



Equal Pay Report - April 2015

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Table of Contents

<u>EXECUTIVE SUMMARY</u>	4
<u>1.0 INTRODUCTION</u>	5
<u>2.0 CONTEXT</u>	5
<u>3.0 WHAT IS AN EQUAL PAY AUDIT</u>	6
<u>4.0 JOB EVALUATION</u>	7
<u>5.0 DATA COLLECTION</u>	8
<u>6.0 FINDINGS</u>	8
<u>All Permanent Staff</u>	8
<u>All Permanent Teaching Staff</u>	10
<u>Head of Curriculum</u>	11
<u>Senior Lecturers</u>	11
<u>Lecturers</u>	11
<u>New Grading Structure Following Job Evaluation</u>	11
<u>Level 10</u>	12
<u>Level 9</u>	12
<u>Level 9.1</u>	12
<u>Level 9.2</u>	12
<u>Level 9.3</u>	13
<u>Level 9.4</u>	13
<u>Level 8</u>	13
<u>Level 8.1</u>	13
<u>Level 8.2</u>	14
<u>Level 8.3</u>	14
<u>Level 8.4</u>	14
<u>Level 8.5</u>	15
<u>Level 7</u>	15
<u>Level 7.1</u>	15
<u>Level 7.2</u>	15
<u>Level 7.3</u>	16
<u>Level 6</u>	16
<u>Level 6.1</u>	16
<u>Level 6.2</u>	17
<u>Level 6.3</u>	17

Level 6.4	17
Level 6.5	18
Level 5	18
Level 5.1	18
Level 5.2	19
Level 5.3	19
Level 5.4	19
Level 5.5	20
Level 4	20
Level 4.1	20
Level 4.2	21
Level 4.3	21
Level 3	21
Level 2	22
Level 1	22
7.0 GOOD PRACTICE TO HELP ADDRESS EQUAL PAY ISSUES	23
8.0 GENDER PAY GAP STATEMENT	23

EXECUTIVE SUMMARY

- This is the first Equal Pay Audit carried out by Glasgow Clyde College.
- The College will carry out an Equal Pay Audit on an annual basis.
- Glasgow Clyde College is a, merged college consisting of Anniesland College, Cardonald College and Langside College. None of the three individual Colleges had carried an Equal Pay Audit prior to merger.
- The Equal Pay Audit identified a very small number of roles within the College where a female/male was being paid less than a comparator from the opposite sex, with the same or similar total points score from the job evaluation exercise. All of these pay gap issues identified are due to conservation of salary agreements which will end in July 2017.
- The College does not need to undertake any further action at this present time in terms of Equal Pay.
- The Gender Pay Gap will be 0% once all employees on salary conservation revert to their substantive salary.

1.0 INTRODUCTION

- 1.1 Glasgow Clyde College support the principle of equal pay for work of equal value and recognise that we should operate a pay system that is based on objective criteria. In January 2014 we were one of the first organisations in the FE Sector to embark on implementing a Job Evaluation system (FEDRA) showing our clear commitment to avoiding pay discrimination and to rewarding our staff fairly and equitably.
- 1.2 As part of our ongoing commitment to putting equal pay principles into practice, we will carry out annual monitoring of the impact of our pay practices.
- 1.3 This is the first Equal Pay Audit undertaken by the College and is part of our continuing commitment to fairness and equality. Data was analysed from the College management information systems to provide an overview of pay across the College. This information was compared, where appropriate, with relevant external data for benchmarking purposes.
- 1.4 The College was assisted in developing this report by an External Consultant, Craig Paterson. Craig, who works closely with the College on pay and reward matters, has a professional background in equality and pay and grading structures in the public, private and education sectors and has assisted a number of Colleges and Universities in the UK, Ireland and beyond, with their reward strategies.
- 1.5 Glasgow Clyde College is committed to supporting, developing and promoting equality and diversity in all of its practices and activities and aims to establish an inclusive culture free from discrimination. The College supports and develops staff through the provision of access to facilities, personal and career development opportunities and employment on an equal basis regardless of gender. The College is committed to gender equality and addressing any imbalance between males and females within the College.

