



**Gender Pay Gap & Occupational Segregation Summary  
March 2021**

**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 2019, 2020 and 2021 is shown below:

	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>All employees (excluding teachers)</b>	6.53% (in favour of men)	7.32% (in favour of men)	7.42% (in favour of men)
<b>Teachers</b>	3.85% (in favour of men)	2.35% (in favour of men)	1.86% (in favour of men)

Our employees (excluding teachers) gender pay gap has increased to 7.42% in favour of men. Further investigation is required to understand the reasons for this.

Our gender pay gap for teachers has decreased by 0.49% and is now 1.79% in favour of men. There has been a decrease in the percentage of women at Teacher, Principal Teacher (lower grades) and Head Teacher (higher grade), There has been an increase in the percentage of women in Depute Head roles (higher grades) and Quality Improvement Officer (Middle Grades)

**Disability/ Ethnicity Pay Gap**

	<b>Disability Pay Gap 2021</b>	<b>Ethnicity Pay Gap 2021</b>
<b>All employees (excluding teachers)</b>	9.13% (in favour of disabled employees)	1.96% (in favour of white employees)
<b>Teachers</b>	6.93%( in favour of non disabled employees)	5.54% (in favour of white employees)

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We have produced pay gap information for disability and ethnicity for the first time. Information is against backdrop for disability of non disclosed rate of 55.6% for all employees excluding teachers and 58.3% for teachers. For ethnicity non disclosure rate is 18.9% for all employees excluding teachers and 33.6% for teachers.

### 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 55.4% and ethnicity at 19.3%. 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. The work to improve disclosure rates will continue.

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:
<b>One</b>	Our workforce (excluding teachers) by grade.
<b>Two</b>	Our workforce (excluding teachers) by job family (see below for job family explanation).
<b>Three</b>	Our workforce (excluding teachers) across grades one to eight and job family (see below for job family explanation).
<b>Four</b>	Our workforce (excluding teachers) across grades nine to fifteen in our leadership job family (see below for job family explanation).
<b>Five</b>	Our workforce (excluding teachers) by occupational groupings (see below for definitions of occupational groupings)
<b>Six</b>	Our workforce (excluding teachers) by occupational groupings and grades one to fifteen within each occupational grouping.
<b>Seven</b>	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

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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 2019 data). We have provided some headline information below:

#### Disability

- 2.7% of the council's workforce is disabled, 42% is non-disabled and 55.3% 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 2.4%: an increase of 0.1% compared to 2019.
- The percentage of the council's workforce in grades 5 to 7 who are disabled is 3.1%: there has been no change since 2019.
- The percentage of the council's workforce in grade 8 who are disabled is 3.4%; an increase of 0.84 compared to 2019.
- The percentage of the council's workforce in grades 9-15 who are disabled is 3.3%: a decrease of 0.6% since 2019.

#### Ethnicity

- Our employees are predominately white at 78% compared to 3% BME and 19% non-disclosed. The number of BME employees has increased by 211 to 694, and the percentage of BME employees has increased by 0.8% compared to 2019.
- White employees have increased by 846 although the percentage has decreased by 0.2% compared to 2019.
- The number of employees who haven't disclosed their ethnicity has increased by 88 however the percentage has decreased by 0.5% when compared to 2019.
- This information provides a summary of the information available. Due to the high rate of non-disclosure (19%) 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 2.8%; an increase of 1.1% compared to 2019.

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- The percentage of the council's workforce in grades 5-7 who are BME is 3.5%; an increase of 0.2% compared to 2019.
- The percentage of the council's workforce in grade 8 who are BME is 2.5%; an increase of 0.1% since 2019.
- The percentage of the council's workforce in grades 9-15 who are BME is 1%; there has been no change since 2019.

