

# Pay Gap Report 2026

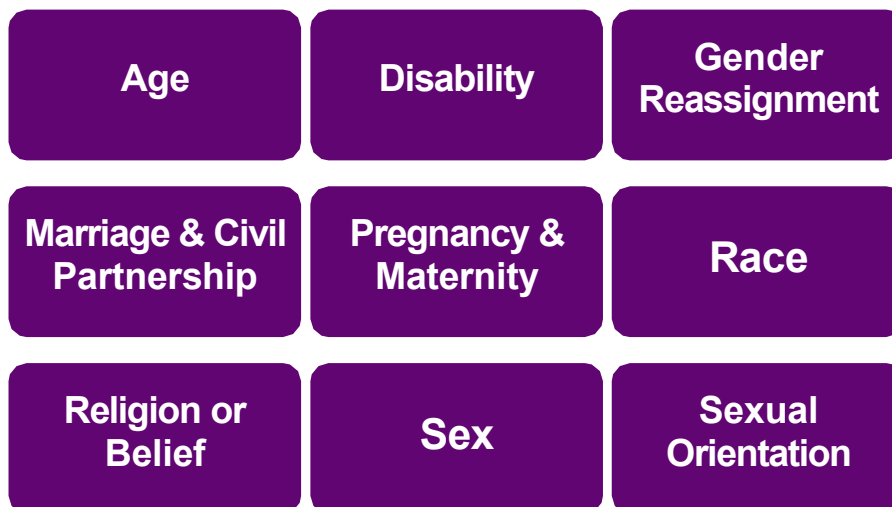
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# 1. Introduction

City of Glasgow College is committed to equal opportunities for all staff. This means all employees should receive equal pay for work of equal value regardless of their protected characteristics.

## Protected characteristics



We aim to eliminate any bias in our pay systems, not only to protect the UK legal rights of our employees, but also to increase their confidence that the work men and women undertake is equally valued.

The [Equality Act 2010](#) requires all public bodies that have 250 employees provide a progress report on their Gender Pay Gap annually. This term refers to the difference in pay between male and female staff members. To comply with the [Public Sector Equality Duties](#) (PSED) the College is also required to publish an Equal Pay Statement, which is renewed every four years. This report will present the Gender Pay Gap using both mean and median figures, providing a comprehensive overview of the College's progress in reducing the gap as mandated by the Equality Act 2010.

This report focuses on demonstrating progress in fulfilling the following specific duties:

- Publish gender pay gap information.
- Publish the percentage difference in average hourly pay (excluding overtime) between male and female staff based on the most recent available data.
- Publish statements on equal pay.
- Publish information on occupational segregation.

This report utilises the terms 'male' and 'female' for the purpose of complying with Gender Pay Gap reporting requirements. However, the College acknowledges and respects the diverse spectrum of gender identities, including non-binary and transgender individuals.

An Equal Pay Audit involves:

- The comparison of pay between males and females.
- The identification of any pay gaps.
- The explanation and justification of gaps using objective criteria.
- The addressing of any gaps that cannot be satisfactorily explained on the grounds of work role and responsibilities.
- Ongoing monitoring.

Equal pay audits identify and rectify pay disparities, ensuring fair and transparent compensation practices. This strengthens employee trust, enhances the organisation's reputation, and demonstrates a commitment to equality, all while fulfilling legal and ethical obligations.

The statutory reports are required to be published and accessible. These are hosted on the [City of Glasgow College web site](#).

***The analysis is based on a snapshot of workforce data taken from iTrent on 4th April 2025 and relates to the retrospective reporting period of 4th April 2024 to 4th April 2025.***

## 2. Executive Summary

- There is a gender balance in favour of females (54%) compared to males (46%).
- More staff are employed on full-time (FT) contracts (61%).
- The Mean Gender Pay Gap is 7.16%, a decrease of 3.01% since 2020.
- The highest concentration of female staff is in the lower pay quartile.
- The College Mean Ethnicity Pay Gap is 6.25%, a 0.05% increase on last year. The U.K. median hourly pay is £13.53 for Black and Minority Ethnic (BME) compared to our College on £22.84.
- The College's Mean Disability Pay Gap is 6.46%, a 0.61% increase on last year. The U.K. Mean Disability Pay Gap is 17.27% compared to our College at 6.46%.

