

Gender Pay Gap

The gender pay gap is percentage difference between men's average hourly pay and women's average hourly pay. We have calculated our pay gaps by:

- Determining the basic (excluding overtime) hourly rate of pay for each employee.
- Calculating the average hourly rate of pay for male employees and female employees. Determining the mean average by adding together all of the individual hourly rates for female and male employees and dividing this by the total number of male employees and total number of female employees.
- Dividing the female average hourly rate by the male average hourly and multiplying this figure by 100 to give a total. Subtracting the total from 100 to give the gender pay gap.

Our gender pay gap for 2013, 2015 and 2017 is shown below:

	2013	2015	2017
All employees (excluding teachers)	-0.53% (in favour of women)	-2.54% (in favour of women)	-2.95% (in favour of women)
Teachers	2.75% (in favour of men)	1.39% (in favour of men)	2.28% (in favour of men)

We view these figures positively when compared against other organisations and against the [overall Scottish gender pay gap figure which is 14.9%](#) in favour of men (source: ONS Annual Survey of Hours and Earnings).

Since 2015 there has been a decrease in our overall and teaching workforces.

All our employees (excluding teachers) gender pay gap has increased in favour of women; this is mainly due to increases in the number of women in higher graded posts, in particular grade 10 which has had a 6.8% increase in women since 2015.

Our gender pay gap for teachers has increased in favour of men by 0.89%. There has however been an increase in the number of women at higher grades. At middle grades we have seen an increase in the number of men and women, however proportionately that increase affected more men than women. At lower grades we have decreased the number of men and women, however proportionately that decrease affected more women than it did men. These changes have resulted in the slight increase in favour of men, our 2017 figures is however still below the 2013 figure of 2.75%.

Occupational Segregation

In 2013 and 2015 we produced our occupational segregation data by gender and recommended in our 2015 analysis to produce this in 2017 by disability and ethnicity. We have been working with our employees since then raising awareness of the importance of diversity information, telling them why we need it and how we use it and asking them to update their personal data to allow us to produce meaningful information.

We do however have a high rate of non-disclosure, for disability at 79.5% and ethnicity at 20.5%. Whilst we have provided analysis this is based on the information available, the high non-disclosure rates should be considered when reviewing this analysis. Our research has shown that we are not unique in this regard and that many organisations struggle to increase non-disclosure in these categories, particularly in the public sector. We will however continue to raise awareness of the importance of this data and work with employees in an attempt to reduce our non-disclosure rates for future reporting.

Our occupational segregation data is included in three excel workbooks; one each for disability, ethnicity and gender. Each workbook contains six tables as explained below:

Table Number	The table provides a summary of:
One	Our workforce (excluding teachers) by grade.
Two	Our workforce (excluding teachers) by job family (see below for job family explanation).
Three	Our workforce (excluding teachers) across grades one to eight and job family (see below for job family explanation).
Four	Our workforce (excluding teachers) across grades nine to fifteen in our leadership job family (see below for job family explanation).
Five	Our workforce (excluding teachers) by occupational groupings (see below for definitions of occupational groupings)
Six	Our teaching workforce by grade and job designation.

- [Click here to view occupational segregation by disability.](#)
- [Click here to view occupational segregation by ethnicity.](#)
- [Click here to view occupational segregation by gender.](#)

Job family Summary

Please [click here](#) to view a summary of typical jobs within each of our job families. We hope this will assist an understanding of our job family structure.

Occupational Grouping Summary

Please [click here](#) to view definitions for our occupational groupings which explain the types of roles included in each group.

Occupational Segregation Analysis

There are two types of occupational segregation, vertical and horizontal. Vertical segregation is where men and women are clustered into different levels of work. Horizontal segregation is where men and women are clustered into different types of work.

Vertical segregation (excluding teachers)

We carried out analysis on each of our pay grades by disability, ethnicity and gender (for gender we have provided comparisons against the 2015 data). We have provided some headline information below:

Disability

- 2.8% of the workforce is disabled, 17.7% is non-disabled and 79.5% have not disclosed if they are, or are not disabled.
- The percentage of council workforce in grades 1 to 4 who are disabled is 2.5%.
- The percentage of council workforce in grades 5 to 7 who are disabled is 3.2%.
- The percentage of council workforce in grade 8 to 9 who are disabled is 2.3%.
- There are no disabled employees above grade 9.
- Grade six has the highest overall concentration of disabled employees at 3.9%, followed by grade 7 at 3.7% and grade four and eight both at 3.1%.
- Grades three and five have the lowest overall concentration of disabled employees both at 2.2%.
- This data provides a summary of the information we have available. Due to the high rate of non-disclosure it wouldn't be appropriate to conduct in-depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.

