

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 2015, 2017 and 2018 is shown below:

	2015	2017	2018
All employees (excluding teachers)	-2.54 (in favour of women)	-2.95% (in favour of women)	-1.65% (in favour of women)
Teachers	1.39% (in favour of men)	2.28% (in favour of men)	1.93% (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 2017 there has been an increase in our overall and teaching workforces.

Our employees (excluding teachers) gender pay gap has decreased by 1.3% to -1.65% in favour of women. This is mainly due to the increase in the workforce (681 employees) and the increase of men in higher graded posts particularly at grade 14. There has been a 10% increase in males since 2017.

Our gender pay gap for teachers has decreased in favour of men by 0.35%. There has been a decrease in the number of women at Head Teacher, Depute Head Teacher and Psychologist roles (higher grades) and an increase in percentage of women in Teacher and Principal Teacher roles (lower grades). The role of Quality Improvement Officer (Middle Grades) has shown an increase in the percentage of women.

Gender Pay Gap & Occupational Segregation Summary

March 2018

Occupational Segregation



In 2017 we produced our occupational segregation data by gender, ethnicity and disability. We have been working with our employees 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 ethnicity.](#)
- [Click here to view occupational segregation by disability](#)
- [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.

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 2017 data). We have provided some headline information below:

Disability

- 2.85% of the council's workforce is disabled, 22.1% is non-disabled and 75% have not disclosed if they are disabled or not.
- The percentage of the council's workforce in grades 1 to 4 who are disabled is 2.6%: an increase of 0.1% compared to 2017.
- The percentage of the council's workforce in grades 5 to 7 who are disabled is 3%: a decrease of 0.1% compared to 2017.
- The percentage of the council's workforce in grade 8 who are disabled is 3.4%; an increase of 0.3% compared to 2017.
- The percentage of the council's workforce in grades 9-15 who are disabled is 1.6%: there is no change since 2017.
- The data below provides a summary of the information we have available. Due to the high rate of non-disclosure it wouldn't be appropriate to conduct an in-depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.

Ethnicity

- Our employees are predominately white, 77.4% compared to 2.3% BME and 20.3% non-disclosed. BME employees have increased by 0.2% compared to 2017. There has been no change to white employees.
- The percentage of the council's workforce in grades 1 -4 who are BME is 2.4%; an increase of 0.3% compared to 2017.
- The percentage of the council's workforce in grades 5-7 who are BME is 2.3%; an increase of 0.2% compared to 2017.
- The percentage of the council's workforce in grade 8 who are BME is 2.2%; this is the same as 2017
- The percentage of the council's workforce in grades 9-15 who are BME is 0.8%; an increase of 0.4% compared to 2017. There are no BME employees in Grades 9, 10 and 12-15.
- This information below provides a summary of the information 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

- Our employees are predominately women – 66.8% compared to 33.2% men. This is similar to 2017 (67.2% and 32.8% retrospectively)
- The majority of our employees in grades one to four are women – 62.2%. This is similar to 2017 and 2015.
- Grade three has the highest concentration of employees. Although the number of employees in this grade has increased since 2017 by 167 employees the split by gender remains similar to 2017: 74% women and 26% men.
- The numbers of employees in grades five to seven are women 73.1% - this is a slight increase of 0.9% compared to 2017.
- There has been a slight decrease in the number of women in grades 9-15 (leadership job family): 48.8% compared to 49.4% in 2017 and 49.2% in 2015. There are one post each in grades 13 and 15 both are held by women. Grades 9 and 10 are mainly populated by women (50.3% and 55.3% retrospectively). Grades 11, 12 and 14 are mainly populated by men (67.9%, 71.4% and 60% retrospectively).
- There has a further increase in the number of women in Grade 10. In 2015 43.2% of the grade was female, 2017 it was 50% and in 2018 it's now 55.3%.

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:

	2014/15	2016/17	2017/18
Top 5% of earners who are women	55.52%	59.97%	58.56%

This is a decrease of women’s representation of 1.41% since 2016/17 and an increase of 3.04% since 2014/15. There has been an increase in the workforce of 395 since 2016/17. Although the number of employees in the top 5% of earners has increased by 26: only ten of these are women.

