

# Gender Pay Gap Report

April 2023



South  
Lanarkshire  
College  

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East Kilbride

## Document Information

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1.0	March 30 <sup>th</sup> 2023	Human Resources	

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## Foreword by Acting Principal and Chief Executive

As one of Scotland's top performing Colleges, South Lanarkshire College is proud to be an organisation that values equality, diversity and inclusion. This is reflected in our impressive collection of accreditations in recent years, including:

- Leaders in Diversity
- Disability Confident Employer
- LGBT Youth Charter Silver
- Carer Positive Engaged Employer
- We Invest in Wellbeing Platinum
- We Invest in People Standard

Our key values guide us daily, and our “we are inclusive and diverse” value extends to ensuring equality across our remuneration practices, and minimising or mitigating bias in our pay systems on the grounds of protected characteristics including gender.

We recognise that it is good business practice and in the best interests of the College to ensure that there are fair and just pay systems in place. It is important that staff are aware of our commitment to ensuring that there is no bias in the pay systems.

Finally, we are committed to making full use of this Gender Pay gap report, to help us understand the size and causes of pay gaps, to identify any issues that need to be addressed.

Alan Sherry  
**Acting Principal and Chief Executive**



Achieved.  
Valid Until  
December 2023

## 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 in its pay and grading structure. We recognise that equal pay across gender, race and disability is a legal right under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

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

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 Public Sector Equality Duty, Interim Equality Mainstreaming Report 2023, within the Equality section of the College website.

## 2.0 Gender Pay Gap – Overview

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.

South Lanarkshire College understands the importance of gender pay gap reporting in assessing levels of equality within the workplace. The six measures of the Gender Pay Gap are:

### Mean Gender Pay Gap

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

### Median Gender Pay Gap

- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Mean Bonus Gap

- The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

### Median Bonus Gap

- The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

### Bonus Proportions

- The proportions of male and female relevant employees who were paid bonus pay during the relevant period

### Quarter Pay Bands

- The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quarter pay bands

### 3.1 Gender Pay Gap

The table below shows the difference in the Mean and Median Gender Pay Gaps.

<b>Difference between men and women</b>	<b>Mean (Average)</b>	<b>Median (Middle)</b>
Gender Pay Gap 2023	9.30%	4.72%
Gender Pay Gap 2021	9.48 %	9.65 %
Gender Pay Gap 2019	13.24 %	6.04 %
Gender Pay Gap 2017	16.67 %	27.63 %

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (31 March 2022) for 352 staff within our workforce: 216 women (61%) and 136 men (39%)

The mean provides the overall indication of the size of the gender pay gap. This is our fourth report which shows a continuous improvement in the Mean Gender Pay Gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of females and males. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The main reason for the difference between the mean and median pay gap is that on the snapshot date there was a shift in gender, with a proportion of males replacing female roles in the upper quarter and upper middle quarters, compared to previous years.

### 3.2 Gender Pay Bonus Gap

The table below shows the difference in the Mean and Median Gender Bonus Gaps.

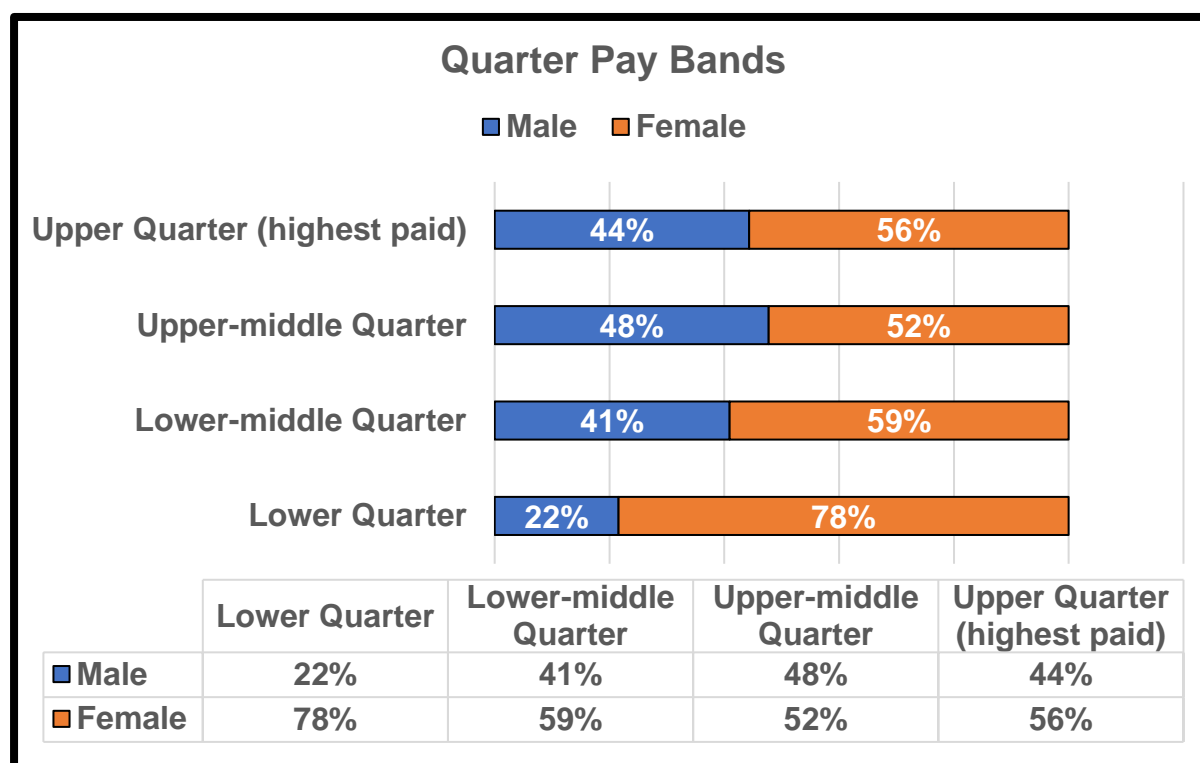
<b>Difference between men and women</b>	<b>Mean (Average)</b>	<b>Median (Middle)</b>
Gender Bonus Gap 2023	0%	0%

The College does not make bonus payments and therefore this gap is zero, including the Bonus Proportions between men and women.

### 3.3 Quarter Pay Bands

The College Quarter Pay Bands are the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quarter pay bands. Each pay quarter represents 25% of our total workforce ranked by pay.

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



The graphs and table show what males and females are paid across the College-wide salary range. This includes women representing 56% of employees in the highest salary quarter across the College highlighting that there is no glass ceiling for the earning of females within the College.

The College fixed salary points for Lecturing staff have a significant number of Lecturing staff on the same salary point, due to tenure and experience in the Upper Quarter and Upper Middle Quarter. Upon examination of this, there is no disadvantage to female colleagues at either of these salary bandings.

The lower quarter has a significant proportion of female colleagues. This quarter has impacted the overall mean and median scores and has resulted in lower rates for female employees for both metrics.

Therefore, we know that our gender pay gap is not a pay issue but rather down to occupational segregation, caused by a lack of representation in certain roles.



## 3.4 Gender Balance Action Plan

Attract & nurture the widest possible gender talent pool:

- Continue to attract women into the Construction Faculty.
- Seek to diversify further in roles where there is a gender imbalance through positive recruitment steps.

Continue to reinforce “diversity & inclusion” as key values of the College:

- Continued collaboration with employment & diversity partnerships.
- Ensure “diversity & inclusion” are embedded across all conversations and throughout the employee journey.
- Continue to Equality Impact Assess all policies, procedures and processes across the College.

