



# **PAY GAP REPORT**

## **DISABILITY / GENDER / ETHNICITY**

| 2026

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# PAY GAP REPORTING

## THE LAW ON PAY GAPS

We need to share pay gap information as part of our Public Sector Equality Duties under the Equality Act 2010. It is only a legal requirement in relation to gender pay gaps, however we also choose to share information on disability and ethnicity pay gaps. We publish a yearly Pay Gap Report, which also forms part of our Mainstreaming reports in relevant years, based on the snapshot date of 31st March.

We believe in equal pay for equal work for all of our employees, as well as reducing occupational segregation (where people of different genders, ethnicities, or abilities have different job opportunities) and the pay gap.

In this report, we share our Equal Pay Statement and details of pay gaps within UHI Perth, including any evidence of occupational segregation. As this is our 2026 report, the data shared is based on staff employed by UHI Perth on 31st March 2025.

## EQUAL PAY AND PAY GAPS

It's important to understand that "equal pay" and the "pay gap" are not the same thing. Equal pay means that employees doing identical or similar work for the same employer must be paid the same. The pay gap is the difference between average earnings for different groups of people working for the same employer.

## EQUAL PAY STATEMENT

This statement covers all staff employed by UHI Perth, highlighting our efforts to make sure that staff receive equal pay for work of equal value.

In line with our Equality, Diversity, Inclusion and Belonging Policy, we support and

promote equality of opportunity for all staff. We provide equal pay for the same or broadly similar work, regardless of the employee's protected characteristics under the Equality Act 2010, personal circumstances, political affiliation, or Trade Union activity.

To support this, we have a pay system which is transparent, objective, and free from unlawful bias. Our current Job Evaluation scheme for Professional Services roles was introduced in 2012. Scotland's colleges and Trade Unions have since agreed a national Job Evaluation scheme which has not yet been introduced. Until this is in place, we continue to locally evaluate support and management roles in situations where there are significant changes. Rates of pay, starting points, and terms and conditions for lecturing staff are decided by national agreement.

We believe that eliminating gender, race, and disability bias in our pay systems sends a positive message to our staff and customers, boosting morale and efficiency. It makes sense to have a fair, transparent reward system which helps us to both control costs and avoid unfair discrimination.

## CALCULATING PAY GAP DATA

We share two different ways of working out our average pay gaps: mean and median.



First, we work out the hourly rate for all of our colleagues including their contracted hours and any overtime worked.



Our mean pay gap compares the total hourly rates in a group, divided by the number of people in the group.



Our median pay gap compares the exact middle point of all the hourly rates in a group.

To compare the experiences of our colleagues from different backgrounds, we calculate this for all relevant groups of colleagues. This includes those who face inequality and those who do not. For example, gender pay gap calculations involve two groups of UHI Perth colleagues: a male group and a female group.

We also need to provide an illustration (example) of our pay gaps, where we compare how much people in the disadvantaged group would earn if the other group makes £1.

To make it clear when we are sharing information in this way, we use the icon and label below:



## **ILLUSTRATION**

These illustrations show the difference in a way most people will find familiar - however, it is important to remember that these are just another way to think of the pay gap percentage and never represent an intentional difference in pay.

## **OUR PAY GAP DATA**

### **WHEN IS A DIFFERENCE IN PAY A “PAY GAP”?**

Not all pay differences are pay gaps. It is normal for employers to offer a wide range of salaries based on the skill of a role.

In UK law, pay gaps refer to when people who face inequality are paid less on average than people who do not face that inequality.

People from disadvantaged groups are often underemployed (being offered lower grade roles when they are qualified for higher grade roles), are given less opportunities to progress within an organisation, or have circumstances which

mean they have to work part-time.

Since we are trying to reduce inequality for people who have faced historic disadvantages in the labour market, it is not a problem if we find ourselves with a pay difference which benefits people in these groups (shown by a negative percentage).

If our pay gap calculations show that colleagues facing historic disadvantage are paid more on average, as long as this is a true reflection of the skills in our workforce and unrelated to any differences in protected characteristics, then we do not have a pay gap.

