

Staff Equality Monitoring Report 2015-16

Executive Summary

This is the fifth annual staff equality monitoring report produced by the Equality and Diversity Unit, and follows largely the same format as the previous reports to allow comparison between years. This report supports the University's obligations to publish annual staff equality monitoring data as part of the Public Sector Equality Duty under the Equality Act 2010.

The publishing cycle for the 2015-16 mirrors that of last year, and reflects the previous academic cycle (August-July).

There have been small but important changes since the last report. For example,

- The overall gender split for staff has remained the same as 2013-14 at 55% female and 45% male, with a slight increase of female staff again this year at Level 10¹ (from 26.3% to 26.9%).
- The percentage of Black and Minority Ethnic (BME) staff has increased by 0.3% to 7.1% (up from 5.3% in 2011-12).
- 3.2% of staff have declared a disability, this is static from last year.
- There has been a steady improvement in declaration rates for diversity information across most of the protected characteristics for staff since the start of reporting.
- There has been an increase in staff stating 'Prefer not to say' in many of the categories.

It is also clear from the data where we need to do further work; for example,

- A low percentage of successful BME applicants compared to applications. This has been a consistent pattern for a number of years.
- The percentage of BME staff is 7.1%, which compares favourably with the Scottish average of 4% but unfavourably with the UK average of 13%. Within the UK staff population, 3.4% are BME staff with UK nationality.
- The percentages of staff for whom we have no information in relation to sexual orientation (42%) and religion or belief (55.7%) remains high, however these are both a reduction from last year.
- Staff within the Operational and Clinical job families have lower declaration rates than other roles. For Disability the 'Prefer not to say' rate for Operational is 34% and for Clinical is 20.2%.

We report for the first time on Maternity Leave and return rates, and on Regrading by sex.

¹ See Table 6, page 4 for definition

Introduction

The Staff Equality Monitoring Report allows the University to have a standard base for all staff equality information across the organisation. This report will assist the further development of the Public Sector Equality Duty due in April 2017, and the revised version of the Equality and Diversity strategy.

The aim of this report is to provide transparent data for all functions in the institution to use when equality information is required, such as when conducting Equality Impact Assessments.

Structure

This report has been structured to provide a 'Whole University' overview by all the protected characteristics plus full/part time working, followed by specific sections on age, disability, ethnicity and sex, with a breakdown of data by the following:

- College
- Level 10 staff
- Job Family Profiles
- Grade
- Full/Part Time
- Contract Type
- Nationality
- Recruitment – by all applications and successful applicants

We have not provided a further breakdown beyond 'Whole University' on data for religion and belief, nor on sexual orientation, as the proportion of staff answering these questions is too small to give meaningful information.

Further information has then been provided by sex on:

- Academic Promotions
- Regrading
- Equal Pay

Notes and definitions

The census date for this information was 2 August 2016, unless otherwise stated. Percentages have been used, as there are some instances where numbers are very small and using actual numbers carries a risk of identifying individual staff. Overall figures for each of the sections have been provided in Tables 1-6 below.

Whole University - this is the head count for all staff in the University, with those on multiple contracts only being counted once. Total head count is **7020** (including multiple contracts this would be 7250). The three previous years were 6377 (2012-13), 6592 (2013-14) and 6865 (2014-15).

College/University Services Split

When using the term 'By College' this includes University Services as a College.

Table 1 - College	#	%
Arts	496	7%
MVLS	2212	32%
Science and Engineering	1114	16%
Social Science	854	12%
University Services	2344	33%

Job Family Profile

Some members of the Senior Management Group are classed as 'Research and Teaching' or 'Clinical' under the Job Family profile. For reporting purposes these have been moved into Senior Management Group, and the original Job Family figures have been amended accordingly.

Table 2 - Job Family	#	%
Clinical	267	4%
MPA	2294	33%
Operational	886	13%
Research & Teaching	2929	42%
SMG	13	0%
Technical & Related	631	9%

By Full/Part Time

All staff who work less than one FTE are considered part time.

Table 3 - Full Time / Part Time	#	%
Full Time = FTE 1.0	4761	68%
Part Time = FTE - 0 + anything < 1.0	2259	32%

By Contract Type

The contract types are as follows;

F = Fixed term as per FT & OE Contract policy

O = Open ended with funding end date

P = Open ended + Permanent in Temporary Fixed Term Appointment

S = Fixed term - SOSR e.g. Maternity leave cover

Table 4 - Contract Type	#	%
F = (F) Fixed term	741	11%
O = (O) Open ended with funding end date	1391	20%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (HoC/Principal/VP roles etc)	4738	67%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	150	2%

Grade Grouping

Table 5 - Grade Grouping	#	%
Grade 1	373	5%
Grade 2	420	6%
Grade 3	294	4%
Grade 4	474	7%
Grade 5	777	11%
Grade 6	1173	17%
Grade 7	1274	18%
Grade 8	837	12%
Grade 9	609	9%
Level 10 (see Table 6 for definition)	491	7%
Clinical	211	3%
Other ²	87	1%

Table 6 - Level 10 staff (based on Actual Grade Description)	#	%
Professor	433	88%
Senior Administrative Group	45	9%
Senior Management Group	13	3%

Ethnicity

Two charts have been provided for the whole University ethnicity data. For all subsequent charts all ethnic minority categories have been combined into Black and Minority Ethnic (BME).

Nationality

We have included in this year's report consideration of staff by nationality. This is based on information provided by staff about their right to work in the UK. For the purpose of this report we have used the following categories: UK, EU/EEA and International.

Maternity

The maternity leave data is included. This outlines the percentage who returned to work within the reporting period, the percentage still on leave, those whose contract ended within the period and those who resigned.

Recruitment - Applications and Successful Applicants

The census date for applications and successful applicants was 01 August 2015 – 31 July 2016 and based on the date the post was first advertised. The information excludes those who withdrew during the application process and direct appointments.

Academic Promotions and Regarding

The data for promotion is currently only available by sex.

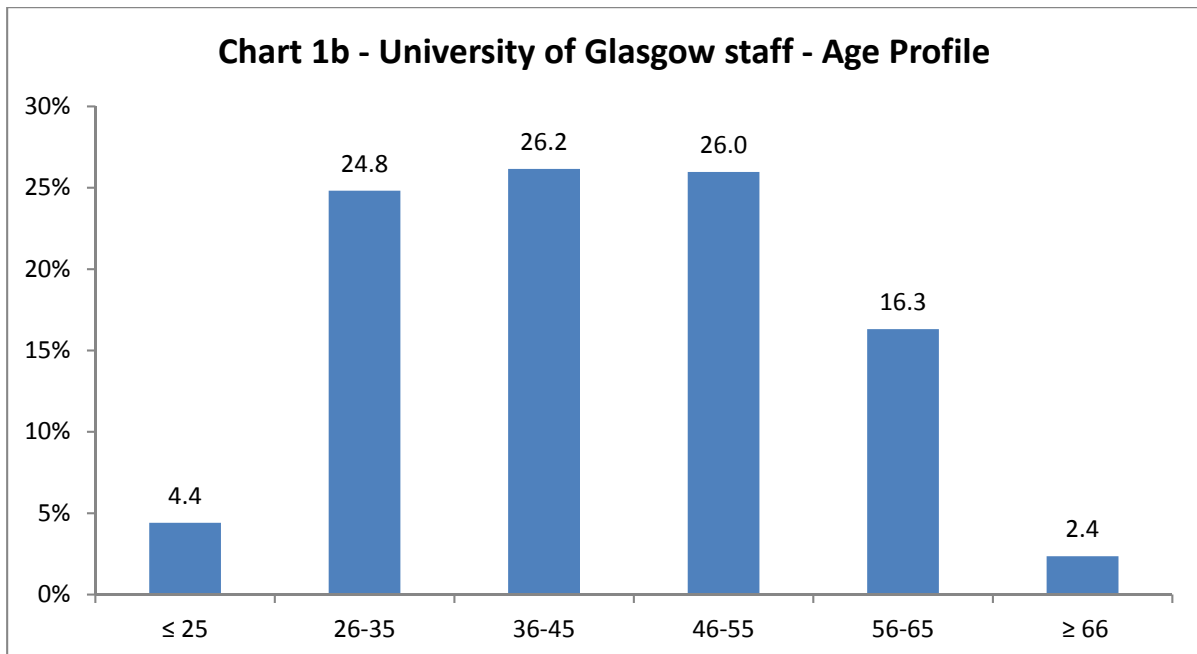
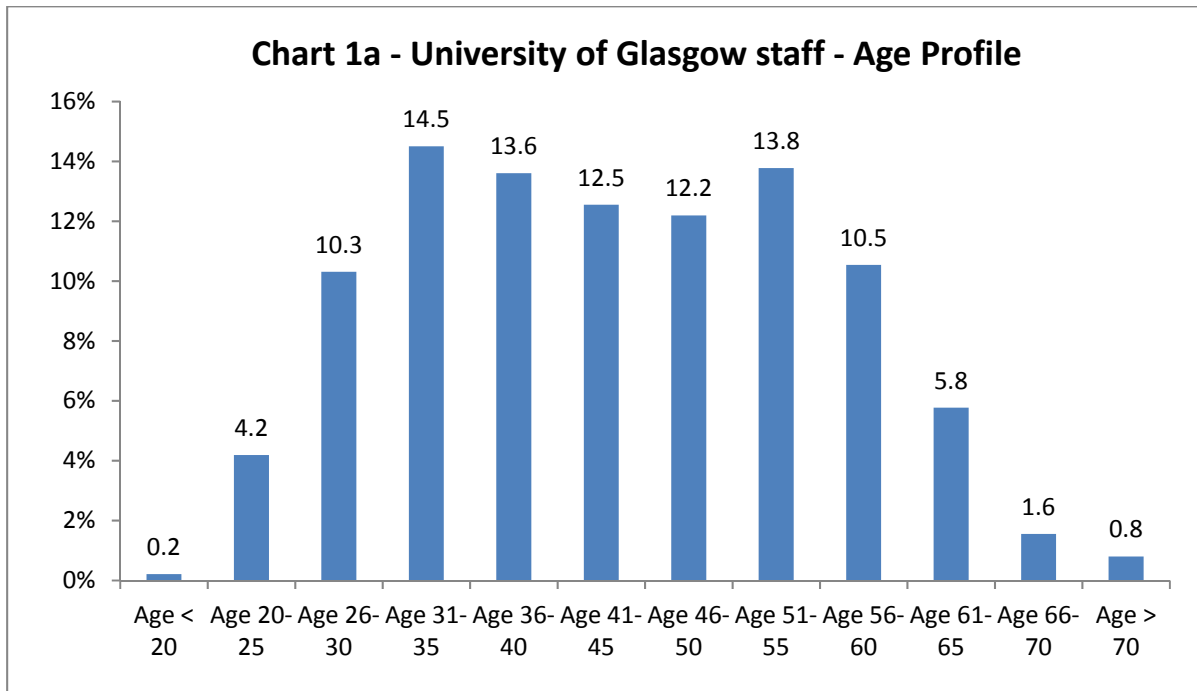
Equal Pay

The data for equal pay is currently only available by sex.

² In a change from previous years MRC staff have been removed from this category and reallocated to the relevant grade based on salary scales.

Whole University Profile

Age



The University's age profile follows more or less a bell curve, as shown in Charts 1a and 1b above. The age profile has remained similar since 2011-12. We have seen a slow rise the number of staff working beyond 60, in part due to the removal of the default retirement age. Compared to other employers we continue to have an older workforce, which reflects the higher education sector.

Disability

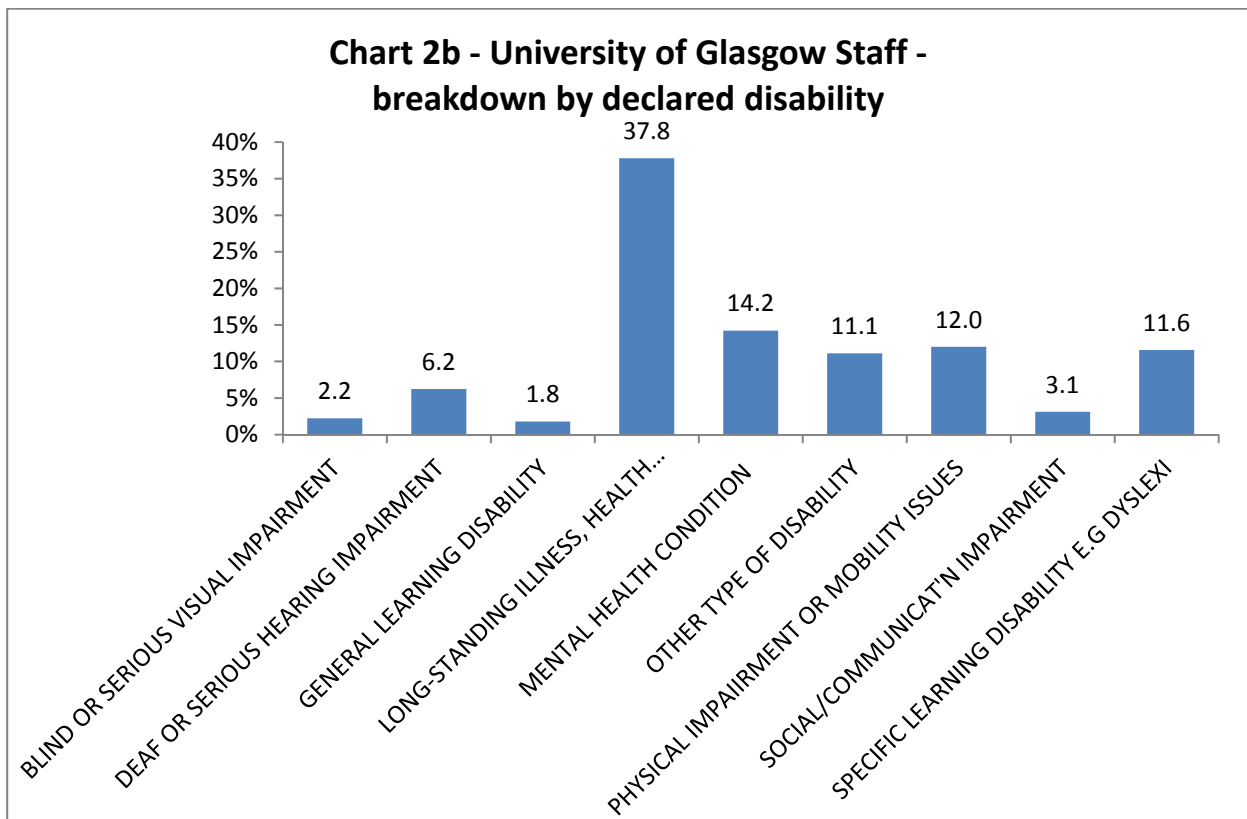
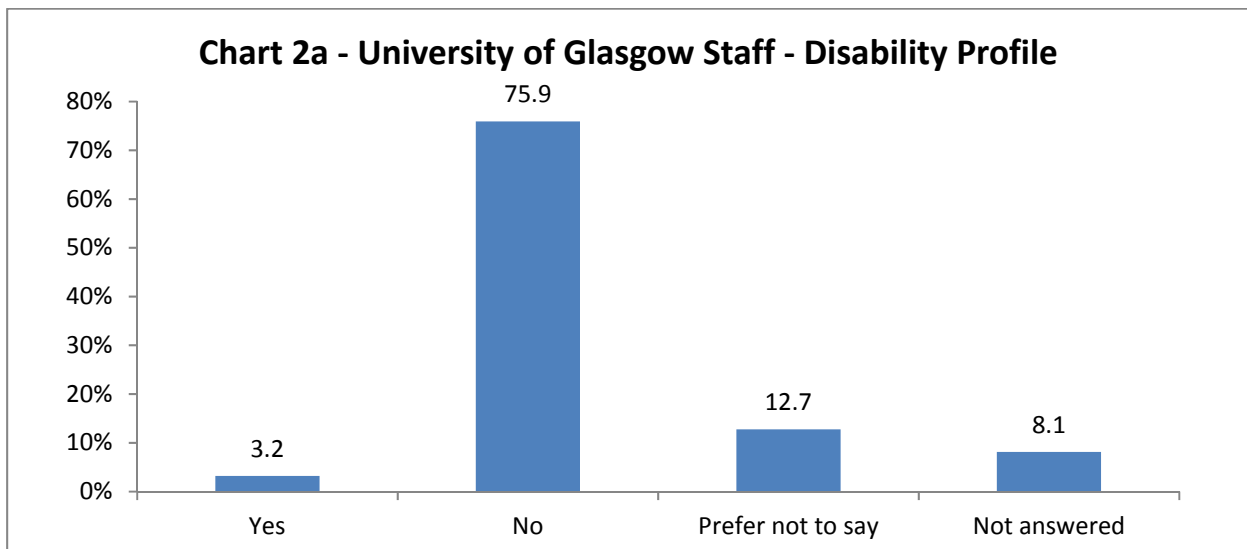


Chart 2a above shows 3.2% of University staff has declared a disability. This is static from last year, but shows a steady rise from 2.6% in 2011 when we started to report annually. There has been a doubling of the staff who have not answered this question compared to 2014/15 – we are unclear why this has happened.

When considering impairment type, in Chart 2b, over one third of staff report a long standing health condition, a 1% rise from last year's figure, with the second highest impairment type reported as a mental health condition.

