

## Foreword by Principal and Chief Executive

South Lanarkshire College is committed to the principle of equal pay for all our staff. The College believes that male and female staff should receive equal pay for work of equal value and aims to eliminate any bias in our pay systems on the grounds of all protected characteristics. The Gender Pay Gap is one way of measuring this.

We recognise that it is good business practice and in the interests of the College to ensure that there are fair and just pay systems. It is important that staff are aware of the commitment to ensuring that there is no bias in the pay systems. The College is therefore committed to working in partnership with our recognised Trade Unions, which are EIS-FELA and UNISON, to ensure that we provide equal pay.



The College believes that in eliminating bias in the pay systems they are sending a positive message to staff, students and other stakeholders. It makes good business sense to have fair and transparent reward systems. This is also helpful in controlling cost, improving morale and enhancing efficiency.

The College ethos statement, 'We believe in equality and diversity' confirms the commitment to placing this key issue at the forefront of all the College's work.

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

Stewart McKillop  
**Principal and Chief Executive**



**Leaders in Diversity**



# Gender Pay Gap Report

## 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 on the basis of race and disability in its pay and grading structure and recognises that equal pay between men and women, race and disability is a legal right under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The College aims to publicise these values to staff, students and stakeholders.

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
- Take appropriate remedial action if required. We will:
  - Introduce arrangements for the annual monitoring of pay
  - Identify any areas of occupational segregation, taking positive action to reduce this
  - Monitor the uptake of staff development across all protected characteristics
  - Examine any equality barriers to staff attaining promotion and take positive action to remove them

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 Legislation

The Equality Act 2010 legally protects employees from being discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Part of the protection against sex discrimination is a contractual right for women and men to have equal pay for equal work.

The Equality Act 2010 entitles employees to equality in their pay and other terms of employment with employees of the opposite sex doing equal work for the same employer.

This applies to all contractual terms and conditions of employment, such as holiday entitlement, bonuses, pay and reward schemes, pension payments and other benefits.

The Public Sector Equality Duty Regulations (PSED) of the Equality Act 2010 requires the College to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. The PSED places a requirement on the College to publish gender pay gap information and statements on equal pay.

An overview of the Equality Act 2010 and the PSED is available in the Equality Mainstreaming Report 2017 and the Equality Policy on the College website.

### **3.0 Equal Pay Audit**

The College conducted an equal pay audit to identify any significant pay gaps in pay in relating to gender in March 2019.

Benefits which are also considered part of pay are applied equally to all staff within the College regardless of protected characteristic or contract of employment (i.e. part-time, temporary). These include: -

- Occupational sick pay
- Annual leave and other leave entitlement
- Continuing professional development opportunities
- Provisions in all policies and procedures and the Staff Benefits Booklet

For the purpose of this report 'salary' is defined as basic annual salary and does not include any contractual or non-contractual allowances. The College does not make bonus payments.

Pay and terms and conditions are negotiated nationally under the National Recognition and Procedure Agreement. The College also negotiates locally with the recognised local trade union representatives EIS-FELA and UNISON through the Joint Negotiating Committee. The College ensures that all staff are aware of any arrangements for setting their pay and remuneration when they commence employment.

All unpromoted lecturing staff are paid on the basis of a four-point scale, which they are placed onto at the time of their appointment to the College. This placing is relative to their experience and/or qualifications. All lecturing staff progress up the scale on an incremental basis. Promoted lecturing staff receive the salary relating to the promoted posts nationally agreed pay scale.

There are standard fixed point salaries relative to each support staff post, although many posts are paid at the same scale point(s). Whilst not all salary points are in use, all staff employed in the same post will receive the same salary. These fixed points relate to particular agreed posts, which have previously been the subject of an appropriate agreed job evaluation exercise.

