

EQUAL PAY REPORT 2025

Contents

Abstract.....	3
About us.....	3
Background.....	4
Equal Pay Audit	5
Methodology	5
Calculation	6
Equal Pay Report.....	6
Executive Summary	7
Gender Pay Gap	8
Data Measurement.....	9
All Staff Pay Gap.....	11
Senior Management Team (SMT) Pay Gap.....	12
Lecturing Staff Pay Gap	13
Support Staff Pay Gap	14
Part-time and full-time analysis	16
Ethnicity Pay Gap.....	17
Disability Pay Gap.....	19
Age Pay Gap.....	21
Conclusion	24

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.

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 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 conduct an equal pay audit.

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, 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 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 were 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 2024.

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 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.

Executive Summary

- Female staff represent the majority gender balance with 65.68% compared to males at 34.32%
- The majority of female staff (18.96%) can be found in the lower pay quartile
- The majority of male staff (10.7%) can be found in the upper pay quartile
- The overall mean college Gender Pay Gap is 8.16%. Median Gender Pay Gap is 13.79%, both figures show an increase from our previous report. The mean Gender Pay Gap for Scottish colleges increased to 8.3% in 2024. The College Pay Gap therefore aligns with that of the Scottish sector.
- The College mean Ethnicity Pay Gap is 2.58%, median -4.78%. Both figures are substantially lower than Scotland's national average (10.3% and 5.71% respectively¹)
- The College mean Disability Pay Gap is 0.33%, median 0.00%. Both figures are substantially lower than Scotland's national average (18.58%² and 16.2%³ respectively)

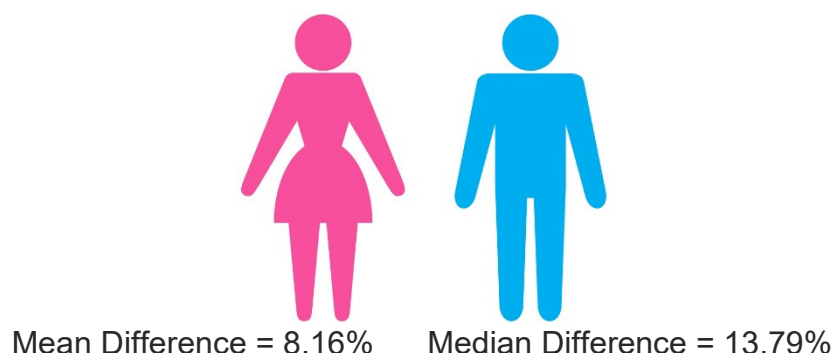
1 2019 Data.Gov.Scot

2 2019 Data.Gov.Scot

3 2021 ONS

Gender Pay Gap

Across the college



Looking at the overall staff at Glasgow Clyde College, there is a gender pay gap. The mean figure shows a gap of 8.16% with the median figure showing 13.79%.

Although women make up the majority of employees at 65.68%, men occupy roles with higher average pay. This is reflected in a mean pay difference of 8.16% and a median pay difference of 13.79% in favour of men.

The increase in both our mean and median gender pay gaps can be largely attributed to structural changes within our workforce. The TUPE transfer of 43 female cleaning staff into lower-paid roles has had a significant impact on the median pay gap, which rose from 5% to 14%. Additionally, while all support and teaching staff received £5,000 in pay rise, the higher concentration of men in mid-to-high earning roles contributed to a widening of the mean pay gap from 4% to 8%. Further, a 3% pay increase for the Senior Leadership Team (SLT) has also influenced the mean gap, rising from 12% to 15%. These factors combined have led to an overall increase in our reported gender pay gap

Data Measurement

Sex (gender)

Data from 30th March 2024 shows, Glasgow Clyde College staff headcount at 944 employees. Comprising of 620 female and 324 male employees. The ratio of female to male staff members (65.68%:34.43%) 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.

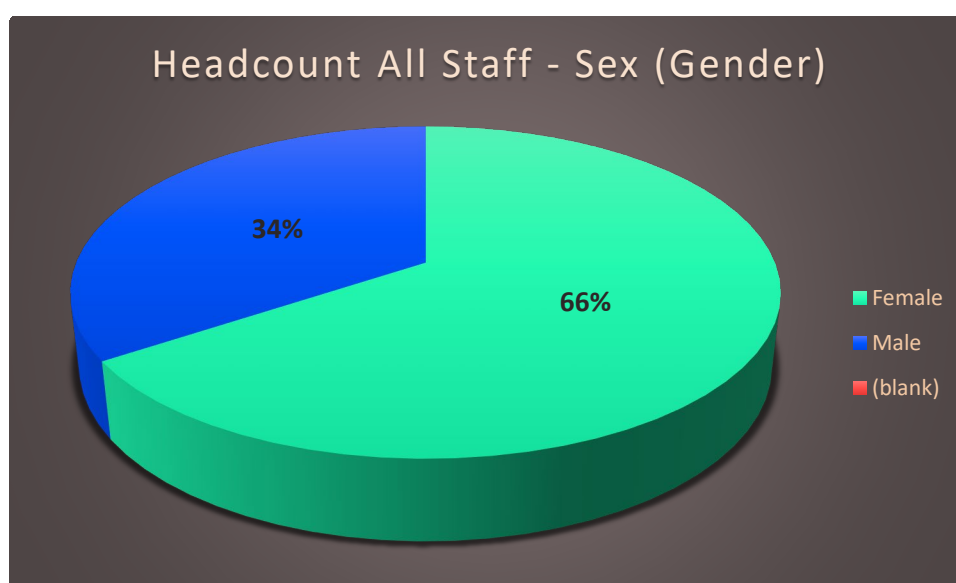


Figure 1 - Sex All staff

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.

