



University  
of Glasgow

# Equal and Gender Pay Report 2019





# 2018: Our Year in Review



This year is the second time we have published both gender and equal pay gap information and whilst I am pleased to see that there has been a small shift with a higher proportion of women represented in the upper-middle and upper quartiles compared to 2017, we still have progress to make in order to eliminate the gap altogether.

This year, we have expanded our analysis to include additional pay (for example, shift allowances and contractual overtime payments), which is not a requirement of the Scottish legislative landscape. However we felt that this additional analysis was important in bringing greater transparency, and providing an interesting dynamic which will be of particular assistance in informing updates to our [Gender Pay Action Plan](#).

We know that one of the keys to tackling our gender pay gap is to enable an inclusive culture, encouraging the upward trajectory of females into roles at senior level (vertical segregation), and to have greater diversity in roles which attract additional pay (horizontal segregation).

We are now three years into our Gender Pay Action Plan, and we have had some success in tackling vertical segregation, through increasing the proportion of female professors by 3% since 2016, and decreasing our pay gap by 1.2% over the same period.

Additionally, we are pleased to report that we have had success in reaching most of our academic headcount targets by increasing our female demographic proportion by 2% since 2016. Fundamentally, however, we're not happy with a gap as it means we're not fully unlocking the potential of our most important asset - our people. Our long-term goal is to significantly reduce and eventually minimise our gender pay gap and achieve gender parity across all job levels.

There is no silver bullet to address the complex challenges behind the gender pay gap, and as it's largely driven by wider societal norms, we can't tackle it alone. So going forward, the production of Equal and Gender Pay Reports will complement our Action Plan and will provide us with a unique insight into our organisation and our challenges. We will also look for inspiration and expertise in other sectors and work with the latest research to design and trial new interventions.

On a final note, whilst progress is steady, we do wish to celebrate some success by highlighting that since 2013/14 our pay gap has decreased by 3.5%.

**Lesley Cummings**  
Head of Performance, Pay and Reward

# Gender and Equal Pay Reporting Explained

Under the Equality Act 2010 (Specific Duties)( Scotland) Amendment Regulations 2016, the University is legally obliged to report on both the Equal Pay and Gender Pay Gap, quoting the average and median figures.

Equal and Gender pay are different legal concepts:

## Equal Pay Gap

This is calculated by comparing the average/median salary of females against males for jobs which can be rated as “equal,” for example, by grade/zone.

## Gender Pay Gap

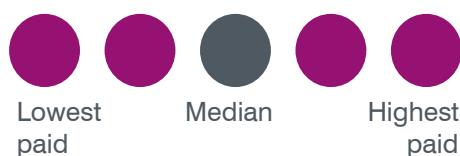
A gender pay gap is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

## Average Calculation

This is calculated by adding up the pay of all relevant employees and dividing the figure by the number of employees.

## Median Calculation

This is the figure that falls in the middle of a range where the salary of all relevant employees\* are listed, from smallest to largest.



Both are calculated as follows:  $(\text{Female/Males}) - 100\%$

To note:

- ⇒ All data is based on salary and headcount as at August 2018;
- ⇒ All contractual/salaried staff\* including:
  - Clinical
  - Zero Hour contracts
  - Marie Curie Fellows
  - TUPE who have not transferred into our Pay and Grading structure.

# Gender Pay Gap at a Glance



55% Female

45% Male



The figures in the table below details our gender pay gaps:

Gender Pay Gap	Average (%)	Median (%)
Base Salary	17.9	16.2
Base Salary plus Allowances	19.3	16.2



2018 saw a decrease in our average pay gap, dropping from 18.3% to 17.9% with the median increasing negligibly by 0.1% which is reassuringly consistent with the sector.

Whilst females make up the largest proportion overall of our workforce, this proportion diminishes in accordance to seniority as follows:

Level	Female (%)	Male (%)
Senior Management Group	35	65
Professor	27	73
Grade 10	46	54
Grade 6-9	54	46
Grade 1-5	62	38

We will continue to focus on our vertical segregation and provide a culture which makes more senior roles accessible and attractive to females.

Our **highlights** include:

### Leading Transformation

*Increase the proportion of females in Professorial Zones 1-3*

- ◇ Female applications have risen by 60% since 2016
- ◇ Have achieved 2020 headcount targets for Zones 2 and 4
- ◇ On track to achieve Zone 1 2020 headcount target

### Attracting Talent

*Encourage more females to apply for Academic promotion*

- ◇ Female applications, (except for Senior Lecturer) have increased in both proportion of applications and success rates
- ◇ Female success rates are in proportion to their application rates

### Supporting Development

*Identify and support those on LTS career track to improve readiness to successfully apply for promotion*

- ◇ The number of female applications has increased 1.7 times since 2016
- ◇ Their success rate has increased 1.5 times since 2016