2.0 CONTEXT

- 2.1 Equal Pay is now firmly part of the social and political agenda. A series of governments have introduced initiatives in order to address the gender gap in pay in the UK workforce. The Equal Pay Act 1970 as amended in 1983 provides for an employee to seek equal pay with a comparator of the opposite sex in the same employment, doing equal work. In addition, all Scottish public bodies are now subject to the new general duty in the Equality Act 2010, which came into force on the 5th April 2011. Under this general duty, Glasgow Clyde College, like all public sector bodies, must have “due regard” to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.
- 2.2 The economic and business arena in which the College operates is constantly changing, with increased pressures on funding, and therefore, the failure to

use all of our resources to their full potential will become highly damaging. It is fundamental for Glasgow Clyde College to treat and reward all of their staff fairly. Research indicates that organisations that take a positive approach to diversity and that have HR processes and systems underpinned by equality measures deliver a better product and service. Any organisation that is known for putting progressive equality and diversity measures into practice is more likely to project a positive public image within the wider community and act as a driver for success.

3.0 WHAT IS AN EQUAL PAY AUDIT

- 3.1 Until the Gender Duty there was no expectation placed upon Colleges (or any other organisation for that matter) to undertake an Equal Pay Audit, although the Government had set targets for employers to review their pay systems. The Equality Act has given notice that there is a legal requirement for organisations to declare their gender pay gap.
- 3.2 An Equal Pay Audit involves comparing the pay of staff across the College to ensure equal pay for equal work, investigating the causes of any pay gaps by gender, ethnicity or disability and planning to close any significant gaps that cannot be justified. The audit is concerned with one important aspect of potential discrimination in employment-unequal pay for equal work.
- 3.3 An Equal Pay Audit is the most effective way of establishing whether Glasgow Clyde College is providing equal pay and rewarding employees' fairly in practice and is an effective demonstration of action to promote equal pay under the terms of our equality duties.
- 3.4 An Equal Pay Audit involves:
- The comparison of pay of men and women doing equal(or rated equivalent) work
 - The identification of any equal pay gaps
 - The explanation and justification of gaps using objective criteria
 - The addressing of any gaps that cannot satisfactorily be explained on the grounds of work content
 - Ongoing monitoring
- 3.5 The benefits for Glasgow Clyde College to carry out an Equal Pay Audit include:
- Identifying, explaining and, where unjustifiable, eliminating pay inequalities
 - Supporting rational, fair, transparent pay arrangements through the proper implementation of the FEDRA Job Evaluation scheme
 - Demonstrating to employees and to potential employees a commitment to equality, fairness and openness
 - Demonstrating the College's values to those it does business with
- 3.6 Equal Pay Audits generally calculate pay gaps by comparing the average salaries of women expressed as a percentage of men's, however this calculation is not a valid measure of equal pay for work of equal value and

necessitates additional analysis to be carried out to determine the true gender pay gaps within grades

- 3.7 It is only the additional calculations that determine the true gender pay gap that can be measured against EHCR guidelines. Where a pay difference related to sex (or other protected characteristic) is:
- Greater than 5% should be considered significant indicators of underlying systematic pay discrimination and action is required to address the issue and close the gap
 - Greater than 3% but less than 5% the position should be regularly monitored
 - Less than 3% no action needs to be taken
- 3.8 In accordance with equal pay legislation, Job Evaluation (JE) is a method of determining on a systematic basis the relative size of a number of different jobs. Job Evaluation schemes are therefore used as the basis for fair pay systems and aim to provide a hierarchy of jobs that are fair and non-discriminatory. Without a robust Job Evaluation system it is very difficult for organisations to demonstrate fairness and equity on pay and grading matters.
- 3.9 The Job Evaluation scheme adopted by Glasgow Clyde College, is called FEDRA. (Further Education Role Analysis Scheme). It is the leading product in its field and was designed specifically for the Education sector. It is also the scheme that has been adopted by the other two Colleges within the Glasgow Region. Job Evaluation was implemented by the College during 2014.

