



Gender Pay Gap Report 2023

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Introduction

The reporting of Gender Pay Gap is a requirement under the Equality Act 2010 for all public bodies. The recommendation from the Scottish Funding Council is that we publish both the mean and the median pay gap. This report will demonstrate the progress we have made since our last publication in 2021. The gender pay gap is the difference between men's and women's average hourly earnings (excluding overtime).

Purpose

The purpose of this report is to demonstrate our progress and to meet legal compliance as outlined in the Equality Act 2010. The report will present the pay difference for both male and female. This will involve all staff part time and full time at all grades.

Approach

The Gender Pay Gap is calculated by comparing the average salary of females against the average salary of males for jobs which can be treated as "equal" for example by grade.

The data used in this Audit has been extracted from iTrent, the College's HR Information system, on the 1st April 2022.

Gender Pay Gap Calculation

The percentage gender pay gap is calculated using the mean hourly salaries of females expressed as a percentage of the average hourly salaries to male staff doing work of equal value.

$$(M-F) = \text{Total} / M = \text{Pay Gap} * 100$$

M = mean hourly rate of pay of male employees. F = mean hourly rate of pay of female employees.

Median Calculation

The median is the difference of the middle value of the female hourly rate and the middle value of the male hourly rate for all staff. For the purpose of this report 'Salary' is defined as basic annual salary and does not include any contractual or non-contractual allowances. All salaries have been adjusted to represent a full time equivalent hourly salary to allow direct comparison of salary whether an employee is full or part time.

Data Measurement

Distribution of Male and female Staff

The College employees 1428 staff, 54% of staff are female and 46% are male. (Table 1)

The College has both part-time and full-time roles 60% of the workforce work full time (Table 2).

The lecturers' grade which is a significant proportion of the College's workforce is 704 staff, representing 49.29% of the workforce, which has achieved a gender balance.

Table 1

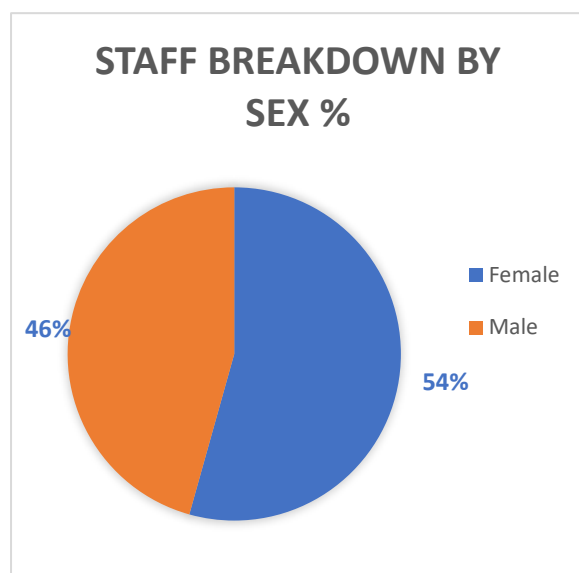
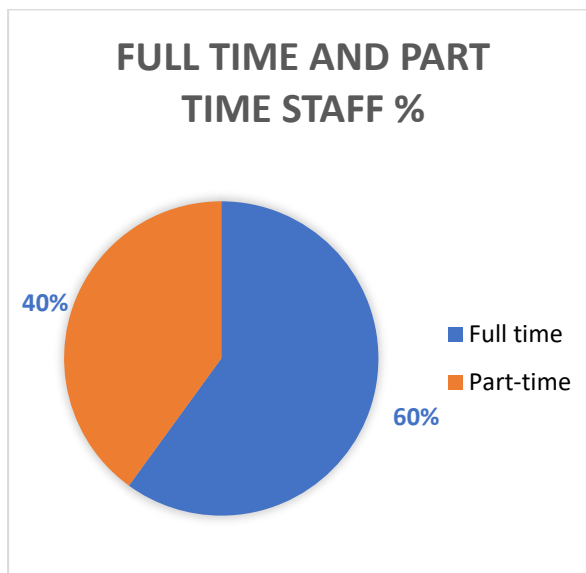


Table 2



Gender Pay Gap by Grade

The college has set salary scales for Support Staff Grades 1-8 with staff having a designated salary scale determined by Grade. Within the salary scale there are a number of incremental salary points, where a staff member is placed within this salary scale is determined by the individual's length of service. For Grades 1-8 progression through the spinal points occurs on the anniversary of the employee's start date. All of these roles have been through a formal Job Evaluation Process. It is also important to note that these roles are also now part of a National Job Evaluation process which is running jointly with the Trade Unions.