Marital Status

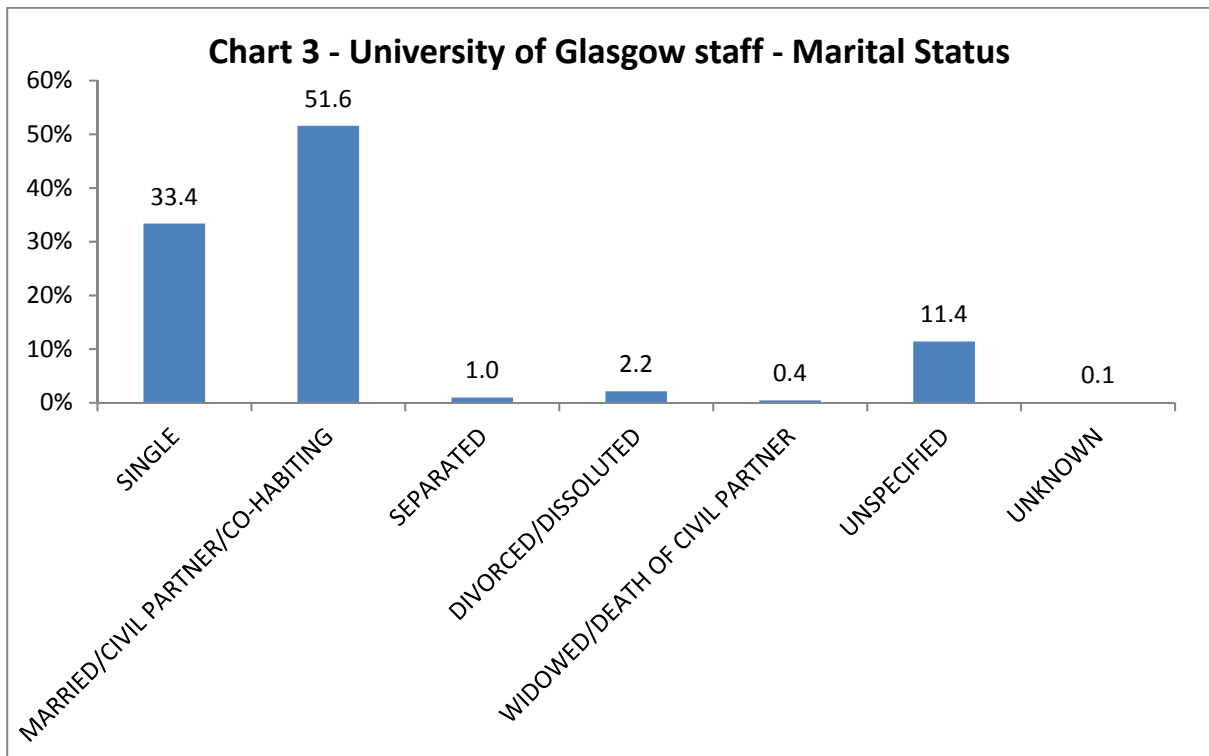
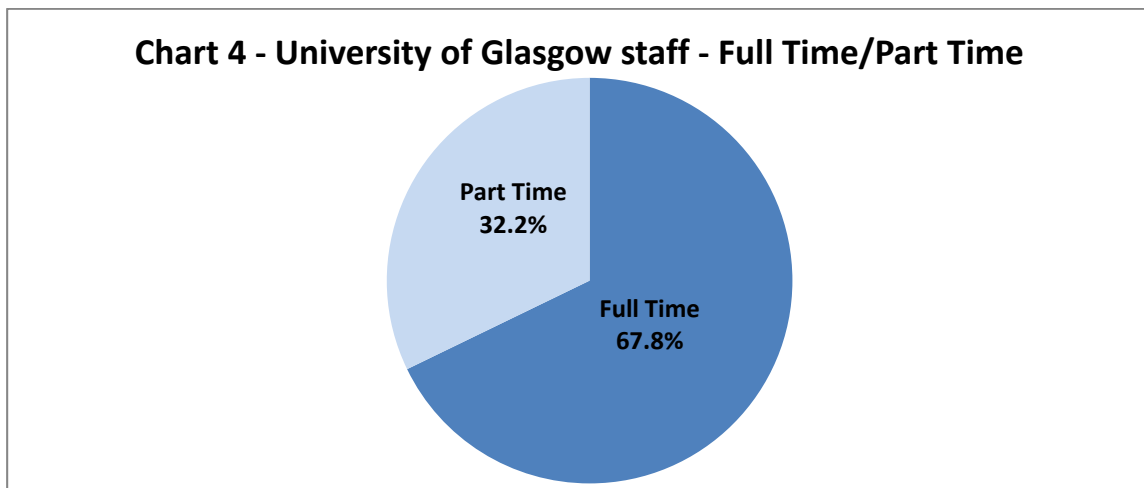


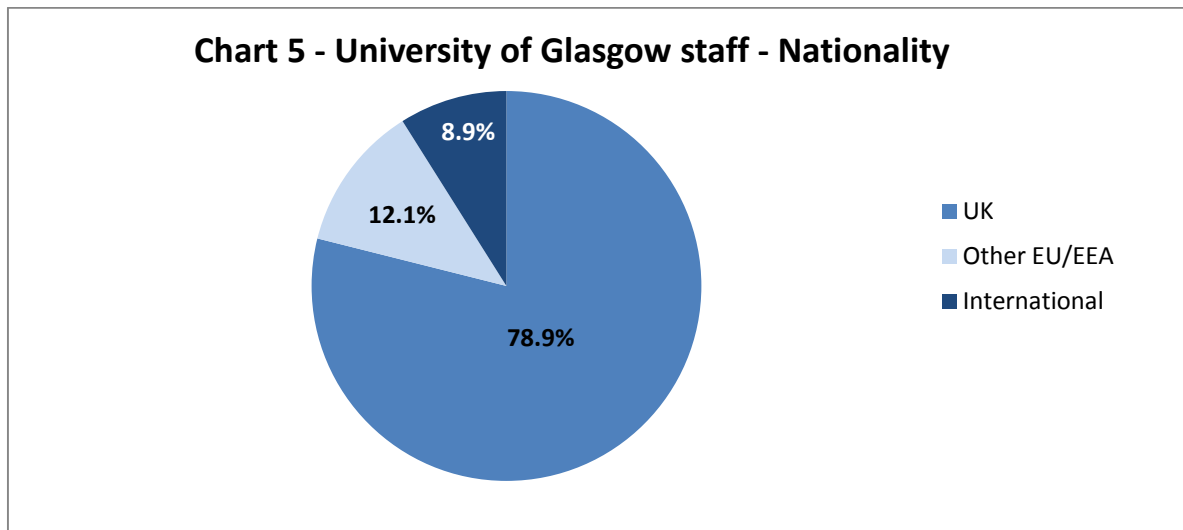
Chart 3 shows 51.6% of staff are either married, in a civil partnership or co-habiting, whilst 33.4% are single. This is very similar to the data reported since 2011. The 'unspecified' figure has dropped from 16.5% to 11.4% across the five years, which may indicate staff are more comfortable disclosing this type of information than other diversity information such as disability or sexual orientation.

Full Time/Part Time



Two thirds of University staff work full time and one third works part time.

Nationality



12.1% of staff come from other EU/EEA countries and 8.9% from elsewhere overseas. 78.9% of staff in 2015-16 are from the UK. This shows an increase in non-EU staff from 19.8% in 2014-15 to 21% in 2015-16.

Ethnicity

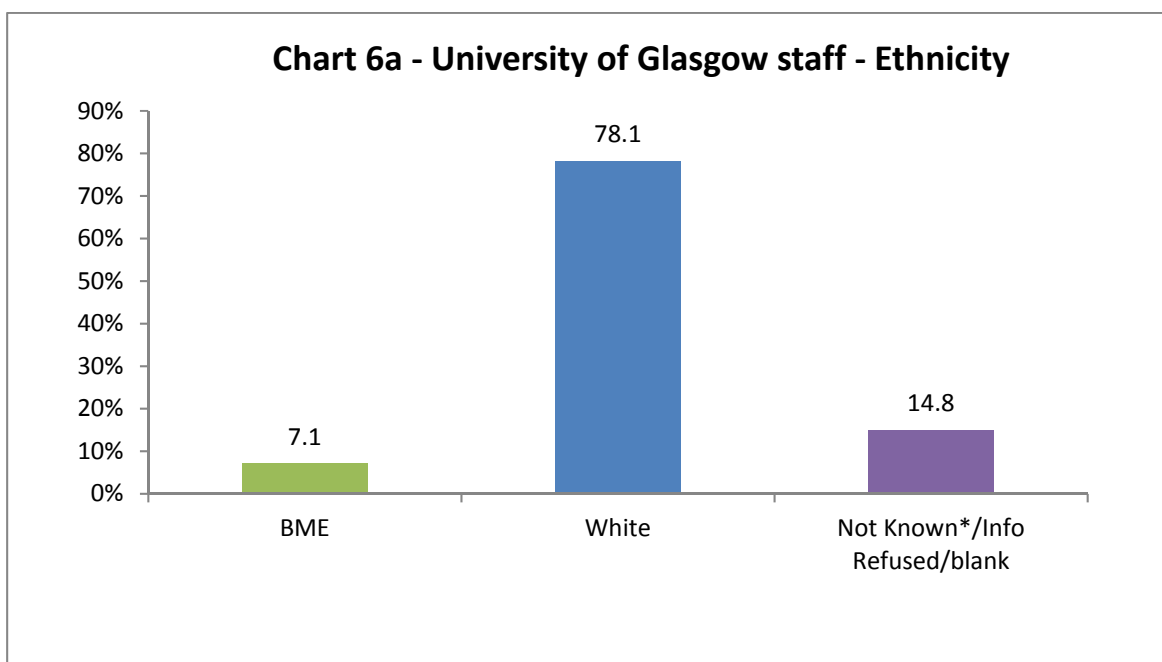
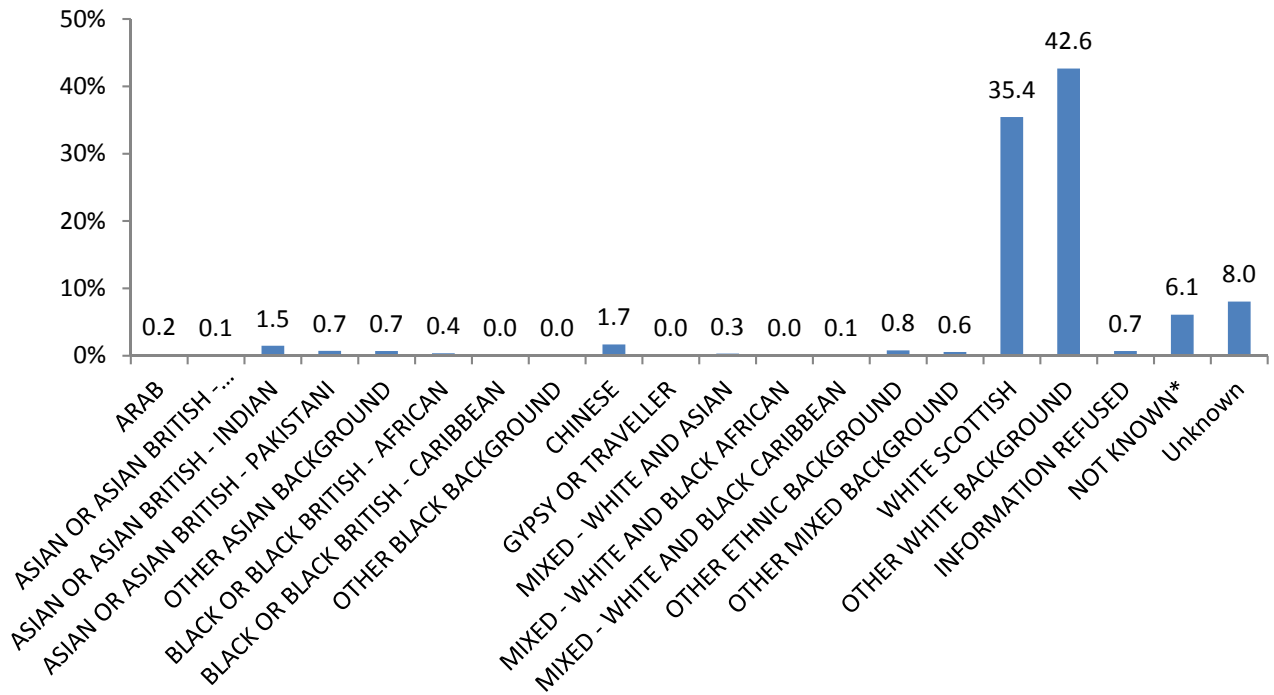


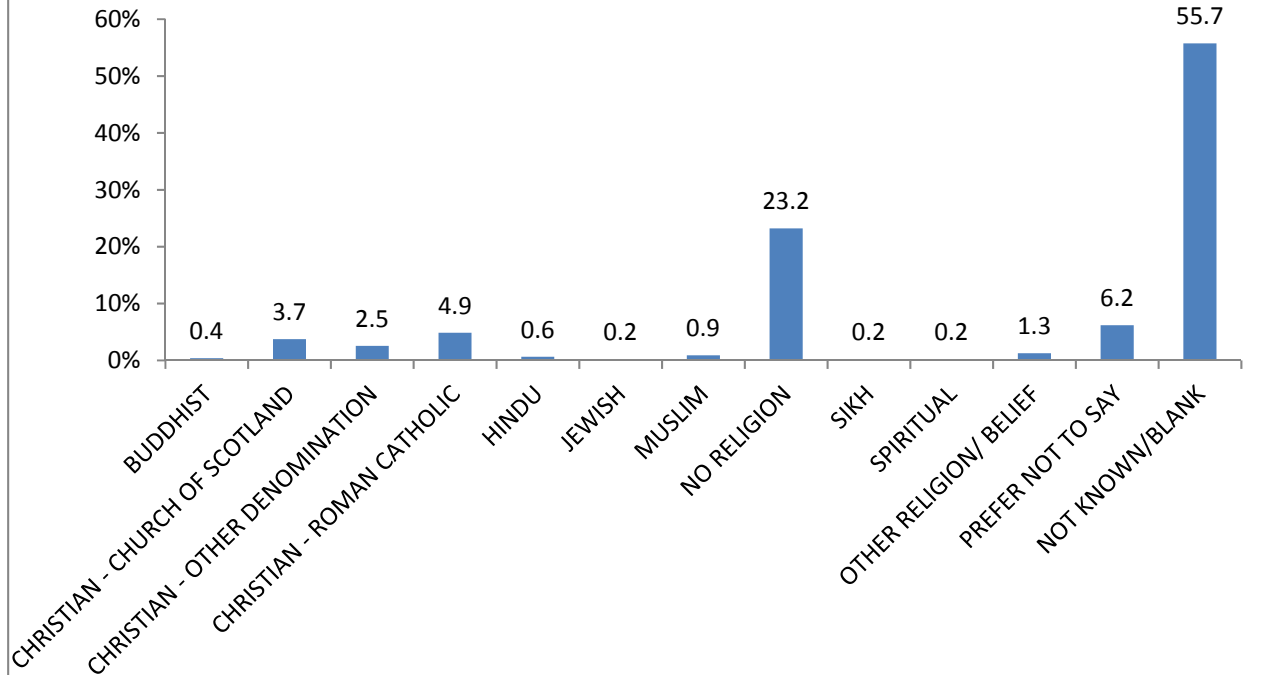
Chart 6a shows 7.1% of University staff are from a Black or Minority Ethnic background (up from 5.3% in 2011-12); this is higher than the Scottish national average from the 2011 census (4%), but lower than the Glasgow City average from the same census (11.6%). The full ethnic breakdown is provided for information in Chart 6b below.

Chart 6b - University of Glasgow staff - Ethnicity (all)



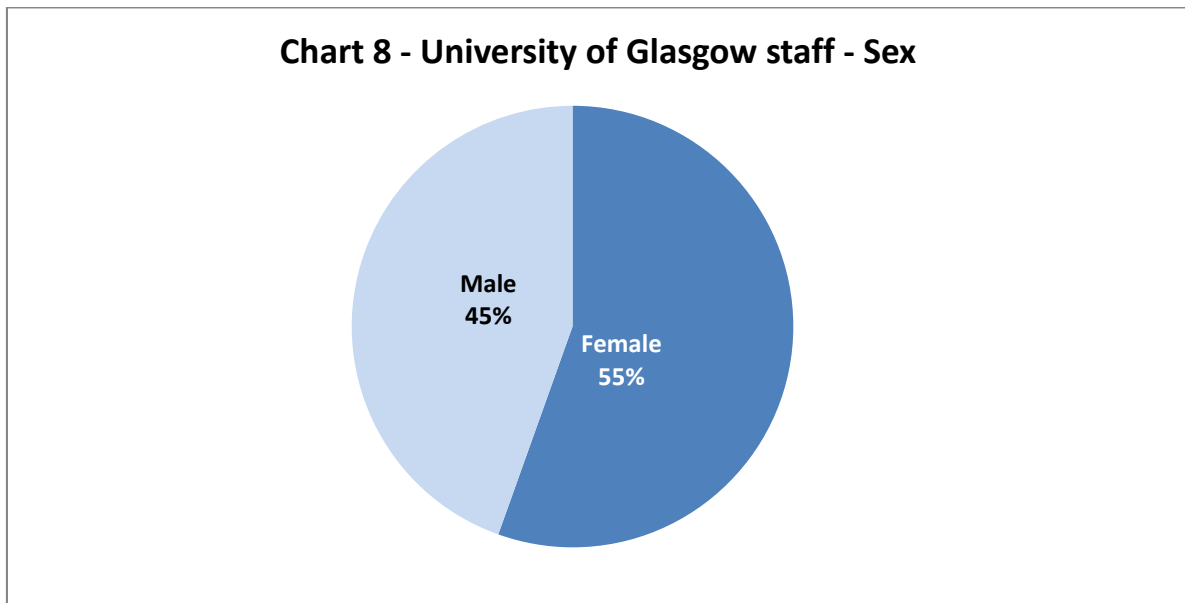
Religion and Belief

Chart 7 - University of Glasgow staff - Religion and Belief



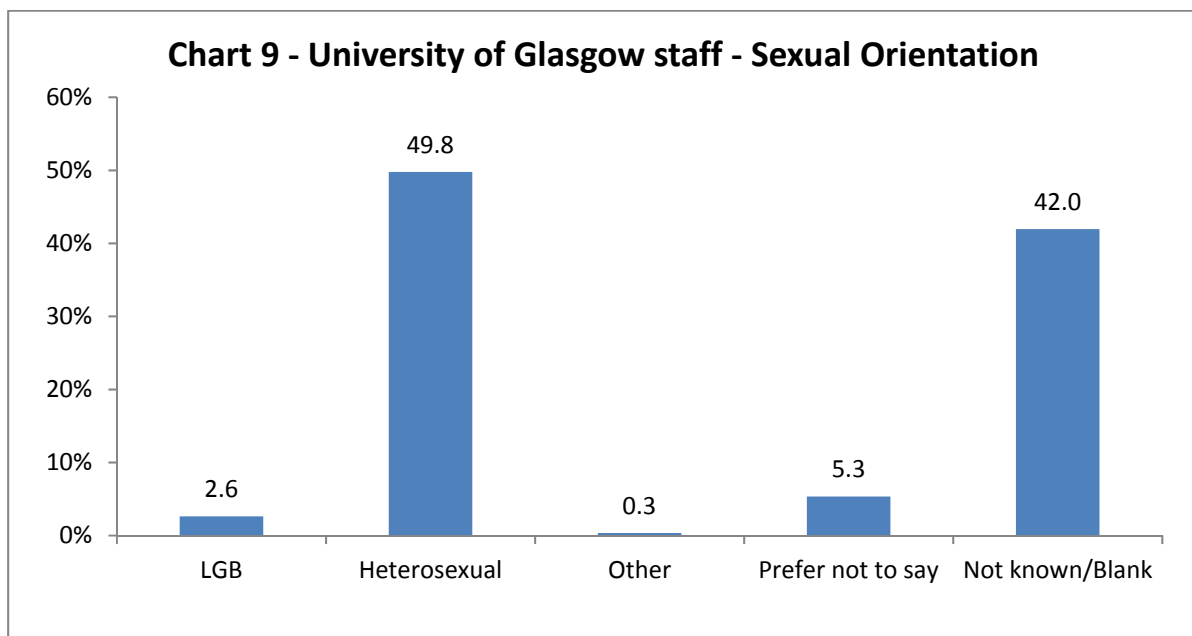
Data for 2015-16 shows a reduction of 5% in the percentage of staff for whom we have no information in relation to religion and belief. We saw a 2% increase in staff selecting Christian and the No Religion categories.