### Gender

- Our employees are predominately women at 74.5% compared to 25.65 men. The percentage of women has increased by 1.1% compared to 2019.
- The majority of our employees in grades one to four are women at 76.1%. This is similar to 2019 at 74.6%.
- Grade three continues to have the highest concentration of employees. The number of employees in this grade has increased since 2019 by 472 employees and the split by gender is now 81.6% female and 18.4% males compared to 80.2% women and 19.8% men in 2019.
- The numbers of employees in grades five to seven are women 73.2% this is a slight increase of 0.4% compared to 2019.
- There has been an increase in the number of women in grades 9-15 (leadership job family): 51.7% compared to 50.7% in 2019. There are two posts in grades 13 and 15 which continue to be all held by women. Grades 9 and 10 continue to be mainly populated by women (51.6% and 58.1% retrospectively). Grades 11, 12 and 14 are mainly populated by men (59.4%, 62.5% and 60% respectively).
- There has been an increase in the number of women in Grades 9,10 and 14, now at 51.6%, 58.1% and 40% respectively.
- **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:

	2018/19	2019/20	2020/21
<b>Top 5% of earners who are women</b>	58.65%	59.66%	60.78%

There continues to be an increase in women's representation in the workforce: 2.13% since 2018/19 and an increase of 1.12% since 2019/20. In 2019/20 the total number of employees include din the calculation increased by 35: 32(91.43%) of these were women . During 2020/21 the total number of employees in the workforce included in this calculation increased by 6, however number of women increased by 15.



**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:

<b>Disability</b>	
Job families populated predominately by disabled employees.	<ul style="list-style-type: none"> <li>• GCSS 35 hours – 6%</li> <li>• Clerical and Admin – 4.2%</li> <li>• Business support – 3.8%</li> <li>• Community Standards and Enforcement – 3.7%</li> <li>• Infrastructure Planning – 3.6%</li> <li>• Technical Services – 3.4%</li> <li>• Physical and Environmental Services – 3.1%</li> <li>• Security – 2.9%</li> <li>• People Care and Support – 2.6%</li> <li>• Leadership – 2.4%</li> <li>• Vehicle – 2.4%</li> <li>• Catering – 1.7%</li> <li>• Social Renewal Learning and Development – 1.6%</li> <li>• Community Facility User Support – 1.6%</li> <li>• Construction Repairs and Maintenance – 1.1%</li> </ul>
Occupational groupings populated predominately by disabled employees.	<ul style="list-style-type: none"> <li>• Business Analyst – 12.5%</li> <li>• Pensions – 12.5%</li> <li>• Trading Standards – 12.5%</li> <li>• Addiction Workers – 11.4%</li> <li>• Democratic Services – 11.1%</li> <li>• Scientific &amp; Regulatory Services - 11.1%</li> <li>• Valuation Team – 10.5%</li> <li>• Welfare Rights – 10.5%</li> <li>• Security – 9.6%</li> <li>• Criminal Justice – 7.7%</li> <li>• Learning &amp; Organisational Development – 7.3%</li> <li>• Economic &amp; Development – 6.2%</li> </ul>
<p>Notes:</p> <ul style="list-style-type: none"> <li>• This information should be considered against a backdrop of a non-disclosure rate of 55.4%</li> <li>• Occupational groupings Addiction Workers (11.4%), Care at work(1.1%), Catering (1.7%), City Parks and Open Spaces (3.9%), Cleaning (2.1%), Clerical &amp; Admin (4.2%), Driving (2.5%), Criminal Justice (7.7%), Economic &amp; Development (6.2%), Enforcement (1.5%), Homelessness (2.5%), Human Resources (4.5%), Janitorial</li> </ul>	