Salary Scales for Lecturers are set nationally through a joint Trade Union Agreement. Progression through these salary scales is applied consistently in line with this national agreement. Pay awards for Academic Staff and Support Staff are nationally agreed with the Trade Unions and are usually applied annually.

Senior Managers and Executive salaries are reviewed annually by the remuneration committee. All senior managers have been moved onto a new salary to ensure a fair and consistent pay award process for this grade.

Gender Distribution of Staff Male/Female

Table 3 and 3.1, demonstrates there is a gender balance in lecturing staff and Deans. There is a gender balance in favour of males in the Director and Executive roles, however if we observe the Associate Deans and Associate Directors' roles this is less than 2%, progress in closing the gender pay gap is a matter of promotion and recruitment opportunities.

The largest gap is within the lower grades, Grade 1-4 represent female staff at 21% whilst the male figure is 10% of the workforce, this is a variance of 11% in the gender distribution within those grades.

This is reflective of gender balance across the sector where women tend to be over represented in lower grade roles and part time work. As mentioned previously we are working to address the gender balance across all grades.

Table 3 Distribution by Male/ Female by grade total workforce

Position	Proportion of female	Proportion of male	Total as %	Female	Male	Total
Executive	0.14%	0.28%	0.42%	2	4	6
Dean	0.14%	0.14%	0.28%	2	2	4
Director	0.14%	0.49%	0.63%	2	7	9
Associate Dean/Director	0.98%	0.83%	1.83%	14	12	26
Head of Service	0.49%	0.56%	1.05%	7	8	15
Curriculum Head	2.24%	3.22%	5.46%	32	46	78
Lecturer	24.64%	24.64%	49.29%	352	352	704
Grade 8	0.98%	0.49%	1.47%	14	7	21
Grade 7	0.77%	1.05%	1.83%	11	15	26
Grade 6	1.54%	0.98%	2.52%	22	14	36
Grade 5	4.69%	2.59%	7.28%	67	37	104
Grade 4	2.80%	2.45%	5.25%	40	35	75
Grade 3	1.89%	1.14%	3.03%	27	20	47
Grade 2	7.14%	2.8%	9.94%	102	40	142
Grade 1	5.81%	3.64%	9.45%	83	52	135
Total	54%	46%	100%	777	651	1428

Table 3.1 Distribution of Female/Male

Position	Proportion of female workforce	Proportion of male workforce	Female	Male
Executive	0.26%	0.61%	2	4
Dean	0.26%	0.26%	2	2
Director	0.26%	1.07%	2	7
Associate Dean/Director	1.80%	1.84%	14	12
Head of Service	1.0%	1.22%	7	8
Curriculum Head	4.1%	9.83%	32	46
Lecturer	45.3%	54.07%	352	352
Grade 8	1.80%	1.07%	14	7
Grade 7	1.42%	2.3%	11	15
Grade 6	2.83%	2.15%	22	14
Grade 5	8.62%	5.68%	67	37
Grade 4	5.14%	5.37%	40	35
Grade 3	3.47%	3.07	27	20
Grade 2	13.12%	6.14%	102	40
Grade 1	8.86%	3.84%	83	52
Total	54%	46%	777	651

Distribution of Part time and Full time Staff

Table 4, The College has both part time and full-time staff as stated earlier the split is 571 part time staff and 857 full time staff, this represents 60% of our work force as full time. A significant portion of staff that work part time are in lower supports grade from Grade 1-3. Grade 1 has the highest level of part time staff with 60%. The top five grades have no part time staff; however, this represents 60 staff out of 1428, in addition 27 are female and 33 males indicating a relevant gender split.

Table 4. Staff Distribution by Part time and Full time

Position	% FT	%PT	Full time	Part time
Executive	100%	0%	6	0
Director	100%	0%	9	0
Dean	100%	0%	4	0
Associate Dean/Director	100%	0%	26	0
Head of Service	100%	0%	15	0
Curriculum Head	95%	5%	74	4
Lecturer	45%	55%	319	382
Grade 8	90%	10%	19	2
Grade 7	81%	19%	21	5
Grade 6	86%	14%	31	5
Grade 5	83%	17%	86	18
Grade 4	83%	17%	62	13
Grade 3	80%	20%	38	9
Grade 2	65%	45%	93	49
Grade 1	40%	60%	54	81
Total	60%	40%	857	571

Gender Pay Gap

The Gender Pay Gap for City of Glasgow College is 8.11%. This is under the Scottish 2023 average which is 12.2%. This also demonstrates an improvement of 2% over 2 years since we last reported in 2021, which was 10.17%.

