

Equal Pay Report 2023



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Abstract

In meeting the requirements of the Equality Act 2010, Glasgow Clyde College have analysed their employee data in relation to the Equality and Human Rights Commission surrounding gender pay gap and outlined a plan for how it will take forward any actions identified.

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About us

As an equal opportunity 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).

In line with our commitment to achieve equal opportunities for all staff, the College supports the principle that all employees should receive equal pay for work of equal value and aim to eliminate any bias in our reward systems.

The College recognises that in order to achieve equal pay for employees carrying out equal work we should operate a pay system which is transparent, based on objective criteria and free from unlawful bias on any grounds. This is a fundamental principle which is central to College policy on equality and diversity and pay related policies and practices. We use an analytical job evaluation system to assess the relative value of all jobs across our organisation which provides evidence in support of the allocation of each job within our pay and grading structure.

The College are also mindful of our responsibilities under the Equality Act 2010, which gives everyone a right to equal pay for equal work. The equal work provisions apply to all employers, although those in the public sector (including the College) are subject to the gender equality duty. This specifically requires the College to carry out an equal pay audit.



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Background

To meet the requirements of the Equality Act 2010, this report will detail how the College has analysed the pay gap information and outlined a plan for how it will take forward any actions identified.

Under the Equality Act 2010, Equal Pay is a legal obligation. The Act gives a right to equal pay for equal work. Organisations are responsible for providing employees with equal pay and for ensuring that pay systems are transparent. The Equality and Human Rights commission code of practice recommends equal pay reviews as the most appropriate method of ensuring that a pay system delivers equal pay free from discrimination.

The College is required to publish its pay gap information every two years and publish an Equal Pay analysis every 4 years.

The specific duties, as outlined in the Equality Act 2010 to:

- Publish gender pay gap information.
- Publish information on the percentage difference among staff between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime) based on the most recent data available.
- Publish information on occupational segregation.

The Gender Pay Gap report for 2022 will present the pay difference for both male and females. The Scottish Funding Council and Advance HE, have requested that all colleges publish both the Mean and the Median figure, in order to truly reflect and understand the Pay gap across the organisation.

What is the Gender Pay Gap?

Gender Pay uses pay to measure how organisations are providing equality of opportunity, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean) and also median earnings between women and men.

Equal Pay highlights the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. As such, no inference can or should be made about equal pay using gender pay gap information.



Equal Pay Audit

The Equal Pay Audit involves the comparison of the pay of men and women doing equal work, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics. The Act includes a new public sector equality duty which replaced the separate duties relating to race, disability and gender equality. The public sector equality duty came into force on 5 April 2011.

Data from the Office for National Statistics shows the Scottish gender pay gap for all employees in 2022 was 12.2%, lower than the UK-wide figure of 14.9%. Scotland's figure has increased slightly from 11.6% the previous year. The UK-wide figure decreased slightly from 15.1% in 2021.

In line with guidelines from the Equality and Human Rights Commission (EHRC) pay gaps greater than 5% are considered significant indicators of underlying systematic pay discrimination and action is required to address the issue and close the gap. Pay gaps greater than 3% but less than 5% should be regularly monitored and where the pay gap is less than 3% no action is required.

Methodology

In undertaking this audit, Glasgow Clyde College have followed the guidelines published by The Equality and Human Rights Commission. The key steps to this process are:

- 1) Data collection approach;
- 2) Comparison of men and women (and protected groups) doing equal work;
- 3) Collecting and comparing pay data to identify any significant equal pay gaps;
- 4) Establishing the causes of pay gaps and deciding whether they are free from discrimination, giving justification where appropriate; and
- 5) Addressing any gaps that cannot be satisfactorily explained and developing an equal pay action plan.

Data used in the Audit has been extracted from iTrent, the College's HR Information System, on 31st March 2022.

Analysis of this data has been undertaken to consider the workforce composition in relation to, the average gender pay gap across pay grades. This includes the distribution of gender across pay grades and of full and part-time staff.



Calculation

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

Mean

$$(M - F) = \text{Total} * 100 / M = \text{Pay Gap}$$

M = mean hourly rate of pay of male employees. F = mean hourly rate of pay of female employees.

Median

The median is the difference of, the middle value of the female hourly rate and the middle value of the male hourly rate for all staff.

For the purpose of this report 'Salary' is defined as basic annual salary and does not include any contractual or non-contractual allowances. All salaries have been adjusted to represent a full time equivalent hourly salary to allow direct comparison of salary whether an employee is full or part time.

Equal Pay Report

Glasgow Clyde College, as an equal opportunity employer, is dedicated to treating all staff members fairly and valuing diversity. This includes ensuring equal treatment regardless of age, race, disability, sexual orientation, gender identity, marital status, parental status, religion, or belief. The College also supports the principle of equal pay for equal work and actively works to eliminate any biases in its reward systems. To achieve this, the College operates a transparent pay system based on objective criteria and adheres to the Equality Act 2010, which guarantees equal pay for equal work. The College also uses a job evaluation system to determine the relative value of all jobs within the organisation and is required by the gender equality duty to conduct an equal pay audit.

In Scotland, the gender pay gap is a significant issue, with women working full-time earning on average 6.6% less than men, whilst part-time women earn on average 26.9% less than men¹. This gap is even wider for women from minority ethnic backgrounds and women with disabilities. Addressing the gender pay gap is not only a matter of fairness and equality but is also crucial for Scotland's economic growth and prosperity.

