

Glasgow Caledonian University – Equal pay review April 2014

1. Statement on equal pay

- 1.1 GCU is committed to the principle of equal pay as part of our wider commitment to equality and diversity. We are committed to providing a culture and environment which is inclusive of all sections of society and responsive to the needs of individuals. Staff, students and other stakeholders should be free from any form of unlawful discrimination, enabling them to participate fully in all aspects of University life and make a valuable contribution to the success of the institution and the communities of which they are part.
- 1.2 We recognise that on average, women in Scotland receive 11% less per hour than they work full-time than men working full time¹. We understand that this inequality places women at a disadvantage and also has a negative impact on families, employers, the economy, and society more generally.
- 1.3 Equality and diversity are embedded into the University's values and principles, and women and men in our workforce should receive equal pay for work of equal value. Furthermore, our People Strategy makes a commitment to developing our talent pool, recognising and rewarding achievement and contributions of our staff. We recognise that equal pay is a fundamental part of what we stand for as a University.
- 1.4 As well as part of our institutional ethos, we recognise that the principle of equal pay is enshrined in both UK and European law. Therefore, we aim to ensure that our pay system is free of bias. We have already taken a proactive approach - under the National Framework Agreement, which aims to modernise pay arrangements and ensure equal pay for work of equal value, the University has used the Higher Education Role Analysis (HERA) Scheme to evaluate roles at the University, and implemented a new single pay spine.
- 1.5 We are committed to working with our staff and stakeholders, including trade unions to continue to promote the principles of, and effectively implement, equal pay. In order to ensure equal pay at the University, we commit to taking the following action as part of our wider work on Equality Outcomes:
 - Review our current pay system to identify where gender bias and therefore unequal pay and occupational segregation may occur
 - Take action to address and eliminate causes of inequality
 - Involve and consult with staff and trade unions
 - Train and advise staff involved in determining pay progression
 - Conduct an equal pay review to cover gender in the first instance (and then disability and race by 2017)

¹ *Annual Survey of Hours and Earnings, 2011*

1.6 Separately, the University published its gender pay gap in April 2013 – this information is different to equal pay and is required under the Equality Act 2010 to be published every two years. This showed that the University has a mean (average) gender pay gap of 18.3%. This is calculated by working out the percentage difference between men's and women's hourly pay². The mean pay gap for HEIs in Scotland is 22.0% and in the UK is 19%.³

2. Equal Pay review

2.1 An equal pay review is the analysis of an organisation's pay structure in order to identify and eliminate any gaps that cannot satisfactorily be explained on objective grounds. This equal pay review involved comparing the pay of women and men doing equal work and identifying significant pay gaps in basic pay. A wider project examining wider pay and benefits is currently being established in conjunction with campus Trade Unions and other key stakeholders.

2.2 In terms of significant pay gaps, there are two types: 'difference' and 'pattern'. A 'difference' is a disparity between the average basic pay of men and women performing equal work within a specific grade. A 'pattern' is where, for example, it is found that women consistently earn less than men for equal work. The Equality and Human Rights Commission's (EHRC) equal pay review model states that any differences of 5% or more, or patterns of 3% or more, will require explanation.

2.3 A total of twenty-eight staff categories were analysed (data taken as at 1 August 2013⁴). There were no 'patterns' of 3% or more, but three categories had a 'difference' where there was a pay gap greater than 5%. Two of the pay gaps were in favour of females, and one was in favour of males. The categories identified were:

² As detailed in '*Public Sector Equality Duty guidance for publishing information on gender and employment, equal pay, and occupational segregation*', Close the Gap, 2012

³ '*Equality in higher education: statistical report 2012*', Equality Challenge Unit, 2013

⁴ The 1st August is used as this was the date used in the previous equal pay review

	Job	Grade	Number of employees		Average basic pay (£)		Female as % of male pay	Pay Gap ⁵
			Female	Male	Female	Male		
a)	Academic, Research Enterprise	Grade 5	9	2	28,341	26,923	105.27%	-5.27%
b)	Campus Services	Grade 5	1	5	25,763	29,837	86.35%	13.65%
c)	Technical Services	Grade 7	1	1	41,242	38,907	106%	-6.00%

2.4 The reasons for the gaps were established during the process – all three can be justified objectively and they are not linked to the gender of the job holders. The reasons can be summarised as follows:

a) Academic, Research, Enterprise, Grade 5: The percentage of 105.27 demonstrates a 5.27% pay gap in favour of women. The two males had a shorter period of service than the nine females – the average length of service for the males was 1.3 years but for the females, it was 3 years. Subsequently, although they are on the same grade, the males are on lower spinal points. If two males are compared with two females at the same spinal point they have the same pay.

b) Campus Services, Grade 5: The percentage of 86.35 shows a 13.65% pay gap in favour of men. All five males reached the top of the pay scale within this grade over a longer period of time, while the female progressed to Grade 5 only recently and therefore is at a lower spinal point. This member of staff has recently been incremented to the next spinal point – as at 1 August 2013 she was on the 24th point, whereas the male staff were already on the 29th point, which is the top point of this grade. Therefore, this gap will decrease over time. In other words, the female member of staff will progress through the spinal points while the male staff will remain on the same point – for example, after the increments in April 2014 the gender gap is calculated to be 11% rather than 13.65% and will continue to decrease over time.

c) Technical Services, Grade 7: The percentage of 106 shows a 6% pay gap in favour of women. However, this is not statistically significant as there are only two people in the group (one female and one male) and they are on different spinal points.

⁵ A negative percentage indicates a pay gap in favour of women; a positive percentage indicates a pay gap in favour of men

3. Summary and recommendations

- 3.1 This equal pay review on basic pay shows that there are three categories with a 'difference' of more than 5%. However, these differences can be justified objectively and are not linked to gender. Therefore, no action is required in relation to these gaps.
- 3.2 The University should continue to implement its equal pay statement⁶ (published on 30 April 2013 and outlined in Section 1), and analyse the wider aspects of pay beyond basic salary in conjunction with key stakeholders.

⁶ The public sector equality duty of the Equality Act 2010 requires the University to publish an equal pay statement every four years. The first (published in April 2013) requires to relate only to gender, and subsequent equal pay statements must include race and disability.