Gender Pay Gap & Occupational Segregation Summary
March 2019

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 2019 is shown below:

	2015	**2017**	**2018**
All employees (excluding teachers)	-2.54 (in favour of women)	-2.95% (in favour of women)	6.53% (in favour of men)
Teachers	1.39% (in favour of men)	2.28% (in favour of men)	3.85% (in favour of men)

Since 2017 there has been an increase in our overall and teaching workforces. The workforce has increased mainly as a result of TUPE transfers into the council from both Cordia and Community Safety Glasgow and expansion of social care and early years services.

Our employees (excluding teachers) gender pay gap has increased to 6.53% in favour of men. This is due to the increase in the workforce (87451 employees) as a result of ALEO's Cordia and Community Safety Glasgow transferring into the council. In particular the majority of former Cordia employees were in grades 1-3 and predominately female.

Our gender pay gap for teachers has increased in favour of men by 1.57%. 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.

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 still have a high rate of non-disclosure, for disability at 59.5% and ethnicity at 19.5%. 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. HR teams have since 2015 been focused on encouraging employees to update their personal information. To date 3,487 employees, 17.4% of our total workforce have updated their information. This has resulted in an improvement in disclosure across all protected characteristics, in particular disability has increased by 16.1% and ethnicity has increased by 2.5%. The work to improve disclosure rates will continue in line with the specific equality outcome.

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 workforce (excluding teachers) by occupational groupings and grades one to fifteen within each occupational grouping.
Seven	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 and provided comparisons against the 2017 data). We have provided some headline information below:

Disability

- 2.6% of the council's workforce is disabled, 37.9% is non-disabled and 59.5% have not disclosed if they are disabled or not.
- The 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 an in-depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.
- The percentage of the council's workforce in grades 1 to 4 who are disabled is 2.3%: a decrease of 0.5% compared to 2017.
- The percentage of the council's workforce in grades 5 to 7 who are disabled is 3.1%: there has been no change since 2017.
- The percentage of the council's workforce in grade 8 who are disabled is 3%; a decreased of 0.1% compared to 2017.
- The percentage of the council's workforce in grades 9-15 who are disabled is 2.9%: an increase of 1.3% since 2017.

Ethnicity

- Our employees are predominately white at 78.2% compared to 2.2% BME and 19.5% non-disclosed. The number of BME employees has increased by 205 to 483, however the percentage of BME employees has only increased by 0.1% compared to 2017.
- White employees have increased by 6891 and the percentage has increased by 0.8% compared to 2017.
- The number of employees who haven't disclosed their ethnicity has increased by 1560 however the percentage has decreased by 1% when compared to 2017.
- This information provides a summary of the information available. Due to the high rate of non-disclosure (19.5%) 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.
- The percentage of the council's workforce in grades 1-4 who are BME is 1.7; a decreases of 0.4% compared to 2017.
- The percentage of the council's workforce in grades 5-7 who are BME is 3.3%; an increase of 1.2% compared to 2017.

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- The percentage of the council's workforce in grade 8 who are BME is 2.4%; an increase of 0.2% compared to 2017.
- The percentage of the council's workforce in grades 9-15 who are BME is 0.7%; an increase of 0.3% compared to 2017.

Gender

- Our employees are predominately women at 73.4% compared to 26.6% men. The percentage of women has increased by 6.2% compared to 2017. This is mainly as a result of Cordia employees transferring back into council.
- The majority of our employees in grades one to four are women at 74.6%. This is similar to 2017 and 2015.
- Grade three continues to have the highest concentration of employees. The number of employees in this grade has increased since 2017 by 3235 employees and the split by gender is now 80% female and 20% males compared to 74% women and 26% men in 2017.
- The numbers of employees in grades five to seven are women 72.8% this is a slight decrease of 0.3% compared to 2017.
- There has been an increase in the number of women in grades 9-15 (leadership job family): 51.1% compared to 49.4% in 2017 and 49.2% in 2015. There are two posts in grades 13 and 15 which are all held by women. Grades 9 and 10 are mainly populated by women (52.9% and 53.8% retrospectively). Grades 11, 12 and 14 are mainly populated by men (61.3%, 54.5% and 80% retrospectively).
- There has been 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 2019 it's 53.8%.

