audit say is the reason for any gender pay gap?

Is there anything wrong with that explanation?

- Does your employer publish a pay policy?

If so do they follow it?

- Is it easy to find out about the basis on which decisions on pay are made?

For example is it easy to find out what the policies are on grading, starting salaries, protection or additional payments?

- Are these policies followed?

- Is there any problem with any of the policies?

- In what way could the policies on pay be changed so that pay was more equal?
- Do the policies disadvantage you?
- What does your contract say about pay and grading and pay progression?

NB. You are allowed to discuss pay with your colleagues. Your colleagues are allowed to keep their pay confidential if they choose to.

## Resources

- **UCU member gender pay line - 0800 983 0344** (10:00 to 17:00 Mon to Fri)
- **UCU Support Centre**