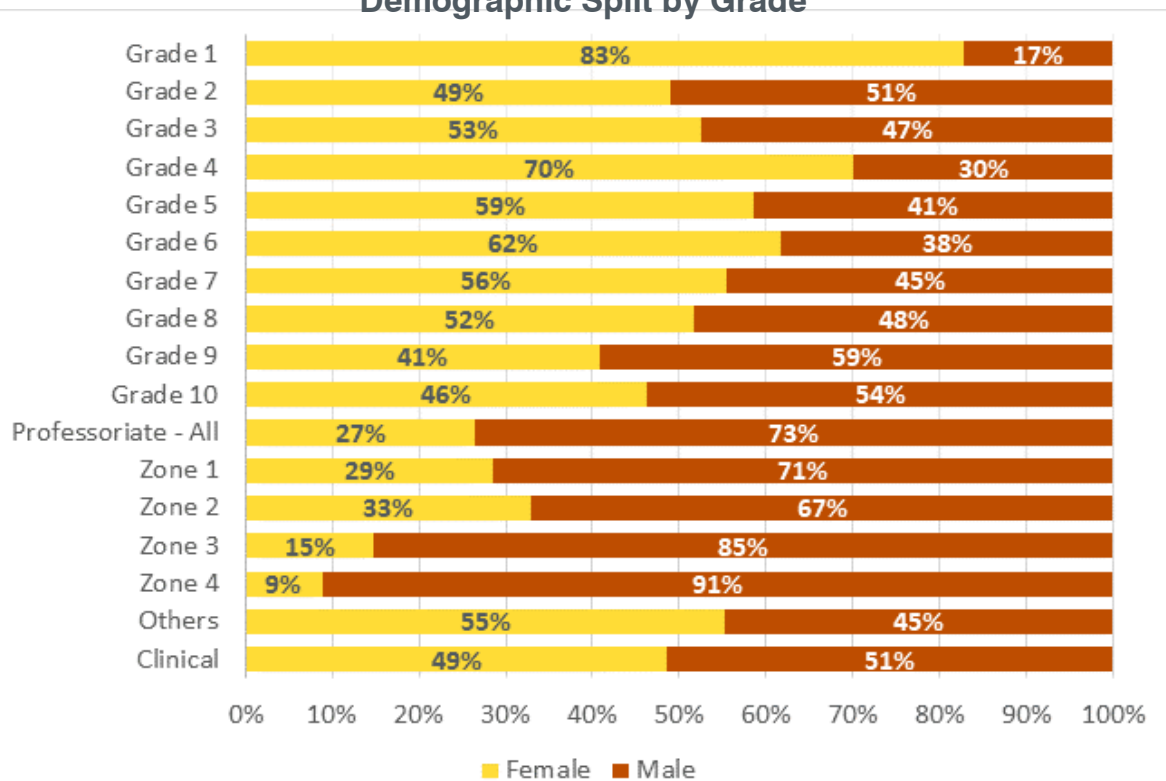


# Equal Pay Gap at a Glance

To support transparency and in line with our reporting requirements our Equal Pay gaps which are as follows, with a negative figure denoting a gap in favour of males:

Equal Pay Gap by Grade	Average		Median	
	Base Salary (%)	Base Salary + Allowance (%)	Base Salary (%)	Base Salary + Allowance (%)
Grade 1	0.1	0.1%	0.0	0.0
Grade 2	0.0	-8.7	0.0	0.0
Grade 3	-3.1	-10.8	-7.6	-10.0
Grade 4	-0.9	-4.2	-5.4	-5.4
Grade 5	3.9	3.6	6.0	9.3
Grade 6	0.3	0.3	1.5	3.0
Grade 7	0.8	0.8	3.0	3.0
Grade 8	-0.5	-0.5	-2.9	0.0
Grade 9	-0.2	-1.2	0.0	0.0
Grade 10	-4.4	-4.4	-12.4	-12.4
Professoriate - All	-10.6	-11.4	-8.2	-9.0
Zone 1	-4.6	-4.5	-0.5	1.8
Zone 2	-2.9	-3.7	-2.9	-3.0
Zone 3	-1.3	-2.7	-2.4	-2.4
Zone 4	-14.8	-17.9	-13.0	-17.4
Others	-15.2	-15.5	-11.8	-11.8
Clinical	-0.6	-10.0	2.8	-3.2

## Demographic Split by Grade





The inclusion of additional pay into the data this year has enabled the University to identify anomalies for further analysis, with particular focus on; Grades 3 to 5, Professional Services (Grade 10), all zones within the Professoriate and those within the Clinical category.

### **Grades 3, 4 & 5**

All three grades report a high pay gap when including additional pay and at median level. The underlying issue is horizontal segregation with males at Grades 3 and 4 dominating in roles which attract additional pay, for example shift work, with females dominating in roles which don't, for example, Administration.

This is further compounded by a small number of roles which due to their skill set are placed high up on the salary band with these roles typically dominated by males.

Conversely this changes at Grade 5 to favour females as a small number dominate in a role which attracts additional pay.

### **Grade 10 & Professoriate**

At this level, the inclusion of additional pay data at first glance looks of particular concern, however, upon further analysis it is noted that this is due to the use of market supplements for which there is a robust process surrounding the application of these.

Both Zones 2 & 3 report an improved pay gap as reported upon previously whereas those in Zones 1, 4 and Grade 10, in particular, reporting a widening of the pay gap.







# In Summary

The inclusion of the additional pay element has enabled us to use the additional data to help inform our Gender Pay Action Plan.

Going forward, of particular focus is the issue of horizontal segregation, given that the current key highlights centred around tackling vertical segregation.

By varying our staffing operating models, as part of our campus development activities, we will actively pursue positive change within our Gender Pay Action Plan timeframe.

This is aligned with our desire to place people at the heart of our core mission to *'bring inspiring people together and create a world-class environment for learning and research, empowering staff and students alike to discover and share knowledge that can change the world'* and we are confident that these activities will help engender an organisational culture that provides equality of opportunity and will create an inspiring environment.