

EQUAL PAY REVIEW

1. Equal Pay

South Lanarkshire College is committed to the principle of equal pay for all our staff. We aim to eliminate any bias in our pay systems on the grounds of gender, sexual orientation, age, race, disability, religion or belief.

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

It is good business practice, and in the interests of the College to ensure that we have fair and just pay systems. We value diversity and are committed to equality of opportunity, and aim to publicise these values to our staff and students. It is important that staff have confidence in the process of eliminating any bias on the grounds of gender, age, race, disability, religion or belief or sexual orientation. We are therefore committed to working in partnership with our recognised Trade Unions, which are EIS-FELA and UNISON, to ensure that we provide equal pay.

We believe that in eliminating bias in our pay systems we are sending a positive message to our staff, students and other stakeholders. It makes good business sense to have fair, transparent reward systems and this is also helpful in controlling cost. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency.

1.1 Equal Pay Objectives

Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay, and
- Take appropriate remedial action.

We will:

- Implement an equal pay review in line with Equal Opportunities Commission (EOC) guidance for all current staff, and starting pay for new staff. This includes staff on maternity leave, paternity leave, parental leave, career breaks, or any non standard contract).
- Plan and implement actions in partnership with Trade Union representatives.
- Provide training and guidance for those involved in determining pay.
- Inform staff of how these practices work and how their own pay is determined.
- Respond to grievances in equal pay as a priority.
- In conjunction with Trade Union representatives, monitor pay statistics annually.

2. Scope of Review

This review gives an overview of the actions we have undertaken since the initial publication of our Equal Pay Statement 2007. The Equal Pay Statement and this review relate to all staff employed by South Lanarkshire College.

In addition to this review document, the College addresses equality and diversity issues in a variety of ways, aspiring to promote our published ethos; 'We believe in Equality and Diversity'.

2.1 Pay Structures

South Lanarkshire College staff are paid as either Lecturing or Support staff, with particular conditions attached to each category. Pay for the College is determined via negotiations at a single table Joint Negotiating Committee.

2.2 Lecturing Staff

There are standard fixed points for the posts of Head of Faculty Depute Head of Faculty and Curriculum Manager.

All Lecturing staff are paid on the basis of a five point scale, which they are placed onto at the time of their appointment to the College at a placing relative to their experience and/or qualifications. All Lecturing staff progress up the scale annually on an incremental basis.

2.3 Support Staff

There are standard fixed point salaries relative to each support staff post, although many posts are paid at the same scale point(s).

These fixed points relate to particular agreed posts, which have previously been the subject of an appropriate agreed job evaluation exercise.

Whilst not all salary points are in use, all staff employed in the same post will receive the same salary.

3 Progress to Date

3.1 College Gender Profile

The gender profile of staff employed by South Lanarkshire College has remained stable in the three years since the initial Equal Pay Statement was published, and was stable prior to that time.

Data from our Annual Staffing Return to the Scottish Funding Council for 2006/2007 shows that at 31 July 2007 56.4% of our total staff complement were female, with 43.6% being male. The comparable figures for 2009/2010 are 58.5% and 42.5% respectively. In relation to the College Management team, 64.3% are female and 35.7% male. In 2007 the College Management Team was 66.7% female and 33.3% male.

Two of the three Heads of Faculty are female, and of the Depute Heads of Faculty, one is male and one female. There are 7 Heads of Department, of which six are female.

Both the Principal and Depute Principal are male, although the College's previous Principal was female.

Lecturing staff are split almost equally between men and women, with 50.5% being male and 49.5% female at July 2010. This represents a change from the 2006/7 figures, where 53% of lecturing staff were male.

These figures demonstrate clearly that there is strong female representation at all levels of the organisation, however it is also clear that there remains a significantly higher proportion of male than female staff working in the Faculty of Construction and the opposite is true for the Faculty of Care.

As part of our continual actions relating to equality and diversity, we are focussed on ensuring the strong promotion of all strands of equality at all times, to ensure that no historic segregation is perpetuated.

Support Staff are currently 75% female. This proportion has remained almost static 2006/07.

3.2 Pay Gender Profile

Having reviewed staff pay across gender and roles, no current areas of concern have been identified. This process of review is an ongoing one, however and comparative figures will be reviewed annually. Any concerns regarding the pay gender profile will be discussed at the Joint Negotiating Committee.

4 Next Steps

At present, it is felt that the College's pay structures do not contain or encourage gender bias. The College will continue to meet its statutory obligations in terms of Equal Pay and the provisions of the Equality Act 1970.

A further Equal Pay Review report will be produced in 2013, reviewing the situation at that date and on an annual basis, pay will continue to be monitored for equality purposes.