

Glasgow Clyde College

Gender Pay Gap and Equal Pay Report

April 2018

Introduction

In 2017, the government introduced new legislation placing a statutory requirement on organisations with 250 or more employees to report annually on their gender pay gap. In our Equal Pay Report published in April 2017, Glasgow Clyde College acknowledged that whilst it is our specific duty to include information in relation to race and disability we were unable to do so anonymously and meaningfully due to the lack of data we held for each characteristic. Within the report we made a commitment to continue to monitor our gender pay gap and as per our legal obligations publish a further report in April 2018 which would show and consider, in full detail, pay data broken down by the protected characteristics of disability and race.

As an equal opportunities employer, Glasgow Clyde College recognises the importance of equality and valuing diversity and as such is committed to ensuring that all staff are treated equitably regardless of their age, race (including nationality, ethnic or national origin), disability, sexual orientation, gender (including staff who have undergone gender re-assignment), marital / civil partnership status, parental status, religion or belief (or lack of religion or belief).

As both an employer and educational establishment, Glasgow Clyde College is committed to advancing equality of opportunity and to creating an environment in which everyone is treated as an individual of equal value.

Background

As a FE College within Scotland, we are required to comply with the Public Sector Equality Duty (PSED), as set out in the Equality Act 2010 and in particular the specific duty on equal pay which requires us to proactively address the causes of any gender pay gap. The College has a duty to publish gender pay gap information every two years.

The Equality Act also gives a right to equal pay for equal work and in line with this the College has a duty to publish an equal pay statement every four years. Organisations are responsible for providing employees with equal pay and for ensuring that pay systems are transparent.

Equalities Impact Assessment

An EIA has been carried out on this report and our Equal Pay Statement. As both have been written in order to fully comply with equality legislation and outline our commitment to equal pay, neither will result in a negative or adverse impact on one or more groups in respect of the nine protected characteristics – age, disability,

gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Any changes to, or reviews of, HR or other key College policies and practice which may impact on equal pay considerations, will be carefully monitored and a full equalities impact assessment carried out where required, before any action taken.

Equal Pay

Glasgow Clyde College supports the principle of equal pay for work of equal value and recognises that carrying out an equal pay audit allows the College:

- To compare the pay of staff across the College who are undertaking equal work
- To identify any pay gaps.
- To investigate and take necessary action to close any gaps that may be based on the grounds of gender, ethnicity, disability and age.

In 2014 the College implemented an analytical job evaluation scheme free from gender bias and any detriment or discrimination on the basis of race, disability or any other protected characteristic.

The data gathered for this report has allowed us to identify not only the gender profile across the College but also the disability and race profile of our workforce. Given the low rates of disclosure across these two protected characteristics in previous years, we have been unable to publish this data. We are making steady progress in our attempt to continue the increase of disclosure rates among staff.

Looking at our disability profile, 28 of our employees have disclosed a disability. Whilst this number remains low and potentially not a true reflection of the disability profile of our workforce, we acknowledge that we have made progress and will continue to encourage and support staff to disclose relevant information to us. Of the 28 individuals who have declared a disability, there is no pattern or trend in terms of the level of job or the roles carried out by them. The same can be said for our race and ethnicity profile which again highlights no patterns or trends.

Glasgow Clyde College have a number of policies and procedures in place in order to help minimise occupational segregation and eliminate discrimination based on an individual's gender, race or disability status. The College is committed to work life balance and recognise the importance of helping and supporting our employees in balancing work and home life commitments.

Gender Pay Gap

The figures in this report are based on a snapshot of data which was extracted from our HR system in February 2018. All of the data included in this report has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The figures include staff across all areas (teaching and support) and contract types (full time, part time, fixed term and permanent).

Analysis of this data has been undertaken to consider the following:

- Workforce composition
- Average male/female pay gap across pay grades
- Distribution of males/females across pay grades
- Distribution of full and part timers across pay grades by gender

As at the 6th February 2018, the College had a total of 1111 employees. In terms of the gender split across the organisation as a whole, 406 of these employees were male (36.54%) and 705 were female (63.46%).

The overall percentage difference between men and women’s average hourly pay (excluding overtime) is 5.77%, with women being paid, on average, 5.77% less than men.