4.0 JOB EVALUATION

- 4.1 Glasgow Clyde College use job evaluation to underpin our grading and pay structures. We use the FEDRA Job Evaluation system. Job Evaluation is an acknowledged technique for moving towards equal pay for work of equal value, but it is important that both the design of the scheme and its implementation are fair and non-discriminatory.
- 4.2 The FEDRA scheme is factor based, therefore analytical in terms of the equal pay legislation and it was designed specifically to cover roles in the further education sector. It has been reviewed from an equality perspective at a national level by CAPITA and it has been deemed as being "fit for purpose".
- 4.3 Under the FEDRA Job Evaluation scheme every "unique role" within the College was evaluated. This resulted in 111 roles being evaluated.
- 4.4 Prior to the implementation of the Job Evaluation scheme the College was able to make comparisons between staff on the basis of *like work* only. This involves comparing women and men who carry out the *same* role, such as Lecturer. However, since the introduction of FEDRA, comparisons can be made by grade comparing the pay of staff by gender on the basis of Equal Pay for Work of Equal/Equivalent Value, therefore determining the true gender pay gaps between differing roles within the College.

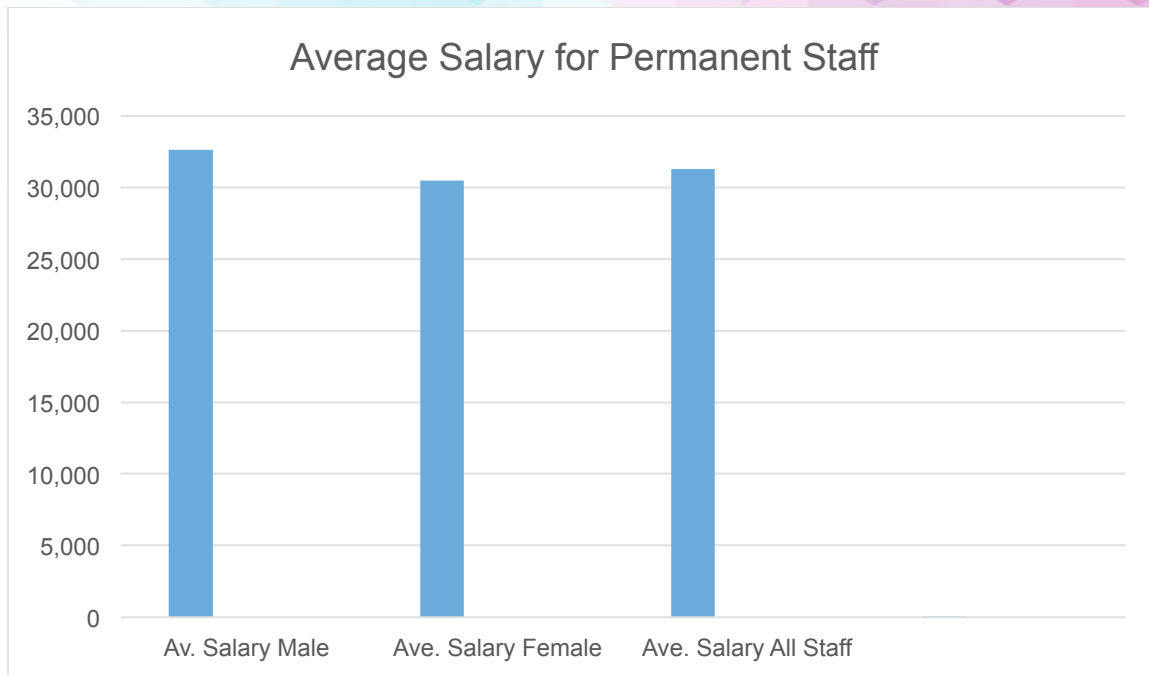
5.0 DATA COLLECTION

- 5.1 A Pay Gap Report gives details of pay comparisons between women and men by grade and by overall staff grouping. These analytical reports inform the Equal Pay Audit and are summarised in this document. The information is correct as of 1st January 2015.
- 5.2 No personal data was investigated during the compilation of the information and therefore Data Protection legislation was not breached. The categories that were extracted for the various reports are:
- Grade
 - Gender
 - Pay
 - Disability
- 5.3 The Equal Pay Code of Practice (EPCH) states that public authorities should include pay information regarding disability and ethnic origin in pay comparisons. Glasgow Clyde College has such small numbers of staff from an ethnic minority background or registered disabled to allow a statistically significant enough cohort on which to form robust analysis and conclusion of pay differentials. This is therefore excluded from this report but will be considered separately. This is a recognised practice for organisations with a similar profile to ours.

