

UCU

University and College Union

Four fights

4

EQUALITY

www.ucu.org.uk

WE ARE FIGHTING AGAINST



15.1%

pay gap between men and women in the sector

17%

pay gap between black and white staff in the sector

9%

disability pay gap in the sector

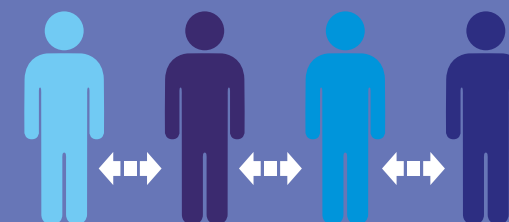


WE ARE FIGHTING FOR



a national time-specific action to close the gender, ethnic and disability pay gap agreed by each HEI

an implementation agreement which is progressed and reported back to JNCHES



HEIs to encourage staff to declare their protected characteristics with employers to help address discrimination