

Gender Pay Report

March 2021



South
Lanarkshire
College

East Kilbride

Foreword by Principal and Chief Executive

South Lanarkshire College is proud to drive change in our community as an organisation that values diversity and equality across our student and employee populations. This is reflected in our various accreditations including Leaders in Diversity, Disability Confident, LGBT Youth Charter, Carer Positive, Investors in People Platinum and Investors in People Health & Wellbeing. We all live our key values daily including being “inclusive and diverse” and this extends to ensuring equality across our remuneration practices, and minimising or mitigating bias in our pay systems on the grounds of protected characteristics including gender.

We recognise that it is good business practice and in the best interests of the College to ensure that there are fair and just pay systems in place. It is important that staff are aware of our commitment to ensuring that there is no bias in the pay systems.

COVID-19 and the furloughing of many of the labour force across the country has impacted the gender earnings gaps and widened inequality, with a recent House of Commons Women and Equality Committee (WEC) inquiry highlighting an “unequal impact of the pandemic on women”¹. As an employer, the College has taken measures to ensure our Gender Pay Gap has not been impacted adversely and has additionally provided significant support and resources to all colleagues including for parenting, care responsibilities and for mental wellbeing purposes.

The six measures of Gender Pay Gap demonstrate continuous improvement in our Gender Pay Gap. Overall, I am pleased to see that our gender pay gap continues to decrease and that our pay system does not discriminate in any way. I also note a significant number of female leaders across the College, highlighting that there is no glass ceiling for women in the College. Occupational segregation continues to pull down the mean and median pay for women and we are committed to doing more to improve this position.

Finally, we are committed to encouraging and supporting more men and women into all roles across the College and our aim is to better understand the reasons for occupational segregation so that we can take steps to create change and opportunities for all. An update on our progress relating to occupational segregation will be published in our Equality Mainstreaming Report 2021.

Aileen McKechnie
Principal and Chief Executive

¹ Details of the Committee and evidence heard in the inquiry available at:
<https://committees.parliament.uk/work/227/unequal-impact-coronavirus-covid19-and-the-impact-on-people-with-protected-characteristics/>

1.0 Introduction

South Lanarkshire College is committed to the provisions of the Equality Act 2010 and aims to constantly promote equality in its work. The College strives to eliminate any gender bias or discrimination of any kind in its pay and grading structure. We recognise that equal pay across gender, race and disability is a legal right under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The objectives of South Lanarkshire College are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Reduce the gender pay gap
- Ensure that all staff have fair access and opportunities in relation to recruitment, training and development

The purpose of this report is to outline the progress South Lanarkshire College has made in meeting the specific duties to publish an update on our gender pay gap information.

The requirements to report progress on mainstreaming equality can be found in the Equality Mainstreaming Report within the Equality section of the College website.

2.0 Equal Pay Audit

The College conducted an equal pay audit to identify any significant pay gaps in relation to gender in March 2020.

Our split by gender and function of employment is provided below:

	Report 2017		Report 2019		Report 2021	
	Female	Male	Female	Male	Female	Male
Support	105 (74%)	37 (26%)	108 (72%)	41 (28%)	117 (75%)	40 (25%)
Lecturing	100 (59%)	69 (41%)	111 (58%)	81 (42%)	123 (61%)	78 (39%)
Management	9 (60%)	6 (40%)	9 (60%)	6 (40%)	10 (67%)	5 (33%)
Total	214 (66%)	112 (34%)	228 (64%)	128 (36%)	250 (67%)	123 (33%)

Women continue to make up the larger proportion of the employee population in the College and are represented equally across all functions of our organisation.

3.0 Gender Pay Gap

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

South Lanarkshire College understands the importance of gender pay gap reporting in assessing levels of equality within the workplace. The six measures of the Gender Pay Gap are:

Mean Gender Pay Gap

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median Gender Pay Gap

- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean Bonus Gap

- The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median Bonus Gap

- The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus Proportions

- The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Quartile Pay Bands

- The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

3.1 Gender Pay Gap

The table below shows the difference in the Mean and Median Gender Pay Gaps.

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap 2021	9.48 %	9.65 %
Gender Pay Gap 2019	13.24 %	6.04 %
Gender Pay Gap 2017	16.67 %	27.63 %

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (31 March 2020).