Ethnicity

- 77.4% of the workforce is white, 2.1% are Black or Minority Ethnic (BME) and 20.5% haven't disclosed their ethnicity.
- The percentage of council workforce in grades 1 to 4 who are BME is 2.1%.
- The percentage of council workforce in grades 5 to 7 who are BME is 2.1%.
- The percentage of council workforce in grade 8 who are disabled is 2.2%.
- The percentage of the council workforce in grades 9 to 15 who are BME is 0.40%.
- Grade 11 has the highest overall concentration of BME employees at 3.4%, followed by grade 4 at 2.7% and grade 3 at 2.4%.
- Grade 2 and one have the lowest overall concentration of BME employees at 0.4% and 1.5%.
- This data provides a summary of the information we have available. Due to the high rate of non-disclosure it wouldn't be appropriate to conduct in-depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.

Gender Pay Gap & Occupational Segregation Summary April 2017

Gender

- 67.2% of the workforce is female and 32.8% are male. This is similar to 2015.
- The gender split at grades 1 to 4 is female 62.8% and male 37.2%. This is the same as 2015 despite a reduction in workforce numbers.
- The gender split at grades 5 to 7 is female 73% and male 27%. This is the same as 2015 despite a reduction in workforce numbers.
- The gender split at grade 8 is female 62.8% and male 37.2%. There has been a slight increase in females at this grade since 2015 with a similar workforce number.
- The gender split at grades 9 to 15 (leadership job family) is female 49.4% and male 50.6%. This is the same as 2015 however there have been changes in gender split across the grades. At grades 10 and 14 we now have a 50/50 gender split. Grades 11 and 12 are mainly populated by men. Grade 9 has 7% more women than men. There is one post each in grades 13 and 15 both held by women.
- Grade 2 has the lowest concentration of women at 2.7%. The roles within this grade are mainly within Land & Environmental Services, attracting women to these types of roles remains a challenge across local authorities.
- The percentage of women at grade 7 is 68.4% and continues to drop until grade 11 (62.8% at grade 8, 53.5% at grade 9, 50% at grade 10 and 27.6% at grade 11). This could indicate that vertical segregation starts at grade 7 despite the gender pay gap being in favour of women.
- There are significantly more men in grade 12 at 71.4% than women at 28.6%. Since 2015 this is a 4.7% decrease in women at this grade. There are 7 posts at this grade compared to 6 posts in 2015 therefore this decrease in women's representation equates to the additional new post having a male post holder.
- Whilst female representation is better between grades 13 to 15 with 66.66% female and 33.33% male it should be noted that there are only 6 post holders across these grades.
- Across grades there has been movement in women's representation. Six grades have seen a decrease in women's representation, seven grades an increase and two remain the same as 2015. The average decrease is 1.8% and the average increase is 15.7% (this is 1.42% when removing the 100% increase in one post at grade 13). This shows an average difference of 13.95% in favour of women (this is 0.38% in favour of men when removing the 100% increase in one post at grade 13).
- These outcomes are against a backdrop of an overall reduction in the workforce of 3% consisting of 2.8% women and 3.5% men.

Percentage of women in the top 5% of the organisation

As part of our statutory performance indicators we also monitor the top 5% of earners in the organisation. This allows us to understand and monitor the number of women in senior positions. Details are shown below:

	2012/13	2014/15	2016/17
Top 5% of earners who are women	52.14%	55.52%	59.97%

This is an increase of women's representation of 4.45% since 2015 and 7.83% since 2013. These positive changes would be expected given the changes in the representation of women across senior grades.

Horizontal segregation (excluding teachers) –

We publish this information by job family and occupational grouping. Our job families' information provides a general summary, however we understand that job families contain many different types of roles. The occupational grouping information therefore allows us to have a better understanding of the types of roles and occupations people are employed in by disability, ethnicity and gender. We have provided a summary of this below:

Disability	
Job families populated predominately by disabled employees.	<ul style="list-style-type: none"> • Physical & Environmental Services – 4.1% • Community Standards & Enforcement – 3.8% • Business Support – 3.8% • Clerical & Admin – 3.5% • People Care & Support – 3.2%
Occupational groupings populated predominately by disabled employees.	<ul style="list-style-type: none"> • Assistant Supervisor of Operatives – 13.8% • Service Development – 12.5% • Trading Standards – 13.3% • City Cleansing & Waste – 11.8% • Valuation Team – 10%
Notes:	
<ul style="list-style-type: none"> • This information should be considered against a backdrop of a non-disclosure rate of 79.5%. • The job families and occupational groupings listed above all contain employees who have not as yet disclosed their ethnicity. 	

