

Equal Pay Policy Statement and Pay Gap Report 2017

Equal Pay Policy Statement

Dumfries and Galloway College is committed to the principle of equal pay for all our employees and we aim to ensure that there is no gender bias in our pay systems.

We understand that equal pay between men and women is a legal right under both domestic and European law.

It is in the interest of the college to ensure that we have fair and just pay systems. It is important that our staff have confidence in the process of eliminating gender bias and we are therefore committed to working in partnership with the recognised trade unions. We are committed to take action to ensure that we provide equal pay.

We believe that by eliminating gender bias in our pay system, we are sending a positive message to our staff, students and partners. It makes good business sense to have a fair, transparent reward system and it helps us to control costs. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency.

Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay and
- Take appropriate remedial action if any unequal pay is identified

We will:

- Implement an equal pay review in line with E.O.C guidance for all current staff and starting pay for new staff (including those on maternity leave, career breaks or non-standard contracts).
- Plan and implement actions in partnership with trade unions, taking in to consideration any guidance from National Bargaining.
- Respond to any grievance on equal pay as a priority
- In conjunction with trade unions monitor pay statistics annually.

Pay Gap Report 2017

1. Introduction

In accordance with current legislation the College is required to publish an annual report regarding the gender pay gap in the organisation. In addition the College is also required to publish pay gap data in relation to disability and race.

2. Gender

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. The gender pay gap shows the differences in the average pay between men and women and the legislation requires the following 6 metrics to be published:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- Their proportion of males and females in each quartile band

Single figure mean and median gender pay gap calculations can vary significantly, even though they are derived from the same data. There are advantages and disadvantages to both calculations, and each one has the potential to tell a different story.

	Median	Mean
Type of Figure	Middle point of the workforce	Arithmetic average of the workforce
Used by	Office of National Statistics	Equality and Human Rights Commission
Advantage	Compares typical values and is less affected by extreme values, such as a relatively small number of very high earners. Gives a better indication of typical pay and inequalities experienced by the majority of women.	Captures differences across the distribution Where those on a very high earnings are predominantly male, and those on a very low earnings are predominantly female, the mean gives a

*Scottish Parliament Report – Annual Survey of Hours and Earnings 2015

		clearer understanding of gender disparities in income.
Disadvantage	May not be a true reflection of the workforce income distribution. Risk of obscuring gender differences and understanding the extent of pay disparity within the organisation.	Evidence of earnings distribution may be skewed by very high earners.

Statistics

Following a review of pay statistics for the College as at 5 April 2017 (pay award pending), the following figures have been calculated (a negative figure is in favour of males and a positive in favour of females).

- The mean gender pay gap is -8.8%
- The median gender pay gap is -17.3%
- The mean bonus gender pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The median bonus gender pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The proportion of males and females receiving a bonus payment is not applicable as no bonus payments have been made in the past 12 months.
- The proportion of males and females in each quartile band is:

Lower Quartile – Female 69.6%/Male 30.4%
 Upper Lower Quartile - Female 80.9%/Male 19.1%
 Lower Upper Quartile - Female 61.8%/Male 38.2%
 Upper Quartile - Female 51.7%/Male 48.3%

There are 3 main reasons for a gender pay gap in any organisation:

- Occupational segregation
- Lack of flexible working
- Discrimination

The mean figure for the College compares favourably with the provisional Scottish mean pay gap of 14.9%* however the median compares slightly less favourably with a figure of 16.8%*.

Following analysis it appears that the reason for the gender pay gap within the College is occupational segregation. There are more female staff occupying roles within support

*Scottish Parliament Report – Annual Survey of Hours and Earnings 2015

functions (not lecturing) which are predominantly part time and lower salary placement than lecturing roles. At the time of the report the College employs 70% of females in support posts with only 30% in lecturing roles.

Staff who undertake support roles (not lecturing) are placed on a single salary placement therefore staff who undertake the same role are paid the same salary regardless of gender. The College operates a job evaluation scheme whereby all support posts are evaluated therefore jobs of equal responsibility etc are graded at the same pay point with gender bearing no influence on this.

With regard to lecturing posts, staff are appointed to a pay scale therefore staff may receive a different salary depending upon their qualifications and experience. Initial placement to the scale and progression through the pay scale is applied equally to male and female employees.

There is no evidence to suggest that lack of flexible working has contributed to the gender pay gap as the College has agreed to the majority of requests over the past 5 years.

There is also no evidence to suggest that discrimination is a factor in the gender pay gap. There have been no grievances or disciplinary cases relating to sex discrimination involving staff and no such issues have been raised by staff or staff representatives.

It is therefore concluded that the gender imbalance (63% female:37% male) and occupational segregation in the lower grades is contributing to the gender pay gap.

3. Disability

The following information provides pay gap analysis as at 5 April 2017 relating to staff who have declared they have a disability in comparison to those who have not. (a negative figure is in favour of staff who have not declared a disability and a positive in favour of staff who have declared a disability).

- The mean gender pay gap is -1.8%
- The median gender pay gap is +3.1%
- The mean bonus pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The median bonus pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The proportion of staff who have declared they have a disability in each quartile band is:

Lower Quartile – 1.7%

*Scottish Parliament Report – Annual Survey of Hours and Earnings 2015

Equality and Diversity/Reports/Mainstream/2017/Equal Pay Policy

Upper Lower Quartile -	1.4%
Lower Upper Quartile -	2.0%
Upper Quartile -	1.1%

4. Race

The following information provides pay gap analysis as at 5 April 2017 relating to staff who have declared they are from an ethnic minority group other than White UK (a negative figure is in favour of staff who are not from an ethnic minority group and a positive in favour of staff are).

- The mean gender pay gap is -4.5%
- The median gender pay gap is 0%
- The mean bonus pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The median bonus pay gap is not applicable as no bonus payments have been made in the past 12 months.
- The proportion of staff who have declared they have a disability in each quartile band is:

Lower Quartile –	1.1%
Upper Lower Quartile -	2.8%
Lower Upper Quartile -	1.7%
Upper Quartile -	1.7%

Actions

In 2015 the College signed a National Recognition and Procedure Agreement which resulted in pay now negotiated at a national level. In line with national bargaining due consideration is given to equal pay and gender pay gaps with discussions surrounding job evaluation and pay scales ongoing. The College will continue to implement pay awards as per national agreements and continue to monitor emerging trends at College level in accordance with the commitment contained within the Equal Pay Statement.

The figures contained within the report were accurate at the time of reporting.

Carol Turnbull
Principal and Chief Executive Officer