Sex



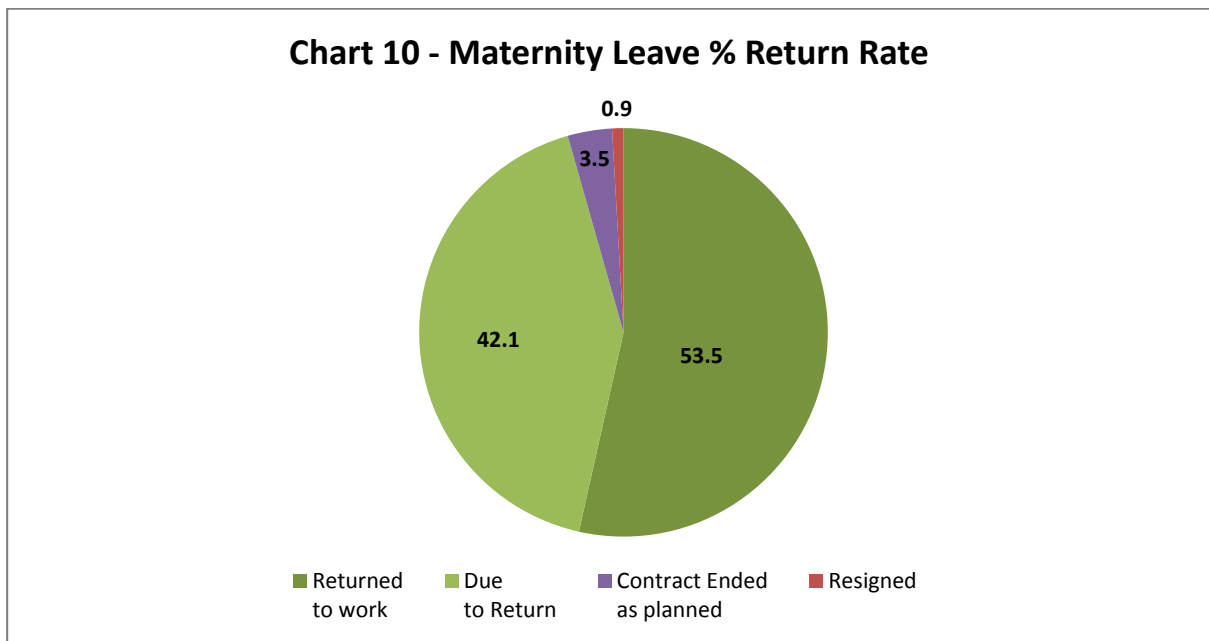
We have seen little fluctuation in the gender makeup of the University's workforce since 2011.

Sexual Orientation



There has been a steady increase in staff reporting they are gay, lesbian or bisexual (up from 1.3% in 2011-12 to 2.6% in 2015-16). Although the number of 'Not known/Blank' has continued to fall over the past three years from 60% in 2011-12, the overall percentage of staff for whom we have no information in relation to sexual orientation remains high. The percentage of 'Prefer not to say' has increased from 3.0% in 2011-12.

Maternity Leave



The report considers maternity leave for the first time. Chart 10 above shows 53.4% of staff on maternity leave returned during 2015-16, 42.1% are still currently on maternity leave, 3.5% contract ended, as planned and 0.9% resigned. As this is first year we have reported this data, we cannot comment on a trend.

Profile by Age

By College

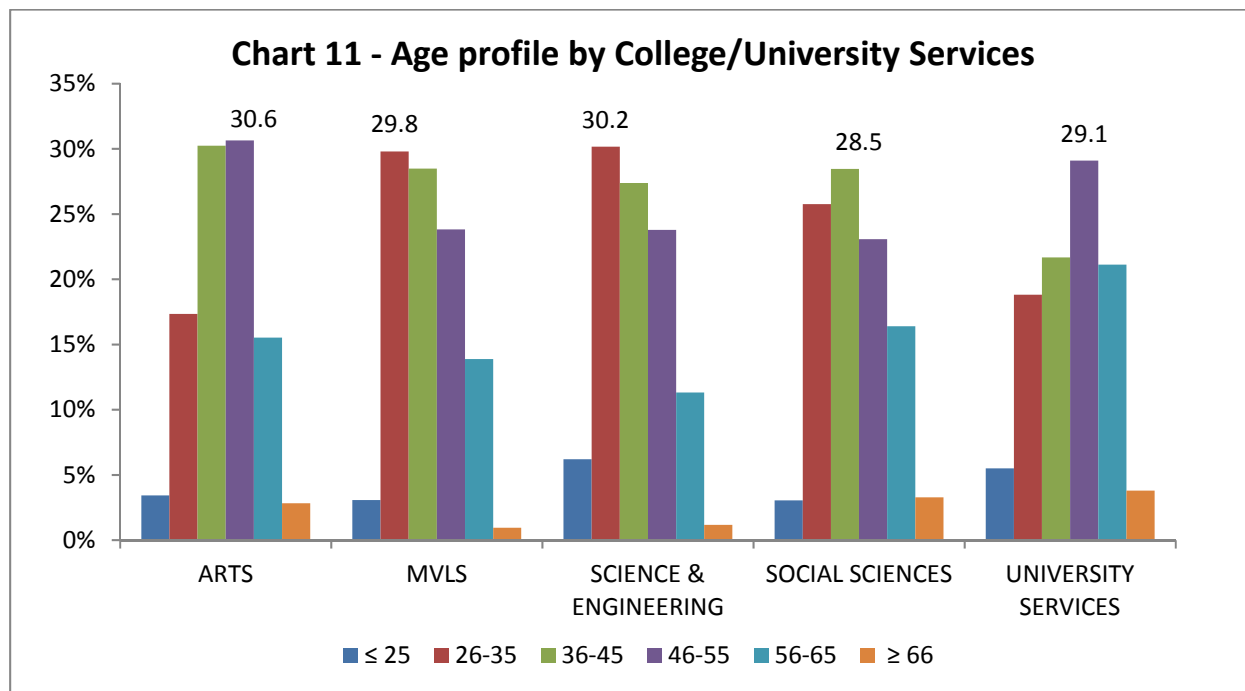


Table 7	ARTS	MVLS	SCIENCE & ENGINEERING	SOCIAL SCIENCES	UNIVERSITY SERVICES
Age Range	%	%	%	%	%
≤ 25	3.4	3.1	6.2	3.0	5.5
26-35	17.3	29.8	30.2	25.8	18.8
36-45	30.2	28.5	27.4	28.5	21.7
46-55	30.6	23.8	23.8	23.1	29.1
56-65	15.5	13.9	11.3	16.4	21.1
≥ 66	2.8	0.9	1.2	3.3	3.8

Chart 11 above allows a quick visualisation of the distribution of ages in each College/US which can be compared with the Whole University distribution in Chart 1. Table 7 above gives the relevant percentages. MVLS and Science and Engineering's workforce is concentrated in the 26-45 age range, whilst Arts and Social Science has a more usual bell curve. US has a significant spike in the 46-55 age range. This pattern mirrors previous years.

By Level 10 staff

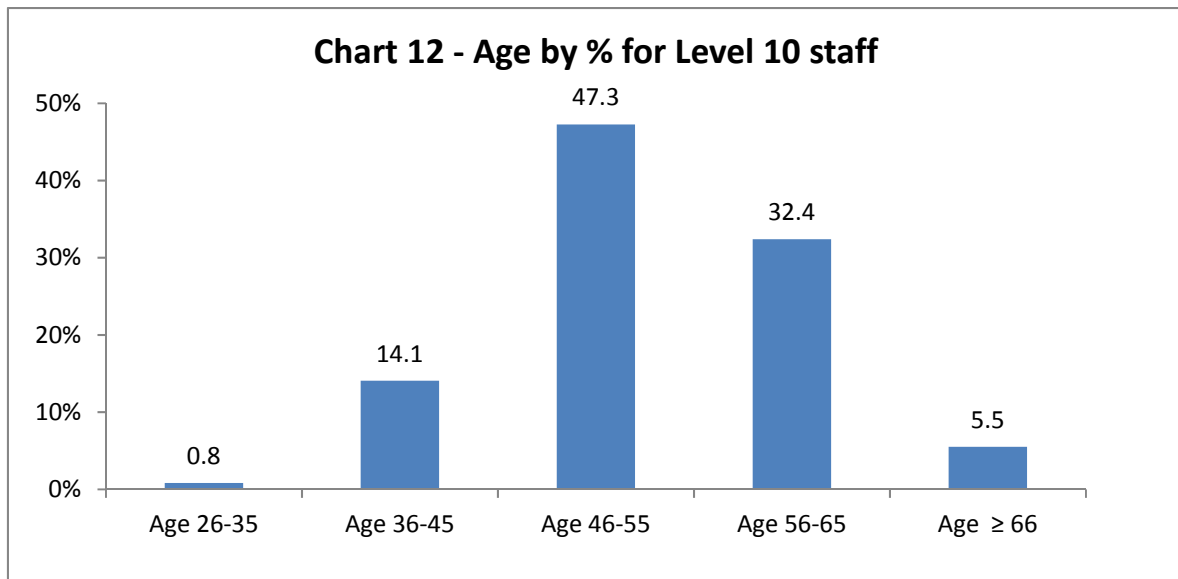


Chart 12 above shows the majority of Level 10 staff are aged 46 or over; this reflects last year's data, but is a shift from the 2011-12 profile which clearly showed the majority were aged 51+ years.

By Job Family Profile

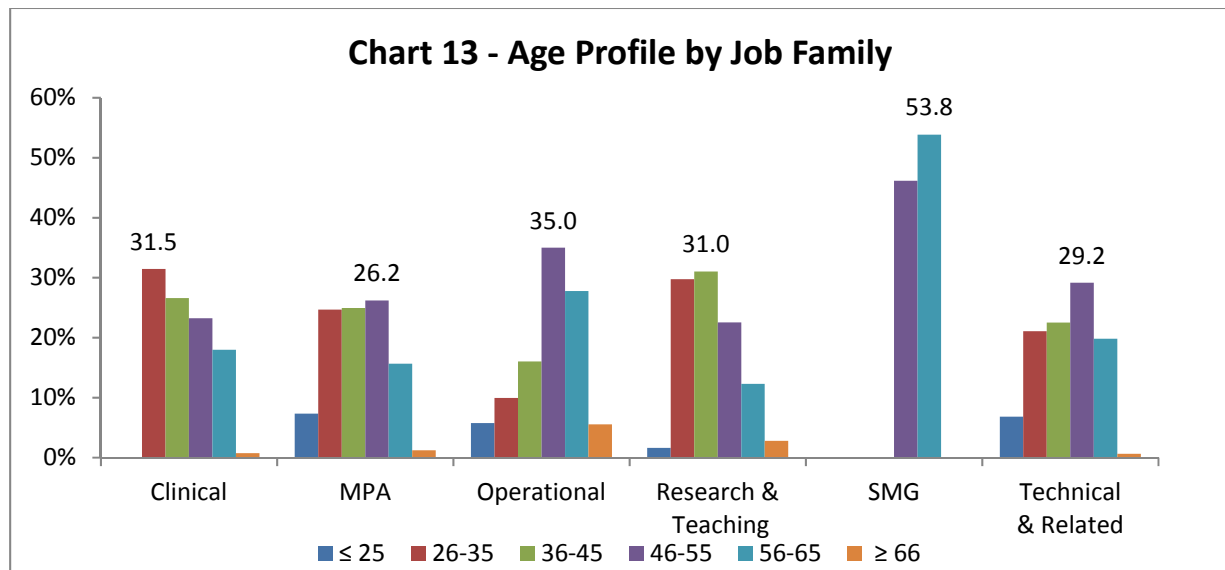


Table 8	Clinical	MPA	Operational	Research & Teaching	SMG	Technical & Related
Age Range	%	%	%	%	%	%
Age ≤25	0.0	7.3	5.8	1.6	0.0	6.8
Age 26-35	31.5	24.7	9.9	29.7	0.0	21.1
Age 36-45	26.6	24.9	16.0	31.0	0.0	22.5
Age 46-55	23.2	26.2	35.0	22.5	46.2	29.2
Age 56-65	18.0	15.6	27.8	12.3	53.8	19.8
Age ≥66	0.7	1.2	5.5	2.8	0.0	0.6

Chart 13 above outlines the age distribution by job family. From this it can be seen the MPA staff profile is most similar to the University average (Chart 1), whilst Research & Teaching staff have a slightly younger profile. Operational and Technical & Related staff have an older profile, and this should be noted when considering succession planning. The numbers of Clinical staff are quite low, so it is difficult to draw conclusions. Table 8 above gives the relevant percentage figures which are very similar to those seen in previous years.

By Grade

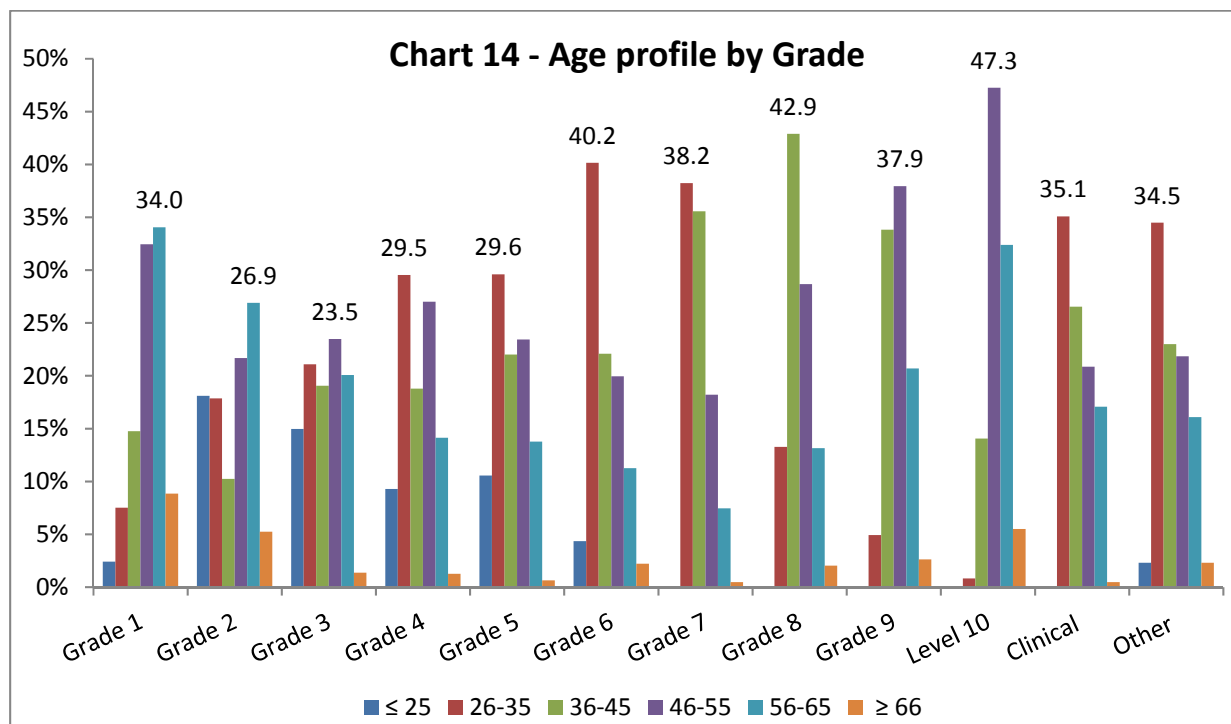
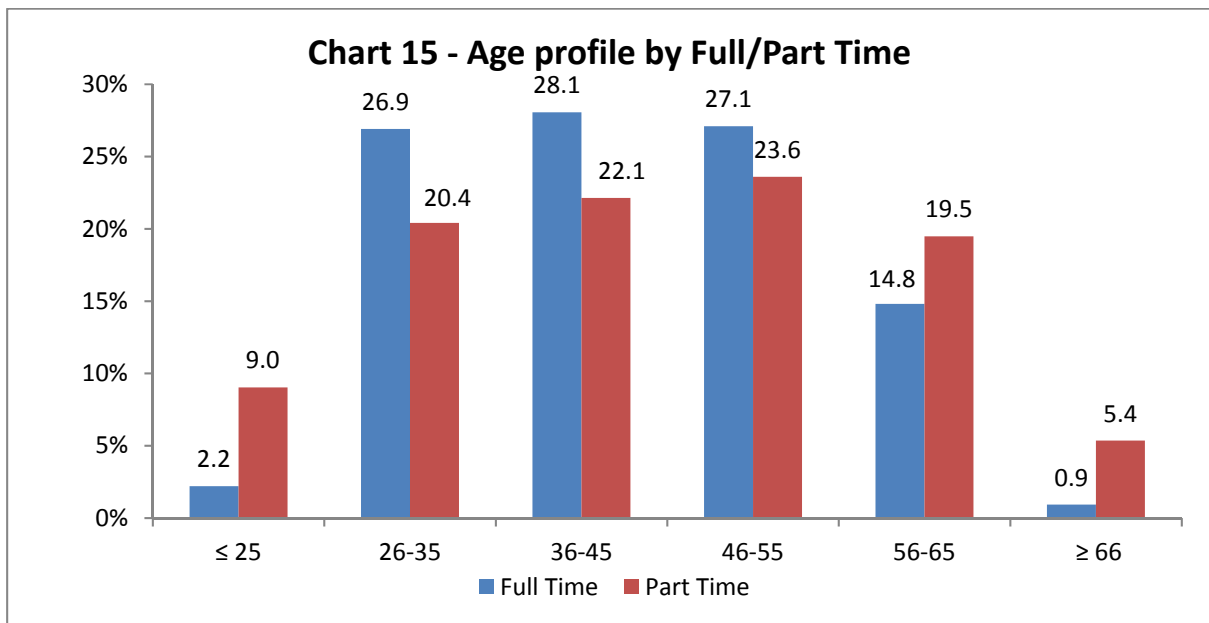