The percentage gender pay gap is calculated using the mean hourly salaries of females expressed as a percentage of the average hourly salaries of male staff undertaking work of equal value:

Mean Hourly rate for Males – Mean Hourly rate for Females

Mean Hourly rate for Males

x 100

2018	Mean Hourly Rate	Gender Pay Gap
Female	£17.95	5.77 %
Male	£19.05	

2017	Mean Hourly Rate	Gender Pay Gap
Female	£17.10	1.44 %
Male	£17.35	

The EHRC guidance on gender pay data advises:

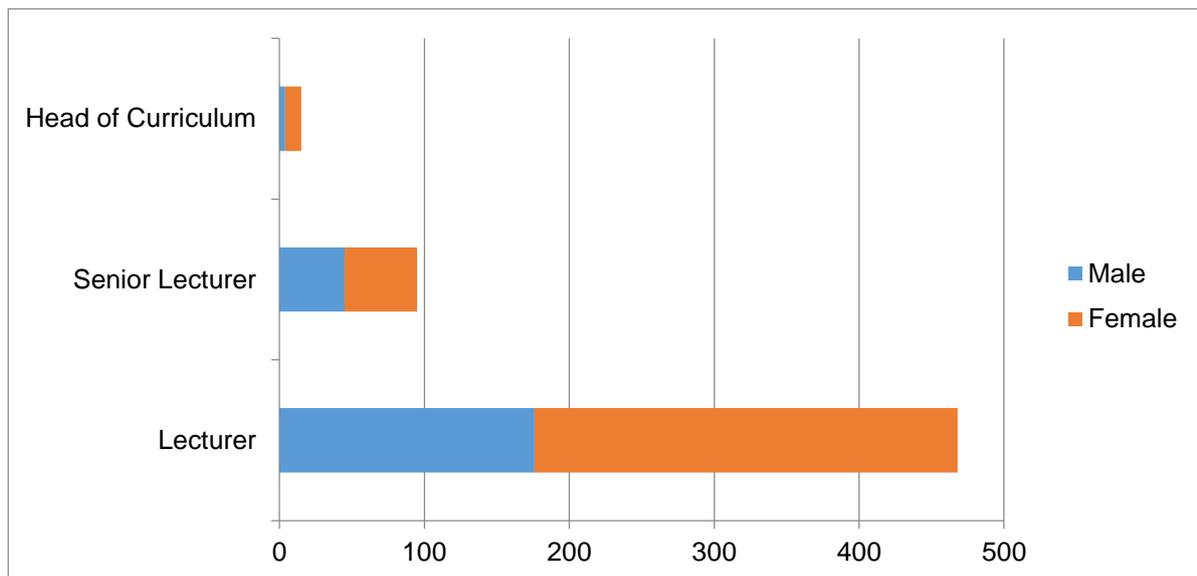
- If there is less than 3% of a difference, no action is necessary.
- If there is more than 3% of a difference but less than 5%, the position should be regularly monitored.

- If the difference is greater than 5%, action should be taken to address the issue and close the gap.

Encouragingly, these figures show that the average hourly rate for both female and male employees has increased since last year, however, so too has the pay gap. On analysis of the data there are a few factors which we have identified as possible causes for this which will be investigated in full. One consideration is the gender demographic of our Senior Leadership Team which has shifted from being predominantly female to predominantly male.

The graphs below show the gender split across our workforce.

Teaching staff

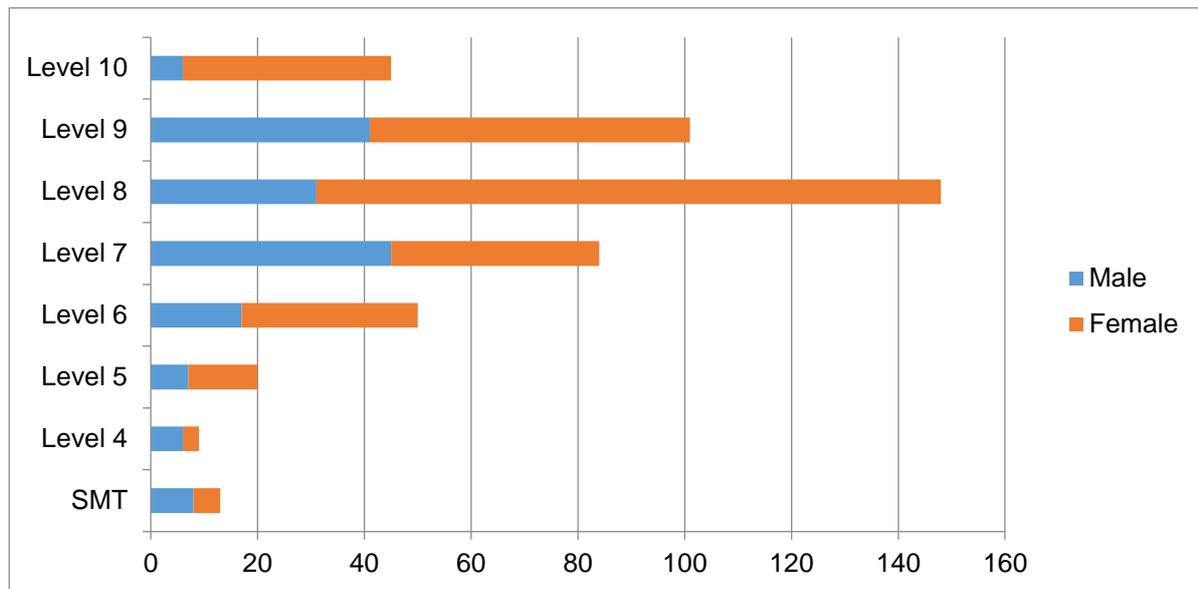


The gender split across all teaching staff is 38.22% Male and 61.61%. In comparison to the figures published last year which showed our teaching staff compliment to be 37.79% male, 62.21% female, there is no significant change to this gender profile.