## **POSITIVE AND NEGATIVE PAY DIFFERENCES**

When our pay gap calculations show a positive percentage this means we currently have a difference in pay which reinforces historic disadvantages. This is evidence of a pay gap.

When our pay gap calculations show a negative percentage this means we currently have a difference in pay which does not reinforce historic disadvantages. This suggests that we do not have a pay gap.

In these cases, it is still important for us to fully investigate our data to make sure that this conclusion is accurate and not influenced by other inequalities (such as under-representation in staffing). This is particularly the case when we have incomplete data, as not all UHI Perth colleagues have shared their disability status or ethnicity with us.

It is extremely unlikely that any pay gap calculation will balance at exactly zero because of how much data is involved. Our ambition is to continue working until we have pay gaps of less than 1%.

## **OUR PAY GAPS**

The table below shows our pay gap data in six areas - we have calculated mean

and median pay gaps for disability, ethnicity and gender, along with median pay gaps only for intersectional groups.

To make our areas for improvement clearer visually, we have shown our actual pay gaps (positive percentages) in bold.

	MEAN	MEDIAN
<b>DISABILITY</b>	0%	<b>0.8%</b>
<b>ETHNICITY</b>	-4.3%	-1.5%
<b>GENDER</b>	<b>7.5%</b>	<b>13.6%</b>
<b>DISABILITY-GENDER</b>	-	<b>30.1%</b>
<b>ETHNICITY-GENDER</b>	-	<b>2.1%</b>

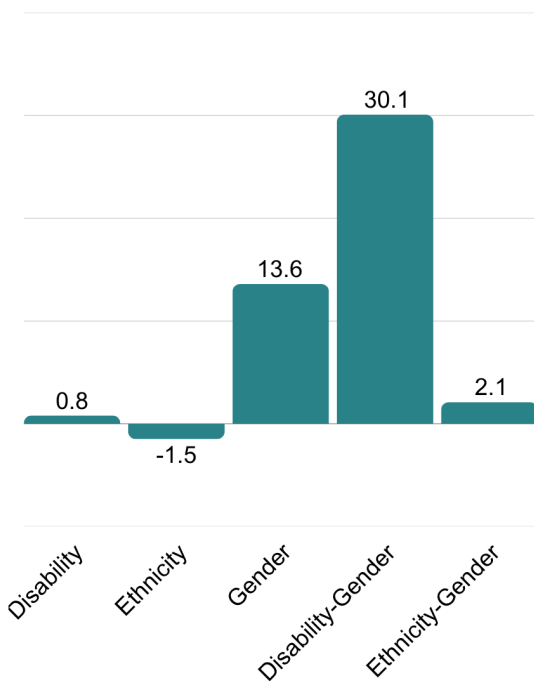
The chart to the left shows the median pay gap for each area.

Our data reveals that we have three pay gaps related to gender.

Our overall gender pay gap is 13.6%, a slight increase from 2024 (+1.4%). We also have intersectional pay gaps for disabled and ethnic minority women.

For disabled women, the pay gap is 30.1% (-4% from 2024). For ethnic minority women, it is 2.1% (-0.9% from 2024).

We provide a more detailed breakdown of our pay gaps in these areas below.



## DISABILITY PAY GAP ANALYSIS

	2021	2022	2023	2024	2025
MEAN PAY GAP	0.8%	1.47%	3.56%	1.56%	0%

For 2025, our mean disability pay gap is 0% (-1.56% from 2024). Our median disability pay gap is 0.8% (+5.3%).

While there is a slight increase in our median pay gap figure, it remains within our target range of <1% and continues to compare favourably with the UK’s median disability pay gap (12.7%).<sup>1</sup>

Our disability pay gap figures are likely to be affected by the fact that staff who have disclosed disabilities continue to be under-represented within UHI Perth compared to the local area. We are currently reviewing our equality monitoring processes to improve data accuracy.

In 2023/24, we undertook an internal review of the experiences of UHI Perth colleagues with disabilities and long-term health conditions. We will continue progressing with the recommendations of this report as part of our ongoing equality mainstreaming.