6.0 FINDINGS

All Permanent Staff

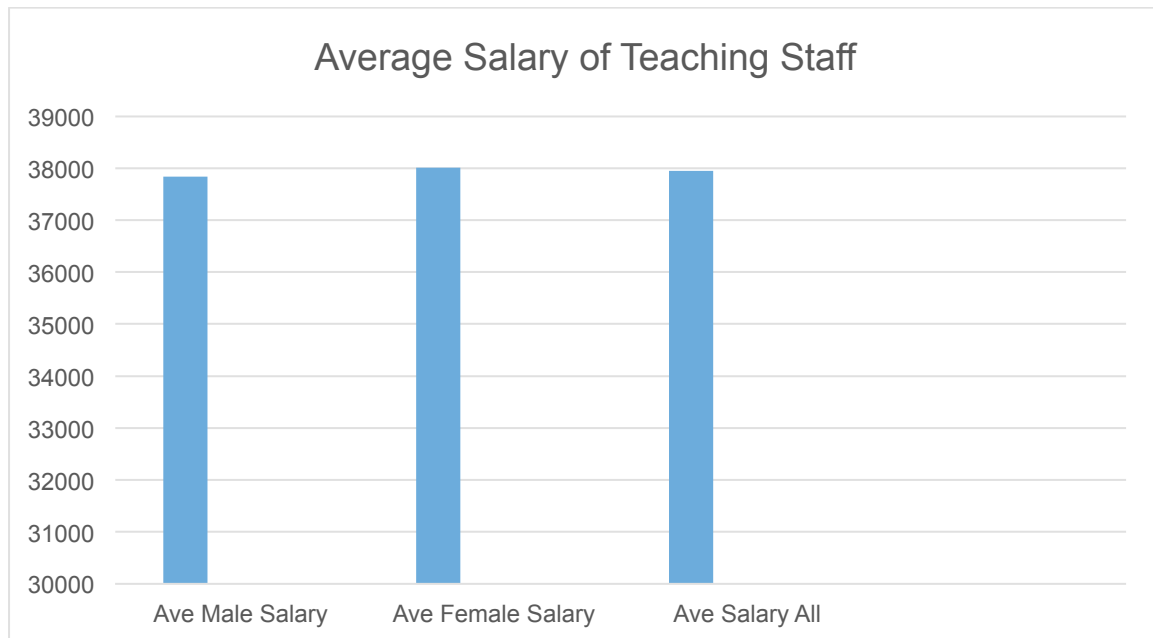
	Number	Average Salary	Pay Gap (%)
Female	541	30,503	
Male	305	32,694	
All Staff	846	31,293	-6.70%



- 6.1 This is the summary total covering *all permanent staff*, both full time and part time. It represents the overall gap in pay, - 6.70%, of the average earnings of a woman against the average earnings of a man across the College.
- 6.2 The College’s headline pay gap for all permanent staff is substantially lower than that across the UK workforce as a whole. Different government agencies have calculated a range of All Employee figures over recent years with widely differing results. If we compare the College with the latest Office for National Statistics (ONS) figure (March 2014) of 19.7%, our all permanent staff pay gap is significantly lower than the national average. It should be noted however that the Office of National Statistics calculated this figure to be 34% in 2006, suggesting that the methodology that they have used has not been consistent over the years. It should also be noted that there is as yet, no published gender pay gap for the sector.
- 6.3 The measure the ONS use to determine the gender pay gap in their analysis is medium gross hourly earnings (excluding overtime). Hourly earnings are used to partly account for the effects of different part time / full time working patterns for men and women. In order to ensure an accurate comparison we have used FTE to determine the College pay gap.
- 6.4 It needs to be noted that this is simply the difference between the average salary of women compared to the average salary of men and **not a valid measure of equal pay**. It is impossible to make meaningful comparisons within this group of *all permanent staff* due to the number of different types of job roles contained within our staffing structure.