## 3. Pay Gap Calculations

### Mean Calculation:

The mean is the average of all salaries divided by the total number of staff.

M = mean hourly rate of pay for male employees.

F = mean hourly rate of pay for female employees.

Mean Pay Gap % =  $(M - F) / M * 100$ .

## Median Calculation:

The median is the middle point of a range of numbers arranged in order from lowest to highest. If there is an even number in the range, the median is the mean (average) of the two middle numbers.

M = median hourly rate of pay for male employees.

F = median hourly rate of pay for female employees.

Median Pay Gap % =  $(M - F) / M * 100$ .

For the purpose of this report, 'Salary' is defined as basic annual salary and does not include any overtime. All salaries have been adjusted to represent a full-time equivalent hourly salary to allow direct comparisons, regardless of whether an employee is full or part time.

## 4. Definitions

Pay gaps are defined as follows:

1. **Gender** - The Gender Pay Gap is the difference between men's and women's average hourly earnings (excluding overtime).
2. **Ethnicity** - The Ethnicity Pay Gap is the difference between BME\* and White staff.
3. **Disability** - The Disability Pay Gap is the difference between staff that have disclosed a disability and staff that have stated they do not have a disability.

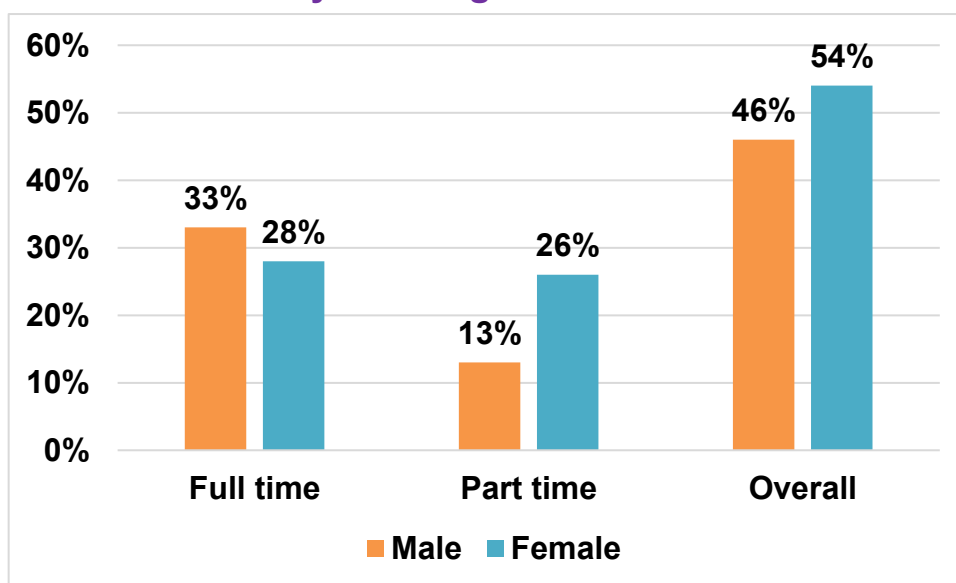
Reporting in relation to Ethnicity and Disability does *not* include staff who stated they Prefer Not to Say (PNS) in relation to these characteristics.

\* The numbers for staff who identified themselves as Asian, Black, mixed or belonging to another ethnic group have been categorised together as BME.

## 5. Staff Profile

At the snapshot date, the College employed 1,153 staff, of whom 54% were female and 46% were male. Of these staff, 61% were employed on full time (FT) contracts and 39% were employed on part time (PT) contracts. Figure 1 shows the gender split of male and female staff across FT and PT contracts.

**Figure 1: Gender Distribution by Working Contracts**



The distribution of male and female staff by staff category and contract is shown in Table 1. The data reflects that there are more males in senior leadership positions (Principal, Depute, Executive, Dean, Director). There is almost an even split between males and females in middle management roles (Associate Dean / Director, Head of Service, Curriculum Head). There are a larger proportion of males that are Lecturers, and a larger proportion of females in support roles.