Analysis of our teaching profile indicates that male staff continue to dominate in roles such as Teaching Fellows (included within the SL figures) whilst females remain dominant in Lecturer, Senior Lecturer and Head of Curriculum roles. Upon further consideration of our data for both this report and our Gender Action Plan, we continue to see certain areas of the Curriculum heavily populated by one gender. Engineering, construction and computing as examples are very male dominant whilst the areas of childcare, social care and dance are primarily female dominant. These gender patterns are also evident in the student profile of each of these areas.

Glasgow Clyde College welcomes the opportunity to assist in tackling the gender imbalance across our workforce and from a student perspective in both subject areas and successful outcomes. Whilst the College acknowledges the challenges involved and that this is a long term process, staff will work together with students, partners and stakeholders to help influence a positive change within the communities it serves. More information on this can be found within our Gender Action Plan, published within the Equality and Inclusion section of our website.

Support Staff inclusive of Senior Management Team



The gender split across all support staff levels is 33.48% male and 66.52% female. Again, this is not significantly different to the figures reported last year which showed 33.96% male and 66.04% female. As shown, there is a higher representation of female support staff particularly at levels 8, 9 and 10. Roles which are encompassed within these levels are administrators, support workers and cleaning roles. The College has a higher representation of male staff in areas such as Estates and ICT. Work is ongoing to address the imbalances evident at these lower levels within our Gender Action Plan.

Occupational Segregation

Occupational segregation is the distribution of people based upon demographic characteristics, in this case, gender. Horizontal segregation refers to differences in the amount of men and women present across particular types of occupations.

Vertical segregations refer to differences in the amount of men and women present across the hierarchy of an occupation. There are historical and social influences on occupational segregation and horizontal segregation being more resistant to change.

Our data indicates that horizontal segregation is not an issue at GCC however there is some evidence of vertical segregation which we will continue to monitor and will work to address.

Addressing the Gender Pay Gap

It is recognised that there are three main factors which may contribute towards a gender pay gap: occupational segregation, caring responsibilities and pay and grading structures. The College has made progress across each of these factors as detailed below:

Occupational Segregation

The college has continued to develop, report and evaluate staff equality data to inform action planning at an organisation and operational level.

All College employees participate in an annual personal development review and CPD opportunities are made available to all staff at various points over the academic year.

The College has a wide range of online learning packages that staff can access flexibly.

All recruitment vacancies are advertised internally.

Bridging the Gap

Caring Responsibilities

The College has a flexible working procedure in place which all employees can access to make a request for a flexible working pattern.

The College has accommodated a number of flexible working requests made by employees including College management.

The College has a parental leave procedure in place which allows employees to request time off for dependants.

The College has two on-site nurseries and operates a salary sacrifice childcare voucher scheme

Pay and Grading Structures

The College is a member of the Glasgow Living Wage – increased hourly rate of the female dominated posts at the lower end of the salary scale.

Operating set terms and conditions for salary placement for all staff regardless of employment status

The College has a job evaluation procedure in place to evaluate all posts using the Further Education Development and Role Analysis (FEDRA) system. This will be superseded by a national job evaluation scheme.

Conducting an equal pay audit and reporting our findings within our Equal Pay Reports

Monitoring and reviewing pay practices

Providing open access for staff to their own personal information.

Conclusion

The main conclusion to be drawn from this equal pay audit is that Glasgow Clyde College does have a gender pay gap of 5.77% which in terms of the EHRC guidance signifies that there is action required.

Whilst recognising that there may be legitimate reasons for the existence of pay gaps; the College will continue to ensure that we have HR policies and procedures in place to help eradicate any gaps. Areas that we will monitor and work to strengthen include:

Publish salary scales online

Raise awareness of equal pay

Continue to ensure our commitment to embracing diversity, promoting equality and working to ensure that there are no barriers, perceived or otherwise, to progression for all staff.

Continue to monitor equal pay data and publish a further report in April 2019.

Action Plan

Action	Review Date
Publish up to date salary scales onto HR intranet pages	May 2018
Review data throughout the academic year	July 2018, annually thereafter.
Raise awareness amongst staff of equal pay and our legal obligations in relation to this. Inform staff of current figures.	Ongoing.
Work closely with colleagues to monitor, review and inform the Gender Action Plan in order to address the issues highlighted.	Ongoing.