Ethnicity	
Job families populated predominately by BME employees.	<ul style="list-style-type: none"> • Security – 7.4% • Community Facility User Support – 3.7% • Infrastructure Planning – 3.7% • People Care & Support – 3.1% • Clerical & Admin – 2.8%
Occupational groupings populated predominately by BME employees.	<ul style="list-style-type: none"> • Security – 15.4% • Service Development – 12.5% • Business & Innovation – 11.1% • Social Work Casework – 10% • Procurement – 8.7%
Notes:	
<ul style="list-style-type: none"> • This information should be considered against a backdrop of a non-disclosure rate of 20.5%. • The job families listed above all contain employees who have not as yet disclosed their ethnicity. • The occupational grouping figures for social work casework and service development 	

Gender Pay Gap & Occupational Segregation Summary
April 2017



are representative of the workforce make up as all employees in these groupings have provided details of their ethnicity. The other groupings contain employees who have not as yet disclosed their ethnicity.

Gender	
Job families populated predominately by women	<ul style="list-style-type: none"> • Social Renewal Learning & Development – 94.8% • Clerical & Admin – 83.5% • People Care & Support – 78.5% • Business Support – 71.3% • Community Facility User Support – 64.6%
Job families populated predominately by men	<ul style="list-style-type: none"> • Construction Repairs & Maintenance – 100% • Physical & Environmental Services – 97.6% • Vehicle – 97.4% • Security – 85.2% • Technical Services – 79.5%
Occupational groupings populated predominately by women.	<ul style="list-style-type: none"> • Children’s Residential – 100% • Early Years – 98.9% • Care – 91.4% • Day Care – 84.6% • Financial Inclusion – 82.4%
Occupational groupings populated predominately by men.	<ul style="list-style-type: none"> • Bereavement Services – 100% • City Cleansing & Waste – 100% • Electricians – 100% • Transport – 100% • Roads Managers – 100%

Notes:

- The most populated job families and occupational groupings by gender are the same as 2015.
- Women’s representation has increased by 4.8% in the security job family, posts which are traditionally occupied mostly by men. Children’s residential occupational group is also now 100% occupied by women; this is a 15.2% increase since 2015.
- Men’s representation has increased in occupational groups’ financial inclusion by 4.8% and care by 3.8%, posts which are traditionally occupied mostly by women.

Our horizontal segregation information shows that the job families where male and female employees sit match what is described as societal norms. Since 2015 we have however managed to make some changes in the gender balance. The high non-disclosure rates for disability and ethnicity mean that we are unable to make any conclusions on the information available. We also currently have recruitment restrictions in place across the organisation which significantly impacts our ability to change our workforce make-up.

Occupational Segregation – Teachers

- Our teaching workforce is predominately women at 78.3% compared to men at 21.7% this is similar to 2015.
- Women exceed men in all of the occupational groupings of our teaching workforce.
- Since 2015 the percentage of female educational physiologists (salary £39,144 - £61,296) has increased by 5% and female quality improvement officers (Salary £59,686) increased by 4.2%. There has been a decrease in the percentage of female principal teachers (salary £38,034 - £49,086) by 2.3% and a decrease in female depute head teachers (salary £43,137 – £84,201) by 2%.
- The teacher's pay gap is in favour of men however the wide grade bandings make it difficult to identify where vertical segregation starts.

Next Steps

We have concluded from this information that we will:

- Develop guidance for our services to help them identify how to balance occupational segregation in appropriate occupational groupings where recruitment or redeployment activity is being undertaken.
- Identify activity where possible to help reduce vertical and horizontal segregation.
- Continue to increase awareness of how we use employee's personal data and ask employees to update their protected characteristics information.
- Continue to support our women's employee peer support network - Lean In to help reduce barriers to women's progression.
- Develop our BME and disabled employee peer support networks to help support barriers to BME and disabled employee progression.
- Where external recruitment is taking place, continue to provide details of available posts to BME, disabled, and LGBT organisations across Glasgow to attempt to increase representation across the organisation.
- Continue to monitor our gender pay gap and occupational segregation information on a regular basis.