**Table 1: Distribution of Male and Female Staff by Staff Category and Contract**

| Position                  | Female FT  | Male FT    | Female PT  | Male PT    | Total        |
|---------------------------|------------|------------|------------|------------|--------------|
| Principal                 | 0          | 1          | 0          | 0          | 1            |
| Depute                    | 0          | 1          | 0          | 0          | 1            |
| Executive                 | 2          | 2          | 0          | 0          | 4            |
| Dean                      | 2          | 2          | 0          | 0          | 4            |
| Director                  | 0          | 5          | 0          | 0          | 5            |
| Associate Dean / Director | 13         | 11         | 0          | 0          | 24           |
| Head of Service           | 6          | 5          | 0          | 1          | 12           |
| Curriculum Head           | 29         | 30         | 0          | 0          | 59           |
| Lecturer                  | 82         | 181        | 150        | 86         | 499          |
| Support staff Grade 8     | 13         | 3          | 1          | 1          | 18           |
| Support staff Grade 7     | 7          | 15         | 3          | 0          | 25           |
| Support staff Grade 6     | 19         | 19         | 11         | 2          | 51           |
| Support staff Grade 5     | 59         | 24         | 19         | 4          | 106          |
| Support staff Grade 4     | 26         | 27         | 8          | 4          | 65           |
| Support staff Grade 3     | 10         | 14         | 16         | 1          | 41           |
| Support staff Grade 2     | 42         | 29         | 28         | 14         | 113          |
| Support staff Grade 1     | 9          | 16         | 69         | 31         | 125          |
| <b>TOTAL</b>              | <b>320</b> | <b>385</b> | <b>305</b> | <b>144</b> | <b>1,153</b> |

The number of support staff has increased by the same proportion for each gender. Females are more represented in almost every support grade level except at Grade 7. Female staff are more highly represented in part-time roles within the lower support staff grades. To address this, the College continues to closely monitor and review the recruitment process to ensure that there are fair and equitable opportunities for all qualified candidates, regardless of gender.

## Board of Management

The gender split on the Board's non-executive membership remains evenly balanced. Moving forward, the College will continue to prioritise diversity and inclusion in the Board recruitment and development. This will involve:

- Expanding our outreach: Continue to collaborate with organisations such as Women on Boards and Black Professionals Scotland to reach a wider pool of qualified candidates from diverse backgrounds.
- Building a talent pipeline: Utilise co-option to Board committees as a valuable mechanism to provide individuals with governance experience and identify potential future Board members.
- Promoting inclusivity: Provide ongoing training for Board members on topics such as unconscious bias and offer support mechanisms to foster a welcoming and inclusive environment.
- Sharing best practices: Actively engage with other organisations and networks to learn from and share best practices in promoting diversity and inclusion on governing boards.

By consistently implementing these activities and monitoring our progress, we aim to ensure that our Board truly reflects the diverse community we serve.

## 6. Gender Pay Gap

### Mean Pay Gap

The Mean Pay Gap represents the average hourly earnings of all men and women in the College. The overall Mean Pay Gap at the College is 7.16%, a 3.01% reduction since 2020 (see Figure 2). Scotland's Gender Pay Gap for full-time employees widened in 2025 to 3.5% (up from 2.0% in 2024) according to the [Scottish Government](#) (October 2025), compared to 6.9% for the U.K. The Mean Gender Pay Gap shows a downward trend from 2020 to 2023, falling from 10.17% to 7.0%. Although there is a temporary increase in 2024, the gap narrows again in 2025 to 7.16%. Overall, the figure indicates a reduction in the Mean Gender Pay Gap over the period. This pattern suggests sustained progress in reducing the Gender Pay Gap.