Analysis of the data in Table 5 demonstrates that when the mean average calculation is used it is only the Executive Grade with a gender pay gap over 2.5%. Executive Grade figures are impacted by the Principal salary within this calculation due to being the highest paid member of staff.

Table 5. Workforce Distribution Male/Female by percentage and Mean Gender Pay Gap

Grade	% Female	%Male	Gender Pay Gap Mean%
Executive	33%	67%	9.07%
Director	22%	78.0%	1.89%
Dean	50%	50%	0%
Associate Dean Director	53.0%	47.0%	0%
Head of service	40%	60%	2.40%
Curriculum Head	41%	59%	0%
Lecturer	50%	50%	-0.17%
Grade 8	67%	33.0%	0.79%
Grade 7	42%	58%	-2.3%
Grade 6	61%	39%	-0.96
Grade 5	64%	36%	0.84%
Grade 4	53%	47%	0.76%
Grade 3	57%	43%	0.44%
Grade 2	72%	28%	-0.48
Grade 1	62%	38%	-0.27%
All staff	54%	46%	8.11%

Mean Hourly Rates

Table 6, demonstrates that the difference in mean hourly rate for all Grades, this demonstrates that there is £1.75 between male and female mean hourly rate of pay. The largest hourly mean gap is with the Executive and Directors roles who represent 15 staff. All Grade differences with the exception of the Executive is less than £1. At Lecturer and Grade 1, 2 and 6, females have a slightly higher average hourly rate than males.

The differences in mean hourly rate in Grades can be attributed to a higher percentage of females to be on a higher incremental point in the salary scale due to their length of service. This would be the same for Lecturing Staff, in addition having a TQFE qualification can also be attributed to this. As outlined earlier in the report, Senior Managers and Executive salaries are reviewed annually by the remuneration committee. All senior managers have been moved onto a new salary to ensure a fair and consistent pay award process for this grade

Table 6. Mean Hourly Rate Male/Female

Grade	Mean Hourly rate (£) Male and Female	Mean Hourly Rate (£) Female	Mean Hourly Rate (£) Male	Difference in Hourly Rate between Male and Female (£)
Executive	£59.07	£55.38	£60.91	5.53
Director	£41.17	£40.58	£41.35	0.77
Dean	£40.58	£40.58	£40.58	0
Associate Dean Director	£32.25	£32.25	£32.25	0
Head of Service	£29.21	£28.83	£29.54	0.71
Curriculum Head	£27.69	£27.69	£27.69	0
Lecturer	£23.36	£23.38	£23.34	-0.04
Grade 8	£25.13	£25.06	£25.26	0.20
Grade 7	£22.17	£22.08	£22.17	0.09
Grade 6	£19.76	£19.83	£19.64	-0.19
Grade 5	£17.56	£17.51	£17.66	0.15
Grade 4	£15.74	£15.62	£15.74	0.12
Grade 3	£13.59	£13.56	£13.62	0.06
Grade 2	£12.36	£12.38	£12.30	-0.08
Grade 1	£10.77	£10.78	£10.75	-0.03
All staff	£20.61	£19.81	£21.56	1.75

Gender Pay Gap – Median

The median is the difference of the middle value of the female hourly rate and the middle value of the male hourly rate for all staff.

Table 7 , which looks at the median hourly rate demonstrates that there is no pay gap difference for a significant number of grades, with only Directors, Heads of Service, Grade 7 and Grade 3 showing minimal pay difference of less than £1.

As stated earlier in this report these grades are now on structured pay scales, this will reduce any gender gaps identified. Most other grades have achieved gender balance for the median hourly rate of pay.

However, where there are small changes this is due to an increase in the recruitment of women who would be on the first point of scale, an example of this is the Heads of Service, where 2 females have recently been appointed.

Any small gender gaps in other grades will be due to yearly automatic incremental pay increases for length of service in the Job, not gender related. The Median Gender Pay Gap for all staff is 9.44%.