Pay Quartiles

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

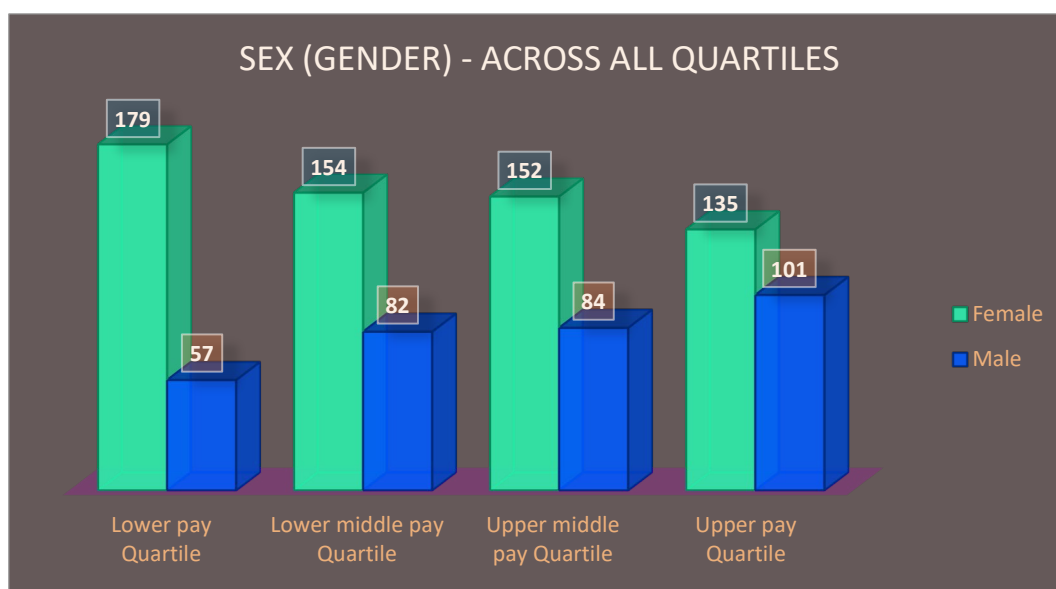


Figure 2 - Sex (gender) across pay quartiles

Glasgow Clyde College has 944 full-pay relevant employees.

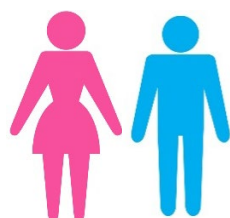
236 employees are in the lower hourly pay quarter. 57 are men and 179 are women. Overall, 25.15% of male employees and 75.85% of female employees are in this pay quartile.

236 employees are in the lower middle hourly pay quarter. 82 are men and 154 are women. Overall, 34.75% of male employees and 62.25% of female employees are in this pay quartile.

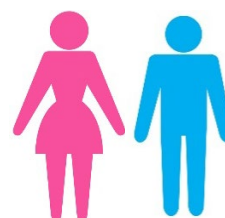
236 employees are in the upper middle hourly pay quarter. 84 are men and 152 are women. Overall, 35.59% of male employees and 64.41% of female employees are in this pay quartile.

236 employees are in the upper hourly pay quarter. 101 are men and 135 are women. Overall, 10.70% of male employees and 14.30% of female employees are in this pay quartile.

All Staff Pay Gap

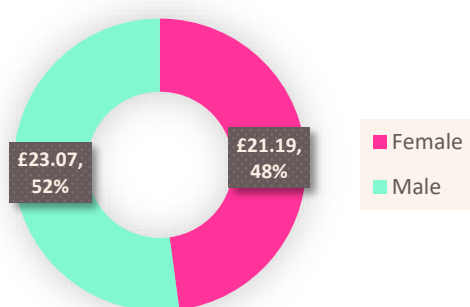


**Mean hourly pay gap
8.16%**

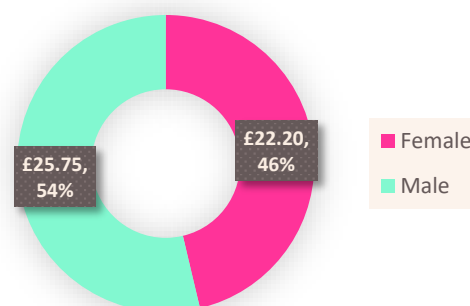


**Median hourly pay gap
13.79%**

All staff Mean
8.16%



All staff Median
13.79%



All staff Mean hourly pay	
Female	£21.19
Male	£23.07

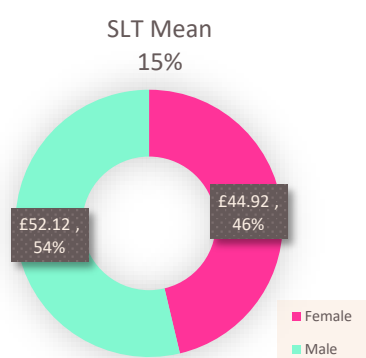
All staff Median hourly pay	
Female	£22.20
Male	£25.75

The mean gender pay gap has increased to 8.16%, with the median pay gap also rising to 13.79% since our previous reporting period. As outlined in this report, a pay gap is evident within the Senior Management Team (SMT) and support staff categories, whereas no significant gap is observed within the lecturing staff group. This disparity may be attributed to the broad range of roles and pay grades within the support function, as well as the differential in remuneration between members of the Senior Leadership Team (SLT) and SMT. Additionally, the TUPE transfer of a number of predominantly female cleaning staff into the support function has also impacted these figures.