## ETHNICITY PAY GAP ANALYSIS

	2021	2022	2023	2024	2025
MEAN PAY GAP	-11.54%	-8.27%	-5.18%	-7.2%	-4.3%

For 2025, our mean ethnicity pay gap is -4.3%. Our median ethnicity pay gap is -1.5%.

This is a slight increase from our 2024 figures, however, it remains a negative

<sup>1</sup> Disability pay gaps in the UK: 2014 to 2023, Office for National Statistics

pay difference.

Unfortunately, differences in how we record our ethnicity data means we cannot compare directly with ONS statistics.

As noted in our earlier Pay Gap Reports, there are a relatively small number of colleagues who have declared ethnic minority status and this can result in larger shifts in the pay gap figures year-on-year than might be expected of larger groups.

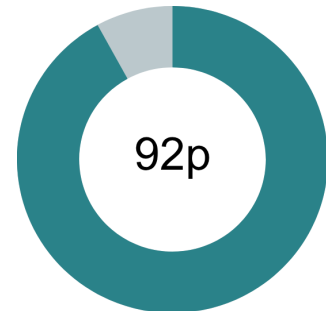
However, our data from 2020 - 2025 has consistently shown that we do not have an ethnicity pay gap.

## GENDER PAY GAP ANALYSIS



### ILLUSTRATION

For every £1 a male colleague earns, a female colleague earns 92p.



	2017	2019	2021	2022	2023	2024	2025
MEAN PAY GAP	11.15%	8.65%	7.64%	7.96%	9.49%	8.6%	7.5%

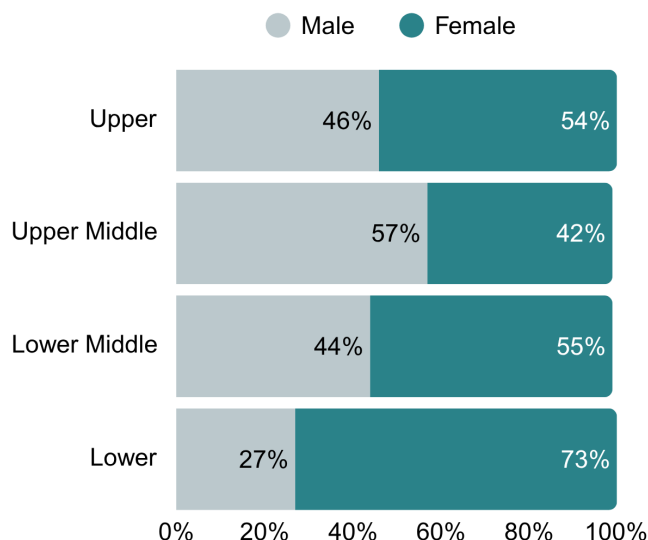
For 2025, our mean gender pay gap is 7.5%. Our median gender pay gap is 13.6%.

Our mean gender pay gap is now below the Scottish average pay gap, which has risen to 10% in 2025.<sup>2</sup>

This is also an improvement from 2024, when our mean gender pay gap was

<sup>2</sup> Gender pay gap dataset (2025), Office for National Statistics

8.6%, continuing the downward trend. The chart below shows the gender balance of our workforce across different pay quartiles.



Quartiles are four groups, each representing 25% of the workforce. In order from our highest earners to our lowest earners, these are Upper, Upper Middle, Lower Middle, and Lower.

There has been a slight change in representation among our highest earners, which were previously 50-50. There is an increase in female representation in the Upper quartile (+4%) and a reduction in the Upper Middle quartile (-8%) since 2024.

Women remain over-represented in the lower quartiles. Our Lower Middle quartile is 55% female while our Lower quartile, representing the lowest paid UHI Perth colleagues, is 73% female. These figures show further improvement since 2024.



Staff gender ratio

A small difference could be explained by the fact that there is a slightly greater number of women in our workforce (57%), however, a gap of this size suggests that this is a result of labour market inequalities that we will continue working to address.

This continues to be reflected when breaking down our pay gap analysis down further to identify differences within job roles, where there is a disproportionate pay gap for our professional support services staff. This has reduced slightly since 2024 (-0.7%).