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:

	2016/17	2017/18	2018/19
Top 5% of earners who are women	59.97%	58.56%	58.67%(unverified by internal audit)

This is a slight increase of women's representation of 0.11% since 2017/18 and an increase of 1.3% since 2016/17. There has been an increase in the workforce of 8096 since 2017/18. The number of employees in the top 5% of earners has increased by 278: 167 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 disabled employees.	• GCSS 35 hours – 5.4% • Business Support – 4% • Clerical and Admin – 4% • Technical Services – 3.4% • Physical and Environmental Services – 3.1% • Community Standards and Enforcement – 3% • Leadership – 3% • People Care and Support – 2.6% • Vehicle – 2.5% • Catering – 1.8%
Occupational groupings populated predominately by disabled employees.	• Social Work Supervisors – 100% • Democratic Services – 13.3% • Pensions – 13.3% • Trading Standards – 12.5% • Valuation Team – 12.5% • Scientific and Regulatory Services – 11.1% • Addiction Workers – 10.5% • Welfare Rights – 10% • City Cleansing and Waste – 9.5% • Events Organisation – 8.3% • Criminal Justice – 7.3% • Security – 7.3%

Notes:

- This information should be considered against a backdrop of a non-disclosure rate of 59.5%.
- Occupational groupings Addiction Workers (3.5%), Day Care (2.7%), Health, safety and Resilience (4.4%) and Valuation Team (2.5%) have shown increases in the percentage of disabled employees.
- Occupational Groupings Assistant Supervisor of Operatives (7%), City Cleansing and Waste (2.3%) Economic and Development (2.6%), Finance (4.9%), Service Development (7%) and Vocational, Guidance & Partnership (4.4%) have all shown a decrease in the percentage of disabled employees.
- The percentage of disabled employees in each job family has changed with the exception of Security which continues to have no disabled employees. Nine of the job families have shown an increase in the percentage of disabled employees and the remaining five have shown a decrease compared to 2017 information.
- All job families and occupational groupings listed above all contain employees who have not as yet disclosed if they have a disability.

Ethnicity	
Job families populated predominately by BME employees.	• Security – 9.4% • GCSS 35 Hours – 4.1% • Infrastructure Planning – 3.9% • Business Support – 3% • People Care and Support – 3% • Clerical and Admin – 2.8% • Social Renewal Learning and Development – 2.1% • Technical Services – 2% • Community Standards and Enforcement – 1.8% • Catering – 1.6% • Construction Repairs and Maintenance – 1.0% • Community Facility User Support – 0.9% • Leadership -0.8% • Vehicle – 0.7% • Physical and Environmental Services – 0.6%
Occupational groupings populated predominately by BME employees.	• Linguistics – 38.5% • Technology – 16.7% • Catering – 12.5% • Casework – 12.5% • Criminal Justice – 7.3% • Legal Services – 6.9% • Day Care – 6.7% • Security – 6.1% • Economic and Development – 6%

Notes:

• This information should be considered against a backdrop of a non-disclosure rate of 19.5%.
• Occupational Groupings Addiction Workers (3%), Casework (2.5%) Criminal Justice (7.3%), Economic and Development (1.2%), Enforcement (2.5%), Legal Services (6.9%), Occupational Therapists (2.8%) and Registrars (4.8%) have all shown an increase in the percentage of BME employees.
• The percentage of BME employees in each job family has changed with the exception of Clerical & Admin, Construction Repairs and Maintenance and Vehicle who have remained the same as 2017. Ten of the job families have shown an increase in the percentage of BME employees and the remaining two have shown a decrease compared to 2017 information.
• All job families and occupational groupings listed above contain employees who have not as yet disclosed their ethnicity.

