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**ORGANISATIONAL DEVELOPMENT COMMITTEE MEETING**

Date of Meeting	16 MAY 2017
Paper Title	EQUAL PAY REPORT AND STATEMENT
Agenda Item	17.28
Responsible Officer	NICOLE PATTON, HEAD OF HUMAN RESOURCES
Status	DISCLOSABLE
Action	FOR NOTING

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**1. INTRODUCTION**

The Equality Act came into force from October 2010 providing a modern, single legal framework with clear, streamlined law. It sets out the different ways in which it's unlawful to treat someone. Everyone in Britain is protected by the Act.

The Act places a General Duty and series of Specific Duties on public bodies in Scotland, including the College.

The General Duty is to:

- eliminate discrimination, harassment, victimisation
- advance equality of opportunity
- foster good relations

The Specific Duties are:

- reporting on mainstreaming the general duty
- developing equality outcomes
- assessing the equality impact of policies
- gathering and publishing employment data
- publishing pay gap information
- considering public procurement
- making information accessible

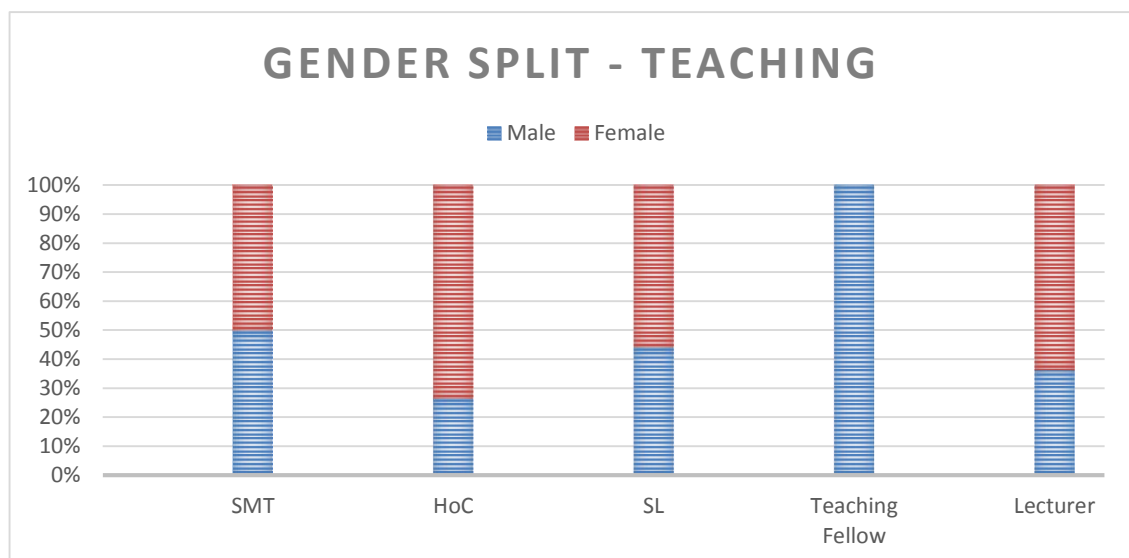
In line with the requirements of the Act, in April 2017 Glasgow Clyde College published three reports – an Equal Pay Audit, an Equal Pay Statement and an Equality Mainstreaming Report. A summary of this information is shown below.

## 2. GENDER PAY GAP

Taking in to account all staff across the College the mean pay gap information (as at 1<sup>st</sup> Feb 2017) is shown below. For part-time staff, salaries were factored up to the FTE.