- (1.6%), Learning and Organisational Development (7.3%), Operatives Function (4.8%), Planning and Building Control (4.1%), Roads (3.4%), School Crossing (1.2%), Security (9.6%), Social Care Workers (3.6%), Social Workers (4.5%), Support for Learning (1.6%) and Welfare Rights (10.5%) have shown increases in the percentage of disabled employees.
- Occupational Groupings Ass (5.2%), Assistant Supervisors (5.1%), Care at Home (1.9%), City Cleansing & Waste (5.6%), Day Care (3.4%), Democratic services (11.1%), Early Years (1.5%), Emergency Response for at Home (2.7%) Environment & Sustainability(2.3%), Governance, Audit & Compliance (0%), Health, Safety & Resilience (0%), Linguistics(0.8%), Occupational Therapists (5.9%), Pensions(12.5%), Service Development (3.6%), Service Reform & Modernisation (5.5%), Social Work Managers (1.6%), Social Work Team Leaders (4.7%), Supervisors of Operatives (1.4%) Transport & Maintenance of Equipment (1%), Valuation Team (10.5%), and Vocational, Guidance & Partnership (2.2%) have all shown a decrease in the percentage of disabled employees.
  - The percentage of disabled employees in job families have broadly remained the same when compared to 2019 information. The only exceptions to this are Security and Infrastructure Planning which have seen an increase of 2.9% and 1.9% respectively of the percentage of disabled employees in these roles compared to 2019.
  - 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.	<ul style="list-style-type: none"> <li>Security – 8.6%</li> <li>GCSS 35 Hours – 4.1%</li> <li>Infrastructure Planning – 4.1%</li> <li>Social Renewal Learning and Development – 4.1%</li> <li>Business Support – 3.6%</li> <li>Clerical and Admin – 3.4%</li> <li>People Care and Support – 3.2%</li> <li>Catering – 2.1%</li> <li>Construction Repairs and Maintenance – 2.1%</li> <li>Physical and Environmental Services – 2.1%</li> <li>Technical Services – 2.1%</li> <li>Community Facility User Support – 1.9%</li> <li>Community Standards and Enforcement – 1.2%</li> <li>Leadership -1%</li> <li>Vehicle – 0.5%</li> </ul>
Occupational groupings populated predominately by BME employees.	<ul style="list-style-type: none"> <li>Linguistics – 37%</li> <li>Information Technology – 25%</li> <li>Casework – 16.7%</li> </ul>





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	<ul style="list-style-type: none"> <li>• Technicians - 16.7%</li> <li>• Business &amp; Innovation – 6.9%</li> <li>• Criminal Justice – 6.7%</li> <li>• Business analyst – 6.3%</li> <li>• Security – 6%</li> <li>• Legal Services – 5.9%</li> <li>• Support for Learning – 5.8%</li> <li>• Day Care - 5.5%</li> </ul>
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<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• This information should be considered against a backdrop of a non-disclosure rate of 19%.</li> <li>• Occupational Groupings Assets &amp; Estates(1.7%), Business Analyst(6.3%), Business &amp; Innovation (6.9%), Casework (16.7%), Catering (2.5%), City Parks &amp; Open Spaces(2%), Cleaning (3.5%), Clerical &amp; Admin(3.4%), Early Years (2.8%), Electricians (5.3%), Finance (4.9%), Financial Inclusion (4.5%), Hospitality (1.4%), Human Resources (0.9%), Information Technology (25%), Planning &amp; Building Control (3.7%), Roads (3.4%), School Crossing (2.4%), Service Development (3%), Service Reform &amp; Modernisation ( 5.5%), Social Care Worker (4.8%), Social Work Managers (2.3%), Support for Learning (5.8%), Technicians (16.7%), Waste (1.9%)and Welfare Rights (1.8%) have all shown an increase in the percentage of BME employees.</li> <li>• The percentage of BME employees in each job family has changed except for Care, Janitorial, Residential Care, Senior Leadership, and Social Worker who have remained the same as 2019.</li> <li>• 9 of the job families have shown an increase in the percentage of BME employees and 6 have shown a decrease in percentage of BME employees, compared to 2019.</li> <li>• All job families and occupational groupings listed above contain employees who have not as yet disclosed their ethnicity.</li> </ul>	
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<b>Gender</b>	
Job families populated predominately by women	<ul style="list-style-type: none"> <li>• Social Renewal Learning &amp; Development – 94.4%</li> <li>• Catering – 91.8%</li> <li>• People Care and Support – 85.8%</li> <li>• Clerical and Admin – 82.6%</li> <li>• Business Support – 69.4%</li> <li>• Leadership – 51.7%</li> </ul>
Job families populated predominately by men	<ul style="list-style-type: none"> <li>• Construction Repair and Maintenance - 100%</li> <li>• Vehicle – 97.4%</li> <li>• Technical Services – 80.8%</li> <li>• Security – 60%</li> <li>• Community Facility user Support – 62.3%</li> <li>• Community Standards and Enforcement 56.8%</li> <li>• GCSS 35 hours – 55%</li> </ul>



