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Gender Pay Gap 2021 Report





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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's 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 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 2021 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.



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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 ONS found, the gender pay gap in the UK, based on median hourly earnings excluding overtime fell to an all-time low of 7.4 per cent in April 2020.¹

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.

¹ [Gender pay gap significantly wider among older workers, analysis finds \(peoplemanagement.co.uk\)](https://www.peoplemanagement.co.uk)



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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
- 5) The addressing of 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 2021.

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.



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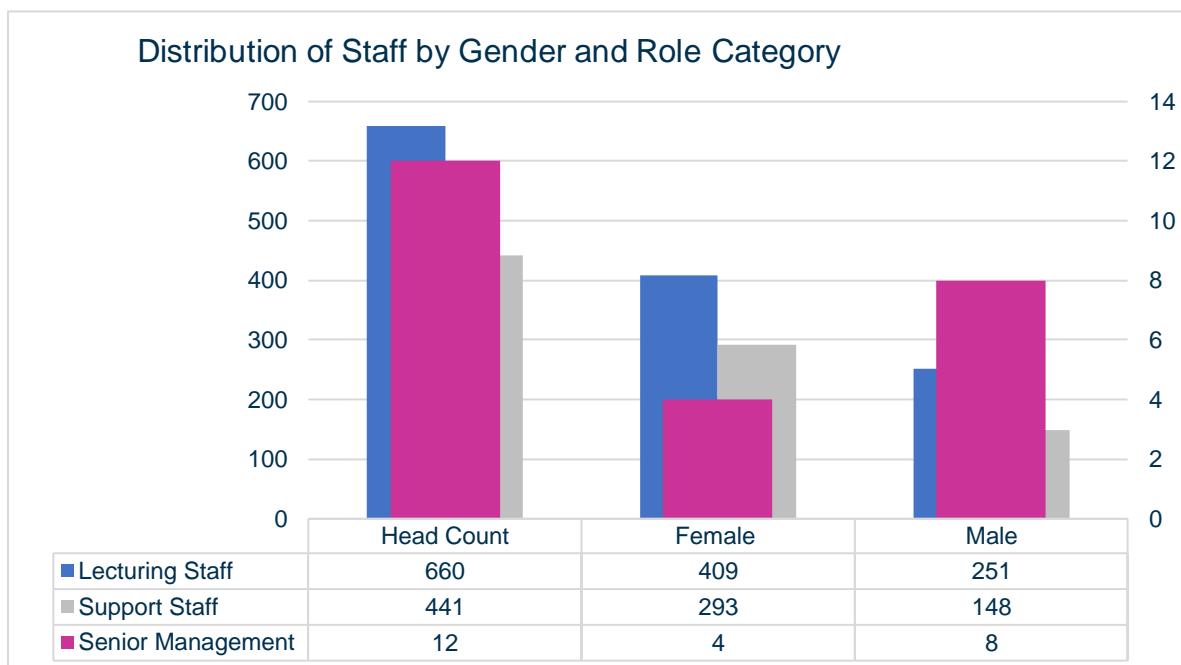
Data Measurement

Distribution of Male & Female Staff

At the snapshot date, the college employed 1113 members of staff, permanent, temporary, full and part-time. Gender composition at that date; 706 female – 63.43% of staff and 407 male – 36.57% of staff.

Distribution across role categories

As Figure 1 illustrates, female staff make up the majority for both Lecturing and Support roles, whereas male staff make up the majority of Senior management.





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Percentage of men and women in each hourly pay quarter

The requirements of the Gender Pay Gap Reporting are to report on the percentage of men and women in; each hourly pay quarter, mean (average) gender pay gap using hourly pay and median gender pay gap using hourly pay.

Men and women per pay quarter

Pay	Male	Female
Upper hourly pay quarter	46.8%	53.2%
Upper middle hourly pay quarter	30.4%	69.6%
Lower middle hourly pay quarter	43.2%	56.8%
lower hourly pay quarter	27.5%	72.5%

Gender Pay Gaps and Hourly Rates

The Gender Pay Gap Duty requires public authorities with 20 or more employees to publish a Gender Pay gap figure. The information must include the mean and media gender pay gap using hourly rate of pay. The figures below are from all staff across the College the, mean and median pay gap information is shown below. For part-time staff, salaries were factored up to the FTE.