Table 9	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Level 10	Clinical	Other
Age Range	%	%	%	%	%	%	%	%	%	%	%	%
Age ≤ 25	2.4	18.1	15.0	9.3	10.6	4.3	0.1	0.0	0.0	0.0	0.0	2.3
Age 26-35	7.5	17.9	21.1	29.5	29.6	40.2	38.2	13.3	4.9	0.8	35.1	34.5
Age 36-45	14.7	10.2	19.0	18.8	22.0	22.1	35.6	42.9	33.8	14.1	26.5	23.0
Age 46-55	32.4	21.7	23.5	27.0	23.4	19.9	18.2	28.7	37.9	47.3	20.9	21.8
Age 56-65	34.0	26.9	20.1	14.1	13.8	11.3	7.5	13.1	20.7	32.4	17.1	16.1
Age ≥ 66	8.8	5.2	1.4	1.3	0.6	2.2	0.5	2.0	2.6	5.5	0.5	2.3

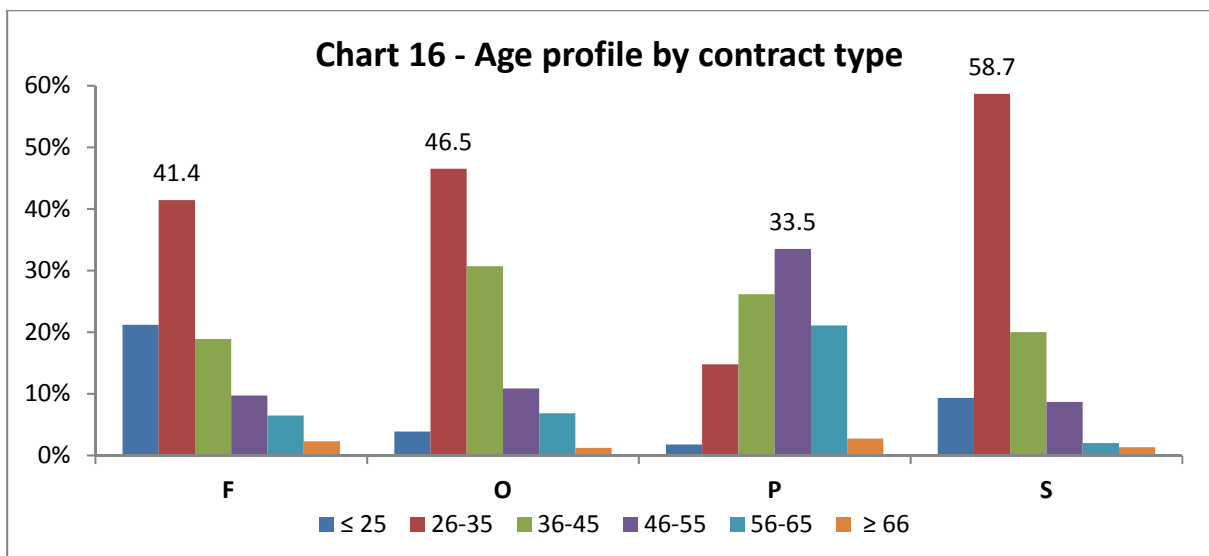
Chart 14 and Table 9 show the general profile for age range reflects the norm; staff who are in senior grades (9 and above) are likely to be older. However, there are spikes in Grades 1, 2 and 3 for staff who are aged 50 years or over, which is possibly linked to the job family profiles. This profile is similar to previous reported years.

By Full/Part Time



As in previous reported years, Chart 15 shows the part time staff age profile mirrors the University profile as shown in Chart 1. Part-time workers outnumber full-time workers in age ranges less than 25, and 56 and over.

By Contract Type



Key

F = Fixed term as per FT & OE Contract policy

O = Open ended with funding end date

P = Open ended ('Permanent') + Perm in Temp Fixed Term Appointment (HoC/Principal/VP role)

S = Fixed term - SOSR e.g. Maternity leave cover

Table 10	F	O	P	S
Age Range	%	%	%	%
Age ≤25	21.2	3.9	1.8	9.3
Age 26-35	41.4	46.5	14.8	58.7
Age 36-45	18.9	30.7	26.2	20.0
Age 46-55	9.7	10.9	33.5	8.7
Age 56-65	6.5	6.8	21.1	2.0
Age ≥66	2.3	1.2	2.7	1.3

Chart 16 above shows that Open ended with Funding End Date and both types of Fixed Term workers are relatively young compared to the overall University profile in Chart 1. Staff on Open ended contracts (code P) tend to be slightly older compared to the University profile. The Fixed term contracts (code S) are relative few in number, hence the spike in age range 26-35 years. This reflects previous year's data.

By Nationality

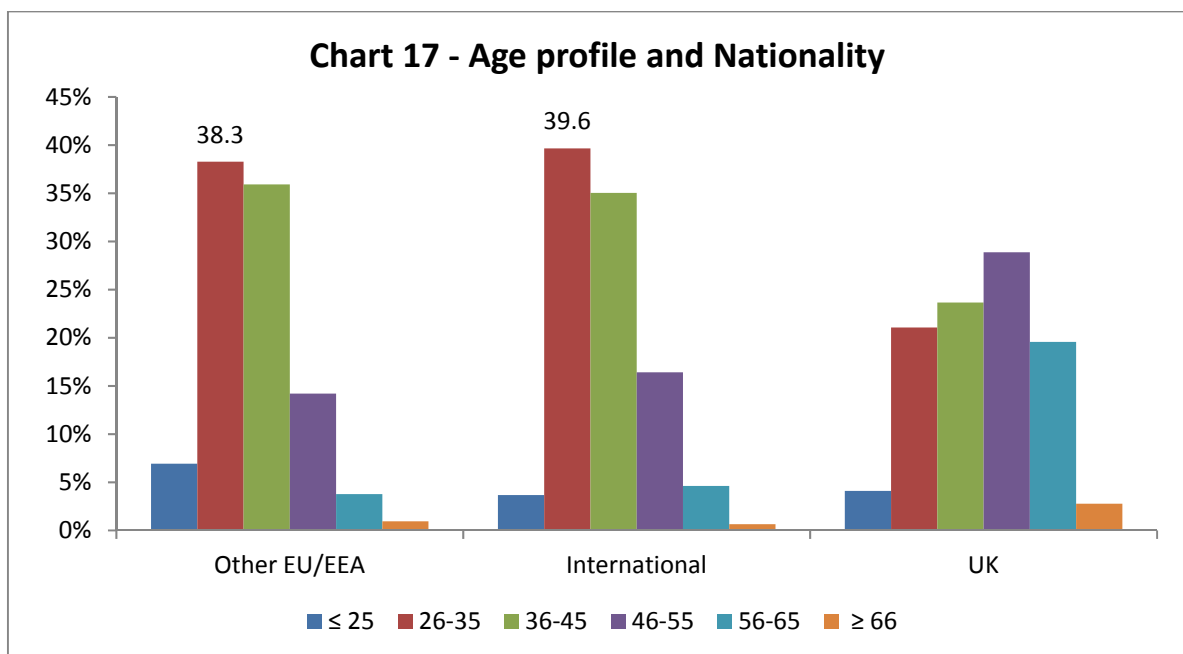
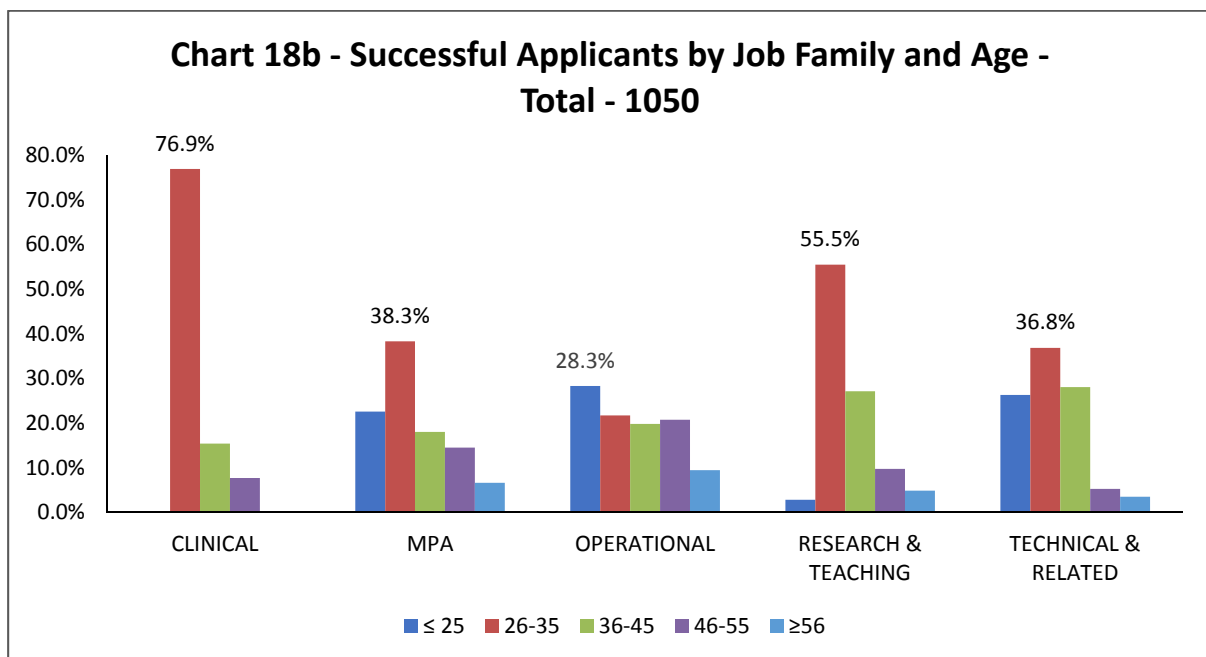
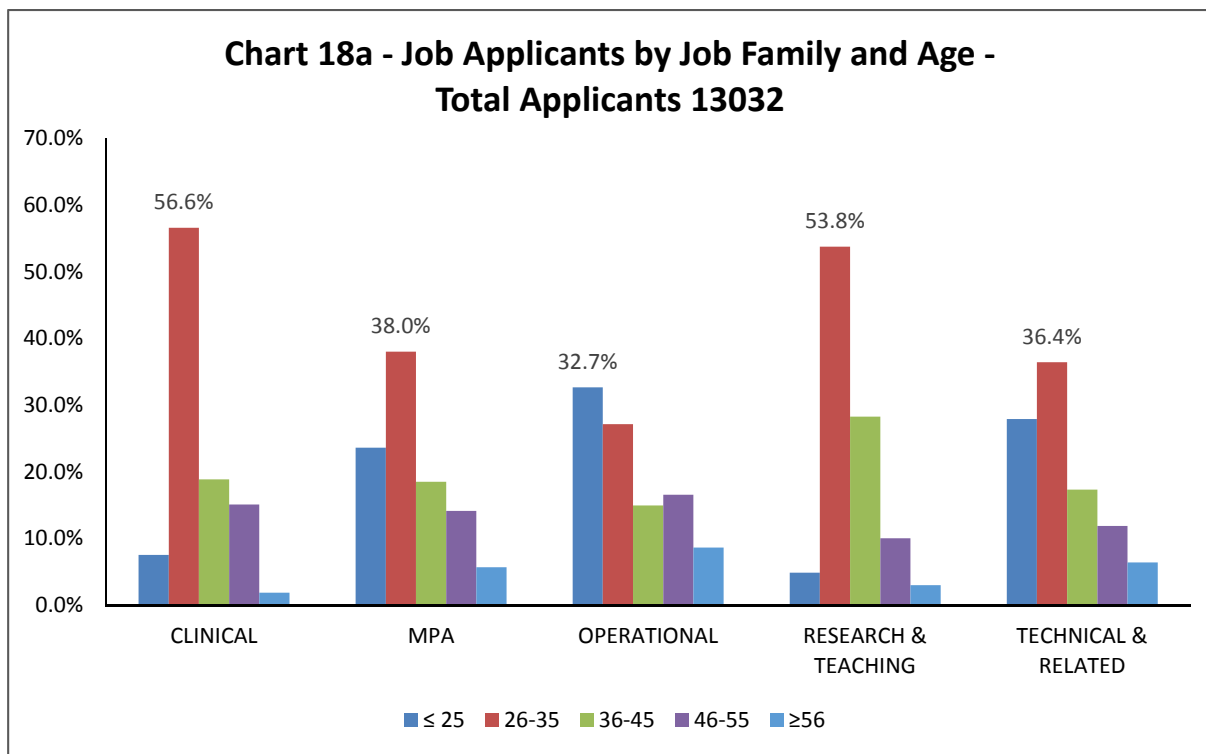


Chart 17 tells us a higher percentage of our EU/EEA and International staff are younger than our UK staff, this reflects 2014-15 data.

Recruitment – by Applications and Successful Applicants



As in previous years, Charts 18a and 18b show the age of applicants are generally reflective of the appointments. The proportion of 26-35 year olds successful applicants in Clinical job family is high, however this reflects a comparatively small number (< 10) of staff.

Profile by Disability

By College

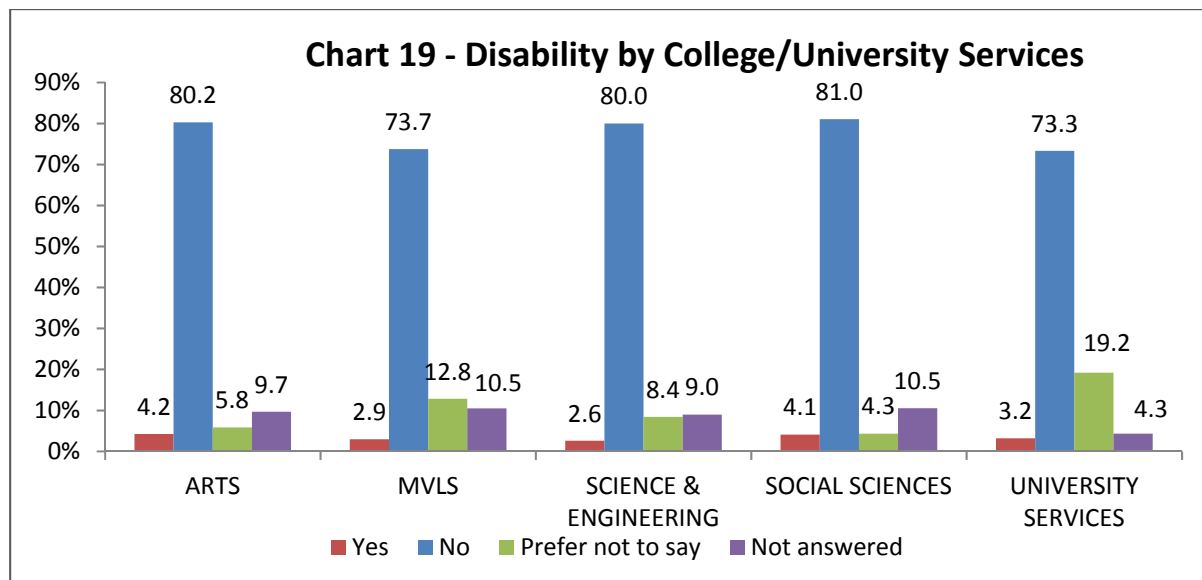


Chart 19 illustrates disabled staff are fairly evenly spread across each of the four Colleges and University Services. Arts and Social Sciences have the highest percentage of disabled staff; however Social Sciences has seen a 1% drop from last year. Significant numbers of staff still ‘Prefer not to say’ whether they have a disability, this is particularly high in University Services. MVLS and Social Sciences have higher percentages for staff for whom we hold no information. We have taken steps early in 2016-17 academic session to encourage staff to declare diversity information.