**Figure 2 – Mean Gender Pay Gap (2020 - 2025)**

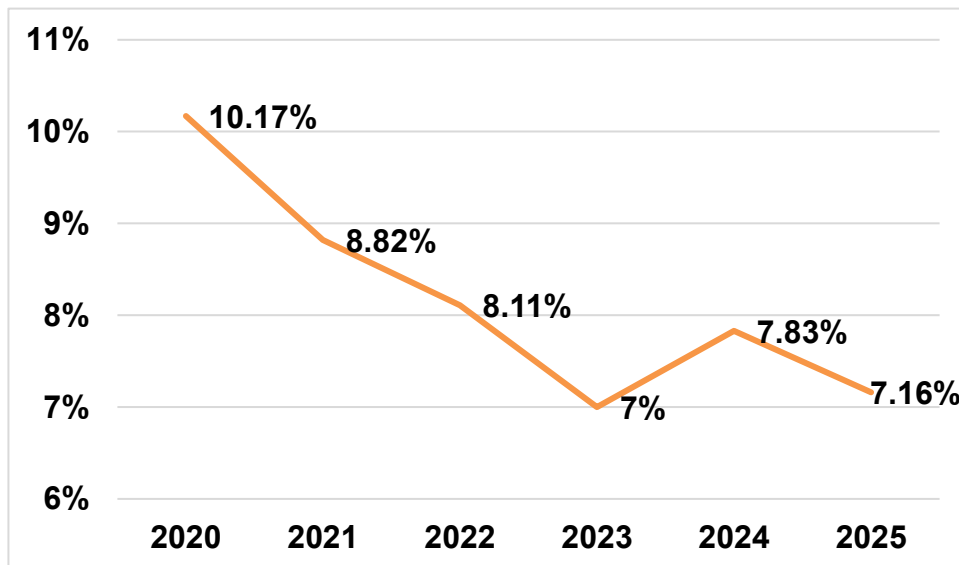


Table 2 shows the Mean Gender Pay Gap across different staff categories for this period. Notably, no Mean Gender Pay Gap exists within Curriculum Heads.

**Table 2: Mean Gender Pay Gap by Staff Category**

| Position                  | Male Hourly Mean | Female Hourly Mean | Difference (M-F) | Mean Pay Gap |
|---------------------------|------------------|--------------------|------------------|--------------|
| Principal                 | £98.05           | /                  | /                | /            |
| Depute                    | £60.49           | /                  | /                | /            |
| Executive                 | £59.08           | £55.75             | £3.33            | 5.64%        |
| Dean                      | £45.73           | £45.25             | £0.48            | 1.05%        |
| Director                  | £44.48           | /                  | /                | /            |
| Associate Dean / Director | £34.92           | £35.00             | -£0.08           | -0.23%       |
| Head of Service           | £32.05           | £31.34             | £0.71            | 2.22%        |
| Curriculum Head           | £30.44           | £30.44             | /                | /            |
| Lecturer                  | £26.25           | £26.57             | -£0.32           | -1.22%       |
| Support staff Grade 8     | £28.04           | £27.79             | £0.25            | 0.89%        |
| Support staff Grade 7     | £24.85           | £24.91             | -£0.06           | -0.24%       |
| Support staff Grade 6     | £22.30           | £22.42             | -£0.12           | -0.54%       |
| Support staff Grade 5     | £20.55           | £20.42             | £0.13            | 0.63%        |
| Support staff Grade 4     | £18.34           | £18.29             | £0.05            | 0.27%        |
| Support staff Grade 3     | £16.53           | £16.38             | £0.15            | 0.91%        |
| Support staff Grade 2     | £14.95           | £15.06             | -£0.11           | -0.74%       |
| Support staff Grade 1     | £13.53           | £13.46             | £0.07            | 0.52%        |

Guidance indicates that Mean Pay Gaps in excess of 5% should be reviewed and addressed. The only area in which the Mean Gender Pay Gap exceeds this threshold is at the Executive level. This relates to a very small cohort of staff and is influenced by recent appointments at the lowest scale point, which has a disproportionate impact on the overall figure.

## Median Pay Gap

The Median Pay Gap represents the midpoint of the pay distribution. It focuses on the pay difference between the middle-earning woman and the middle-earning man within the organisation. The median is more reflective of the earnings of employees around the middle of the pay scale. However, unlike the mean, it is less affected by extreme values, such as the salaries of a few very high or low earners.

As shown in Figure 3, the overall Median Pay Gap at the College is 13.02%, a 4.28% increase from our last report. This reflects the [Office for National Statistics](#) report from 2024 of an increase in the overall U.K. Median Pay Gap to 13.1%.