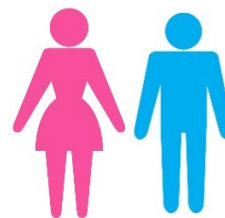
Senior Leadership Team (SLT) Pay Gap



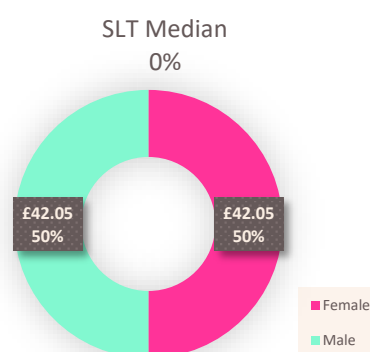
**Mean hourly pay gap
15%**



SLT Mean hourly pay	
Female	£44.92
Male	£52.12



**Median hourly pay gap
0%**



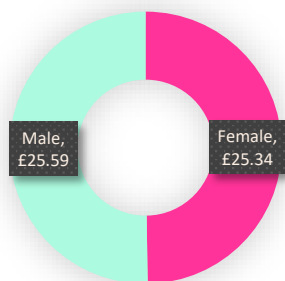
SLT Median hourly pay	
Female	£42.05
Male	£42.05

The mean and median pay gap percentage can be calculated as follows:

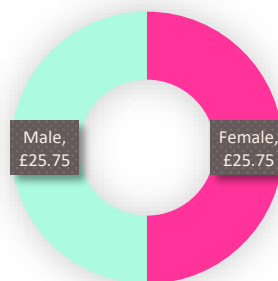
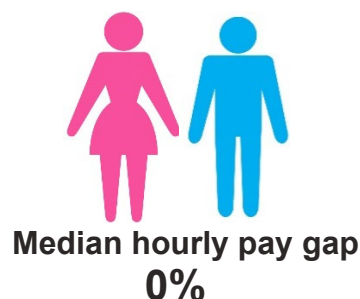
- Mean Pay Gap Percentage = ((Average Hourly Rate for Men - Average Hourly Rate for Women)/Average Hourly Rate for Men) x 100%
- Median Pay Gap Percentage = ((Median Hourly Rate for Men - Median Hourly Rate for Women) / Median Hourly Rate for Men) x 100%

It can be noted that while the mean pay gap percentage is high at 15%, the median pay gap percentage is non-existent at 0%. An analysis of the disparity in the mean gap reveals that 7 members of the SLT (4 female and 3 male) receive the same salary. However, the top 3 earners within the SLT (1 female and 2 male) skew the perception of inequality, making it appear more pronounced.

Lecturing Staff Pay Gap



Mean Hourly Pay	
Female	£25.34
Male	£25.59



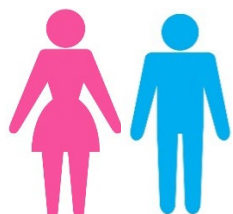
Median Hourly Pay	
Female	£25.75
Male	£25.75

The results of this analysis revealed a mean pay gap of 0.98% and a median pay gap of 0%, indicating a high degree of gender pay equity within the College.

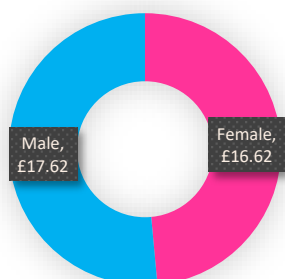
While this is undoubtedly a positive outcome, it is important to note that even small pay gaps can have a significant impact on individuals over time. As such, the College has pledged to remain vigilant in monitoring pay equity and addressing any potential issues as they arise.

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 initiative-taking 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.