By Level 10 staff

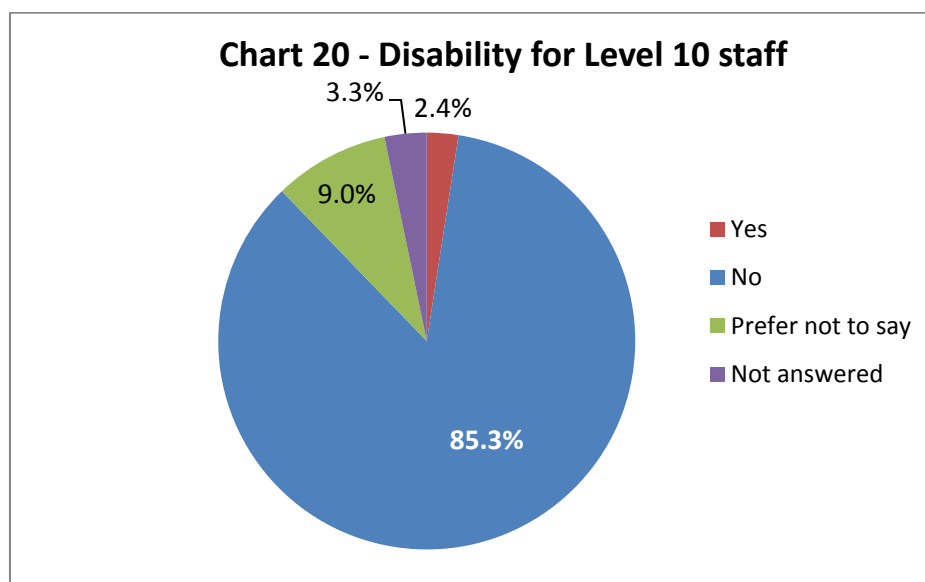
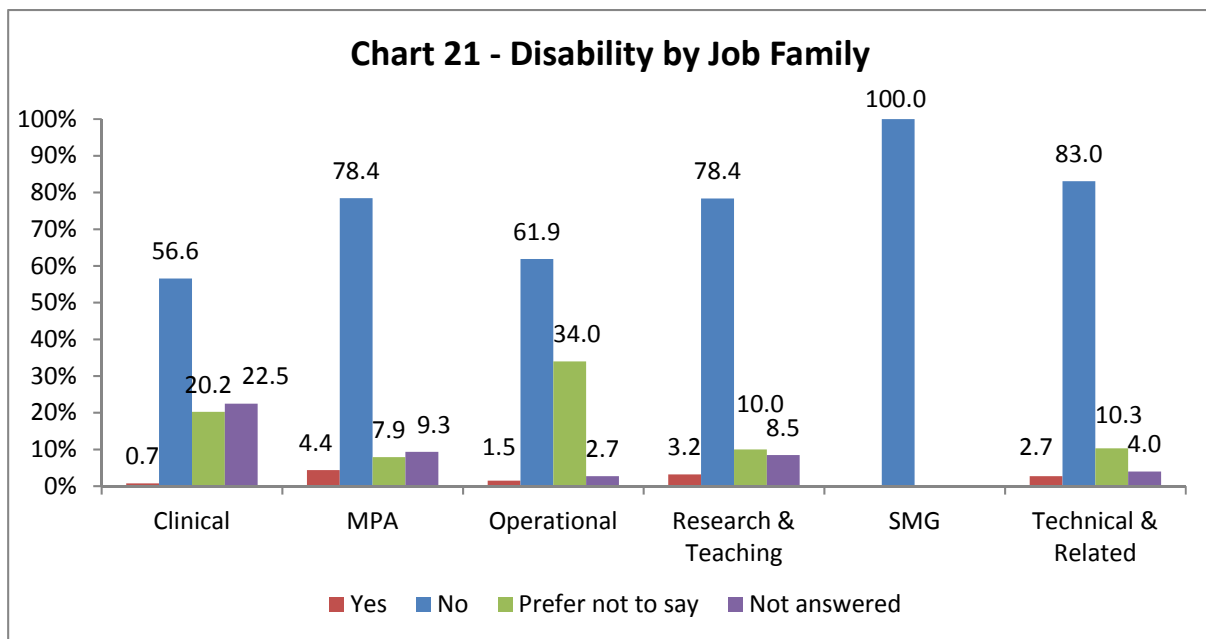


Chart 20 shows 2.4% of senior staff have declared a disability; this slightly lower than the University wide figures.

By Job Family Profile



Management, Professional and Administrative (MPA) staff have a higher declaration rate than the University profile (4.4% against 3.2%). Clinical and Operational staff have a disproportionately low response rate at 0.7% and 1.5% but a high rate of 'Prefer not to say' (20.2% and 34% respectively) responses. These results show no change from previous reported years.

By Grade

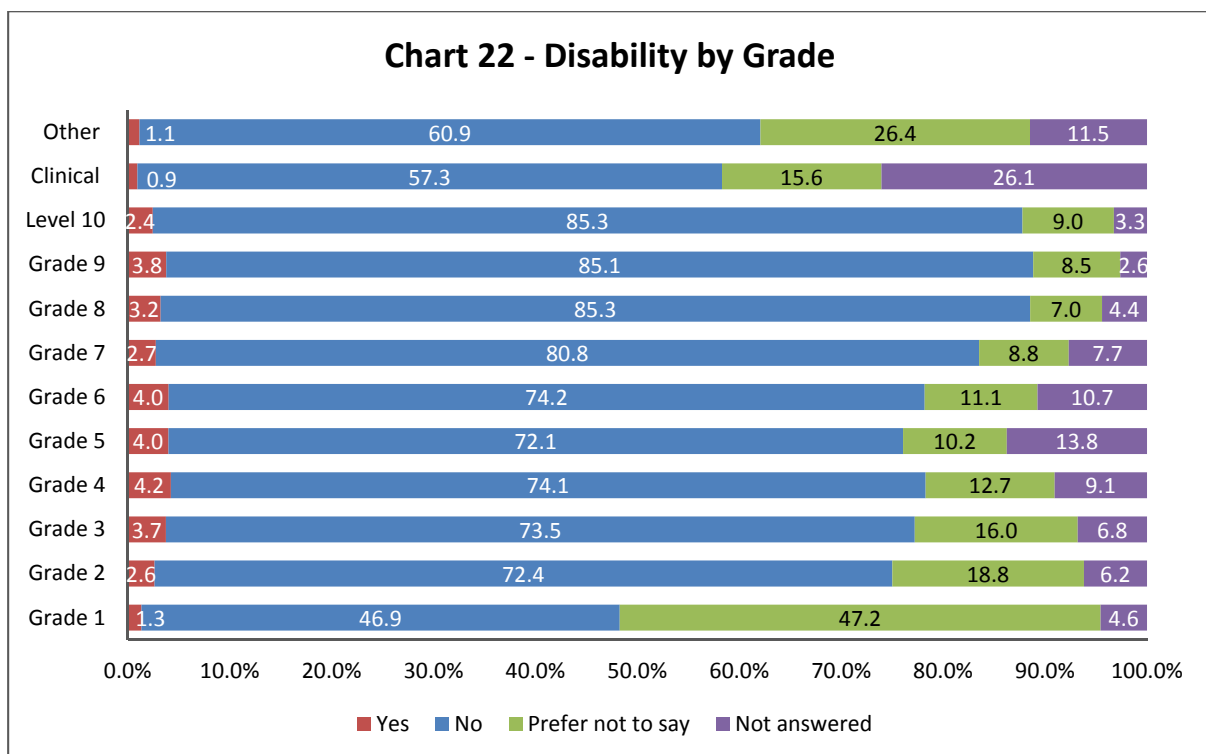
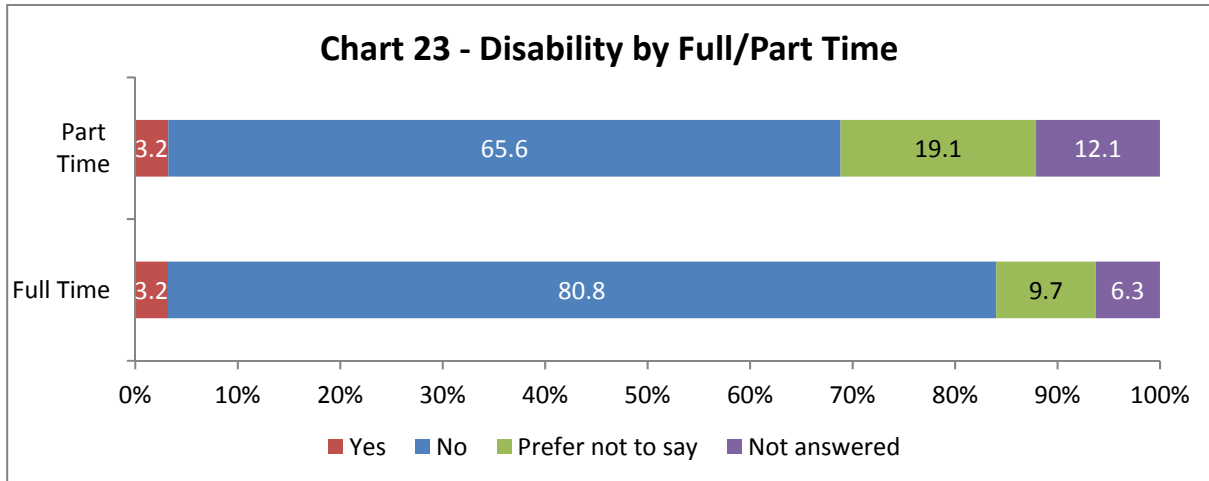


Chart 22 above shows there is a relatively even spread of staff with a disability across the grades, with the exception of Grade 1, Clinical staff and Other with a relatively low return. The highest proportions of staff with a disability are Grades 4-6 all at over 4%. A high proportion of staff have stated they would 'Prefer not to say' for this question, particularly in Grades 1 and 'other'. This data shows no significant change from 2011-12.

By Full/Part Time



Staff with a disability are equally likely to work full or part time, as shown in Chart 23. Just as in previous reported years part-time staff are less likely to declare a disability and show higher rates of 'Prefer not to say' responses, however this has reduced by 2.5% from last year.

By Contract Type

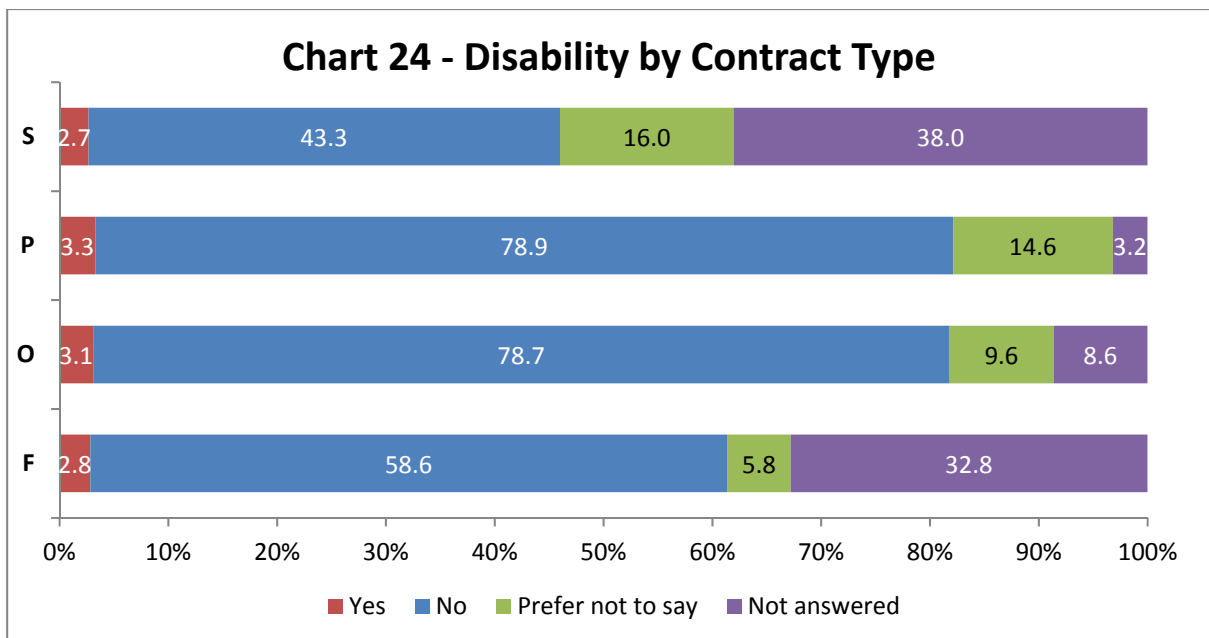


Chart 24 above shows disabled staff are most likely to have an Open-ended (code P) or an Open-ended with funding end date (code O) contract. However, there has been a slight decrease (0.2%) in disabled staff with an Open-ended contract. There has been a 1.6% increase in disabled staff with a

Fixed term contract – SOSR (code S), however this category records the highest response of ‘Not answered’.

By Nationality

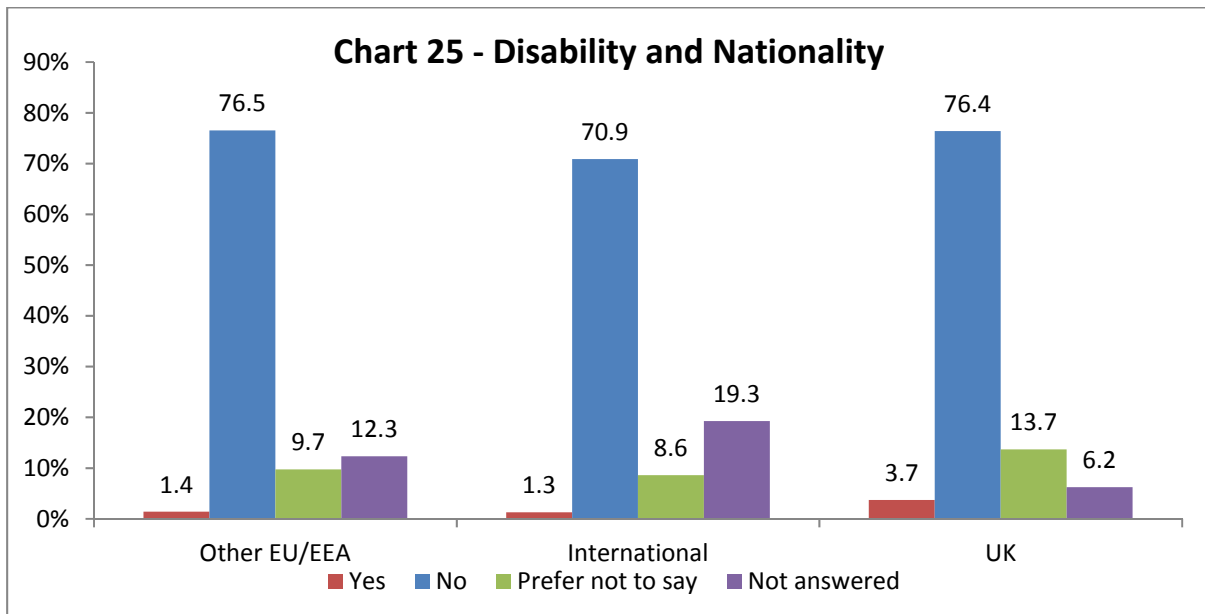
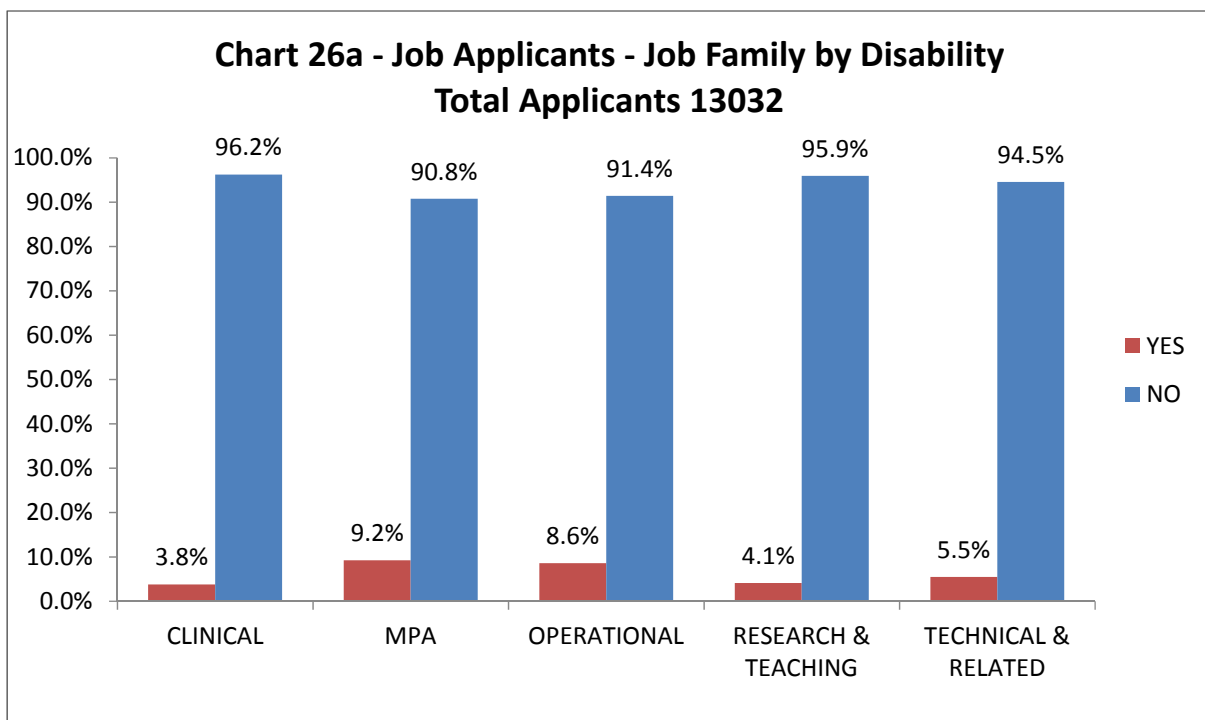
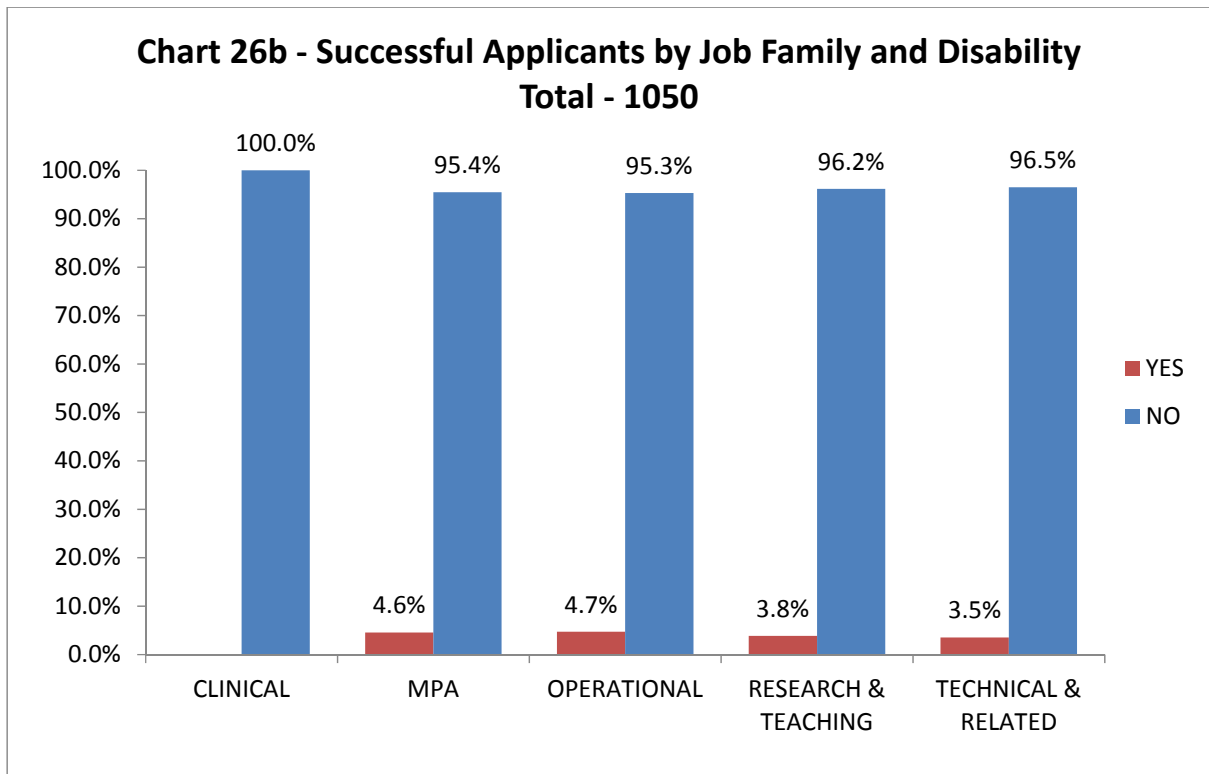