**Figure 3 – Median Gender Pay Gap (2020 - 2025)**

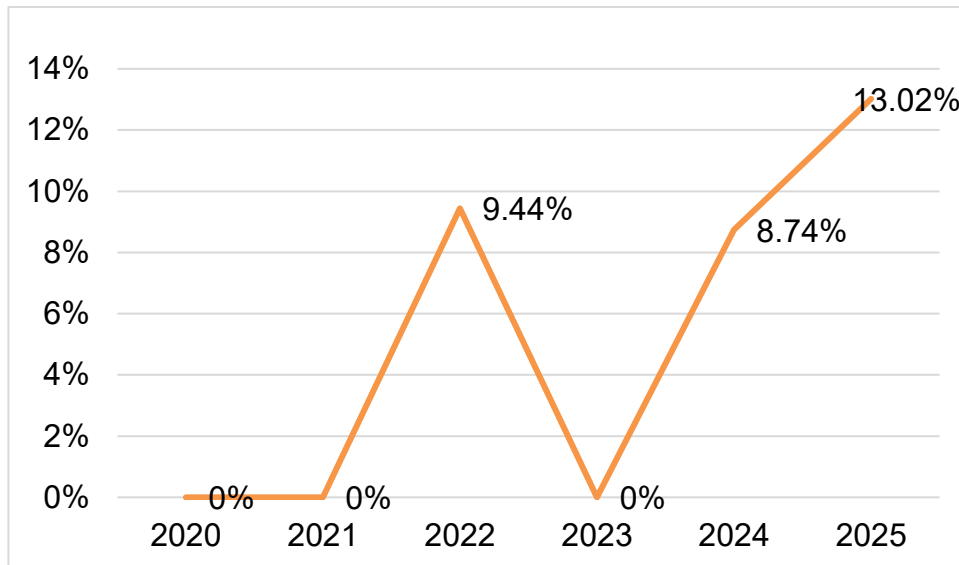


Table 3 shows the Median Gender Pay Gap across different staff categories for this period. Notably, no Median Gender Pay Gap exists within Associate Deans / Directors, Curriculum Heads, Lecturers and half of the support staff grades.

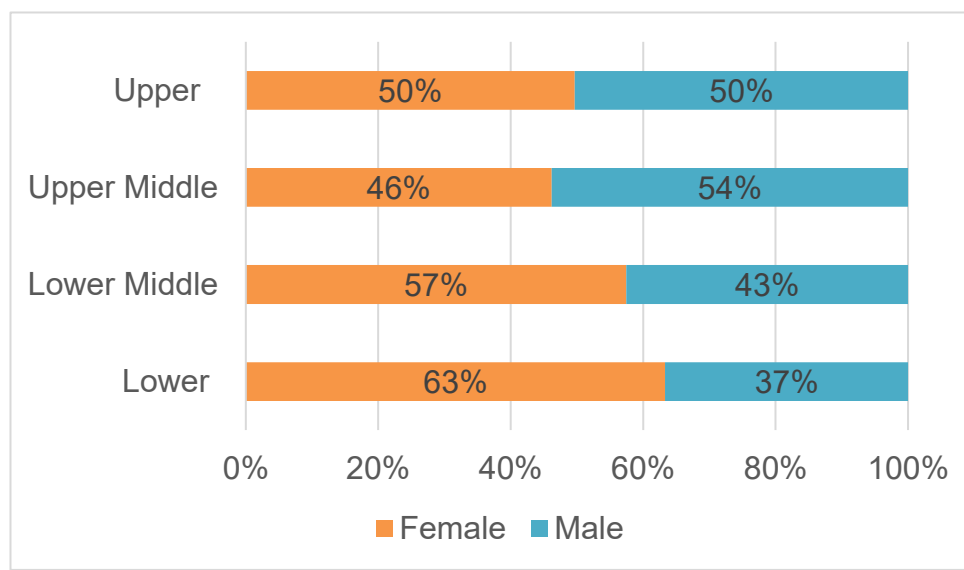
**Table 3: Median Gender Pay Gap by Staff Category**