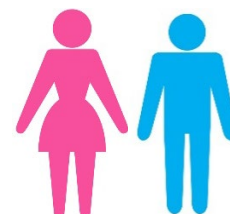
Support Staff Pay Gap



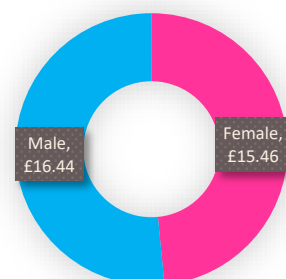
Mean hourly pay gap
5.67%



Mean Hourly Pay	
Female	£16.62
Male	£17.62



Median hourly pay gap
5.96%



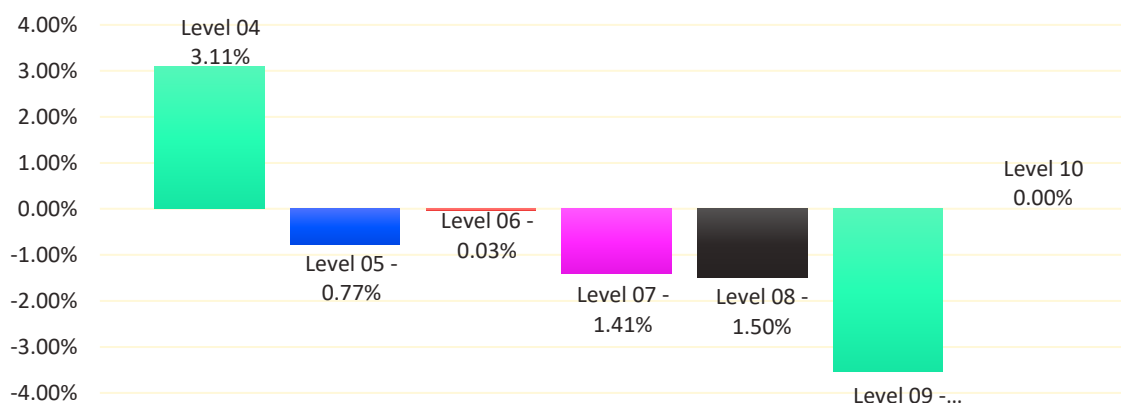
Median Hourly Pay	
Female	£15.46
Male	£16.44

The results of support staff analysis revealed a mean pay gap of 5.67%, with men earning an average hourly pay of £17.62 and women earning an average hourly pay of £16.62.

Similarly, the median pay gap was 5.96%, with men earning a median hourly pay of £16.44 and women earning a median hourly pay of £15.46.

While these figures indicate a gender pay gap, there are many diverse levels of roles within our support function, making pay comparisons difficult. The graph below shows a mainly positive gender pay gap for females.

Support staff Levels 4-10



This chart illustrates the percentage gender pay gap for each support staff grade from Level 4 to Level 10. The percentage values represent the mean hourly pay gap, calculated using the formula:

$$\text{Pay Gap \%} = \frac{\text{Male Pay} - \text{Female Pay}}{\text{Male Pay}} \times 100$$

- Level 4 shows the largest pay gap in favour of men, with males earning on average 3.11% more than their female counterparts
- Levels 5 and 6 have minimal pay gaps (in favour of men), with Level 6 almost showing parity at just 0.03%
- Levels 7, 8, and 9 all reflect a pay gap in favour of women:
 - Level 7: -1.41%
 - Level 8: -1.50%
 - Level 9: -3.54%, the largest gap in favour of women
- Level 10 demonstrates full pay parity, with no difference in average hourly pay between genders

The data highlights that while there are some disparities at individual grade levels, the gender pay gap fluctuates both in favour of men and women, with several levels showing a female pay advantage.

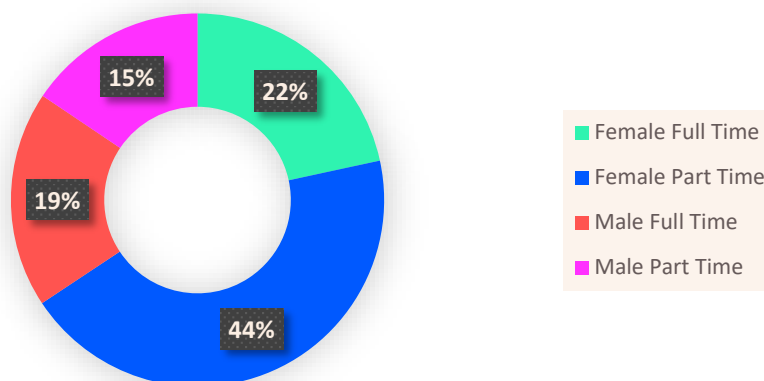
Explaining the Overall Mean Gender Pay Gap

While the breakdown of average hourly rates by support staff grade shows that women earn slightly more than men at several levels, the overall mean gender pay gap stands at 5.67% in favour of men. This apparent contradiction is explained by differences in workforce distribution across pay grades. A higher proportion of male employees are positioned in more senior, higher-paid grades (e.g., Level 4, 60% Male), while a greater number of female employees are concentrated in lower-paid grades (e.g., Levels 9, 80% Female and 10, 82% Female). This imbalance influences the overall mean, as average figures are sensitive to where individuals sit in the pay structure. Therefore, although women may earn slightly more than men at some specific levels, the greater male representation in higher-paying roles leads to a higher overall average for male staff. This phenomenon is a well-known statistical occurrence known as Simpson's Paradox, where aggregated data can mask, or even reverse trends seen in individual groups.

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 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.