This report provides an analysis of the Equality Pay report for Glasgow Clyde College. It examines the causes and consequences of the gender pay gap, identifies areas for improvement, and outlines recommendations for addressing the issue. The report is based on data collected in compliance with

¹ Close the Gap



the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report aims to provide a comprehensive understanding of the Equality Pay Report within Glasgow Clyde College and to support efforts towards achieving gender equality and fair pay. By analysing the data and highlighting areas for improvement, this report aims to contribute to a broader national and international conversation on the gender pay gap and to encourage other organisations to act to address this issue.

Overall, this report is a critical step towards creating a more equitable and fairer workplace, where all employees, regardless of gender, are valued and compensated fairly for their work.

Data Measurement

Pay Quartiles

The table below shows the distribution of male and female staff across the 4 quartiles.

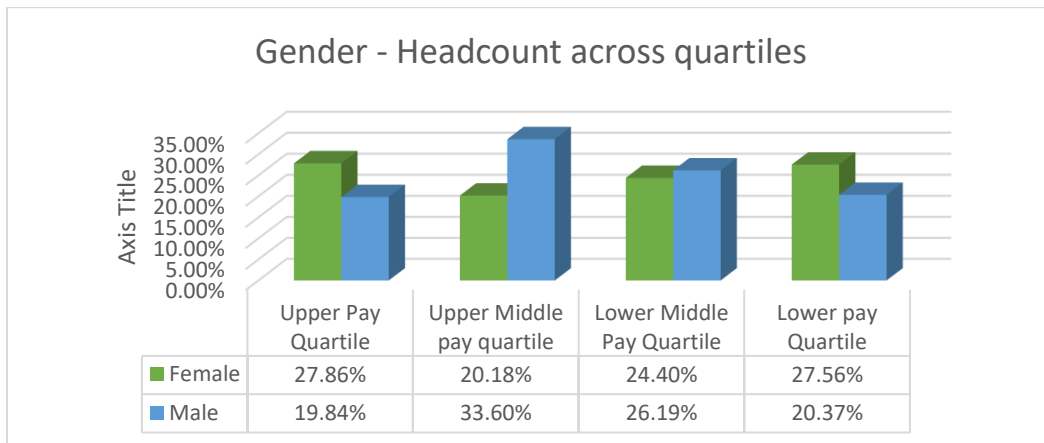


Figure 1 - Sex (gender) across pay quartiles

Glasgow Clyde College has 1,042 full-pay relevant employees.

260 employees are in the **lower** hourly pay quarter. 77 are men and 183 are women. This means 20.37% are men and 27.56% are women.

261 employees are in the **lower middle** hourly pay quarter. 99 are men and 162 are women. This means 26.19% are men and 24.2% are women.

261 employees are in the **upper middle** hourly pay quarter. 137 are men and 134 are women. This means 33.6% are men and 20.18% are women.

260 employees are in the **upper** hourly pay quarter. 75 are men and 185 are women. This means 19.84% are men and 27.86% are women.



Gender Pay Gap

Across the whole college

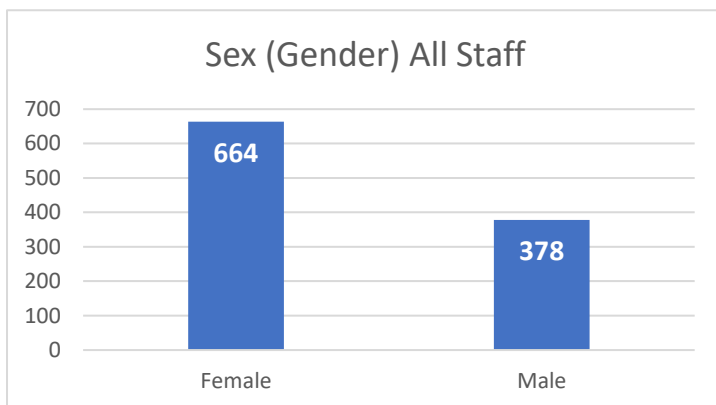
Mean Difference = 2.23%
Median Difference = 0.41%



Looking at the overall staff at Glasgow Clyde College, there is a minor gender pay gap. The mean figure shows a gap of 2.23% with the median figure showing 0.41%. Guidance from Equality and Human Rights Commission (EHRC) states that pay gaps under 3% require no action.

Data from 30th March 2022 shows, Glasgow Clyde College staff headcount was 1,042, of this, 664 were female and 378 were male.

The ratio of female to male staff members at Glasgow Clyde College is an important consideration, however, it is important to ensure that all employees, regardless of gender, are treated fairly and equitably, and that we provide equal opportunities for career development and other benefits.



While a gender imbalance in the workforce may raise questions about potential bias in recruitment and promotion processes, it is also possible that the disparity reflects the relative availability of qualified candidates of each gender in the relevant job market.

Therefore, we feel it is important to examine the underlying reasons for gender imbalance and we have taken appropriate actions to address any potential issues. This includes ensuring that recruitment and promotion processes are fair and free from bias, promoting diversity and inclusivity in the workplace, and providing opportunities for training and career development for all staff members. We will continue to promote flexible working across the College to encourage a good work-life balance.