All Permanent Teaching Staff

	Number	Average Salary	Pay Gap (%)
Female	259	38,019	
Male	159	37,840	
All Staff	418	37,951	+0.47%



- 6.5 The gender pay gap for all permanent teaching staff within the College is +0.47%.
- 6.6 This very small gender pay gap in favour of female teaching staff is mainly due to the fact that there are more female senior lecturers (50) compared to male senior lecturers (37), and more female Heads of Curriculum (13) as compared to male Heads of Curriculum (4).
- 6.7 It also needs to be noted that the College has only five pay spines for lecturing staff, unlike many other Colleges who have as many as eleven. Analysis tells us that men tend to have longer lengths of service than women within the FE Sector, therefore there is a direct correlation between the number of spinal columns and inequality of pay. Glasgow Clyde College addressed this issue with the introduction of five pay spines on merger.

Head of Curriculum

	Number	Average Salary	Pay Gap (%)
Female	13	48,467	
Male	4	48,175	
All Staff	17	48,398	(+0.61%)

6.8 The gender pay gap for Heads of Curriculum within the College is (+0.61%). This falls comfortably within the boundaries as set by the EPCH.

6.9 This very small gender pay gap in favour of female Heads of Curriculum is due to one female employee with salary conservation until July 2017.

6.10 After July 2017 it is confidently predicted that the gender pay gap for male and female Head of Curriculum will be 0%.

Senior Lecturers

	Number	Average Salary	Pay Gap (%)
Female	50	44,168	
Male	37	44,168	
All Staff	87	44,168	0%

6.11 The gender pay gap for Senior Lecturers within the College is 0%.

Lecturers

	Number	Average Salary	Pay Gap (%)
Female		36,556	
Male		36,487	
All Staff		36,530	(+0.189)

6.12 The gender pay gap for Lecturers is (+0.189). This fits comfortably within the boundaries laid down by the EPCH and reflects equal pay for equal work principles laid down by the College Job Evaluation process.

New Grading Structure Following Job Evaluation

Every unique role within the College was evaluated by our external consultant using the FEDRA Job Evaluation process. This resulted in the introduction of a ten tier pay and grading structure. A detailed gender gap analysis for equal pay purposes is listed below.

Level 10

Under the FEDRA Job Evaluation scheme three roles were banded as Level 10. When evaluated, these roles scored between 100 and 179 FEDRA points.

	Number	Average Salary	Pay Gap (%)
Female	13	14,367	
Male	3	14,367	
All Staff	16	14,367	0%

6.13 The gender pay gap for staff in Level 10 is (0%).

Level 9

Level 9.1

Under the FEDRA Job Evaluation scheme no roles within the College were evaluated as being Level 9.1. (Between 180 and 186 FEDRA points.)

Level 9.2

Under the FEDRA Job Evaluation scheme three roles were banded as Level 9.2. These roles scored between 187 and 194 FEDRA points under the College Job Evaluation system.

	Number	Average Salary	Pay Gap (%)
Female	1	17,029	
Male	13	16,109	
All Staff	14	16,175	(+5.65%)

6.14 There is a gender pay gap of (5.65%) in favour of female employees over male employees.

6.15 This figure of (+5.65%) is out with the EPCH boundaries although it is due to the fact that the female employee within this grade has conservation of salary until 2017. Once this conservation ends and this employee reverts back to her substantive salary the gender pay gap will be 0%.

6.16 The gender pay gap can therefore be explained and there is no further action required to be taken by the College.

Level 9.3

Under the FEDRA Job Evaluation two roles were banded as Level 9.3. These roles scored between 195 and 208 FEDRA points under the College Job Evaluation system.