Part-time and full-time analysis

Full Time v Part Time by Sex (gender)



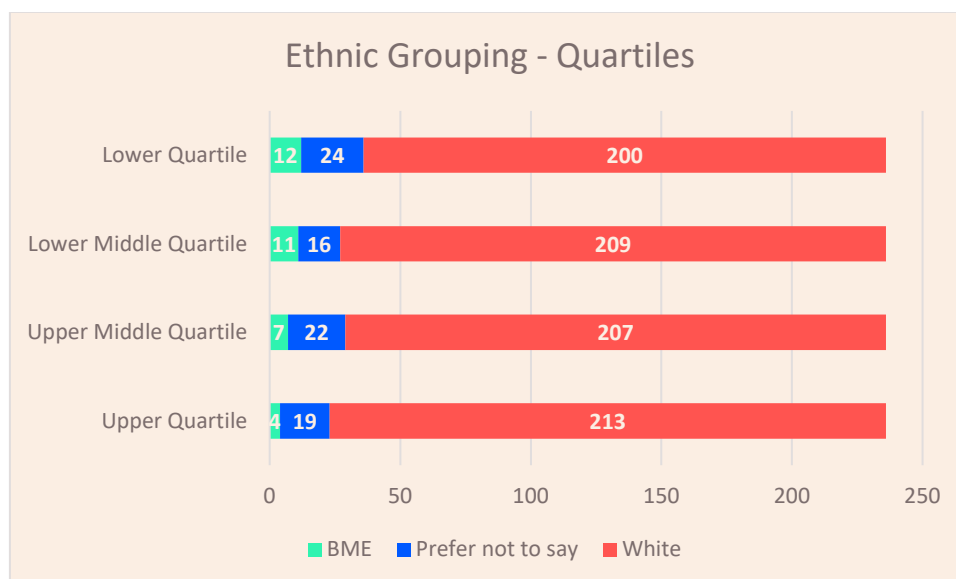
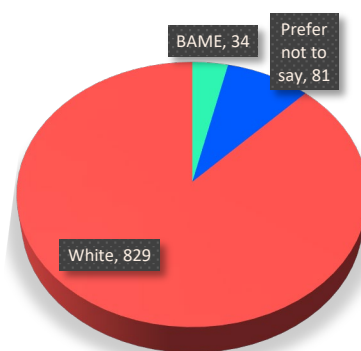
Full Time v Part Time by Sex (gender) Pay Gap

	Gender pay (ALL)	Full-time	Part-time
Female	£21.19	£22.85	£20.37
Male	£23.07	£23.75	£22.26
Mean %	8.16%	3.79%	8.49%

Ethnicity Pay Gap

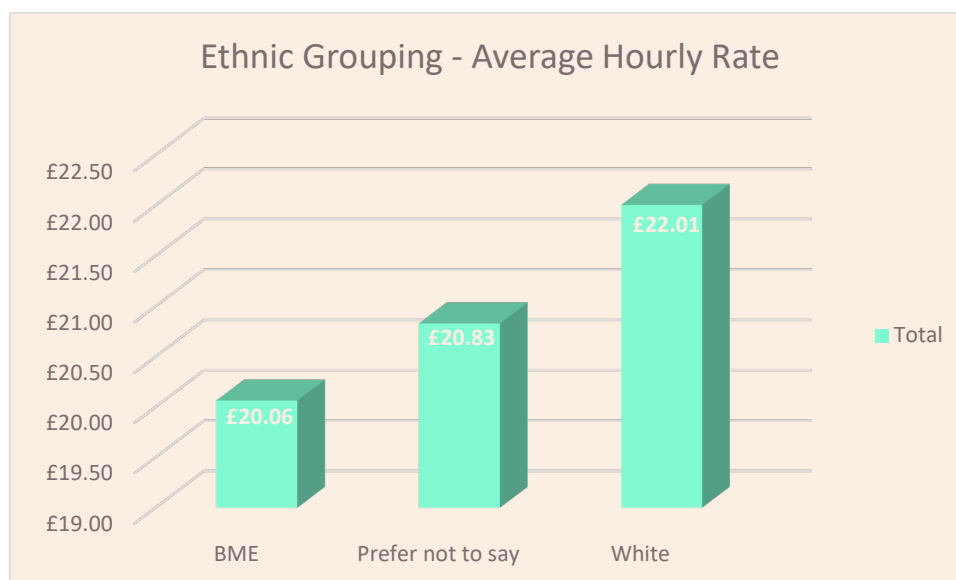
Mean Pay Gap of 2.59%
Positive Median Gap of -4.78%

In terms of ethnic origin, the data indicates that most staff at Glasgow Clyde College identify as 'white' (829 individuals). The numbers for other ethnic groups, including Indian, Pakistani, African, Chinese, and others, are grouped together under Black, Asian and Minority Ethnicities (BME) and are low, at 34 (3.6%). A further 81 employees have chosen not to disclose their ethnicity. These findings suggest a need for continued efforts to promote diversity and inclusivity within the establishment.