The mean provides the overall indication of the size of the gender pay gap. This is our third report which shows a continuous improvement in the Mean Gender Pay Gap.

The median indicates the typical situation. The fact that the median and mean are roughly the same value indicates that the data is not skewed and therefore that employees, male and female, are being paid within the same income range.

3.2 Gender Bonus Gap

The table below shows the difference in the Mean and Median Gender Bonus Gaps.

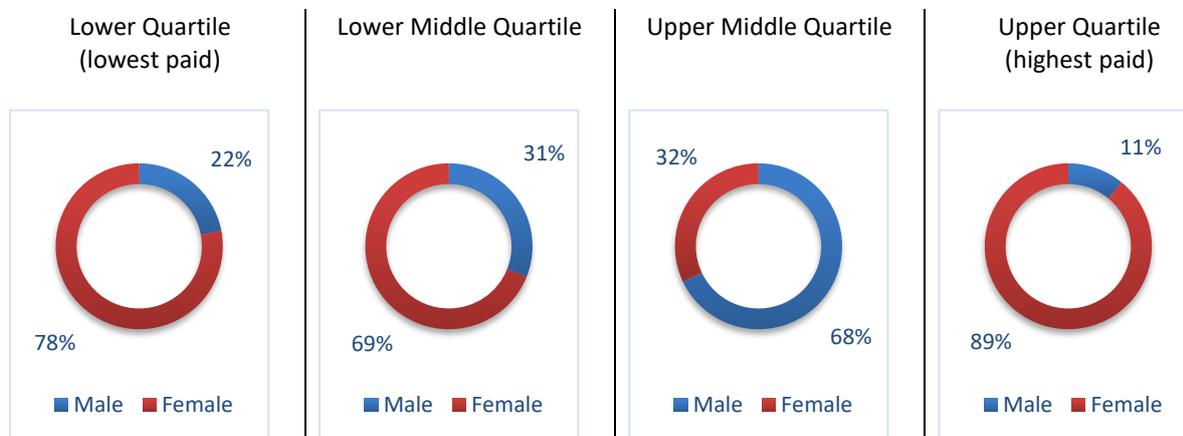
Difference between men and women	Mean (Average)	Median (Middle)
Gender Bonus Gap 2021	0%	0%

The College does not make bonus payments and therefore this gap is zero, including the Bonus Proportions between men and women.

3.3 Quartile Pay Bands

The College Quartile Pay Bands are the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The relative proportions of male and female employees in each quartile pay band is demonstrated below:



The graphs show that women are paid across all levels of the College-wide salary range. This includes women representing 89% of employees in the highest salary quartile across the College, highlighting that there is no glass ceiling for the earning of women within the College.

The College fixed salary points for Lecturing staff has a significant number of Lecturing staff on the same salary point, due to tenure and experience. The result of this is skewed data across the Lower Middle and Upper Middle Quartiles. Upon examination of this, there is no disadvantage to female colleagues at either of these salary bandings.

The lower salary quartile has a significant proportion of female colleagues. This quartile has impacted the overall mean and median scores and has resulted in lower rates for female employees for both metrics.

Therefore, we know that our gender pay gap is not a pay issue but rather down to occupational segregation, caused by a lack of representation in certain roles. We also identify a continued, low representation of female employees working in our Faculty of Construction, however this is not driving the pay gap.

3.4 Gender Balance Action Plan

Attract & nurture the widest possible gender talent pool:

- Continue to attract women into the Construction Faculty.
- Seek to diversify further in roles where there is a gender imbalance through positive recruitment steps.

Continue to reinforce “diversity & inclusion” as key values of the College:

- Continued collaboration with employment & diversity partnerships.
- Ensure “diversity & inclusion” are embedded across all conversations and throughout the employee journey.
- Continue to Equality Impact Assess all policies, procedures and processes across the College.

4.0 Equality Impact Assessment (EIA)

The specific duties require the College to assess and review new and revised policies and practices against the three needs of the PSED. To use evidence, act on the results and publish the EIA accessibly.

Any changes to, or reviews of, key College policies and practice should be carefully monitored and a full EIA completed before any action is taken.

An EIA on this Gender Pay Gap Report has been completed.

5.0 Alternative Format

If an alternative format of this document is preferred, please contact:



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