The College has a strong commitment to promoting equal pay and ensuring fair treatment of all its employees. As part of this commitment, the College is dedicated to remaining a real living wage employer. Additionally, the College has implemented several policies and initiatives to ensure that all employees, regardless of gender, are treated fairly. These include the continued promotion and fair application of family-friendly policies, active recruitment of both males and females at all levels, and seeking to redress any imbalances at all levels. The College is also committed to disrupting traditional norms in recruitment advertising for roles perceived as either traditionally male or female, and reviewing advertising language to disrupt traditional gender-biased recruitment practices. Furthermore, the College has launched menopause guidance and training and actively supports female staff to remain in the workplace throughout their menopause. These efforts reflect the College's strong commitment to promoting equal pay and creating a fair and inclusive work environment for all employees.

Senior Leadership Team (SLT)

Mean Pay Gap

Male	£47.30	12%
Female	£41.42	

Median Pay Gap

Male	£52.73	25.25%
Female	£39.43	

To calculate the mean and median pay gap percentages for this Senior Leadership Team, we first need to determine the average hourly rate for men and women separately.

The total hourly wage bill for men is:

$$4 \times £39.43 \text{ per hour} + 1 \times £52.75 \text{ per hour} + 1 \times £73.35 \text{ per hour} = £283.82 \text{ per hour}$$

The total hourly wage bill for women is:

$$5 \times £39.43 \text{ per hour} + 1 \times £51.39 \text{ per hour} = £248.54 \text{ per hour}$$

The average hourly rate for men is $£283.82/6 = £47.30$ per hour.

The average hourly rate for women is $£248.54 / 6 = £41.42$ per hour

The mean pay gap percentage can be calculated as follows:

Mean Pay Gap Percentage = ((Average Hourly Rate for Men - Average Hourly Rate for Women)/Average Hourly Rate for Men) x 100%

$$\text{Mean Pay Gap Percentage} = ((£47.30 - £41.42) / £47.30) \times 100\% = 12\%$$

Therefore, the mean pay gap percentage for this Senior Leadership Team is 12%.



To calculate the median pay gap percentage, we need to order all the hourly rates from lowest to highest and find the middle value. In this case, the hourly rates for women are all lower than the hourly rates for men, so the median hourly rate for women is the overall median hourly rate.

The median hourly rate for women is £39.43 per hour.

The median hourly rate for men is the middle value of £39.43 per hour and £73.35 per hour, which is £52.75 per hour.

The median pay gap percentage can be calculated as follows:

Median Pay Gap Percentage = ((Median Hourly Rate for Men - Median Hourly Rate for Women) / Median Hourly Rate for Men) x 100%

Median Pay Gap Percentage = ((£52.75 - £39.43)/£52.75) x 100% = 25.25%

Therefore, the median pay gap percentage for this Senior Leadership Team is 25.25%.

It can be noted that while the mean pay gap percentage is fairly high at 12%, the median pay gap percentage is relatively high at 25.25%, indicating that there are a few highly paid male employees who are driving up the overall pay gap.

In examining the reasons for this disparity, we can see that 9 members of the SLT are on the same salary, whilst the top 3 earners within the SLT are 2 male and 1 female, which makes the inequality look significant.



Lecturing Staff

Mean Pay Gap

Male	£23.98	0.05%
Female	£23.87	

Median Pay Gap

Male	£23.98	0%
Female	£23.87	

Lecturing Staff Scale point	Mean			Median		
	Male	Female	% difference	Male	Female	% difference
L1	£19.32	£19.32	0.00%	19.32	19.32	0.00%
L2	£20.45	£20.45	0.00%	20.45	20.45	0.00%
L3	£21.57	£21.57	0.00%	21.57	21.57	0.00%
L4	£22.70	£22.70	0.00%	22.70	22.70	0.00%
L5	£23.82	£23.82	0.00%	23.82	23.82	0.00%
SL	£25.42	£25.55	0.54%	25.42	25.42	0.00%
HOC	£28.86	£28.86	0.00%	27.69	27.69	0.00%
20 (VOC FTE)	£30.55	£30.55	0.00%	28.86	28.86	0.00%
CM	£27.69	£27.69	0.00%	29.41	29.41	0.00%
CQL	£29.41	£29.41	0.00%	30.55	30.55	0.00%

The results of this analysis revealed a mean pay gap of 0.5% and a median pay gap of 0%, indicating a high degree of gender pay equity within the College.

While this is undoubtedly a positive outcome, it is important to note that even small pay gaps can have a significant impact on individuals over time. As such, the College has pledged to remain vigilant in monitoring pay equity and addressing any potential issues as they arise.

Overall, the findings serve as a testament to the commitment of Glasgow Clyde College to creating a fair and inclusive work environment for all employees. By taking proactive steps to identify and address potential disparities, the institution is ensuring that all staff are valued and compensated fairly for their contributions, regardless of gender.