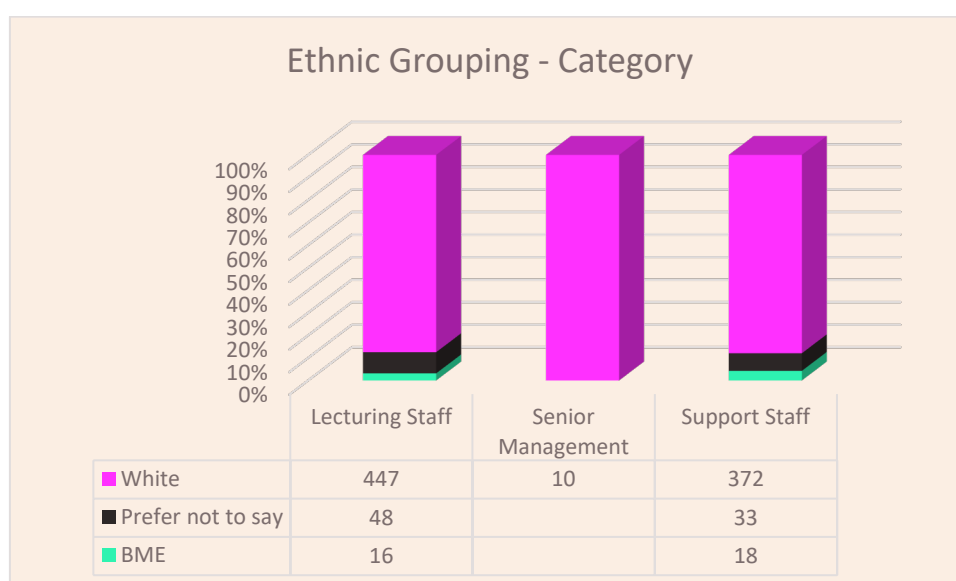


With 87.2% of employees identifying as 'white' it is no surprise that the 3.6% BME employees, show in low values in the above quartiles.

BME representation is 6% in lower quartile, 5.26% in lower middle quartile, 3.38% in upper middle quartile and 1.88% in upper quartile. Whilst our BME employees are represented across all 4 quartiles, the majority have a higher representation within our lower and lower middle quartiles.



The data in relation to the average hourly rate of pay, appears to show a negative pay gap for employees in the 'BME' and 'Prefer not to say' categories, and a positive pay gap for those in the 'white' category. Further interrogation of the data shows, that BME employees are spread across both lecturing and support roles. 47.06% in lecturing and 52.94% in support, which has a diverse range of roles.



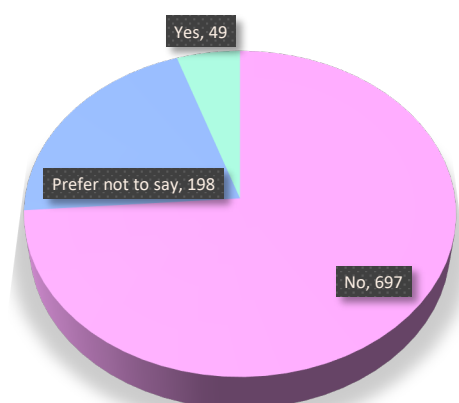
Ethnic groups within our categories of staff, show that BME staff are represented in both lecturing and support staff groups in similar numbers. There are no BME staff at senior management level.