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	<ul style="list-style-type: none"> • Physical & Environmental Services – 4.4% • Clerical & Admin – 3.9%

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disabled employees.	<ul style="list-style-type: none"> • Construction, Repairs & Maintenance – 3.7% • Business Support – 3.4% • People Care & Support – 3.2% • Technical Services – 2.9% • Vehicle – 2.4%
Occupational groupings populated predominately by disabled employees.	<ul style="list-style-type: none"> • City Cleansing & Waste – 13.3% • Trading Standards – 12.5% • Assistant Supervisor of Operatives – 11.1% • Scientific and Regulatory Services – 11.1% • Valuation Team – 11.1% • Welfare Rights – 10.3% • Addiction Workers – 9.3%
<p>Notes:</p> <ul style="list-style-type: none"> • This information should be considered against a backdrop of a non-disclosure rate of 77%. • Occupational groupings Health, Safety and Resilience and Pensions have shown increase in the percentage of disabled employees by 1.7% and 8.3% respectively • All 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 – 6.3% • People Care & Support – 3.5% • Infrastructure Planning – 3.2% • Business Support – 3.1% • Community, Standards & Enforcement - 2.9% • Clerical Admin – 2.8% • Technical Services – 2.2% •
Occupational groupings populated predominately by BME employees.	<ul style="list-style-type: none"> • Works Planners – 25% • Leadership – 12.5% • Registrars – 11.1% • Casework – 11.1% • Security – 10.5% • Business & Innovation – 7.7% • Service Development – 7.7% • Day Care – 6.4%
<p>Notes:</p> <ul style="list-style-type: none"> • This information should be considered against a backdrop of a non-disclosure rate of 20.3%. • All job families and occupational groupings listed above contain employees who have not as yet disclosed their ethnicity. • There have been no significant changes in the make-up of each occupational grouping; 	

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they are all broadly similar to information in 2017.

- The percentage of BME in each job family has changed with the exception of Clerical & Admin and Vehicle who have remained the same as 2017. Eight of the job families has shown an increase in the percentage of BME employees and the remaining five has shown as decrease compared to 2017 information.

Gender	
Job families populated predominately by women	<ul style="list-style-type: none"> • Social Renewal Learning & Development – 94.8% • Clerical & Admin – 84% • People Care & Support – 79% • Business Support – 68.5%
Job families populated predominately by men	<ul style="list-style-type: none"> • Construction Repairs & Maintenance – 100% • Physical & Environmental Services – 97.6% • Vehicle – 97.6% • Security – 81.3% • Technical Services – 77.6%
Occupational groupings populated predominately by women.	<ul style="list-style-type: none"> • Registrars – 100% • Early Years – 98.3% • Support for Learning – 96.4% • Occupational Therapists – 93.9% • Care – 91.7% • Day Care – 84.6% • Human Resources – 82.9% • Social Care Workers – 81.3% • Criminal Justice - 80%
Occupational groupings populated predominately by men.	<ul style="list-style-type: none"> • Bereavement Services – 100% • City Cleansing & Waste – 100% • Electricians – 100% • Transport – 100% • Project Management & Design – 100% • Roads Managers – 100% • Operatives function - 98.6% • Driving – 97.4% • Assistant Supervisor of Operatives – 96.3%

Notes:

- The most populated job families and occupational groupings by gender are similar to those in 2017.
- Men’s representation in occupational grouping Asset and Estates has increased by 24.3%. This is as a result of the creation of Property and Land Team within DRS. The occupational grouping Fostering is now a 50/50 of males and females. This is an increase of 25% for males.
- Women’s representation has increased by 24.7% in the occupational grouping Events

& Organisation and by 7.7% in Roads Managers.

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 continue to 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 78.5% compared to men at 21.5% this is similar to 2017.
- Women exceed men in all of the occupational groupings of our teaching workforce.
- Since 2017 the percentage of female Quality improvement officers (salary £52,725-£58,830) has increased by 5.8%.
- The teacher's pay gap is in favour of men however the wide grade bandings make it difficult to identify where vertical segregation starts.
- BME teaching workforce has increased to 2.5% from 2.3% in 2017. Since 2017 the percentage of BME Head Teachers (£45,111 - £88,056) has increased by 0.8% to 1.2%.
- The disabled teaching workforce is similar to 2017(1.2%). The percentage of non-disabled teachers has increased by 4.9% and the percentage of teachers who haven't disclosed if they are disabled or not has decreased 4.8% to 74.3%.

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.