Table 7. Median Hourly Rate Male/Female

Grade	Median Hourly rate (£) Male and Female	Median Hourly Rate (£) Male	Median Hourly Rate (£) Female	Difference in Hourly Rate between Male and Female (£)
Executive	£53.01	£53.01	£53.38	-0.37
Dean	£40.58	£40.58	£40.58	0
Director	£41.17	£41.35	£40.58	0.77
Associate Dean Director	£32.25	£32.25	£32.25	0
Head of Service	£29.54	£29.54	£28.83	0.71
Curriculum Head	£27.69	£27.69	£27.69	0
Lecturer	£23.82	£23.82	£23.82	0
Grade 8	£25.54	£25.24	£25.54	0
Grade 7	£22.69	£22.69	£22.22	0.47
Grade 6	£20.36	£19.29	£20.36	-1.07
Grade 5	£17.17	£17.17	£17.17	0
Grade 4	£16.12	£16.12	£16.12	0
Grade 3	£13.84	£13.84	£13.55	0.29
Grade 2	£12.83	£12.26	£12.26	0
Grade 1	£10.81	£10.81	£10.81	0
All staff	£23.82	£23.82	£21.57	2.25

Breakdown of workforce by gender and full-time/part-time status

Table 8, workforce analysis demonstrates that the College employs 1428 staff, 54% are female and 46% are male. Analysis of our workforce breakdown shows 60% are full time and 40% are part time.

The Gender Breakdown demonstrates 28% of our full-time staff are female and 32% are male, a variance of 4%. Part time female staff represent 26.5% of the total workforce and 13.5% are part time male, a variance of 13%.

Part time female staff are over-represented in this category with 66% of part time workers being female. This is due to higher female representation in Grades 1 and 2 and a combination of flexible working options.

Grade 1 is predominantly our cleaning staff, due to the flexibility of the Colleges early morning and late evening opening hours, part time workers will be prevalent in this grade to cover shifts and flexibility and to ensure compliance with the working time directive. A more balanced comparison for analysis is our lecturing staff at 45% Full time & 55% Part time.

The College acknowledges there are no part time staff in the top 4 grades, however this only constitutes 45 employees in total and there is very low staff turnover in these grades. There would be little movement on this unless people left, and these roles were advertised as part time or our existing staff requested flexible working. We have comprehensive flexible working policies in place if staff would like to request part time working.

Table 8. Workforce Analysis

Gender Breakdown of total workforce	Number	Percentage
Female	777	54.0%
Male	651	46.0%
Full time and Part time breakdown of total workforce (n1428)		
Full time	857	60.0%
Part Time	571	40.0%
Gender breakdown of Full-time workforce (857)		
Female Full time	399	54%
Male Full time	458	46%
Gender breakdown of Part time workforce (n)		
Female Part time	378	66%
Male Part time	193	34%
Breakdown of Female work force by Full time and Part time		
Full time	399	51%
Part time	378	49%
Gender Breakdown of Full time and Part time as % of total workforce (n1428)		
Female Full time	399	28%
Male Full time	458	32%
Female Part time	378	26.5%
Male Part time	193	13.5%
Total	1428	100%

Mean and Median Analysis

The College gender pay Gap is 8.11%, the part time gap at 3.26% has demonstrated that for part time roles the gender pay gap is closing, this could be due to the significant number of women that work part time.

Table 9 Mean and Median hourly rate by Gender, Full time and Part Time

Hourly rate	Mean	Median
Average Hourly Rate – whole organisation		
Women	£19.81	£21.57
Men	£21.56	£23.82
Gender Pay Gap – All Staff	8.11%	9.44%
Gender Breakdown of average hourly rate Full time		
Women	£19.80	£18.77
Men	£22.00	£23.82
Gender Pay Gap - Full time staff	10.00%	£21.20%
Gender Breakdown of average hourly rates for Part time work		
Women	£19.81	£23.82
Men	£20.54	£23.82
Gender Pay Gap – Part time	3.26%	0

Comparative analysis and conclusion.

The College gender pay Gap of 8.1% is an improvement on our reported gender pay gap in 2021 of 10.17% this is an improvement of 2% in 2 years. All senior Managers were moved onto a new salary structure to ensure a fair and consistent pay award process for this grade.

Overall over the 2-year reporting period the College full time staff has increase from 54% to 60% whilst part time has decreased by 4% to 40% however it is worth noting that the number of women now working in full time roles has increased by 12%.

The College continues to deliver on the Equal Pay statement as published in 2021 we continue to support inclusive practices as a part of our commitment to equality and diversity and will publish further progress in our equality reporting, in 2025.



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