Support Staff

Mean Pay Gap

Male	£21.55	0.05%
Female	£20.45	

Median Pay Gap

Male	£21.57	0.02%
Female	£21.01	

Pay Scales	Mean		Mean	Median		Median
	Female	Male		Female	Male	
Support Staff	£20.47	£21.55	0.05%	21.01	21.57	0.02%
00	£ 9.71	£9.71	0.00%	9.71	9.71	0.00%
01	£10.44	£10.44	0.00%	10.44	10.44	0.00%
02	£ -	£10.84	*		10.84	*
03	£11.32	£11.32	0.00%	11.32	11.32	0.00%
04	£12.00	£ -	*	12.00		*
05	£12.28	£12.28	0.00%	12.28	12.28	0.00%
06	£12.83	£12.83	0.00%	12.83	12.83	0.00%
07	£12.98	£ -	*	12.98		*
08	£13.54	£13.54	0.00%	13.54	13.54	0.00%
09	£14.10	£14.10	0.00%	14.10	14.10	0.00%
10	£14.52	£14.52	0.00%	14.52	14.52	0.00%
11	£15.46	£15.46	0.00%	15.46	15.46	0.00%
12	£16.13	£16.13	0.00%	16.13	16.13	0.00%
13	£17.01	£17.01	0.00%	17.01	17.01	0.00%
14	£17.75	£17.75	0.00%	17.75	17.75	0.00%
15	£18.03	£18.03	0.00%	18.03	18.03	0.00%
16	£19.11	£19.11	0.00%	19.11	19.11	0.00%
17	£20.27	£20.27	0.00%	20.27	20.27	0.00%
18	£21.57	£21.57	0.00%	21.57	21.57	0.00%
19	£22.89	£22.89	0.00%	22.89	22.89	0.00%
20	£23.15	£23.15	0.00%	23.15	23.15	0.00%
21	£23.54	£ -	*	23.54		*
22	£24.69	£24.69	0.00%	24.69	24.69	0.00%
23	£25.39	£ -	*	25.39		*
24	£ -	£26.93	*		26.93	*
25	£27.66	£ -	*	27.66		*
26	£28.46	£28.46	0.00%	28.46	28.46	0.00%
27	£30.00	£30.00	0.00%	30.00	30.00	0.00%



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As part of our ongoing commitment to promoting equity and fairness in employment practices, we conducted an analysis of the gender pay gap among our support staff at the College. The data, taken from a snapshot date of 31st March 2022, revealed some interesting insights into the current state of pay equity within the College.

The results of this analysis revealed a mean pay gap of -5.52%, with men earning an average hourly pay of £14.68 and women earning an average hourly pay of £16.96. Similarly, the median pay gap was -2.17%, with men earning a median hourly pay of £17.01 and women earning a median hourly pay of £17.38. While these figures indicate that there is a gender pay gap, it is positive to note that the gap is relatively small and that the median pay gap is smaller than the mean pay gap.

Upon further examination, we noted that there were 2 scale points, 02 and 24, that had no females within them and 5 scale points, 04, 07, 21, 23, and 25, that had no males within them.

** This means we are not able to provide pay gap results for those pay scale points. This also highlights the need for us to continue to strive for greater diversity within our workforce and to ensure that we are actively recruiting and promoting individuals from all backgrounds.*

We are committed to taking proactive steps to address any potential pay disparities and will continue to monitor and analyse our pay structures on an ongoing basis. By doing so, we are ensuring that all of our employees, regardless of gender, are valued and compensated fairly for their contributions. Our aim is to create a work environment where everyone feels supported, valued, and empowered to reach their full potential.



Ethnicity and Equal Pay

In terms of ethnic origin, the data indicates that the majority of staff at Glasgow Clyde College identify as white Scottish (855 individuals). The numbers for other ethnic groups, including Indian, Pakistani, African, Chinese, and others, are grouped together under Black, Asian and Minority Ethnicities (BAME) and are relatively low, at 54. A further 133 employees have chosen not to disclose their ethnicity. These findings suggest a need for continued efforts to promote diversity and inclusivity within the establishment.

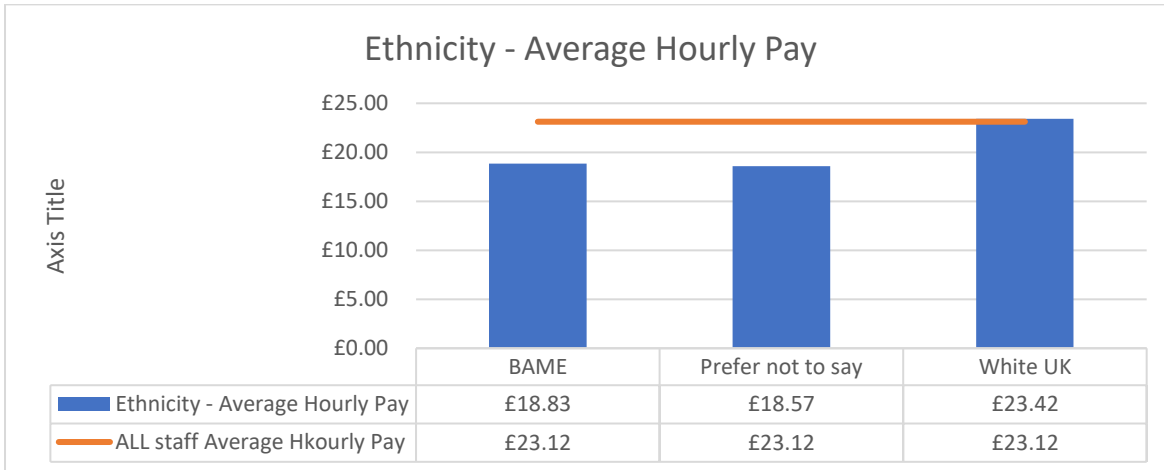


Figure 2 - Ethnicity by Average hourly pay rate

The data in figure 2, appears to show a negative pay gap for staff in the BAME and Prefer not to say categories and a positive pay gap for White UK. Further interrogation of the data shows, that BAME employees are spread across all pay quartiles, with the highest numbers in the lower pay quartile, as shown in Figure 3.