Disability Pay Gap

Positive mean gap of -2.97%

Evenly balanced median gap of 0%

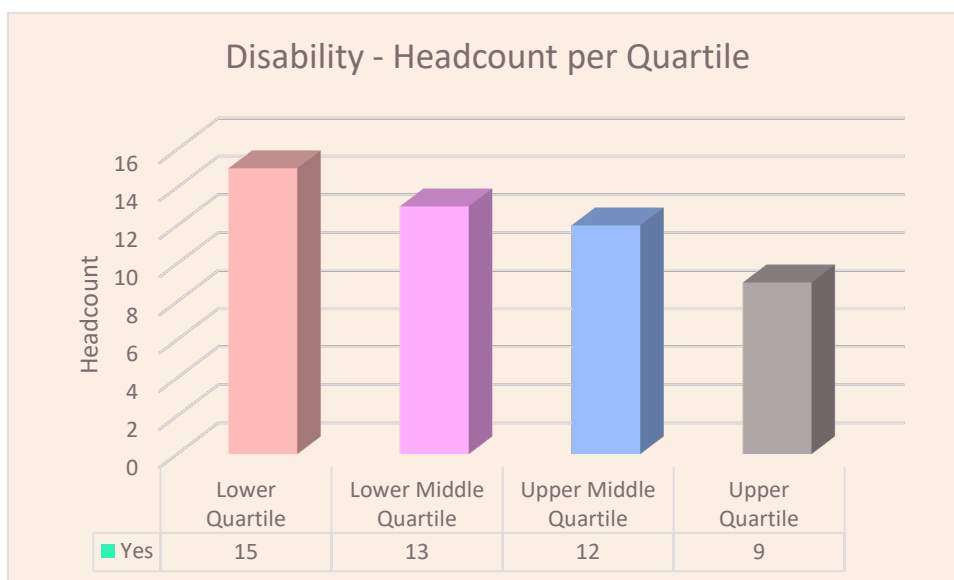
Disability Disclosure - Headcount



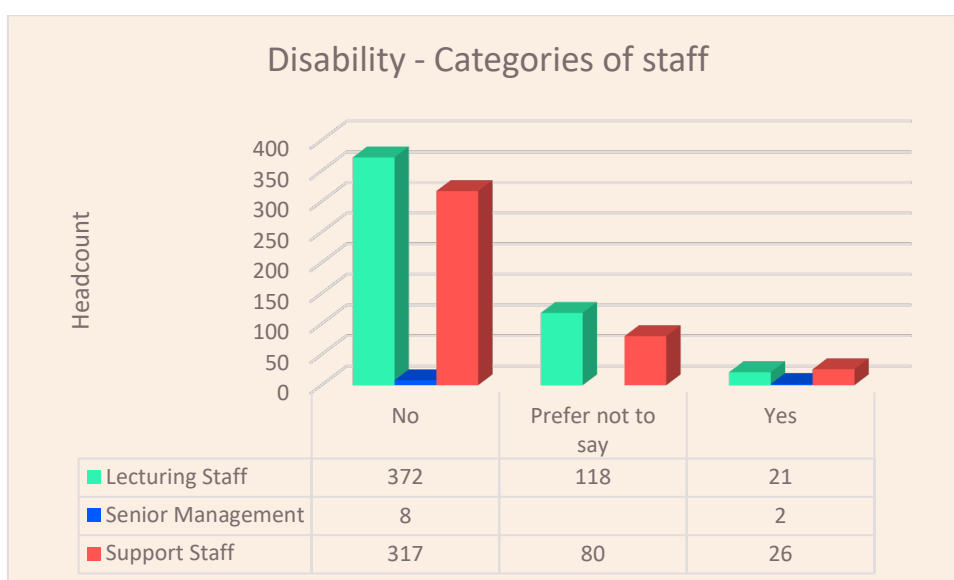
73.83% employees have declared no disability, whilst 20.97% prefer not to say and 5.19% have declared a disability. This highlights the importance of ensuring that staff feel comfortable and supported in disclosing any disabilities, and that the College provides an inclusive and accommodating environment for all employees.



The data on average hourly pay, presented above, indicates that employees with a disability have a higher average pay compared to those without a disability or those who chose not to disclose their status. This disparity is attributable to a concentration of these employees, in roles with higher hourly rates.



Employees who have disclosed a disability are represented across all 4 quartiles, with the highest numbers across the lower and lower middle quartiles.

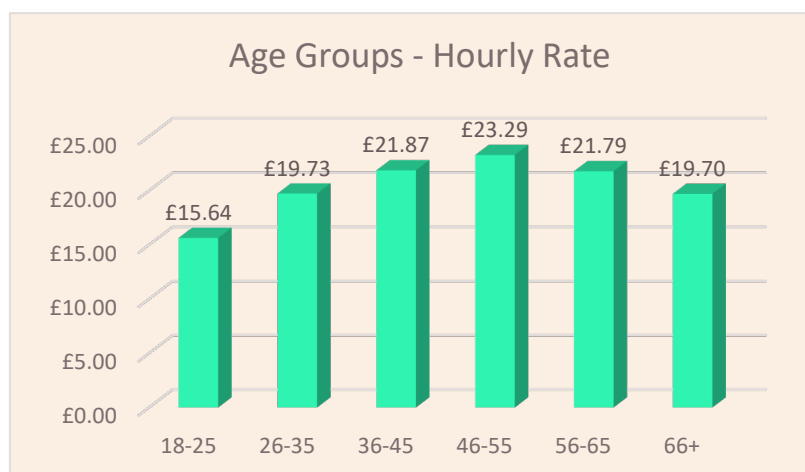
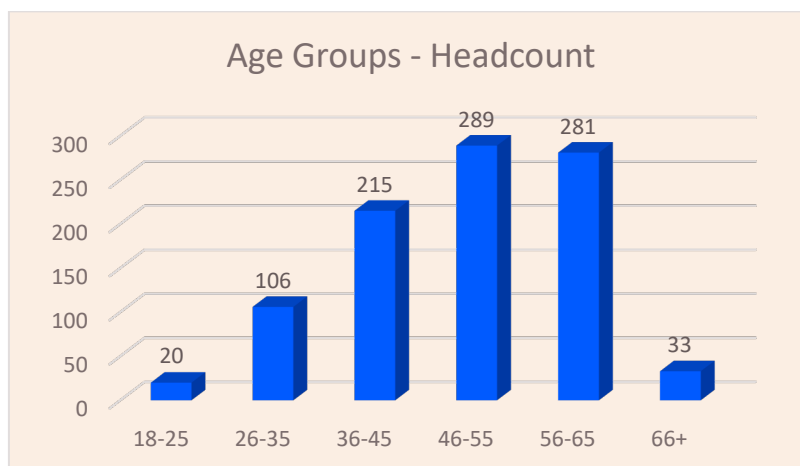


Staff who have disclosed a disability are present across all 3 categories of staff, with 42.86%, of those who have declared a disability, in Lecturing staff, 53.06% in Support staff and 4.08% within SLT.

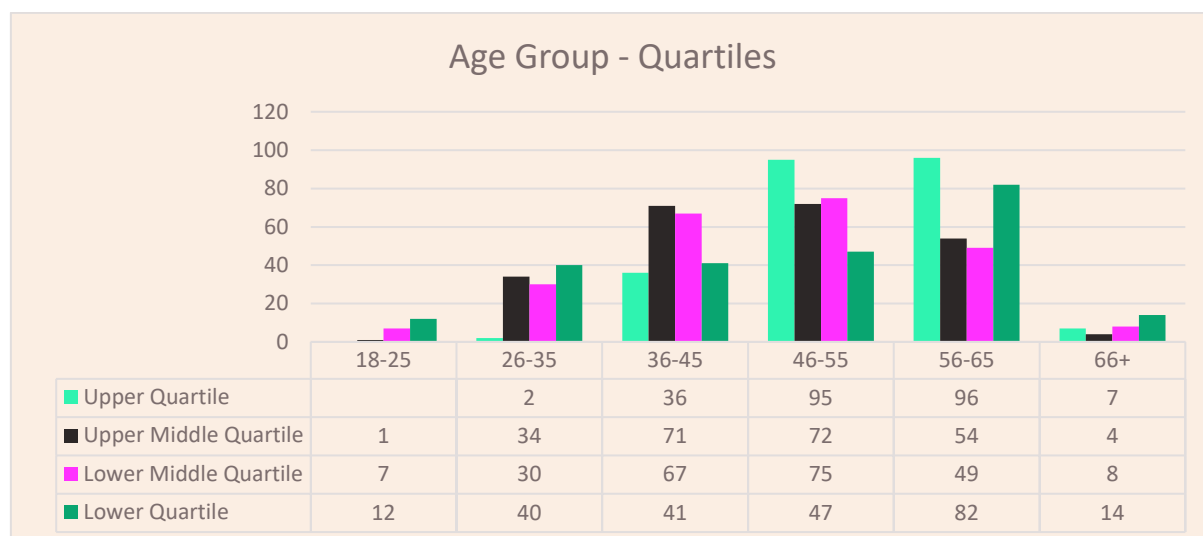
We have proactively worked and continue to do so, at increasing engagement from staff to disclose their sensitive data for equality monitoring.

