

Equal Pay Statement and Gender Pay Gap

Background

The University of Glasgow is committed to the principles of equal pay for all of our employees. We operate a single job evaluation scheme to measure the relative value of all jobs in our pay and grading structures within an overall framework that is consistent, transparent and fair. The University aims to eliminate any gender bias in our pay and remuneration systems and understands that equal pay between males and females is a legal right in accordance with the Equality Act 2010, Public Sector Equality Duty and European law.

The University is committed to conducting pay audits in accordance with The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016. More importantly, the University's commitment to this area is underlined by conducting these reports on an annual basis, analysing the results and taking specific action based on the output in line with the University's Gender Pay Strategy 2017 – 2030.

Pay reviews compare the pay of men and women both by grade (equal pay audit) and at institutional level (gender pay audit) using the average difference in men's and women's aggregate hourly pay. The aim is to identify any equal and/or gender pay gaps, and to make recommendations that work towards closing any gaps that cannot be explained by grounds other than gender. The University's reviews are also extended to investigate pay gaps by ethnicity and disability, although caution needs to be exercised with these figures because of the relatively low numbers involved and the risk of skewing associated with that.

Gender Pay Strategy

The University's has developed a Gender Pay Strategy (GPS) informed by increased governmental focus on tackling the gender pay gap by all organisations regardless of sector. This is coupled with the University's strategic imperative to tackle inequalities in gender pay to further enhance our brand in attracting and retaining the very best available talent. You can [view an overview of the Gender Pay Strategy here](#).

The current gender pay gap is 18.2% based on salaries as at January 2017. The GPS has identified the following key factors as contributing to the pay gap:

- Occupational Segregation:
 - Females are under-represented within certain higher paid occupations, for example females only make up 24% of the Professoriate;
- Vertical Segregation:
 - Females dominating in the lower grades and males in the higher grades, for example, 41% of the female population are in grades 1-5 compared to 34% of males;
- Horizontal Segregation:
 - Females and males dominating in specific occupations, for example, females dominate in cleaning roles which are typically part-time compared to males dominating in janitorial roles which are typically full-time.

Taking in to account the Academic and Professional Services contexts, the action plan is underpinned by the key pillars of our People Strategy, with the underlying goals:



Reducing our gender pay gap will largely be dependent on increasing the ratio of female academics in Grades 8 and 9 along with the Professoriate and, furthermore, the GPS articulates our overall aim to reduce the pay gap of those within the Research & Teaching job family by 50% by 2030. For those in Professional Services roles, the Glasgow Professional Competency & Behavioural Framework is currently under development which will deliver a competency and behavioural framework, enabling professional services staff to identify the skills, behaviours and values required for lateral and upward progression within job families, where such opportunities become available.

Both the causes of gender pay inequity and the potential solutions are complex and varied with many arguably outwith the direct control of individual employers. Lower levels of females taking STEM related subjects at school for example, leads to a diminished pool of females entering into academia within these subject disciplines and onwards into the employment pipeline. Similarly there are longstanding societal patterns and perceptions that have led to certain occupations (e.g. trades, nurses) being heavily dominated by one gender.

For the GPS to be successful a fundamental cultural change will be required with key partnerships between University senior leadership, Head of Schools/Directors of Research Institutes/Services and the role of Human Resources will be pivotal in actualising the vision.

Table 1. Headcount, Gender Distribution and Pay Gap across all Grades within the University

** Figures based on Average Salary as at January 2017*

*** Figures based on Median Salary as at January 2017*

| Grade | Headcount | | | Ratio | | Proportion (%) | | Pay Gap (%)* | Pay Gap (%)** |
|-------------------------|--------------|--------------|--------------|------------|----------|----------------|-----------|--------------|---------------|
| | Female | Male | Total | Female | Male | Female | Male | | |
| Grade 1 | 329 | 78 | 407 | 4.2 | 1 | 81 | 19 | 0.0 | 0.0 |
| Grade 2 | 203 | 203 | 406 | 1.0 | 1 | 50 | 50 | -0.3 | 0.0 |
| Grade 3 | 165 | 145 | 310 | 1.1 | 1 | 53 | 47 | -2.4 | -7.9 |
| Grade 4 | 347 | 182 | 529 | 1.9 | 1 | 66 | 34 | 1.4 | 5.9 |
| Grade 5 | 689 | 448 | 1,137 | 1.5 | 1 | 61 | 39 | 3.5 | 9.2 |
| Grade 6 | 959 | 642 | 1,601 | 1.5 | 1 | 60 | 40 | -0.3 | -2.9 |
| Grade 7 | 750 | 613 | 1,363 | 1.2 | 1 | 55 | 45 | 0.1 | 0.0 |
| Grade 8 | 430 | 424 | 854 | 1.0 | 1 | 50 | 50 | -0.1 | 0.0 |
| Grade 9 | 256 | 369 | 625 | 0.7 | 1 | 41 | 59 | -0.6 | 0.0 |
| Grade 10 (Professional) | 23 | 30 | 53 | 0.8 | 1 | 43 | 57 | 3.5 | 4.2 |
| Professorial | 104 | 324 | 428 | 0.3 | 1 | 24 | 76 | -9.6 | -8.7 |
| Zone 1 | 43 | 115 | 158 | 0.4 | 1 | 27 | 73 | -1.7 | 0.3 |
| Zone 2 | 43 | 129 | 172 | 0.3 | 1 | 25 | 75 | -7.6 | -8.3 |
| Zone 3 | 16 | 55 | 71 | 0.3 | 1 | 23 | 77 | -1.7 | -2.8 |
| Zone 4 | 2 | 25 | 27 | 0.1 | 1 | 7 | 93 | -13.4 | -6.9 |
| SMG | 3 | 10 | 13 | 0.3 | 1 | 23 | 76 | -17.3 | -15.3 |
| Total | 4,257 | 3,470 | 7,727 | 1.2 | 1 | 55 | 45 | -18.2 | -16.1 |

At a University level, our gender pay gap has been on a downward trajectory in recent years; this reflects various concerted actions and policy developments including addressing equal pay matters, and has reduced from 20.9% in 2015 and now stands at 18.2%. According to the New JNCHES Higher Education Gender Pay Gap Data Report 2016, this figure is broadly consistent with the UK average of 18.1%, however it is higher than the HE sector average of 14.8%.

There continues to be issues surrounding vertical occupational segregation whereby females are disproportionately represented at the lower grades and males at the higher grades. This can be evidenced within the Professoriate which is dominated by males. Through concentrated efforts the female proportion within this group has increased from 20.5% in 2012 to 24% in 2017.

It is in the interests of the University to ensure that we have fair and just pay and remuneration systems to assist in attracting and retaining the best employees and to reduce the equal pay gaps and overall gender pay gap.

Our gender pay objectives are to:

- achieve greater equality in reward outcomes;
- address occupational segregation through strategic job family review;
- positively promote the University to improve successful female application rates;
- use standard principles in determination of appointing salary;
- improve career development opportunities for female academics;
- equitable, fair and transparent policies and processes that support career development.

The University believes that inclusive and diverse teams at all levels will deliver greater impact in our research and teaching, and will enhance the experience of our students. Placing diversity at the heart of workforce planning (encompassing recruitment, promotion and succession planning) is vital to achieve a step change in our staff profile, to build diverse teams at every level, and in every department.

The University remains committed to fair and equitable remuneration and reward and this will continue to be a fundamental element of all of our policies and processes.

Date: 30 April 2017