	MANAGEMENT	ACADEMIC	SUPPORT
MEAN PAY GAP	-3.17%	1.1%	8.6%

This is expected as most of our lowest paid roles are concentrated within this area. Our academic staff are also on a nationally agreed salary scale which provides protection against pay inequality. This is shown by the relatively small mean pay gap, and 0% median pay gap for these colleagues.

A similar pay agreement is in the process of being agreed nationally for our professional services colleagues and we hope that this will similarly improve this gap. However, due to the wider range of roles represented in this area, it is likely to have smaller scale impact and we still expect to continue working at a local level to reduce this further.

## INTERSECTIONALITY

Intersectionality is about understanding that people can have complex identities and are often part of multiple communities which interact with one another (positively, neutrally, or negatively).

This means that when people belong to more than one group facing inequality, they are likely to experience challenges from both groups.

To help us recognise how intersectional experiences impact UHI Perth staff, we have calculated our Disability-Gender Pay Gap and our Ethnicity-Gender Pay Gap.

## DISABILITY-GENDER PAY GAP

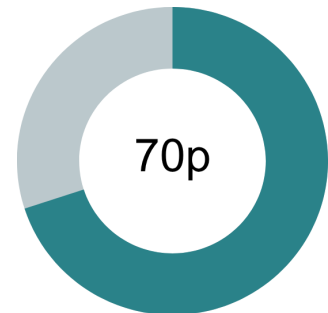
For 2025, our median Disability-Gender pay gap is 30.1%. This is a reduction of 4% since our 2025 report, but remains high compared to earlier years.

These figures are likely to be affected by the fact that people with disclosed disabilities are currently under-represented in our workforce. We have also found that male colleagues are less likely to disclose disabilities, which may have had an effect on our disability-gender pay gap calculations. This is explained in the Disability section of our Equality and Diversity Mainstreaming Report 2025.



### ILLUSTRATION

For every £1 a disabled male colleague earns, a disabled female colleague earns 70p.



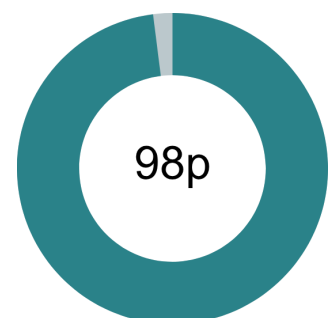
Although we have seen positive progress this year, we still expect to have a significant gap to address when we are working with more accurate data in the future.

## ETHNICITY-GENDER PAY GAP



### ILLUSTRATION

For every £1 an ethnic minority male colleague earns, an ethnic minority female colleague earns 98p.



For 2025, our median ethnicity-gender pay gap is 2.1%.

This is a continued improvement from our 2024 figures, with this pay gap reducing by a further 0.9%.

While we still have work to do to remove the ethnicity-gender pay gap completely, we are pleased to report that we continue to make positive progress.

## **PAY GAP RECOMMENDATIONS**

Despite ongoing instability in the Further and Higher Education sector, which has seen the loss of a number of experienced staff through voluntary severance since 2023, we have continued to make progress on many of our existing pay gaps.

At present, looking at median figures, we still have a small ethnicity-gender pay gap (2.1%), a moderate gender pay gap (13.6%), and a large disability-gender pay gap (30.1%) - however, as we have shared previously, these figures may be affected by missing data.

Since publishing our Equality and Diversity Mainstreaming Report 2025, we have been actively reviewing and streamlining our data capturing processes. Increasing the accuracy of our staff Equality, Diversity and Inclusion data is key to ensuring that we effectively monitor, and close, our pay gaps. This will allow us to better recognise where there are specific inequalities we need to actively address.

We have been voluntarily sharing mean pay gap information about our disability and ethnicity pay gaps since 2024, in advance of mandatory reporting being introduced by the Equality (Race and Disability) Bill. Following feedback from our community, our approach to our Pay Gap Report 2027 will be updated to include all 4 relevant measures for gender, disability, and ethnicity regardless of whether this is a legal requirement.

It is expected that our broader equality work, and progress towards our chosen

National Equality Outcomes, will also have a positive effect on our pay gaps.