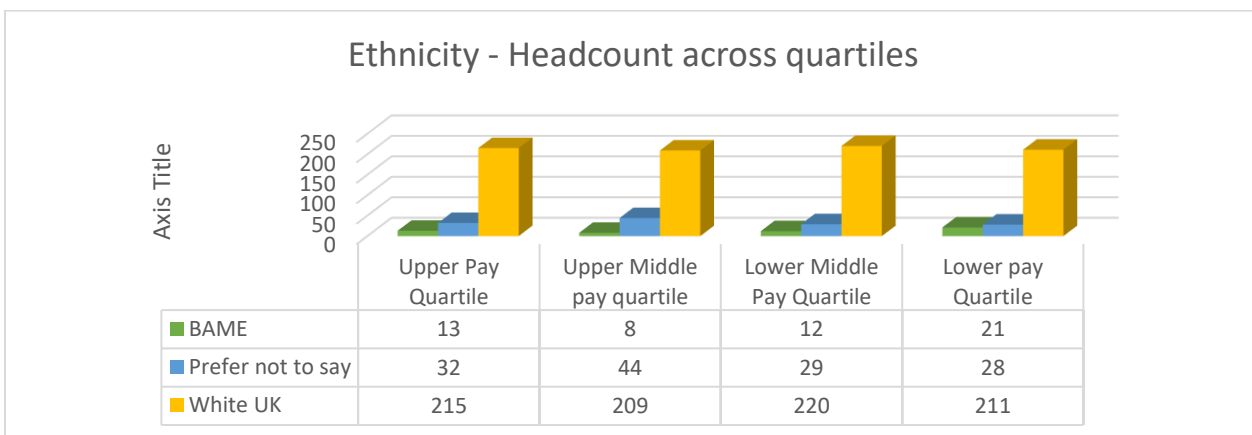


Figure 3 - Ethnicity across quartiles



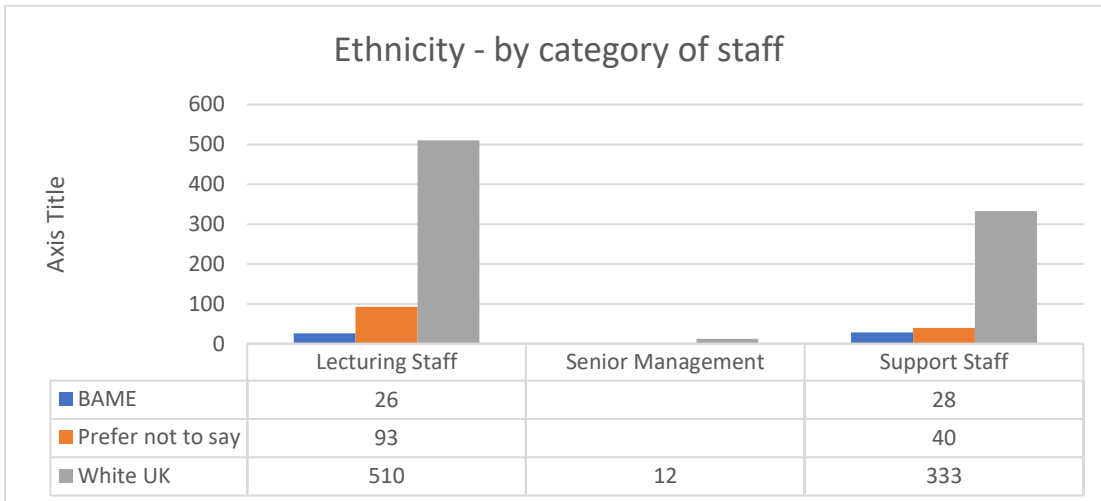


Figure 4 - Ethnicities by job category

Within categories of staff in figure 4, we can see that there are no BAME employees at SMT level. BAME are represented in both Lecturing and Support staff groupings at 2.5% and 2.69% respectively.



Disability and Equal Pay

The data from figure 5, suggests that staff without a disability are on average paid more than staff with a disability.

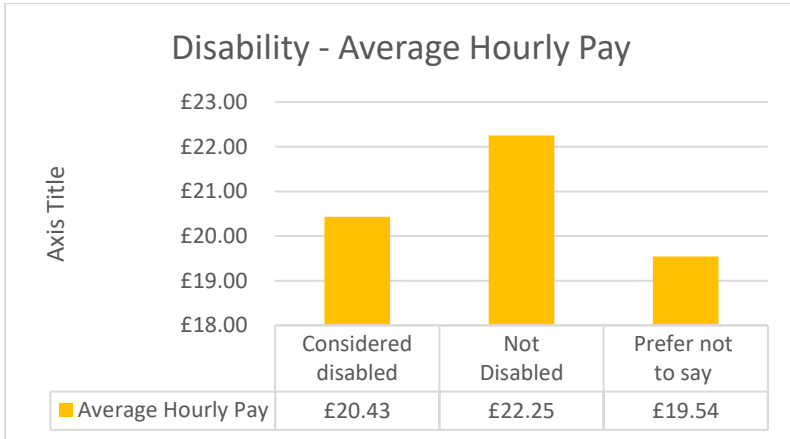


Figure 5 - Disability by average hourly pay

The data on staff disclosing a disability indicates that individuals with disabilities are in the minority, with only 3.84%, 40 members of staff disclosing that they have a disability.