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

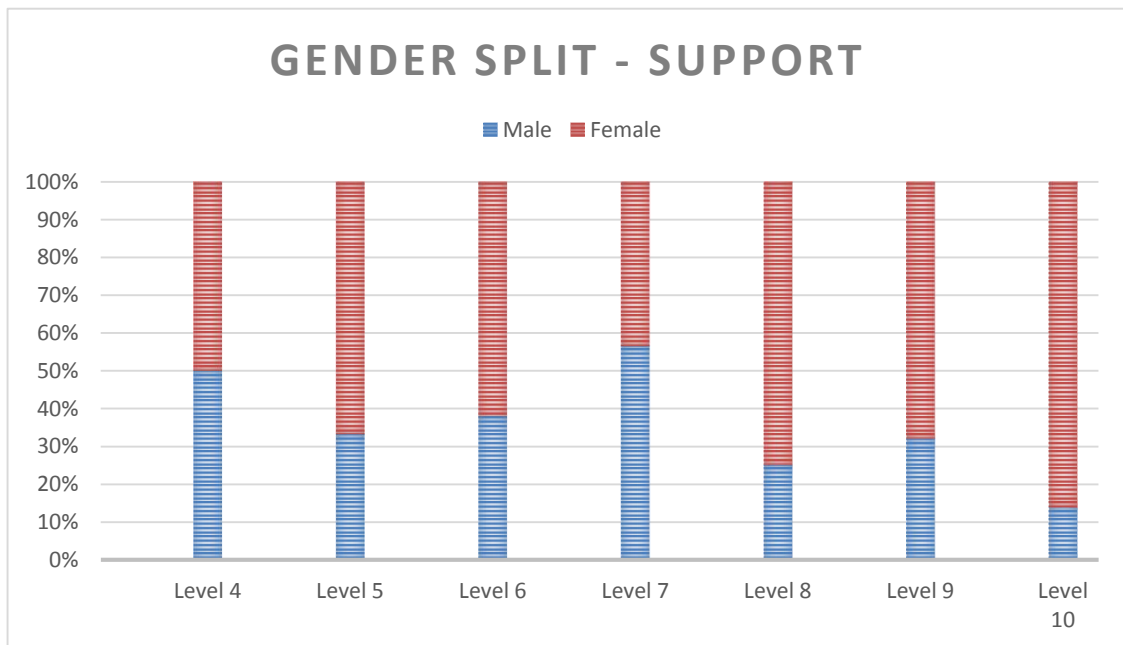
## OCCUPATIONAL SEGREGATION



The gender split across all teaching staff is 37.79% male, 62.21% female. As shown, males dominate in roles such as Teaching Fellows whilst female are dominant in the Head of Curriculum and Lecturing roles.

These figures are not unusual across Scotland and the public sector as a whole. According to a report published by the Equality Challenge Unit in 2015 - *Equality in Colleges in Scotland Statistics*, the distribution of males and females across different curriculum areas is shown below along with comparative figures for the Glasgow Clyde:

Women		GCC	MEN		GCC
Art and Design	65%	89%	Construction	92%	80%
Care	73%	82%	Engineering	87%	97%
Hairdressing and Beauty	95%	97%	Nautical Studies	94%	N/A
Languages	64%	N/A	Land Based Industries	69%	91%



The gender split across all support staff level is 33.96% male and 66.04% female. As shown, there is a higher representation of female support staff across a number of levels including management.

In line with other public sector bodies throughout Scotland, the majority of our workforce is female. Our workforce composition has highlighted that at a number of levels there is a significantly higher proportion of women than men.

### 3 KEY FINDINGS

The data gathered for this report allowed the College to identify not only the gender profile across the College but also the disability and race profile of our workforce however, given the low rates of disclosure across these two protected characteristics we have been unable to publish this data. Looking at our disability profile there is no pattern or trend in terms of the level of job or

the roles carried out by individuals who identify themselves as having a disability. Likewise with our ethnicity profile, no patterns or trends have been identified. This being said, based on the information available, there is a very low proportion of disabled and minority ethnic staff across all College positions. The prevalence of “prefer not to say” staff responses is high which hinders the analysis of pay and staff distribution by disability and ethnicity.

#### **4 CONCLUSION**

In conclusion, our Equal Pay Audit did identify a gender pay gap off 1.44%. In line with the guidance published by the EHRC, gaps of less than 3% do not require action. Glasgow Clyde College will, however, continue to monitor the gender pay gap and as per the legal obligations will publish a further report in April 2018 which will show and consider, in full detail, pay data broken down by the protected characteristics of disability and race.

A combination of low numbers and data gaps make it difficult to undertake a robust analysis of pay by disability and race. To address this, the College will continue to explore and implement ways of encouraging disclosure so that staff records are as complete as possible. Doing so would better support the College in meeting its duties to monitor and advance equality for disabled and ethnic minority staff.

#### **5. RISK ANALYSIS**

There are no risks associated with this paper.

#### **6. LEGAL IMPLICATIONS**

There are no legal implications associated with this paper.

#### **7. FINANCIAL IMPLICATIONS**

There are no financial implications associated with this paper.

#### **8. REGIONAL OUTCOME AGREEMENT IMPLICATIONS**

N/A

#### **9. HAS AN EQUALITY IMPACT ASSESSMENT BEEN CARRIED OUT**

N/A