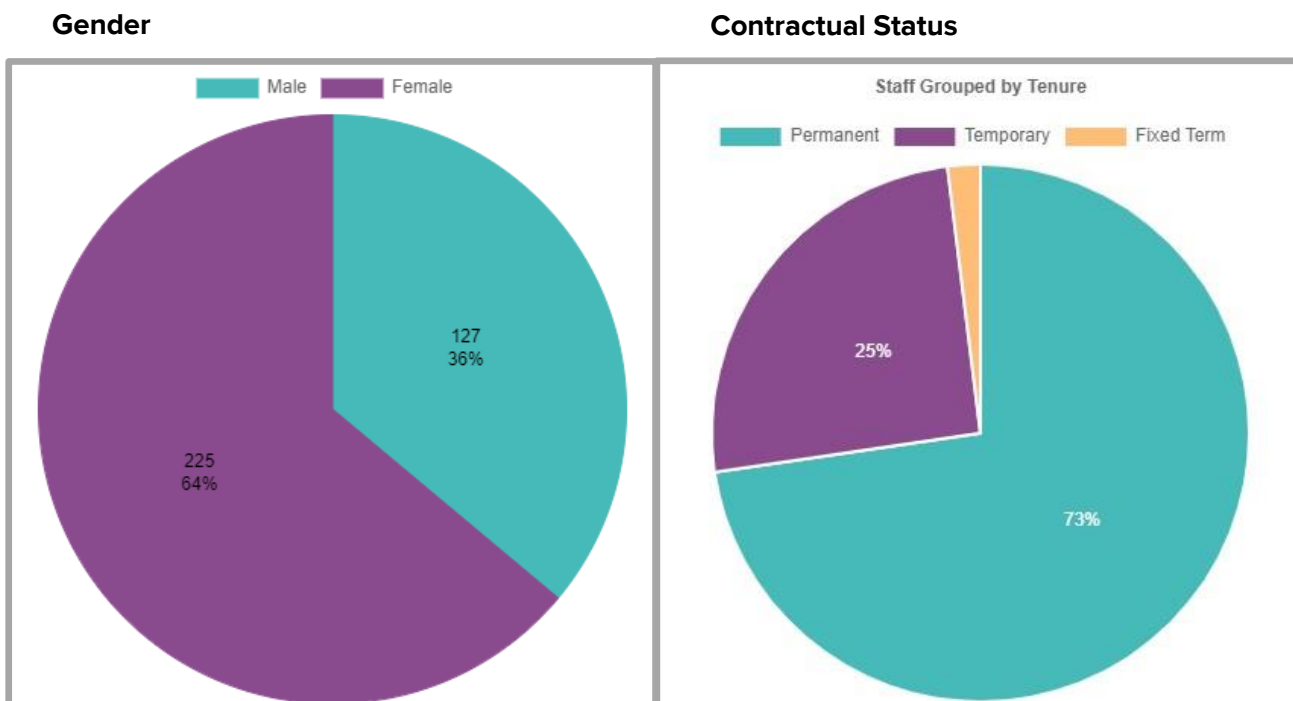
### **3.1 Gender Pay Gap**

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. It is unlawful to pay people unequally because they are a man or a woman.

South Lanarkshire College understands the importance of gender pay gap reporting in assessing levels of equality within the workplace.

The College gender pay gap data was collected on 29<sup>th</sup> March 2019. At this time there were 356 employees within the workforce: 228 females and 128 males.

An overview of the workforce profile as at 29<sup>th</sup> March 2019 is provided below: -



A further breakdown on contractual status is provided below: -

Gender	All Staff	Full Time	Part Time
<b>31<sup>st</sup> March 2019</b>			
<b>Female</b>	64%	54%	74%
<b>Male</b>	36%	46%	26%

The gender pay gap measures the difference between the average pay of all men and women in an organisation. The new Gender Pay Gap regulations stipulate a specific method of calculation to determine the mean / median Gender Pay Gap.

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

The standard pay gap calculation set out below: -

$$(F)/(M) \times 100 = \text{Total}$$

$$100 - \text{Total} = C$$

F = average hourly rate for women  
M = average hourly rate for men  
C = pay gap

Using this calculation, the College's equal pay gap was calculated using a snapshot date of the 29<sup>th</sup> March 2019 and covers all employees.

The mean and median hourly rates of pay for males and females at South Lanarkshire College for 2017 and 2019 are outlined below: -