| <b>Position</b>                  | <b>Male Hourly Median</b> | <b>Female Hourly Median</b> | <b>Difference (M-F)</b> | <b>Median Pay Gap</b> |
|----------------------------------|---------------------------|-----------------------------|-------------------------|-----------------------|
| <b>Principal</b>                 | £98.05                    | /                           | /                       | /                     |
| <b>Depute</b>                    | £60.49                    | /                           | /                       | /                     |
| <b>Executive</b>                 | £59.08                    | £55.75                      | £3.33                   | 5.63%                 |
| <b>Dean</b>                      | £45.73                    | £45.25                      | £0.48                   | 1.05%                 |
| <b>Director</b>                  | £43.33                    | /                           | /                       | /                     |
| <b>Associate Dean / Director</b> | £35.00                    | £35.00                      | /                       | /                     |
| <b>Head of Service</b>           | £32.29                    | £31.59                      | £0.70                   | 2.17%                 |
| <b>Curriculum Head</b>           | £30.44                    | £30.44                      | /                       | /                     |
| <b>Lecturer</b>                  | £26.57                    | £26.57                      | /                       | /                     |
| <b>Support staff Grade 8</b>     | £28.29                    | £28.29                      | /                       | /                     |
| <b>Support staff Grade 7</b>     | £25.44                    | £25.17                      | £0.27                   | 1.06%                 |
| <b>Support staff Grade 6</b>     | £22.04                    | £22.57                      | -£0.53                  | -2.40%                |
| <b>Support staff Grade 5</b>     | £20.99                    | £20.99                      | /                       | /                     |
| <b>Support staff Grade 4</b>     | £18.86                    | £18.41                      | £0.45                   | 2.39%                 |
| <b>Support staff Grade 3</b>     | £16.59                    | £16.59                      | /                       | /                     |
| <b>Support staff Grade 2</b>     | £14.79                    | £15.01                      | -£0.22                  | -1.49%                |
| <b>Support staff Grade 1</b>     | £13.56                    | £13.56                      | /                       | /                     |

## Gender Distribution by Pay Quartile

Figure 4 illustrates the gender distribution by pay quartile. The distribution is more balanced in the upper and upper middle quartiles, while greater disparity is clear in the lower and lower middle quartiles. Lower paid support roles are more likely to be occupied by female.

**Figure 4: Gender Distribution by Pay Quartile**



Analysis of pay quartiles highlights that within the wider workforce, there is a higher proportion of female staff in the lower and lower middle quartiles. This reflects the concentration of female staff in lower-paid support roles and part-time contracts, rather than unequal pay for equal work. Addressing this requires a longer-term focus on workforce structure and progression rather than pay rates alone.

The College welcomes the continued reduction in the gender pay gap and remains committed to further strengthening equity across all levels by continuing to:

- regularly review job roles,
- improve progression opportunities from lower-graded support roles,
- foster a culture of transparency and open communication regarding salary information,
- conduct regular pay audits,
- practice inclusive recruitment processes to encourage applicants from under-represented groups,
- promote senior leadership development and mentoring opportunities for females.

Progress against these actions will be monitored through annual gender pay gap reporting and workforce analysis.

As with all reporting, this data can be significantly affected by various factors such as government education budget cuts and regular staff turnover. These factors affect workforce composition and overall gender pay equity.

## 8. Ethnicity Workforce Data and Pay Gap

*Note: Staff who identified themselves as Asian, Black, Mixed or from another ethnic group have been grouped together as BME.*

A total of 7.1% staff self-identified as being from a BME background, representing a 0.2% increase compared with the previous Pay Gap report. A further 16% of staff chose not to disclose their ethnicity, while 77% identified as White. Of BME staff, 58.5% are employed on FT contracts. The distribution of BME staff by role and contract type is shown in Figure 5 below. This shows that all BME managers are employed on full-time contracts. Among BME lecturers, a higher proportion are employed on full-time contracts, while among BME support staff, a higher proportion are employed on part-time contracts.