Gender	
Job families populated predominately by women	• Social Renewal Learning & Development – 94.5% • Catering – 90.5% • People Care and Support – 85.4% • Clerical and Admin – 83.6% • Business Support – 69.5% • Leadership – 50.6%
Job families populated predominately by men	• Construction Repair and Maintenance - 100% • Vehicle – 97.5% • Technical Services – 81% • Security – 68.8% • Community Facility user Support – 62.7% • Community Standards and Enforcement – 57.1% • GCSS 35 hours – 57% • Physical and Environmental Services – 52.9% • Infrastructure Planning – 51.1%
Occupational groupings populated predominately by women.	• Emergency Care – 100% • PR and Communications – 100% • Catering – 98% • Early Years – 97.9% • Support for Learning – 95.7% • Care at home – 91.4% • Cleaning – 88.8% • Emergency Response for Care at Home – 87.3% • Clerical and Admin – 83% • Project Management and Analytical – 82.9% • Hospitality – 82% • Registrars – 81% • Day Care – 80.7%
Occupational groupings populated predominately by men.	• Bereavement Services – 100% • Business Analyst – 100% • City Cleansing & Waste – 100% • Commercial Business – 100% • Electricians – 100% • Facilities Management – 100% • Project Management and Design – 100% • Roads Managers – 100% • Social Work Supervisors – 100% • Transport and Technical Services – 100% • Operatives Function – 98.4% • Assistance Supervisors of Operatives – 97.7% • Driving – 97.4% • Supervisors Function – 93.2% • Waste – 92.6%

	• Transport – 90.8%
	• Asset and estates – 89.8%
	• Roads – 89.8%
	• Events Organisation - 83.3%
	• Technology – 83.3%

Notes:

- The gender split in job families have broadly remained the same when compared to 2017 information. The only exceptions to this are Community Facility User Support and Physical and Environmental Services who now both have seen a dramatic change on gender split. Analysis has shown that this is a result of the transfer of Cordia employees into the council. Community Facility User Support has additional roles such as Janitors, Caretaker, School Crossing Patrollers and Assistant Area Operations Manager who are predominately male. Physical and Environmental Services have additional roles primarily in the cleaning function. These role tend to be predominately occupied by females.
- Men's representation in occupational grouping Asset and Estates has increased by 34.8%. This is as a result of the creation of transfer of Cordia employees into Glasgow City Council. Commercial Business is now 100% male.
- Women's representation has increased by 25% in the occupational grouping Enforcement. This is as a result of the transfer of Community Safety Glasgow employees into the council.

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.

Occupational Segregation – Teachers

- Our teaching workforce is predominately women at 78.7% compared to men at 21.3% this is similar to 2017.
- Women exceed men in all of the occupational groupings of our teaching workforce.
- Since 2017 the percentage of female Head Teachers has reduced by 4.9% and percentage of Principal Teachers and Psychologist have increased by 2% and 1.8% respectively.
- 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 by 0.3% to 2.6% in 2019.
- Compared to 2017 all teaching grades have increased the number of BME employees. The only exceptions are Principal Teachers where there has been a decrease of 0.1% and Quality Improvement Officer where there continues to be zero employees from a black and ethnic minority background.
- The disabled teaching workforce is similar to 2017(1.2%). The percentage of non-disabled teachers has increased by 11.3% and the percentage of teachers who haven't disclosed if they are disabled or not has decreased by 11.2% to 67.9%.

- Compared to 2017 there has been some change in the percentage of disabled employees in each of the grades. The only exception is Quality Improvement Officers who continue to have zero disabled employees. Teachers, Psychologist and Depute Head Teachers have all increased the percentage of disabled employees and Principal Teachers and Head Teachers have decreased.

Next Steps

We have concluded from this information that we will:

- Work with Services to review guidance on occupational segregation and develop appropriate recruitment or redeployment activity.
- Work towards achieving the outcomes in our Equal Pay Policy statement, whilst considering the pending changes to our pay and grading structures in line with the recent settlement of equal pay claims.
- Continue to work toward the employment outcomes within our Equality outcomes 2017 - 2021, in particular outcome 2.4 regarding job evaluation.
- 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 all employee peer support network in particular Disabled, BME and Lean In to help reduce barriers to women's progression.
- Take part in Cross party employment working groups, for example BME and Disability.
- Continue to take part in 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.