	Number	Average Salary	Pay Gap (%)
Female	5	17,336	
Male	0	Not Applicable	
All Staff	5	17,336	Not Applicable

6.17 There are no male employees within Level 9.3 so therefore gender gap analysis cannot take place within this grade.

Level 9.4

Under the FEDRA Job Evaluation three roles were banded as Level 9.4. These roles scored between 209 and 213 FEDRA points under the College Job Evaluation system.

	Number	Average Salary	Pay Gap (%)
Female	9	17,840	
Male	2	17,721	
All Staff	11	17,818	(+0.67%)

6.18 The gender pay gap for employees in Level 9.2 is (+0.67%). This falls comfortably within the limits of the EPCH.

6.19 This small gap is in part due to one female employee within this grade having conservation of salary until July 2017. Once this conservation ends and this employee reverts back to her substantive salary the gender pay gap will be 0%.

6.20 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 8

Level 8.1

Under the FEDRA Job Evaluation scheme one role was banded as Level 8.1. This roles scored between 214 and 220 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	17,721	
Male	0	Not applicable	
All Staff	1	17,721	Not applicable

6.21 There are no male employees within Level 8.1 so therefore gender gap analysis cannot take place within this grade.

Level 8.2

Under the FEDRA Job Evaluation scheme twenty three roles were banded as Level 8.2. These roles scored between 221 and 229 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	30	20,199	
Male	19	20,359	
All Staff	49	20,239	0.79%

6.22 The gender pay gap for staff in Level 8.2 is 0.79%.

6.23 This very small pay gap in favour of men over women is due to salary conservation and will become 0% in July 2017.

Level 8.3

Under the FEDRA Job Evaluation scheme two roles were banded as Level 8.3. These roles scored between 230 and 236 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	23	20,990	
Male	1	20,990	
All Staff	24	20,990	0%

6.24 The gender gap for staff in Level 8.3 is currently 0%.

Level 8.4

Under the FEDRA Job Evaluation scheme one role was banded as Level 8.4. This role scored between 237 and 240 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	0	Not Applicable	
Male	1	21,691	
All Staff	1	21,691	Not Applicable

6.25 As there are no female employees within Level 8.4 we cannot analyse the equal pay gap.

Level 8.5

Under the FEDRA Job Evaluation one role was banded as Level 8.5. This role scored between 241 and 249 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	10	23,285	
Male	1	23,285	
All Staff	11	23,285	0%

6.26 The pay gap between male and female employees within Level 8.5 is 0%.

Level 7

Level 7.1

Under the FEDRA Job Evaluation scheme ten roles were banded as Level 7.1. These roles scored between 250 and 259 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	9	24,418	
Male	24	24,491	
All Staff	33	24,471	0.29%

6.27 The pay gap between male and female employees within Level 7.1 is 0.29%. This falls comfortably within the EPCH boundaries.

6.28 This very small pay gap is due to one male employee with salary conservation. The pay gap will revert to 0% in July 2018 once this employee reverts back to his substantive salary.

Level 7.2

Under the FEDRA Job Evaluation scheme five roles were banded as Level 7.2. These roles scored between 260 and 284 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	9	27,737	
Male	1	30,406	
All Staff	10	28,004	8.78%

6.29 The gender pay gap for Level 7.2 of the College's Pay and Grading Structure is 8.78% in favour of men over women.

- 6.30 Although this figure is significantly higher than EPCH guidelines it is due to one male employee having salary conservation. When this male employee reverts back to his substantive salary in July 2017 the pay gap for Level 7.2 will revert to 0%.
- 6.31 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 7.3

Under the FEDRA Job Evaluation scheme two roles were banded as Level 7.3. These roles scored between 285 and 299 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	7	28,575	
Male	5	27,167	
All Staff	12	27,988	(+5.18%)

- 6.32 The gender pay gap for Level 7.3 of the College's Pay and Grading Structure is (+5.18%) in favour of women over men.
- 6.33 Although this figure is significantly higher than EPCH guidelines it is due to three female employees having salary conservation. When these female employees reverts back to their substantive salary in July 2017 the pay gap for Level 7.1 will revert to 0%.
- 6.34 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 6

Level 6.1

Under the FEDRA Job Evaluation scheme eight roles were banded as Level 6.1. These roles scored between 300 and 315 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	14	27,847	
Male	5	28,201	
All Staff	19	27,940	1.26%

- 6.35 The gender pay gap for Level 6.1 of the College's Pay and Grading Structure is 1.26% in favour of men over women.