**Figure 5: Distribution of BME Staff by Role and Contract Type**

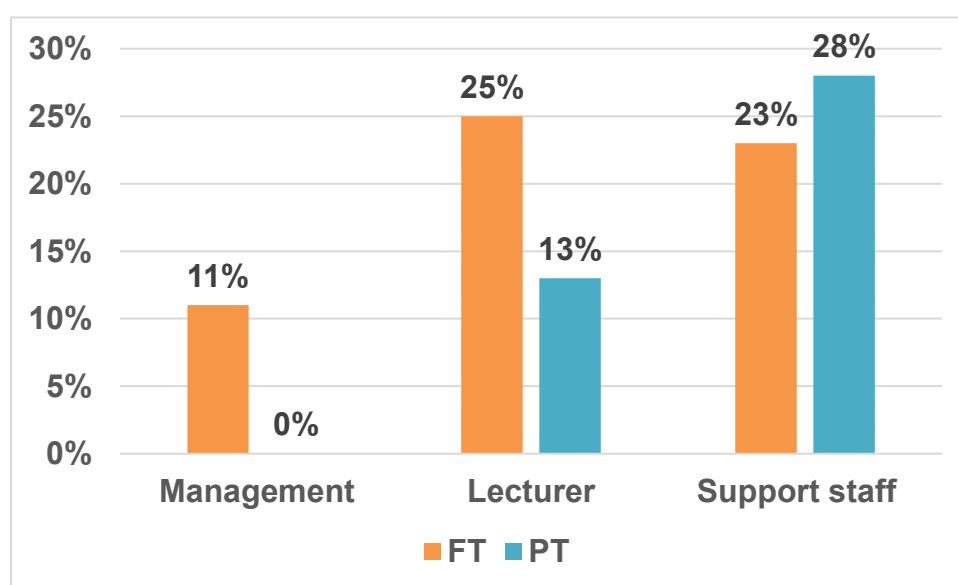


Table 4 below presents the College's Ethnicity Pay Gap. This has increased compared with the previous year (Mean – 6.2%; Median – 0%). However, when benchmarked against national data published by the [Office for National Statistics](#), the College compares favourably. The UK median hourly pay is £14.35 for White employees and £13.53 for employees from BME backgrounds.

**Table 4: Ethnicity Pay Gap**

|                | Mean Hourly Pay | Median Hourly Pay |
|----------------|-----------------|-------------------|
| <b>White</b>   | £23.36          | £26.57            |
| <b>BME</b>     | £21.90          | £22.84            |
| <b>Pay Gap</b> | 6.25%           | 14.03%            |

It should be noted that the relatively small number of BME employees within the College means that the data may be more sensitive to year-on-year fluctuations. As a result, caution should be exercised when interpreting changes in this pay gap.

To support a diverse workforce where no staff are disadvantaged, the College continues to offer flexible working arrangements and implements inclusive work practices to address any potential barriers to employment. Training will be delivered on the use of the [Minority Ethnic Recruitment](#)

[Toolkit](#) to support managers with recruitment. The College continues to diversify its job advertising platforms to include targeted recruitment of a diverse workforce and ensure diverse representation throughout the recruitment process.

## 9. Disabled Workforce Data and Pay Gap

This year's workforce data shows that 9.71% of employees identified as disabled, while 17.76% preferred not to disclose their disability status. Both figures represent a slight increase compared with the previous year, including a 0.61% increase in disclosure. Of staff who identified as disabled, 66% are on FT contracts. The distribution of disabled staff by role and contract type are shown in Figure 6 below. This shows that all disabled managers are employed on full-time contracts. Among disabled lecturers and disabled support staff, a higher proportion are employed on full-time contracts.

