

Equal pay, gender pay gap and occupational segregation

1. Statement on equal pay

- 1.1 Glasgow Caledonian University 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 that 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 *Annual Survey of Hours and Earnings, 2011*

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 the 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
- Provide training and guidance for those involved in determining pay progression
- Conduct an annual equal pay review to cover gender in the first instance (and then disability and race by 2017)

2. Gender pay gap

2.1 The University has a mean (average) gender pay gap of 18.3% as at April 2013. 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 22.6% and in the UK is 21.1%.³

2.2 The University understands that the gender pay gap is caused by a number of factors, including occupational or job segregation, where women and men do different types of work or women tend to be clustered at more junior grades within organisations; inflexible employment policies and practices which mean that women, who tend to have more childcare and caring responsibilities for other dependants, have difficulty in achieving a balance between work and family life; and pay structures that have a different impact on women and men.

3.3 The University is committed to addressing the gender pay gap as outlined above in section 1, through our Equality Outcomes.

3. Information on occupational segregation

3.1 The University recognises that tackling the problem of occupational segregation is a national priority and that addressing the differences in distribution of men and women across different job types and job categories will help to progress gender equality. Occupational segregation is represented in two ways – 'horizontal' segregation, where there is clustering of men and

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, 2012

women into different *types* of work and ‘vertical’ segregation, where there is clustering of men and women at different *levels* of the organisation.

- 3.2 The University has a gender split of 60% female and 40% male staff overall.
- 3.3 In relation to horizontal segregation, our data shows⁴ that there is an even balance between male and females in ‘Academic, Research and Enterprise’ roles. In ‘Campus Services’ and ‘Professional and Administrative Support’, the majority of staff are female. In ‘Senior Management’ roles and ‘Technical Support’, the majority of staff are male.
- 3.4 In terms of vertical segregation, our data shows⁵ that the majority of female staff are at grades 1-7. There is an even balance at Grade 8, and from Professor through to the ‘Senior Management’ grades (Academic, Executive, Support), the majority of staff are male.
- 3.5 The University is committed to building on this baseline data, and addressing occupational segregation, as part of our Equality Outcomes, as outlined in section 1.

⁴ See Appendix 1

⁵ See Appendix 2

Appendix 1: Staff gender by Job Family (April 2013)

Job Family	Gender	%
Academic, Research and Enterprise	Female	54%
	Male	56%
Campus Services	Female	62%
	Male	38%
Professional and Academic Support	Female	72%
	Male	28%
Senior Management	Female	40%
	Male	60%
Technical Support	Female	31%
	Male	69%

Appendix 2: Staff gender by grade (April 2013)

Grade	Gender	%
Grade 1	Female	90%
	Male	10%
Grade 2	Female	60%
	Male	40%
Grade 3	Female	60%
	Male	40%
Grade 4	Female	66%
	Male	34%
Grade 5	Female	70%
	Male	30%
Grade 6	Female	68%
	Male	32%
Grade 7	Female	57%
	Male	43%
Grade 8	Female	50%
	Male	50%
Professor	Female	34%
	Male	66%
SM Academic	Female	36%
	Male	64%
SM Executive	Female	44%
	Male	56%
SM Support	Female	44%
	Male	56%

SM= Senior Manager