Chart 25 indicates a higher percentage of staff from the UK have declared a disability. However, a fifth of international staff and a sixth of EU/EEA staff have not answered the question. The disability declaration rates are similar to last year.

Recruitment – by Applications and Successful Applicants

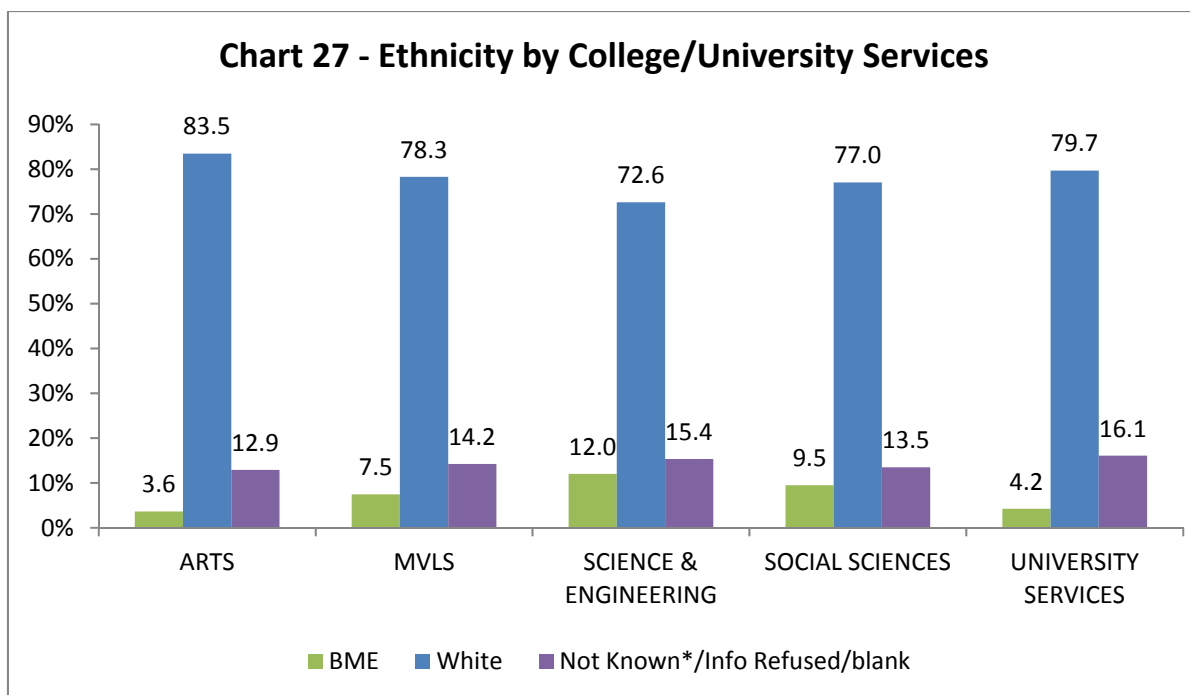




Charts 26a and 26b show a differing picture across the job families. The percentage of successful applicants was lower for Clinical, MPA and Operational staff by approximately 4%. It was 2% lower for Technical and Related staff, but only 0.3% for Research and Teaching staff. The trend for all job families for the last three years is fewer successful applicants have a disability than the percentage of applications. However, this varies from job family each year.

Profile by Ethnicity

By College



Most Colleges/US have continued to see small increases in their proportions of Black and Minority Ethnic (BME) staff. Science and Engineering has seen a 0.5% decrease; however they continue to have the most ethnic diversity of all Colleges/US. Social Sciences and Arts have seen the largest increases from last year at 1.3% and 0.8% respectively. The percentage of staff with 'Not known/Information refused/Blank' has increased across the four Colleges and decreased marginally in US. We have taken steps early in 2016-17 academic session to encourage staff to declare diversity information.

By Level 10 Staff

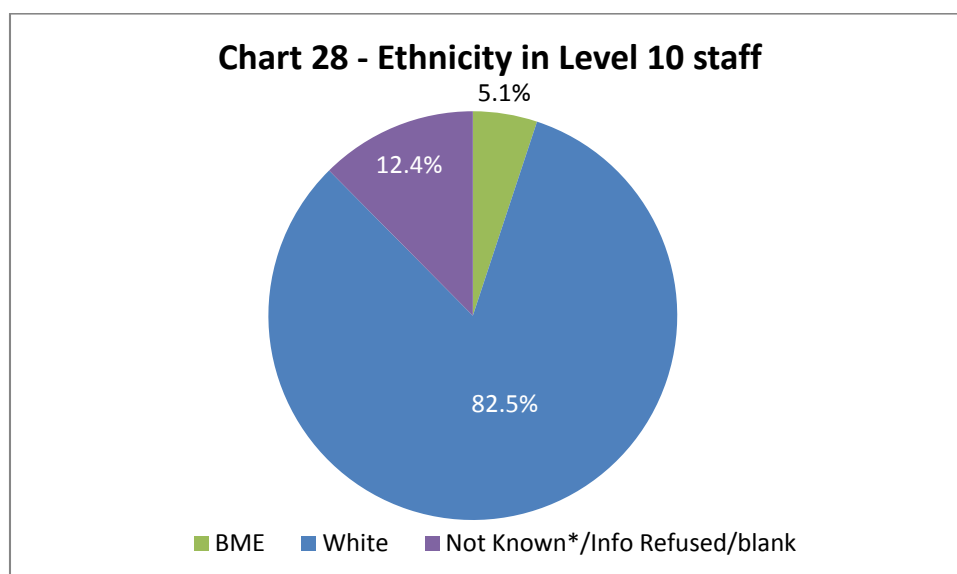


Chart 28 above shows the proportion of BME staff in senior roles. There has been a 1% increase from 2014-15, from 4.1% to 5.1%.

By Job Family Profile

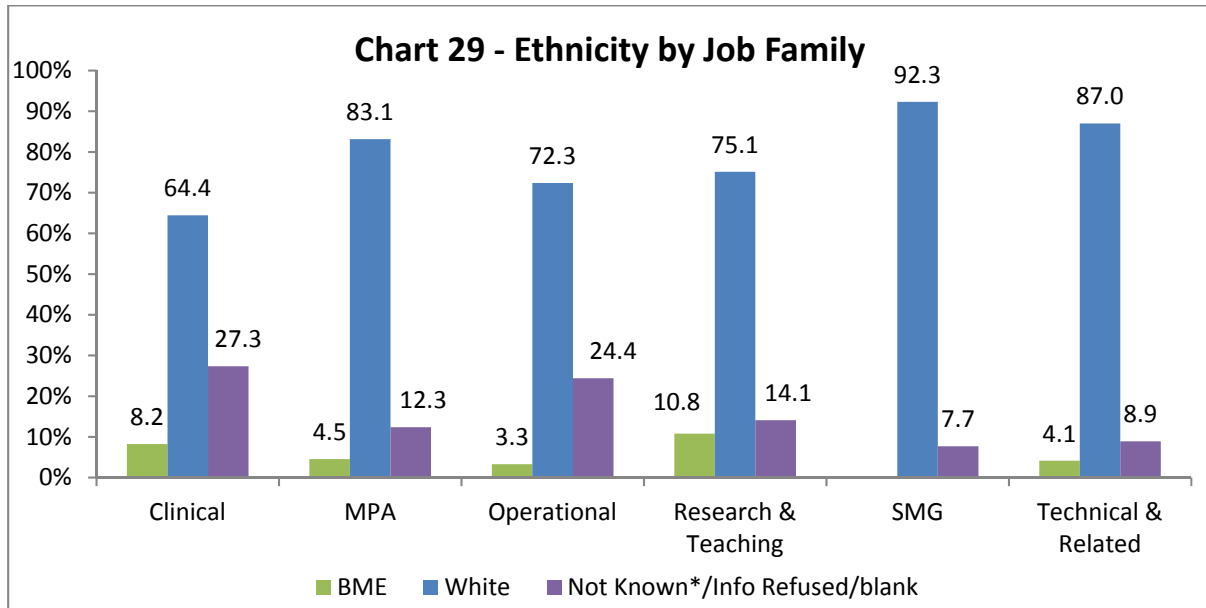


Chart 29 shows the highest proportion of BME staff is now represented in Research and Teaching (10.8%). The percentage of BME staff in the Clinical job family is at its lowest of 8.2% since the University began recording this information (the peak was 10.4% in 2012-13). Technical and Related staff have seen a 1% increase from last year, however Operational staff have had 0.9% decrease. The percentage of staff with 'Not known/Info refused/blank' remains very high within the Clinical and Operational job families.

By Grade

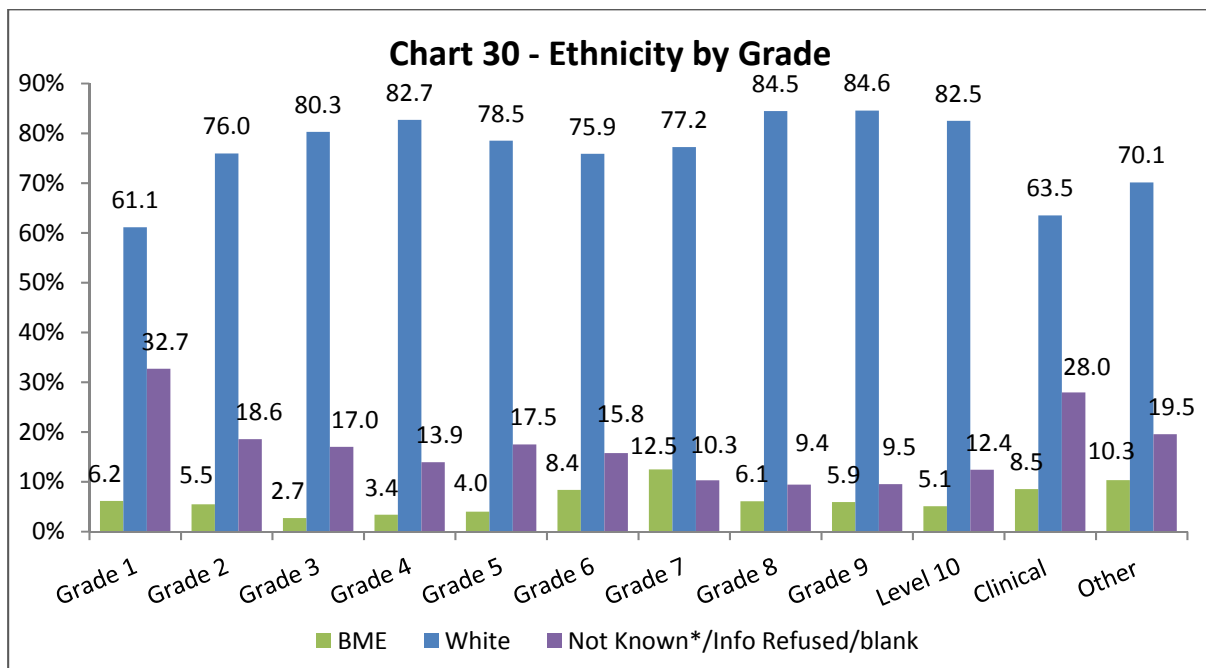
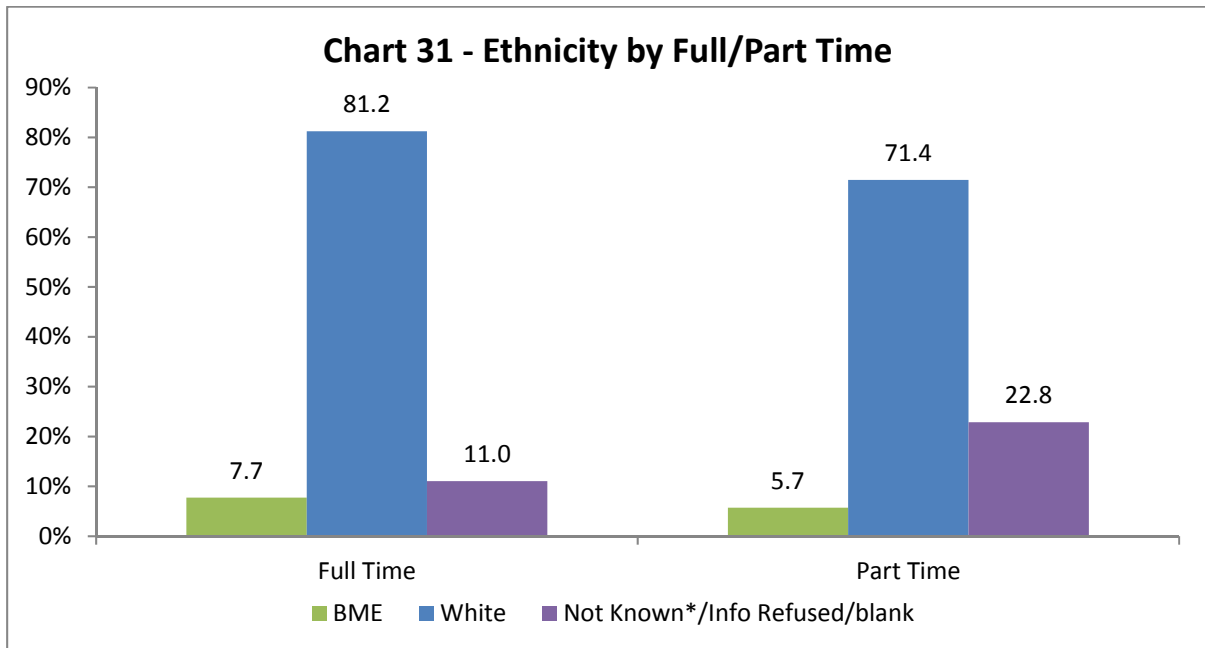


Chart 30 above shows the grade and ethnicities of staff. As in previous years, there were more BME staff at Grades 6 and 7 and the Clinical grade with lower percentages of BME staff in Grades 3-5. There has been a 1% increase in BME Grade 10 staff from last year. Similarly, we hold less ethnicity information about staff at lower grades (Grades 1-3 in particular) compared with higher grades. Lower grades are more likely to relate to Operational job roles; we are targeting Operational staff to declare their diversity data this academic session.

By Full/Part Time



There are fewer BME part time staff than full time, however a significant number of part time staff (over 20%) have not informed us of their ethnicity, as illustrated by Chart 31. There has been an increase in BME part time staff from last year by 0.8%.