**Figure 6: Distribution of Disabled Staff by Role and Contract Type**

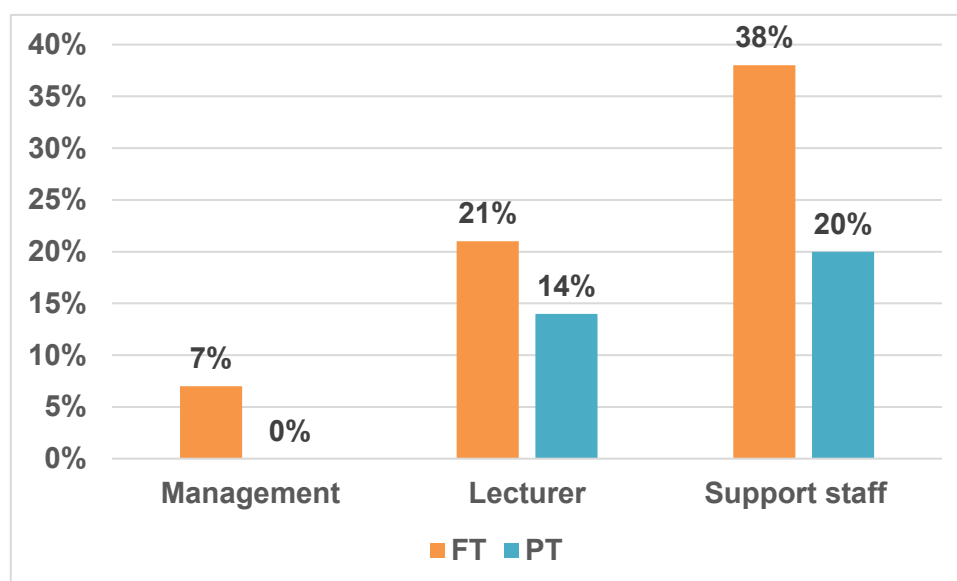


Table 5 below reflects the Disability Pay Gap for the College. There has been an increase in the College Disability Pay Gap compared with the previous year (Mean – 5.85%; Median – 10.97%). In November 2024, analysis conducted by the Trades Union Congress (TUC) reported that the national Disability Mean Pay Gap had risen to 17.27%, with the earnings difference between disabled and non-disabled workers widening to £2.35 an hour. This is considerably higher than the College mean.

**Table 5: Disability Pay Gap**

|                     | Mean Hourly Pay | Median Hourly Pay |
|---------------------|-----------------|-------------------|
| <b>Disabled</b>     | £22.14          | £22.06            |
| <b>Non-disabled</b> | £23.67          | £26.57            |
| <b>Difference</b>   | -£1.56          | -£4.51            |
| <b>Pay Gap</b>      | 6.46%           | 16.99%            |

It is important for the College to actively strive to reduce any disparities. This can be achieved through initiatives that encourage disabled individuals to apply for higher paying roles such as renewing our [Disability Confident](#) status, and by supporting internal progression for existing disabled staff.

## 10. Equal Pay Statement

City of Glasgow College is committed to ensuring equal pay for all employees, regardless of gender, ethnicity, disability, or any other protected characteristic. We believe that equal pay is a fundamental right and a core principle of fairness and justice.

We will continue to transparently publish our Gender Pay Gap data annually, along with our progress in addressing identified disparities. We will continue to enhance our data collection and analysis, particularly regarding ethnicity and disability, to gain a deeper understanding of pay equity across all employee groups.

To achieve this, the College should focus on several key areas:

- **Data Monitoring:** The College will continue to enhance data collection and analysis, especially for ethnicity and disability, to better understand pay equity across all employee groups, while looking at intersectionality of pay gaps across protected characteristics.
- **Recruitment and Promotion Practices:** We will continue to monitor and review our Recruitment and selection process to reduce any identified gender bias.
- **Job Evaluation:** Aligning with the national job evaluation project, a review of job descriptions and salary structures across all grades is crucial to ensure that pay is aligned with responsibilities, skills, and market value, regardless of gender.
- **Transparent Salary Information:** We will continue to promote transparency in salary information to help employees understand pay differences and raise concerns if they perceive inequities.

City of Glasgow College is dedicated to addressing disparities in workforce representation. To achieve this, the College will continue to develop targeted strategies to reach all demographics, collaborate with organisations representing minority groups, and share workforce diversity data.

To address these disparities, the following strategies will be implemented:

- **Enhanced Accessibility:** This will involve reviewing job descriptions for inclusive language to ensure they do not discourage applications from any group and analysing application forms for potential biases. Alternative application methods will also be explored to improve accessibility.
- **Improved Interview Practices:** Interviewers will receive ongoing skills development in unconscious bias training, and structured interview formats will be implemented to promote consistency and minimise bias.