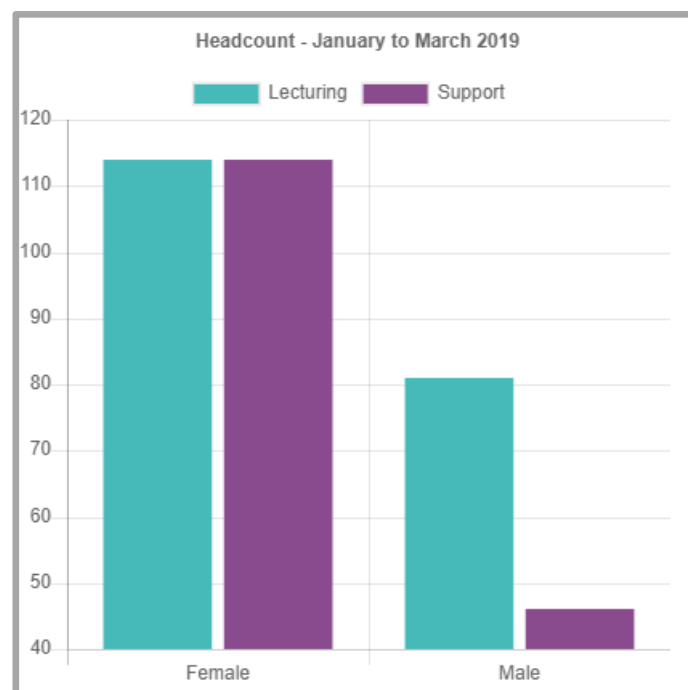
	2017 Hourly Pay		2019 Hourly Pay	
	Mean	Median	Mean	Median
<b>Male</b>	£21.54	£24.76	£21.90	£24.16
<b>Female</b>	£17.95	£17.92	£19.00	£22.70
<b>Pay Gap</b>	<b>16.67%</b>	<b>27.63%</b>	<b>13.24%</b>	<b>6.04%</b>

In 2017 the College reported a mean gender pay gap of 16.67%. In 2019 this has decreased by 3.43% to a gender pay gap of 13.24%. This is lower than the provisional figure for Scotland of 14.9% (Close the Gap, 2016).

The College also reported a median pay gap of 27.63% and this has decreased significantly to 6.04% in 2019. In 2017 the median hourly rate was £6.84 less for females. This decreased to £1.46 per hour in 2019.

In November 2018 all support staff received the Pay Award agreed by the NJNC for the 1<sup>st</sup> April 2018. The Pay Award was agreed for the three periods between 1<sup>st</sup> April 2018 to 31<sup>st</sup> August 2020. In addition, the College became a Living Wage accredited employer in April 2017.

In April 2017 lecturing staff received their first harmonisation payment agreed by the National Joint Negotiating Committee (NJNC). A second harmonisation payment was made in April 2018 and we believe that the reduction in the mean and median pay gap reflects the harmonisation to national pay scales within lecturing staff. It is demonstrated in the graph below that a high number of females that are employed in the College in both lecturing and support positions: -



The split by gender and category of employment is provided below: -

	2017 Category Split by Gender		2019 Category Split by Gender	
	Female	Male	Female	Male
<b>Support Staff</b>	105 (32%)	37 (11%)	108 (30%)	41 (11%)
<b>Lecturing Staff</b>	100 (31%)	69 (21%)	111 (31%)	81 (23%)
<b>College Management Team</b>	9 (3%)	6 (2%)	9 (3%)	6 (2%)
<b>Total</b>	<b>214 (66%)</b>	<b>112 (34%)</b>	<b>228</b>	<b>128</b>

It should be noted that 66% of the College Management Team are female.

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

Quartile	2017 Proportion of Female Staff	2019 Proportion of Female Staff	2017 Proportion of Male Staff	2019 Proportion of Male Staff
<b>Upper: 75-100% of all staff</b>	41 (13%)	↑ 80 (23%)	41 (12%)	10 (3%)
<b>Upper middle: 50-75% of all staff</b>	56 (17%)	30 (8%)	26 (8%)	↑ 59 (17%)
<b>Lower middle: 25-50% of all staff</b>	53 (16%)	49 (14%)	29 (9%)	40 (11%)
<b>Lower: 0-25% of all staff</b>	66 (20%)	69 (19%)	16 (5%)	19 (5%)

The increased percentage of females in the upper quartile is reflective of the harmonisation of lecturing staff to the national pay scales.

There are more women than men in every quartile, which would indicate that there is no barrier preventing women from attaining higher level posts within the College. Women are represented at all levels within the management structure; Associate Principal, Depute Head of Faculty, Heads of Support Service and Curriculum Manager.

There is a higher number of women than men in the lower quartile, which the College considers is due to occupational segregation, rather than any conscious or unconscious action on the part of the College or the application of any College pay policy.

It is recognised that there are many causes, unrelated to pay systems, of the gender pay gap and that it is therefore vital that the College is proactive in promoting and mainstreaming equality as an avenue for change. Staff are paid the scale point relevant to the post, regardless of gender.

South Lanarkshire College recognises that our employment and staff development practices can impact on staff from different backgrounds in different ways. We are committed to tackling gender segregation where it exists and to challenge and remove stereotypes, barriers to equality and to promoting a healthy work life balance.

#### **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 Equal Pay Policy Statement and Gender Pay Gap Report has been completed.