By Contract Type

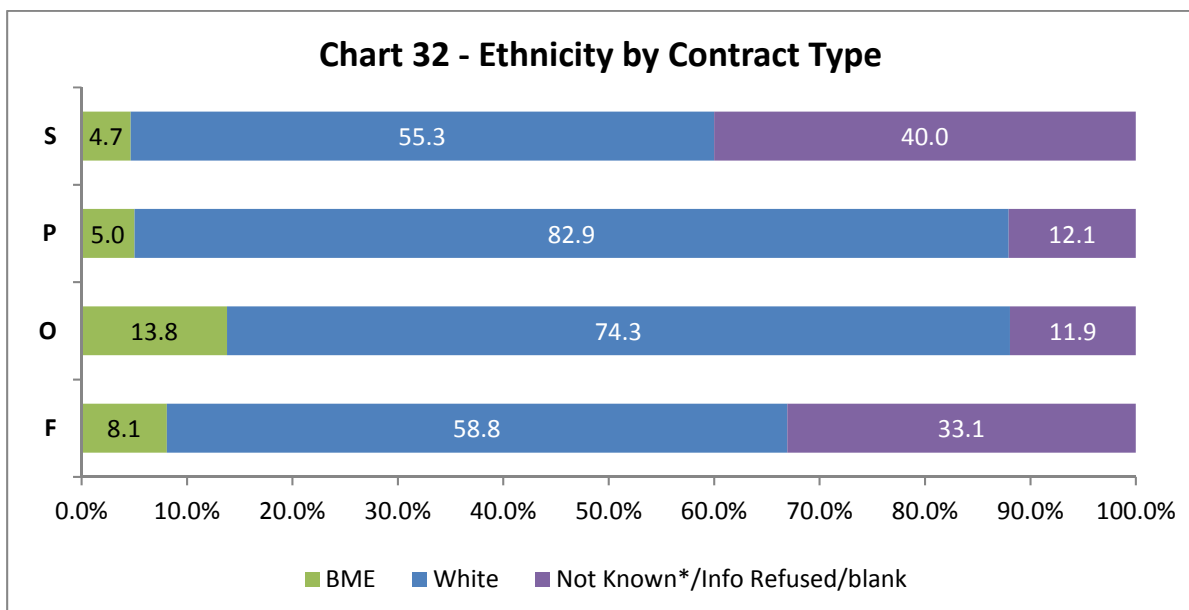


Chart 32 indicates the proportion of BME staff on an Open ended contract (code P) is lower than on Open-ended with ending fund date (code O) and Fixed term as per FT & OE (code F) contracts. There has been a decrease in BME staff on Fixed term – SOSR (code S) from 7.4% in 2014-15 to 4.7% this year.

By Nationality

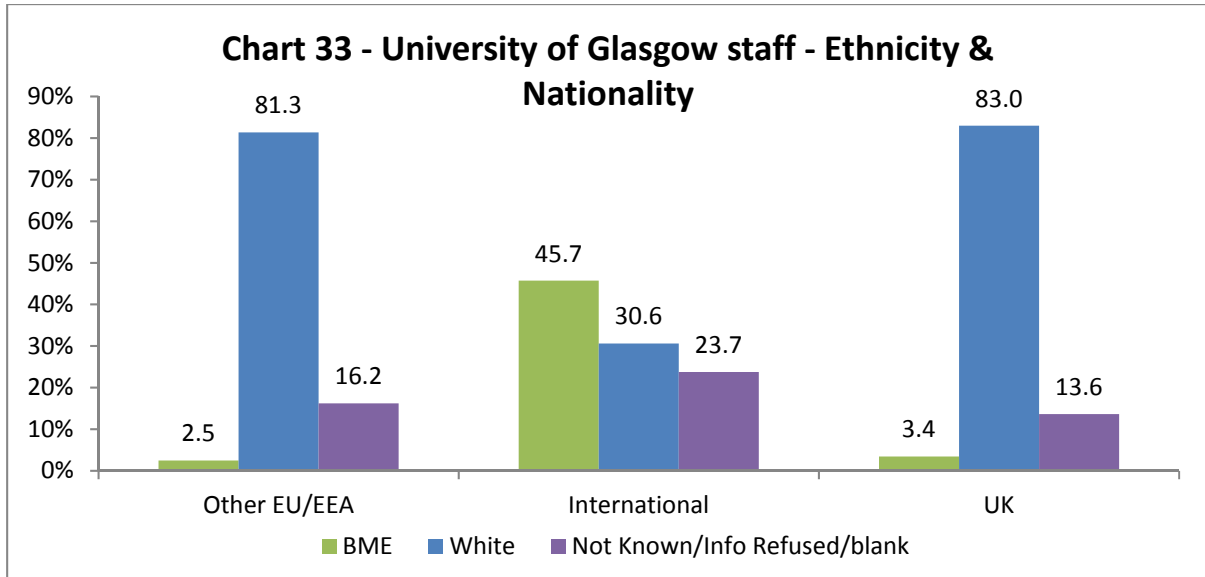
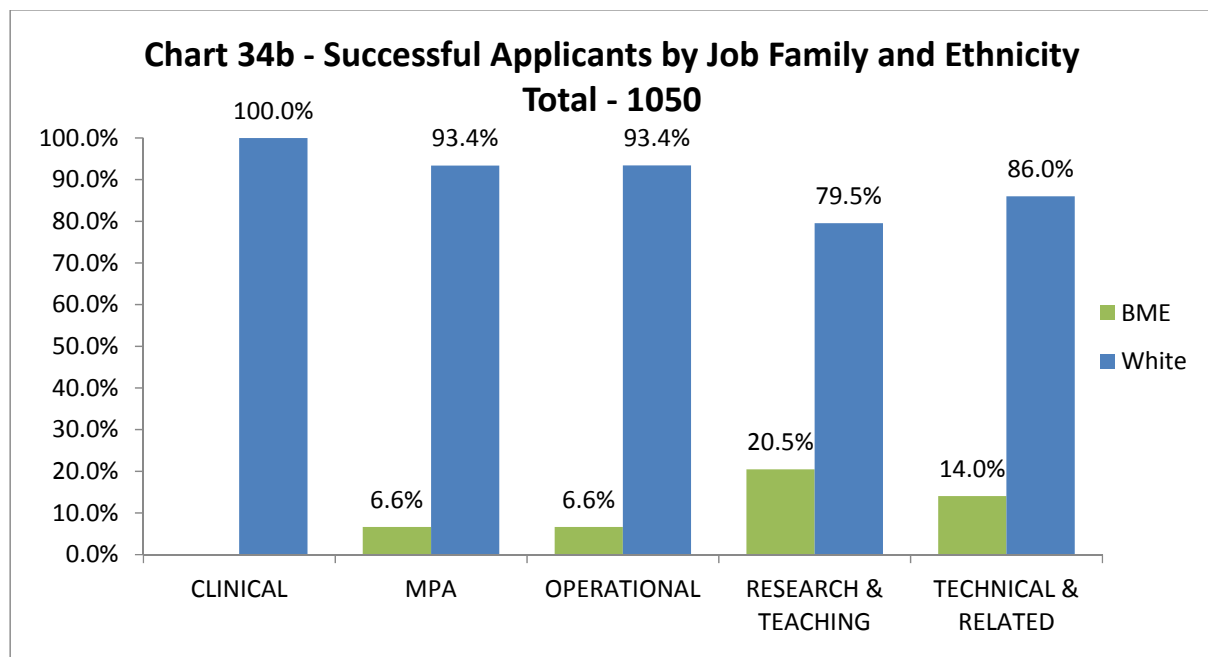
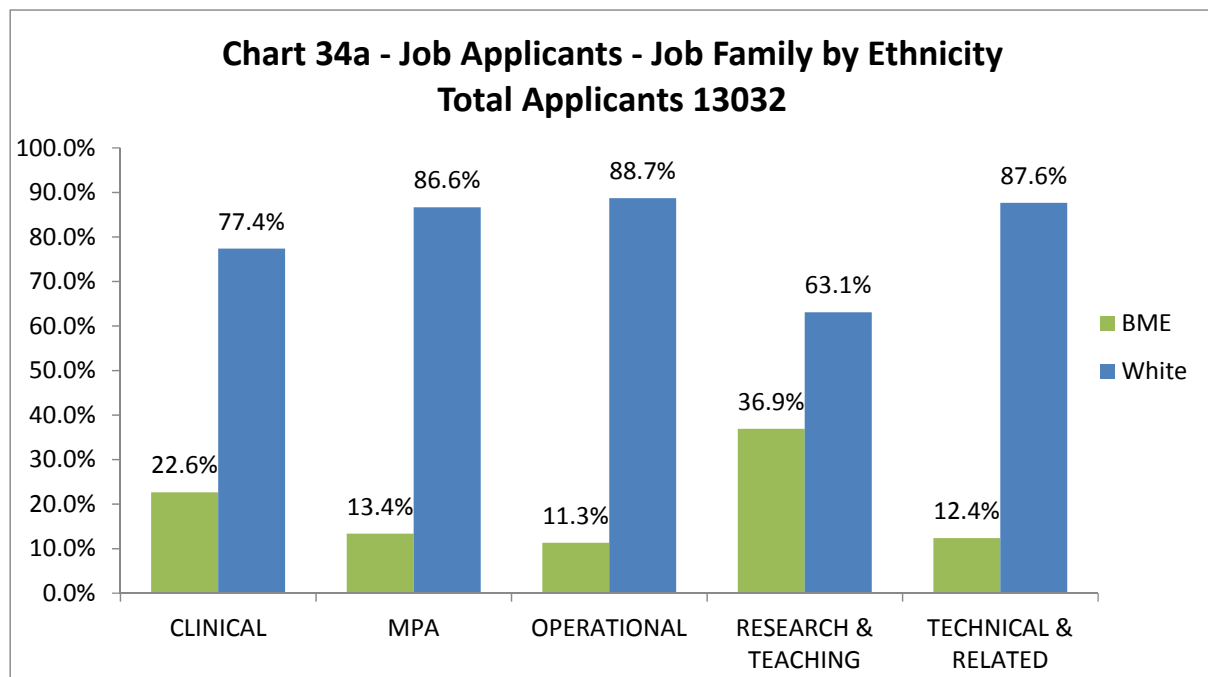


Chart 33 outlines that of our international staff 45.7% are BME, 2.5% of our EU/EEA staff are BME and 3.4% of our UK staff are BME. This chart shows we have a low percentage of BME UK staff.

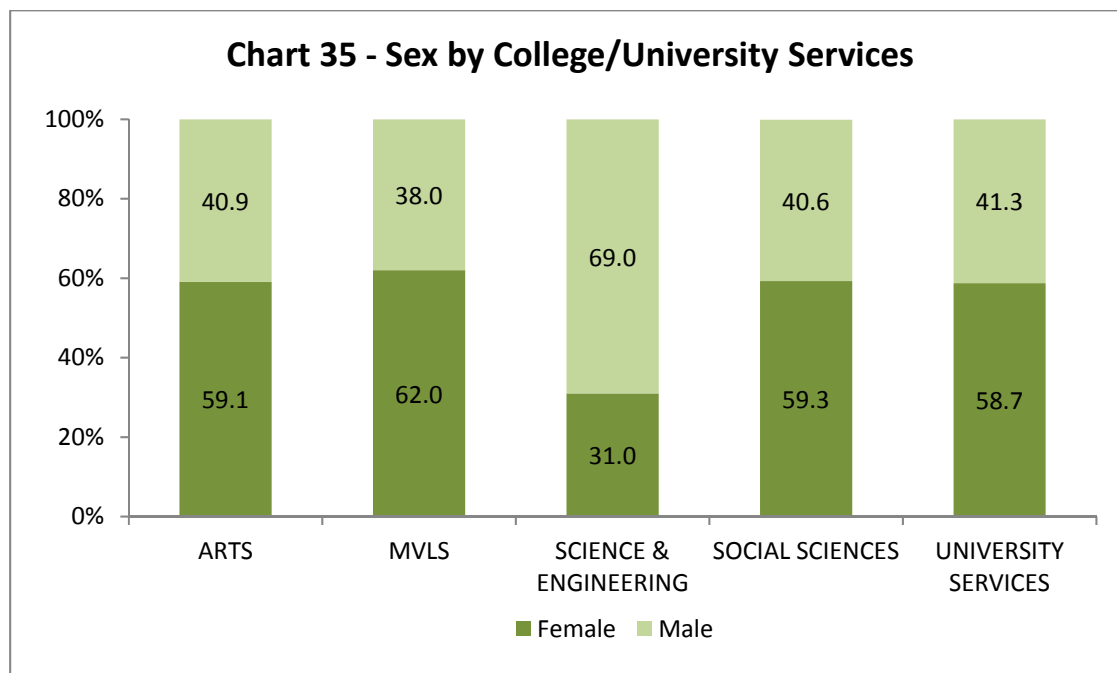
Recruitment – by Applications and Successful Applicants



The data, as illustrated by Chart 34a and 34b, shows BME staff are proportionally less likely to be appointed in all job family profiles, with the exception of Technical and Related staff. The highest differences are in the Clinical and in Research & Teaching job families. This trend has been evident for a number of years and requires further investigation.

Profile by Sex

By College



All Colleges/US staff are approximately 60% female, with the exception of Science and Engineering who are 31% female. This reflects previous years.

By Level 10 Staff

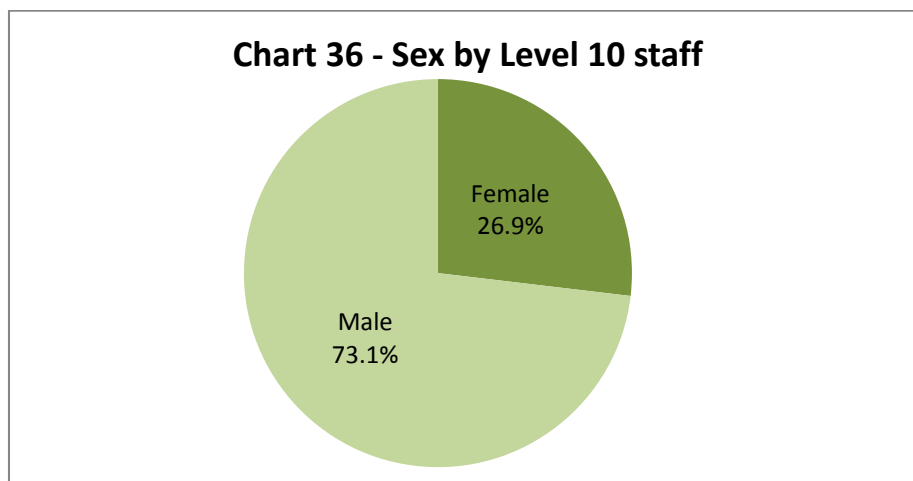


Chart 36 illustrates that 26.9% of senior staff are female. This reflects a steady increase from 2011, when it was 25.4%. The University's KPI aims for this to be 33% by 2020.

By Job Family Profile

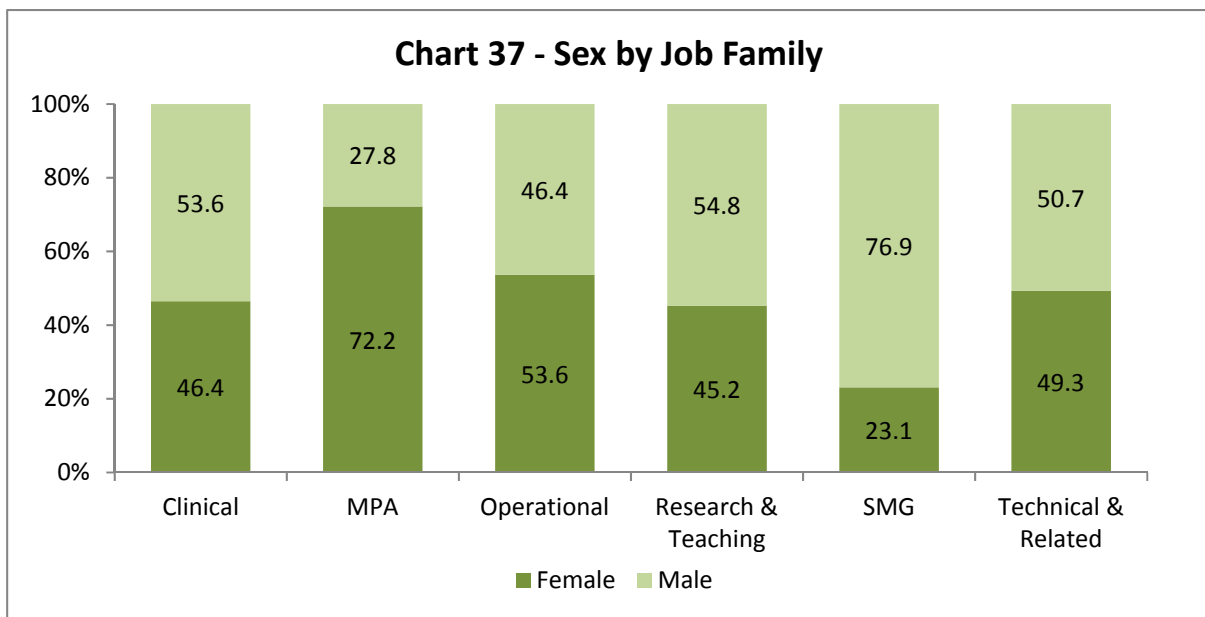


Chart 37 shows a static picture from last year, with most female staff in the MPA job family, and most male staff in SMG (although noted this is a small number).

By Grade

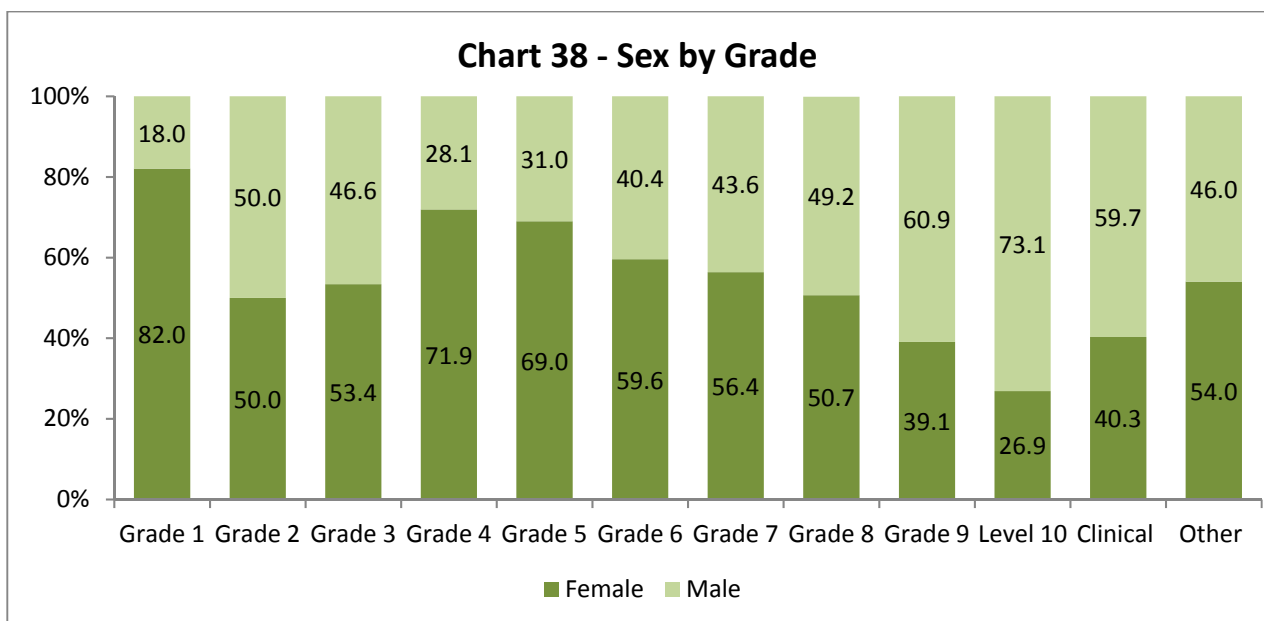


Chart 38 shows a similar pattern to previous years (with the exception of Grades 2 and 3, where there is a 50:50 split of men and women) as we climb the grades, the percentage of male staff increases and female staff declines.