Age Pay Gap

With over 60% of college staff falling within the 46–55 and 56–65 age brackets, it is evident that the workforce is aging. Consequently, we felt it was it was judicious to provide information on age groups in this pay report.



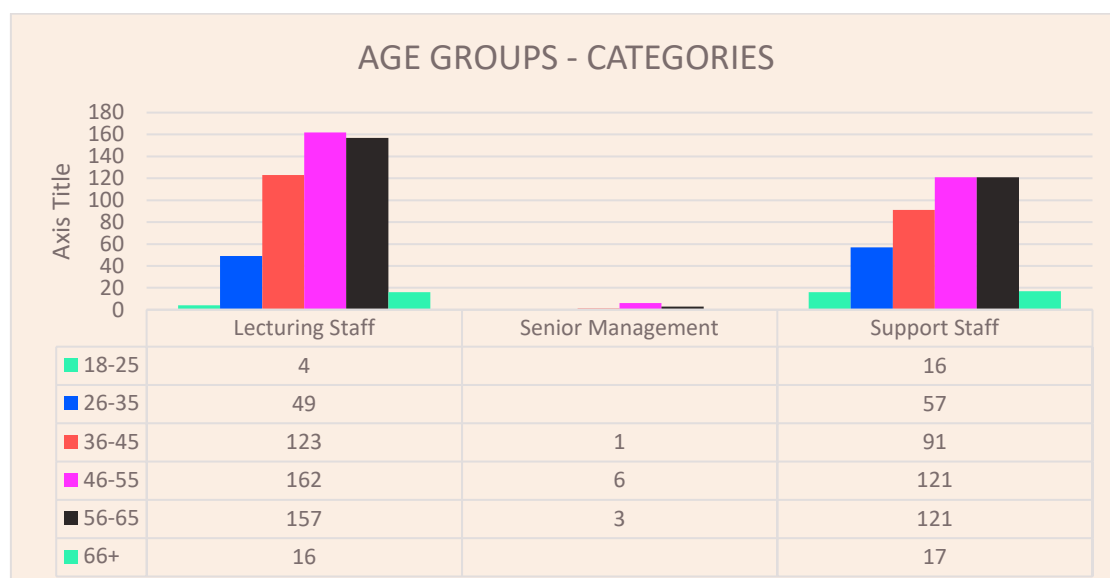
There are 20 employees in the youngest age group, who have the lowest average wage. This is closely followed by 33 employees in the oldest age group, who have the second-lowest hourly pay rate. The highest hourly pay rate is observed among employees in the 46–55 age group.



Further analysis of our age data reveals that the upper pay quartile includes no employees in the 18–25 age group, with most employees in this age group concentrated in the lower pay quartile.

Notably, despite the estimated retirement age being around 65–67, there are 33 employees in the 66+ age group. Employees in this age group are represented across all four pay quartiles, with the highest concentration in the lower quartile.

The largest groups of employees, comprising 95 and 96 individuals respectively, are found in the upper pay quartile and belong to the 46–55 and 56–66 age groups.



Data on age groupings within role categories shows, no employees from the age groups 18-25, 26-35 and 66+ are employed within senior management.

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) in the UK state that pay gaps greater than 5% are significant indicators of underlying systemic pay discrimination, necessitating action to address and close the gap.

Our analysis of the gender pay gap at the College reveals a notable difference in the mean and median pay between male and female employees. The overall gender pay gap stands at a mean of 8.2% and a median of 13.8%.

However, these figures vary significantly across different categories of staff. For example, the Senior Leadership Team (SLT) has a considerably larger pay gap compared to lecturing and support staff. When examined separately, these variations help explain the overall percentages.

	Mean	Median	
SLT	15%	0%	2 male and 1 female as top 3 earners which skews the overall mean %
Lecturing	0.98%	0%	Slight gap showing more males at the top of the lecturing pay scale
Support	5.67%	5.96%	many diverse levels of roles within our support function, making pay comparisons difficult

To continue monitoring and mitigating any inequality, we will conduct regular reviews of our pay structures, ensuring they are based on objective criteria such as qualifications, skills, and experience. We will 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 no discernible reason for a pay gap based on sex (gender), ethnicity, disability, or age based on the median pay gap figures. Glasgow Clyde College is 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.