	<ul style="list-style-type: none"> <li>• Infrastructure Planning – 51.8%</li> <li>• Physical and Environmental Services – 50.1%</li> </ul>
<p>Occupational groupings populated predominately by women.</p>	<ul style="list-style-type: none"> <li>• Fostering – 100%</li> <li>• Catering – 97.2%</li> <li>• Early Years – 97.8%</li> <li>• Care at home – 96.8%</li> <li>• Support for Learning – 95.6%</li> <li>• Care – 92.3%</li> <li>• Care at Work – 92.1%</li> <li>• Emergency Response for Care at Home – 89.3%</li> <li>• Leadership – 87.5%</li> <li>• Registrars – 86.4%</li> <li>• Cleansing – 85.2%</li> <li>• Hospitality – 84.4%</li> <li>• Project Management and Analytical – 83.8%</li> <li>• Casework – 83.3%</li> <li>• Clerical and Admin – 82.1%</li> <li>• Day Care – 81.4%</li> </ul>
<p>Occupational groupings populated predominately by men.</p>	<ul style="list-style-type: none"> <li>• Business Support – 100%</li> <li>• Electricians – 100%</li> <li>• Facilities Management – 100%</li> <li>• Information Technology – 100%</li> <li>• Roads Managers – 100%</li> <li>• Scientific &amp; Regulatory Services – 100%</li> <li>• Transport &amp; Technical Services – 100%</li> <li>• Works Planners – 100%</li> <li>• Operatives Function – 98.4%</li> <li>• Transport – 98.4%</li> <li>• Driving – 97.3%</li> <li>• Assistance Supervisors of Operatives – 96.6%</li> <li>• Bereavement Services -96.3%</li> <li>• Supervisors Function – 95.9%</li> <li>• City Cleansing &amp; Waste – 94.4%</li> <li>• Waste – 91.4%</li> <li>• Roads – 91.1%</li> <li>• Asset and estates – 89.7%</li> <li>• Project Management &amp; Design – 86.7%</li> <li>• Technology – 83.3%</li> </ul>
<p>Notes:</p> <ul style="list-style-type: none"> <li>• The gender split in job families have broadly remained the same when compared to 2019 information. The only exception to this are Bereavement services (3.7%),</li> </ul>	



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Business & Innovation (10.1%), City cleansing & Waste (5.6%), Commercial Business (40%), fostering (100%), Project Management & Design (13.3%), which have seen increases in the number of females in these roles compared to 2019.

- Information technology, Transport and Works planners have both seen a reduction in the percentage of females: 16.7%, 7.6% and 25% reduction respectively.

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 78.2% compared to men at 21.8% this is similar to 2019.
- Women exceed men in all the occupational groupings of our teaching workforce. This is consistent with previous years.
- Since 2019 the percentage of female teachers, principal teachers, psychologists and Head Teachers has reduced by 0.8%, 0.7% and 0.9% respectively. The percentage of female Depute Head Teachers and Quality Improvement Officers has increased by 3.5% and 7.7% 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 0.1% to 2.8% in 2021.
- Compared to 2019 only Depute Head teachers' grade has increased the number of BME employees by 0.5%. Principle Teacher Grade has reduced by 0.1% and there has been no change to Teacher, Psychologist and Head Teacher grades.
- Quality Improvement Officer continue to have zero employees from a black and ethnic minority background.
- The disabled teaching workforce has increased by 0.2% to 1.4% since 2019. The percentage of non-disabled teachers has increased by 6.6% to 37.5% and the percentage of teachers who haven't disclosed if they are disabled or not has decreased by 6.8% to 61.1%.
- Compared to 2019 there has been some change in the percentage of disabled employees in each of the grades. Teachers, Depute Head teachers, Head Teachers and Quality Improvement Officer have all increased the percentage of disabled employees and Principal Teachers and Psychologists have decreased. Psychologist now have 7.7% of their workforce who are disabled compared to 0% in 2019.



**Next Steps**

We have concluded from this information that we will:

- Review our gender pay gap information for non teaching employees to understand reasons why gap is increasing in favour of men year on year.
- 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.
- Work toward the employment outcomes within our recently published Equality outcomes 2021-2025, .
- 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 Gender, BME and Disability.
- Continue to take part in and develop our BME and disabled employee peer support networks to help support barriers to BME and disabled employee progression.
- Continue to support current and develop new positive action initiatives aimed at addressing the under representation of BME employees in our workforce.
- 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.