Lecturing Staff

Mean hourly rate lecturing staff

Female	£23.93	0.01%
Male	£23.83	

Median hourly rate lecturing staff

Female	£23.27	0%
Male	£23.27	

As can be seen from the data above, there is no Gender Pay Gap evident.



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Support Staff

Mean hourly rate support staff

Female	£13.96	0.92%
Male	£15.13	

Median hourly rate support staff

Female	£12.57	0.82%
Male	£15.16	

As can be seen from the data above, in both Mean and Media rates the Gender pay gap for support staff is higher for male than female staff. However, there are a wide range of roles at different pay grades within support staff.

Senior Leadership Team

Mean hourly rate SLT staff

Female	£42.01	0.92%
Male	£45.32	

Median hourly rate SLT staff

Female	£39.04	0%
Male	£39.04	

The data above indicates that the SLT hourly rate shows a difference in the mean rate but no difference in the median hourly rate of pay. This gap is not significant at 0.92%.



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All Staff

Mean hourly rate all staff

Female	£19.86	0.94%
Male	£21.12	

Median hourly rate all staff

Female	£23.27	0%
Male	£23.27	

The Mean and Media figures for all staff above, indicate that the hourly pay rate is higher for male's than females. As above, this figure is comprised of numerous roles across support, academic, SLT and EMT roles, which have various pay grades.

Mean Calculation All Staff

Analysis of the data in **Table 6**, below, demonstrates that when the mean calculation is used, it highlights the largest pay gap is with our Executive Management Team. However, this can be explained, as there are 2 male and only 1 female at this level, making the gap appear larger. The second and third highest pay gaps are within Level 4 followed by level 9 of support staff. The pay gap at Support - Level 4 is under 3%, with a ratio of men: women at 5:3. At Level 9, the pay gap is in favour of female staff and can be attributed to a high percentage of females in the types of roles, including receptionists and classroom assistants.



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	Female %	Male %	Female £-hourly	Male £-hourly	Mean Gender Pay Gap per Role
Academic - EVE	62.50%	37.50%	30.55	30.55	0.00%
Academic – Head of Curriculum	85.71%	14.29%	28.86	28.86	0.00%
Academic - L1	46.15%	53.85%	18.96	18.77	0.00%
Academic - L2	70.97%	29.03%	20.67	20.65	0.00%
Academic - L3	72.41%	27.59%	21.02	21.02	0.00%
Academic - L4	33.33%	66.67%	22.15	22.15	0.00%
Academic - L5	63.76%	36.24%	23.28	23.34	0.00%
Academic – Senior Lecturer	52.17%	47.83%	25.42	25.42	0.00%
Support - Level 04	28.57%	71.43%	26.58	28.27	0.05%
Support - Level 05	62.50%	37.50%	24.00	23.50	-0.01%
Support - Level 06	65.22%	34.78%	18.41	18.47	0.00%
Support - Level 07	47.06%	52.94%	16.02	15.64	-0.02%
Support - Level 08	80.31%	19.69%	12.90	12.67	-0.02%
Support - Level 09	64.81%	35.19%	11.57	11.07	-0.05%
Support - Level 10	80.60%	19.40%	9.49	9.48	0.00%
Senior Leadership Team	33.33%	66.67%	39.04	39.04	0.00%
Executive Management Team	33.33%	66.67%	50.95	64.14	0.21%
ALL Staff	63.43%	36.57%	19.85	21.17	0.94%



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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.

At Glasgow Clyde College, the Mean Gender Pay Gap across all staff is 0.94% and the Median Gender Pay Gap across all staff is 0%. 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% in 2020, down from 17.4% in 2019.¹

In conclusion, this report has identified there is a minimal pay gap between men and women based on the median pay gap figures. As per the guidance from EHRC, as the gap is less than 3% no action is required.

Glasgow Clyde College will habitually monitor the gap shown within levels 4 and 9 of our support staff, in relation to the gender balance of staff within these roles.

² [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)



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Gender Pay Gap Report 2021