6.36 This figure is comfortably within EPCH guidelines. It is due to one male employee having salary conservation. When this male employee reverts back to his substantive salary in July 2017 the pay gap for Level 6.1 will revert to 0%.

6.37 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 6.2

Under the FEDRA Job Evaluation scheme two roles were banded as Level 6.2. These roles scored between 316 and 349 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	29,482	
Male	5	29,786	
All Staff	6	29,736	1.02%

6.38 The gender pay gap for Level 6.2 of the College's Pay and Grading Structure is 1.02% in favour of men over women.

6.39 This figure is comfortably within EPCH guidelines. It is due to one male employee having salary conservation. When this male employee reverts back to his substantive salary in July 2017 the pay gap for Level 6.2 will revert to 0%.

6.40 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 6.3

Under the FEDRA Job Evaluation scheme four roles were banded as Level 6.3. These roles scored between 350 and 369 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	5	31,430	
Male	3	31,430	
All Staff	8	31,430	0%

6.41 The gender pay gap for Level 6.2 of the College's Pay and Grading Structure is 0%.

Level 6.4

Under the FEDRA Job Evaluation scheme four roles were banded as Level 6.4. These roles scored between 370 and 384 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	3	33,605	
Male	2	33,605	
All Staff	5	33,605	0%

6.42 The gender pay gap for Level 6.4 of the College's Pay and Grading Structure is 0%.

Level 6.5

Under the FEDRA Job Evaluation scheme two roles were banded as Level 6.5. These roles scored between 385 and 399 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	36,495	
Male	1	36,495	
All Staff	2	36,495	0%

6.43 The gender pay gap for Level 6.5 of the College's Pay and Grading Structure is 0%.

Level 5

Level 5.1

Under the FEDRA Job Evaluation scheme five roles were banded as Level 5.1. These roles scored between 400 and 412 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	2	39,670	
Male	3	36,941	
All Staff	5	38,032	(+7.39%)

6.44 The gender pay gap for Level 5.1 of the College's Pay and Grading Structure is (+7.39%).

6.45 Although this figure is out with EPCH guidelines, it is due to one female employee having salary conservation. When this employee reverts back to her substantive salary in July 2017 the pay gap for Level 5.1 will revert to 0%.

6.46 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 5.2

Under the FEDRA Job Evaluation scheme three roles were banded as Level 5.2. These roles scored between 413 and 424 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	3	37,362	
Male	0	Not applicable	
All Staff	3	37,362	Not applicable

6.47 As there are no male employees within Level 5.2 we cannot analyse the equal pay gap for this grade.

Level 5.3

Under the FEDRA Job Evaluation scheme three following roles were banded as Level 5.3. These roles scored between 425 and 449 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	2	39,903	
Male	2	40,627	
All Staff	4	40,265	1.78%

6.48 The gender pay gap for Level 5.3 of the College's Pay and Grading Structure is 1.78%.

6.49 Although this figure is within EPCH guidelines, it is due to salary conservation issues. When employees within this grade reverts back to their substantive salary in July 2017 the pay gap for Level 5.3 will revert to 0%.

6.50 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 5.4

Under the FEDRA Job Evaluation scheme two roles were banded as Level 5.4. These roles scored between 450 and 469 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	40,697	
Male	1	42,179	
All Staff	2	41,438	3.51%

6.51 The gender pay gap for Level 5.4 of the College's Pay and Grading Structure is 3.51%.

6.52 Although this figure is within EPCH guidelines, it is due to one male employee having salary conservation. When this employee reverts back to his substantive salary in July 2017 the pay gap for Level 5.4 will revert to 0%.