By Full/Part Time

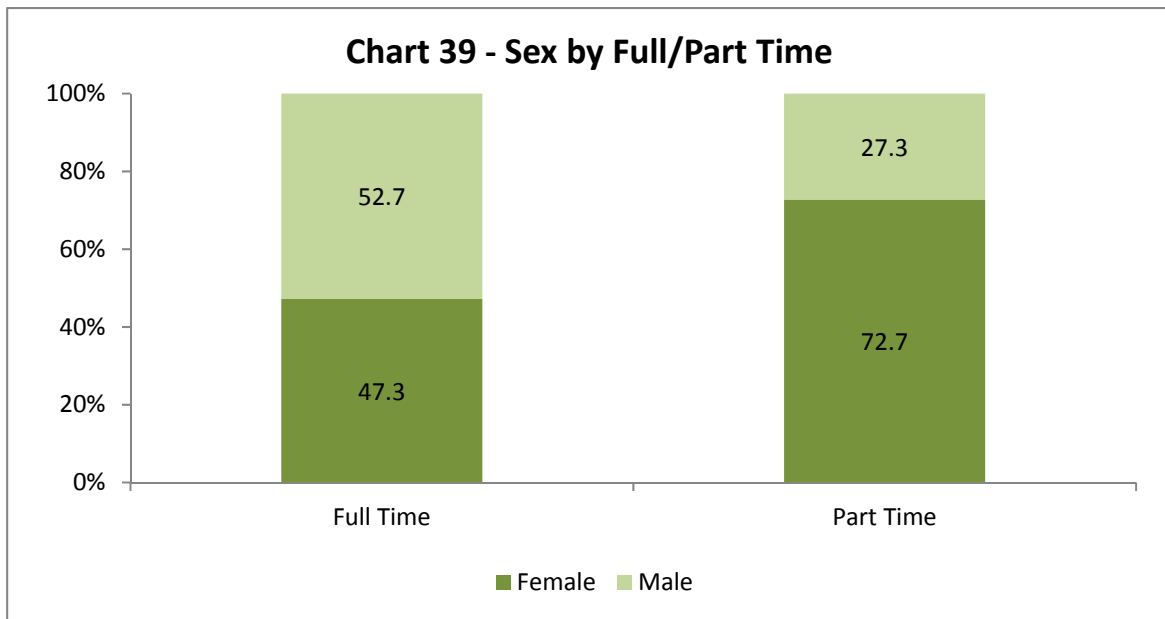


Chart 39 illustrates the sex breakdown of full and part time staff. Over 70% of part time staff are female.

By Contract Type

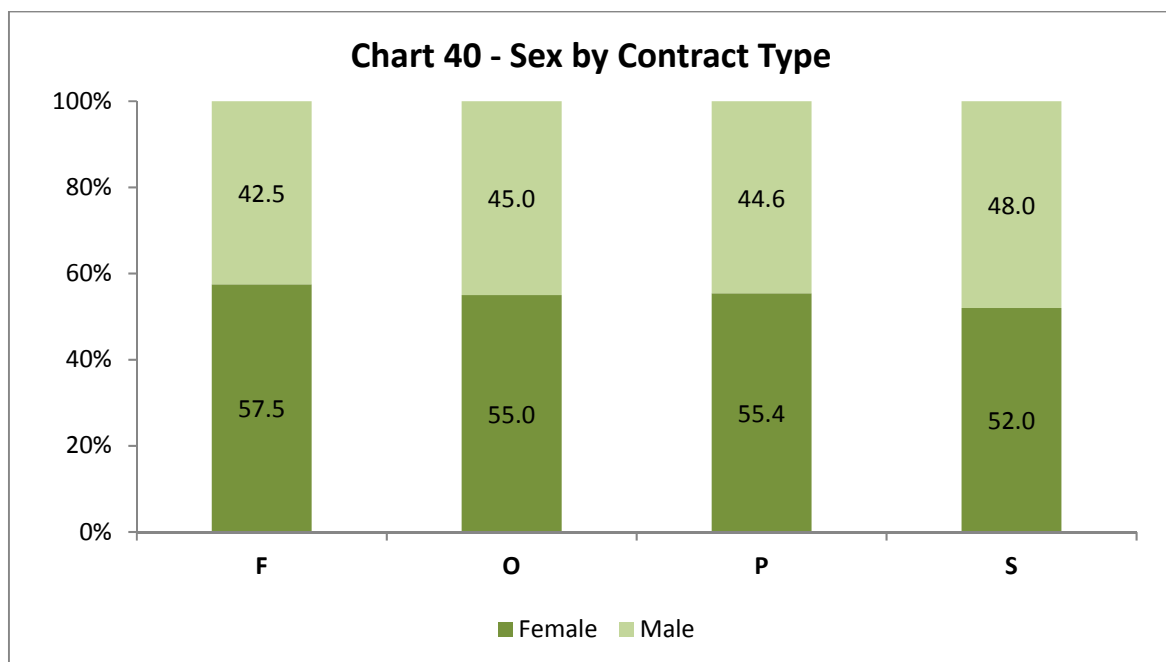


Chart 40 shows women are more likely to hold a Fixed Term contract (Code F) than men. However, the figures are consistent across a three-year period.

By Nationality

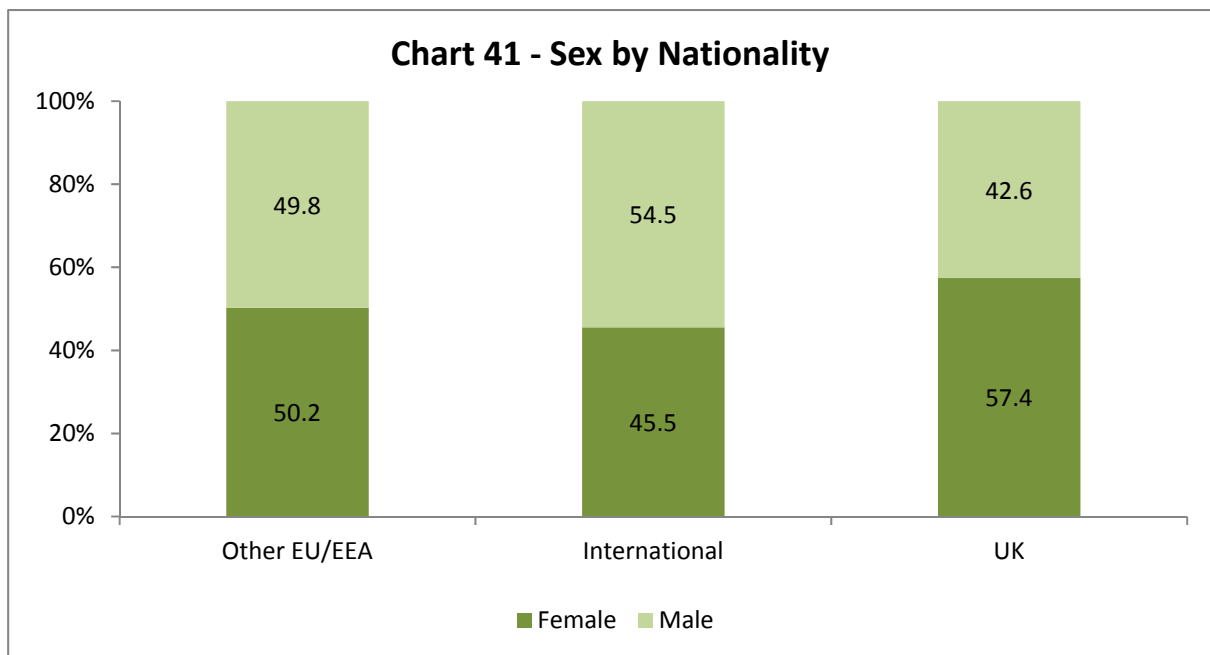
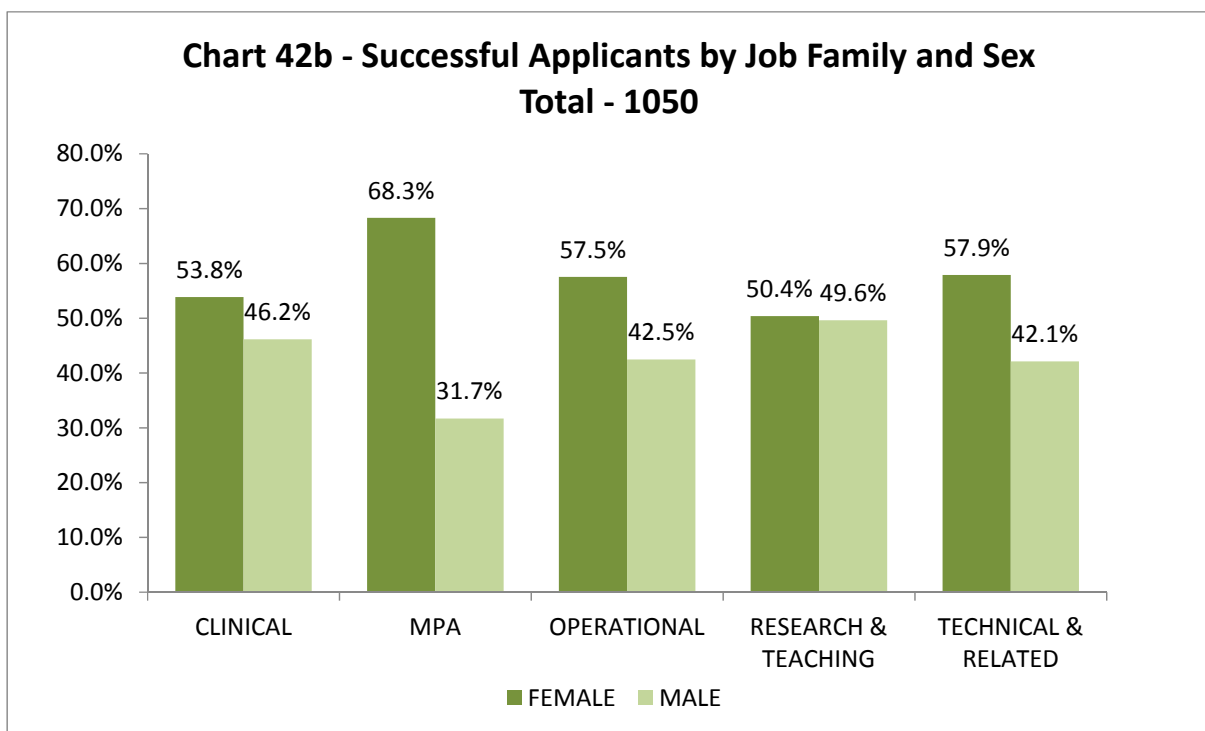
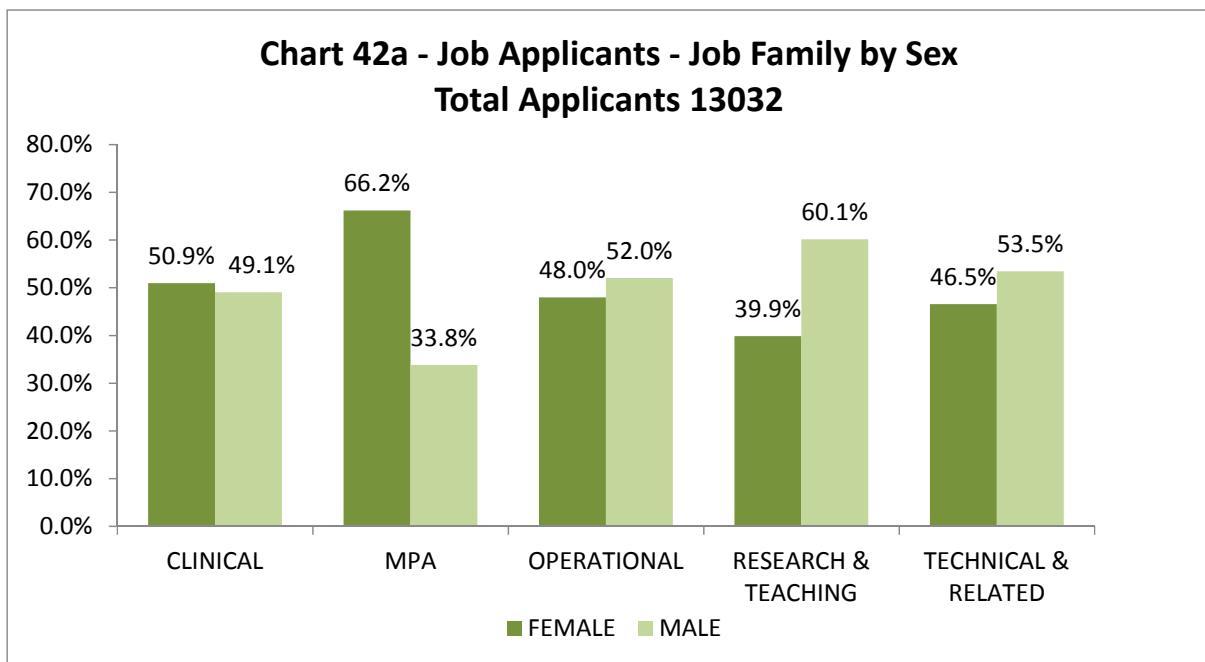


Chart 41 shows women and men are fairly equally represented from EU/EEA, we have slightly more men who are International and slightly more women from the UK.

Recruitment – by Applications and Successful Applicants



In Operational, Research and Teaching and Technical and Related we had more applications from men than women. However, in all three job families women were more successful than men – for Research and Teaching and Technical and Related, this was by more than 10%. For Clinical and MPA, the percentages of men and women applying and being successful was at similar levels.

Academic Promotions

Table 11 - Academic Promotions 2015-16 - R&T and Clinical Job Families Only						
Grade Applied For		Female		Male		Overall
		No.	%	No.	%	No.
GRADE 7	Apps	15	54%	13	46%	28
	Successful	11	50%	11	50%	22
	Promoted (%)	73%		85%		79%
GRADE 8	Apps	13	37%	22	63%	35
	Successful	11	37%	19	63%	30
	Promoted (%)	85%		86%		86%
GRADE 9	Apps	35	48%	38	52%	73
	Partly Successful	1	33%	2	67%	3
	Successful	28	52%	26	48%	54
	Promoted (%)	83%		74%		78%
CLINICAL	Apps	1	100%	0	0%	1
	Successful	1	100%	0	0%	1
	Promoted (%)	100%		0%		100%
PROFESSOR	Apps	9	38%	15	63%	24
	Partly Successful	1	100%	0	0%	1
	Successful	7	50%	7	50%	14
	Promoted (%)	89%		47%		63%

The University operates a fair and transparent promotion process³. Table 11 provides information about the 2015-16 process by gender. Women were more successful than men in gaining promotion. However, as the grades increase fewer women than men apply for promotion. This reflects previous years.

Regrading

Table 12 - Regrading 2015-16 – Professional and Support Staff by Grade						
Grade Applied For		Female		Male		Overall
		No.	%	No.	%	No.
GRADE 1-5	Apps	13	81%	3	19%	16
	Partly Successful	1	100%	0	0%	1
	Successful	5	100%	0	0%	5
	Promoted (%)	46%		0%		38%
GRADE 6-9	Apps	20	77%	6	23%	26
	Successful	8	62%	5	38%	13
	Promoted (%)	40%		83%		50%

³ www.gla.ac.uk/services/humanresources/all/pay/promotion/acpromotion/acadpromo/

Table 13 - Regrading 2015-16 - Professional and Support Staff by Job Family						
Job Family		Female		Male		Overall
		No.	%	No.	%	No.
MPA	Apps	21	88%	3	13%	24
	Successful	9	82%	2	18%	11
	Promoted (%)	43%		67%		46%
OPS	Apps	2	67%	1	33%	3
	Successful	2	100%	0	0%	2
	Promoted (%)	100%		0%		67%
TECH & RELATED	Apps	10	67%	5	33%	15
	Successful	3	50%	3	50%	6
	Promoted (%)	30%		60%		40%

This is the first year this report has considered Regrading⁴. Table 12 above shows in Grades 1-5 women are more likely to be successful than men, however in Grade 6-9 men are more likely to be successful than women. Table 13 shows in MPA and Technical and Related job families, men are more likely to be successful than women. Women are marginally more successful than men in Operational job families, but there were only three applications.

Equal Pay

The University has a duty to publish its gender pay gap by 30th April every two years under Regulation 7 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012). In April 2015 the University published information on the gender pay gap, which has been calculated at 20.9%. This is the percentage difference between men's average hourly pay and women's average hourly pay (excluding overtime). The full statement is available below.

<http://www.gla.ac.uk/services/humanresources/all/pay/paygrading/genderpaygap/>

This data will be updated in April 2017, in line with our Public Sector Equality Duty requirements.

The University recognises the gender pay gap is significant and has established a Gender Pay Working Group to address these concerns.

END.

⁴ <http://www.gla.ac.uk/services/humanresources/all/pay/promotion/regradingpolicy/>