However, a much larger group of 300 staff members have chosen not to disclose whether they have a disability or not. This highlights the importance of ensuring that staff feel comfortable and supported in disclosing any disabilities they may have, and that the College provides an inclusive and accommodating environment for all employees.

Further interrogation of the data in figure 6, shows that staff with a disability are spread across all 4 quartiles, with the highest number of employees disclosing a disability are across the Lower Middle and Upper Middle pay quartiles.

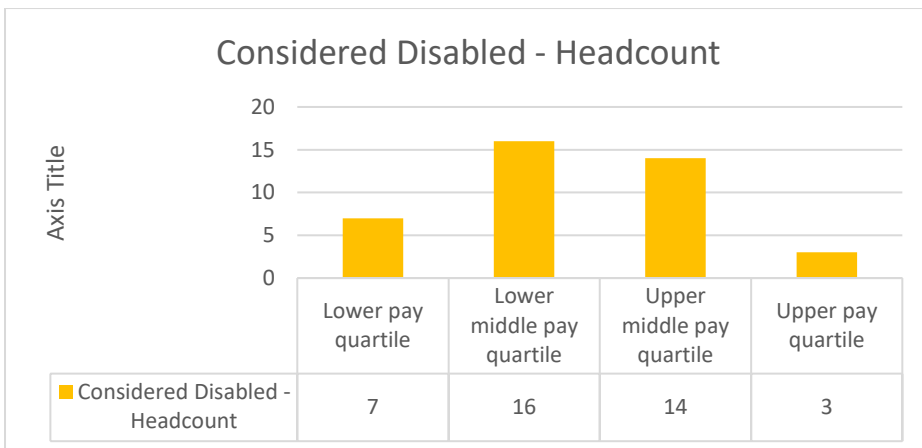


Figure 6 - Disability by quartiles



Staff who have disclosed a disability are present across all 3 categories of staff, with 60.36% in Lecturing staff, 38.48% in Support staff and 0.1% within SLT.

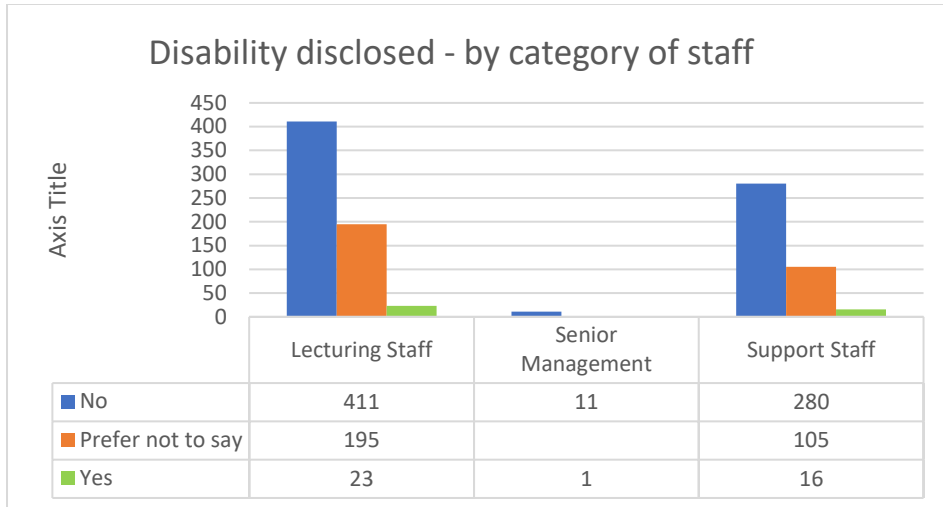


Figure 7 - Disability across the quartiles

We have proactively worked and continue to do so, at increasing engagement from staff to disclose their sensitive data for equality monitoring.

Age and Equal Pay

Given that over half of college staff (58%) are in the age groups of 46 – 65, which leads us to an aging workforce, we felt it was it was judicious to provide information around age groups and pay.