6.53 The gender pay gap can be explained and therefore there is no further action required to be taken by the College.

Level 5.5

Under the FEDRA Job Evaluation scheme one role was were banded as Level 5.5. This role scored between 470 and 529 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	0	Not applicable	
Male	1	43,272	
All Staff	1	43,272	Not applicable

6.54 As there are no female employees within this grade we cannot analyse the gender pay gap for Level 5.5.

Level 4

Level 4.1

Under the FEDRA Job Evaluation scheme two roles were banded as Level 4.1. These roles scored between 530 and 549 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	2	44,509	
Male	0	Not applicable	
All Staff	2	44,509	Not applicable

6.55 No gender pay gap analysis can take place as there are no male employees within this grade.

Level 4.2

Under the FEDRA Job Evaluation scheme three roles were banded as Level 4.2. These roles scored between 550 and 559 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	45,848	
Male	2	45,848	
All Staff	3	45,848	0%

6.56 The gender pay gap within Level 4.2 is 0%.

Level 4.3

Under the FEDRA Job Evaluation scheme three roles were banded as Level 4.3. These roles scored between 560 and 599 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	0	Not applicable	
Male	3	48,424	
All Staff	3	48,424	Not applicable

6.57 There are no female employees within this grade so therefore we cannot do any gender pay gap analysis.

Level 3

Under the FEDRA Job Evaluation scheme seven roles were banded as Level 3. These roles scored between 600 and 699 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	4	65,000	
Male	7	65,000	
All Staff	11	65,000	0%

6.58 The gender pay gap for Level 3 of the College's Pay and Grading Structure is 0%.

Level 2

Under the FEDRA Job Evaluation scheme two roles were banded as Level 2. These roles scored between 700 and 849 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	85,000	
Male	1	85,000	
All Staff	2	85,000	0%

6.59 The gender pay gap for Level 2 of the College's Pay and Grading Structure is 0%.

6.60 The role of Vice Principal (Curriculum) is also attached to this grade however it has not been analysed for pay gender purposes as this role carries a salary supplement as it also acts as Depute Principal.

Level 1

Under the FEDRA Job Evaluation scheme one role was banded as Level 1. This role scored between 850 and 1000 FEDRA points under the College Job Evaluation system.

	Number	Average Pay	Pay Gap (%)
Female	1	145,000	
Male	0	Not applicable	
All Staff	1	145,000	Not applicable

6.61 As there are no male employees within this grade we cannot make a gender pay gap analysis.

7.0 GOOD PRACTICE TO HELP ADDRESS EQUAL PAY ISSUES

- 7.1 Now that we know the size of our Equal Pay Gaps within the College, we will seek to continue to ensure that we have the most appropriate Human Resource practices in place to ensure that we continue to keep these gaps close.
- 7.2 Areas that we will continue to monitor and work to strengthen will include:
- Mandatory training on Fair Recruitment and Selection practices for all staff involved in the recruitment and selection processes.
 - Consistent application of pay practices throughout the College.
 - Every new "unique" role to be evaluated through the FEDRA Job Evaluation scheme either by our FEDRA Consultant or by College staff fully trained in the Job Evaluation process.
 - Key HR personnel to be fully trained role analysts allowing them to carry out all stages of the FEDRA job evaluation process.
 - Using our work life balance policies that can actively support our equality work. These comply with the provisions of the Employment Act 2002 and include Career Break Policy/Flexible Working Hours Scheme/Parental Leave and Time off for Dependants Policy, and Maternity, Adoption and Paternity Policies.
 - Continue to improve our monitoring systems and to share outcomes
 - Carry out a full Equal Pay Audit on an annual basis

8.0 GENDER PAY GAP STATEMENT

The College is committed to delivering equal treatment for all staff regardless of Gender, Race, Disability, Age or Contractual Status. Our pay gaps reflect the greater incidence of men at the higher end of the pay structure and of women at the lower. This mirrors existing patterns in Further Education and in the wider UK workforce. This does not mean that our pay practices are flawed, but we will examine them regularly to check their justification, eliminate bias, and maximise fairness. To achieve a better balance across disciplines and grades, it is important to ensure that progressive policies and activities develop the careers of both genders in equal measure.



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