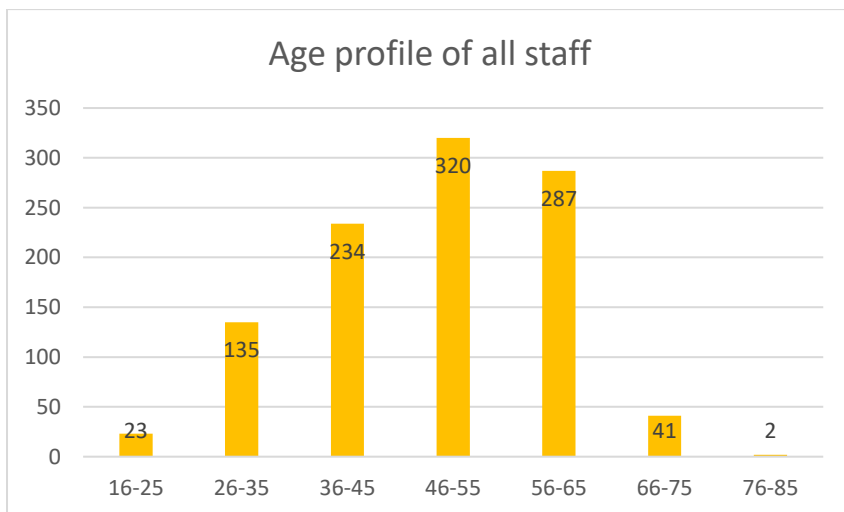


Figure 8 - Age profile



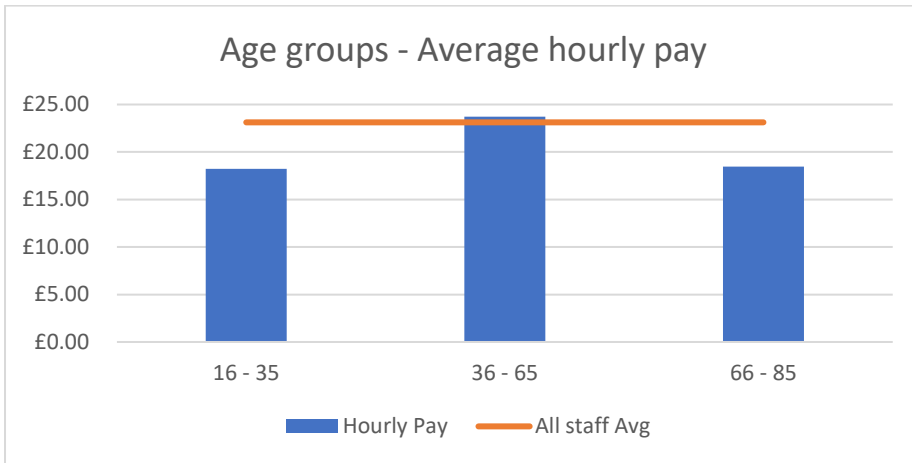


Figure 9 - Age groups across average hourly pay

Data from figure 9, appears to show pay gaps in both 16-35 (21%) and 66-85 (20%) age groupings, when compared to the average hourly pay for all staff.

Further data analysis shown below in figure 10, reveals that the Upper Middle pay quartile has no staff in the 16-25 age groupings. Whilst both Upper and Lower Middle pay quartiles have no staff in the 76-85 age groupings. Given that the estimated retirement age is around 65-67 this is not surprising. Staff in the 66-75 age grouping are present across all 4 quartiles with the highest numbers in both lower and higher middle quartiles.

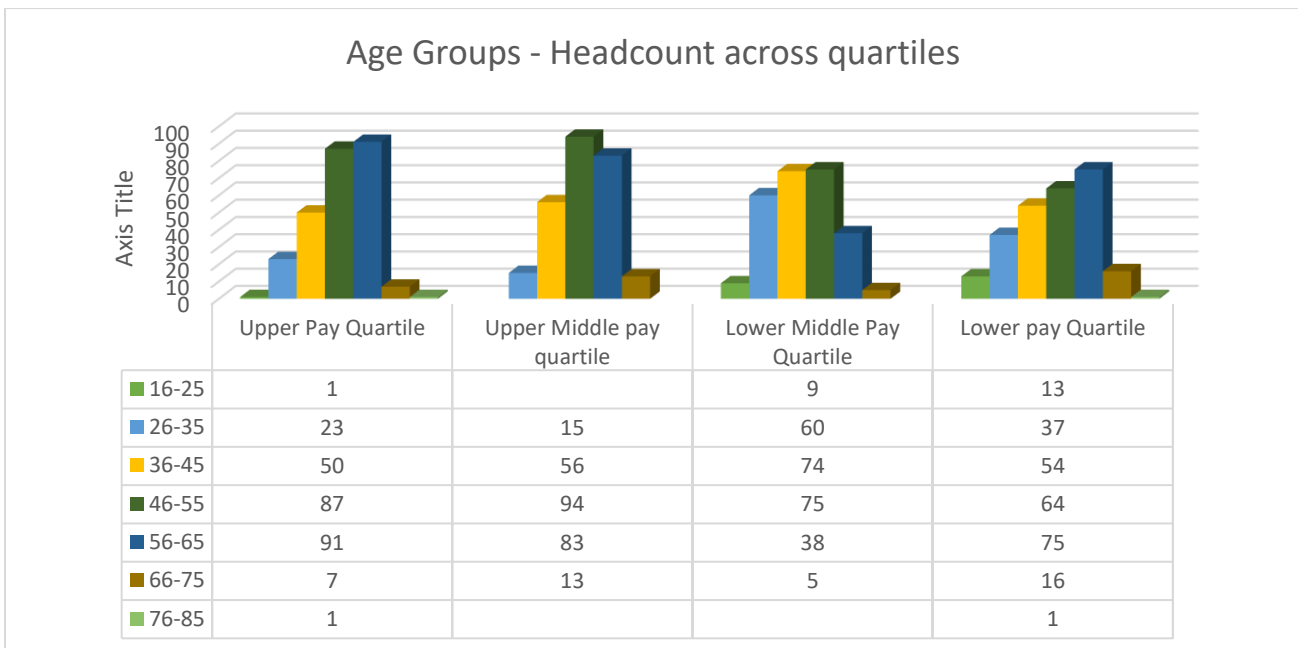


Figure 10 - Age groups across quartiles



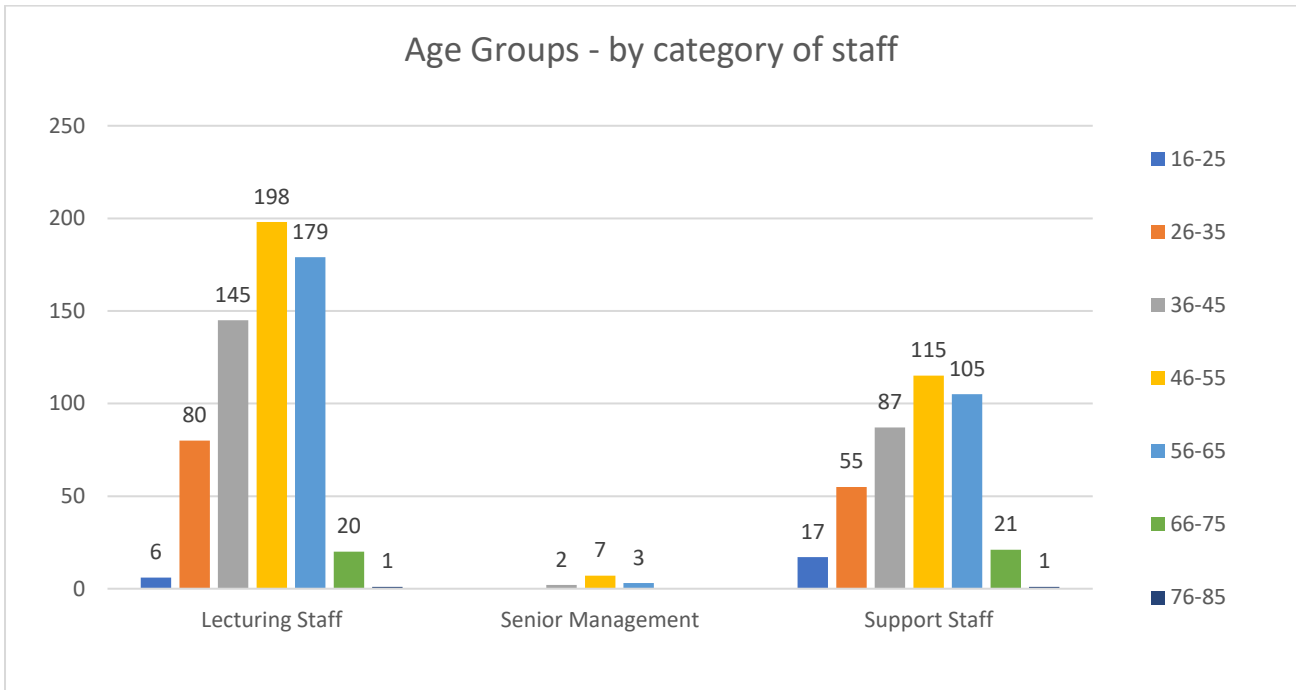


Figure 11 - Age groups by category

When comparison is made using age and category of staff, the data from figure 11, shows that employees from the 16 - 35 age grouping are absent, within the Senior Leadership Team, as are staff in the age grouping above 66. The majority of staff under 25 years of age are within support. The over 66 age groupings are evenly split between lecturing and support.

The high number of employees in the age groupings of 46-55 and 56-65 may present several challenges for the College.

As older employees retire, the College may face difficulty in finding suitable replacements with the same level of experience and skills. This could lead to skill shortages and impact the quality of work and productivity. Older employees may experience a decline in physical and mental abilities, which can lead to a reduction in productivity. With the retirement of experienced employees, businesses may lose institutional knowledge and expertise that can be difficult to replace.

Overall, having an aging workforce could impact the College's ability to compete and succeed in the long term. Therefore, it is important to address the issue proactively and consider strategies for retaining and developing younger employees.



Conclusion

The guidelines from the Equality and Human Rights Commission (EHRC) states that pay gaps greater than 5% are considered significant indicators of underlying systematic pay discrimination and action is required to address the issue and close the gap. Pay gaps greater than 3% but less than 5% should be regularly monitored and where the pay gap is less than 3% no action is required.

Based on the analysis of the gender pay gap, it is evident that there is a small overall difference between the mean and median pay of male and female employees in the College. The Mean Gender Pay Gap across all staff is 2.23% and the Median Gender Pay Gap across all staff is 0.41%. This is much lower than the Gender pay gap in the UK 2020 report, which identifies that the pay gap among all employees was 15.5%. However, there are significant differences in the pay gaps between different levels of staff. For instance, the Senior Leadership Team has a much larger pay gap than the lecturing and support staff.

To continue to monitor and mitigate any inequality, we will continue to carry out regular reviews of our pay structures and ensure they are based on objective criteria such as skills, qualifications, and experience. We can also provide unconscious bias training to managers and staff to promote fair pay practices and prevent any discriminatory behaviours.

It is important to acknowledge that pay gaps can be complex and not solely attributed to discrimination. Therefore, we need to consider other factors such as the proportion of men and women in different job roles and the hours worked to identify any potential causes.

In conclusion, this report has identified there is a minimal pay gap between sex (gender), ethnicity, disability or age based on the median pay gap figures. Glasgow Clyde College are committed to ensuring gender pay equality within the College and will continue to monitor and review our pay structures to ensure they are fair and transparent. We will also take proactive steps to address any issues that arise and promote a culture of inclusivity and equality.



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