

**Pay Gap  
Report 2024**

# Pay Gap Report 2024

## Contents

1	Introduction .....	2
2	Equal Pay Statement .....	2
3	Gender Pay Gap .....	3
4	Disability Pay Gap.....	5
5	Ethnicity Pay Gap.....	8
6	Intersectionality .....	10
7	Recommendations .....	12

# 1 Introduction

The legislation governing gender pay gap reporting is contained within the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This legislation requires public organisations to publish gender pay gap information on the organisation's website by the reporting deadline.

UHI Perth is committed to the principle of equal pay for all our employees and to reducing occupational segregation and the pay gap.

Within the report is our Equal Pay Statement, details of the Gender, Ethnicity and Disability Pay Gap within UHI Perth, including any identified occupational segregation within those 3 areas. We previously stated we would look to address intersectionality within reporting at UHI Perth and there is, for the first time, some data relating to this within this report. The data used to calculate the Gender, Disability and Ethnicity Pay Gap was based upon staff in post on the 31st of March 2023.

# 2 Equal Pay Statement

This statement covers all staff employed by UHI Perth and states our commitment to ensure that staff receive equal pay for work of equal value.

In line with our Equality, Diversity, and Inclusivity Policy, we support and promote equality of opportunity for all staff and believe as part of this ethos that staff should receive equal pay for the same or broadly similar work, regardless of their 'protected characteristic' under the Equality Act (2010) and personal circumstances; political affiliation; or union activity.

To achieve equal pay for staff doing equal work UHI Perth will operate a pay system, which is transparent, based on objective criteria and free from unlawful bias.

Equal pay and the pay gap are not the same thing. Equal pay means that people in the same employment performing equal work must receive equal rewards. The pay gap is the difference between average earnings.

The College has operated an analytical job evaluation scheme for all posts since 2012. In 2018, the Colleges Scotland Employers' Association and Trade Unions, as part of the National Joint Negotiating Committee, agreed to a National Role Evaluation Process for Professional Services Staff. The Further Education Role Analysis System or 'FEDRA' is yet to be implemented and until that point the College will continue to operate its current analytical job evaluation of all support and management roles to promote equal pay. As part of the new National Bargaining implemented across the College Sector the rates of pay, placement of starting points for new staff and terms and conditions for lecturing staff are also subject to national agreements.

We believe that in eliminating gender, race, or disability bias in our pay systems we are sending a positive message to our staff and customers. It makes good business sense to have a fair, transparent reward system and it helps us to control costs. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency.

### 3 Gender Pay Gap

The analysis of staff pay data indicates that there has been an increase of 1.53% in our gender pay gap (GPG) to 9.49% in 2023, which puts us above the Scotland average of 6.3%<sup>1</sup>.

Year	2015	2017	2019	2021	2022	2023
<b>Mean Pay Gap</b>	14.02%	11.15%	8.65%	7.64%	7.96%	9.49%

The mean average hourly earnings translate as:

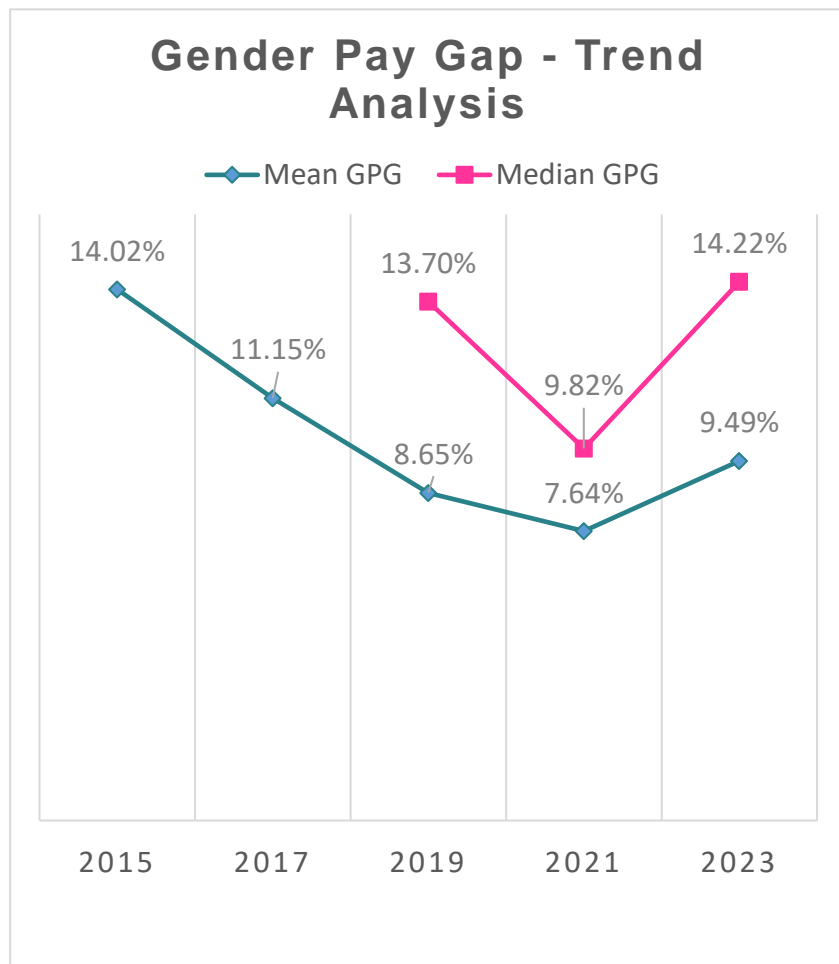
- Female staff are paid £17.45/hr.
- Male staff are paid £19.28/hr.
- For every £1 a male staff member earns a female staff member earns 91p.

Further analysis identified that UHI Perth's GPG based on a median hourly rate equals 14.22% which is a significant rise from the 2022 figure of 10.18%. This is also higher than the Scotland wide median of 8.7%.

The **mean** pay gap is the difference between the average hourly or bonus pay\* for women compared to men.

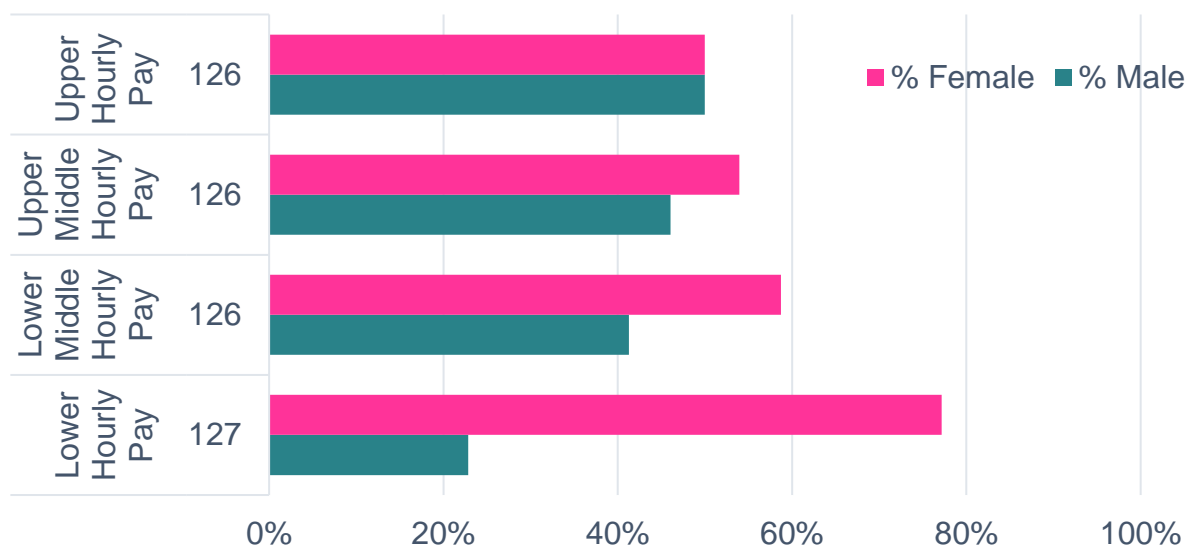
The **median** pay gap represents the middle point of the population. In simple terms, if you separately lined up all the women in the company and all the men, the median pay gap is the difference between the hourly pay rate or bonus pay\* for the middle woman compared to that of the middleman.

\*Please note UHI Perth does not pay bonuses.



<sup>1</sup> [Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk) – 2023 provisional dataset

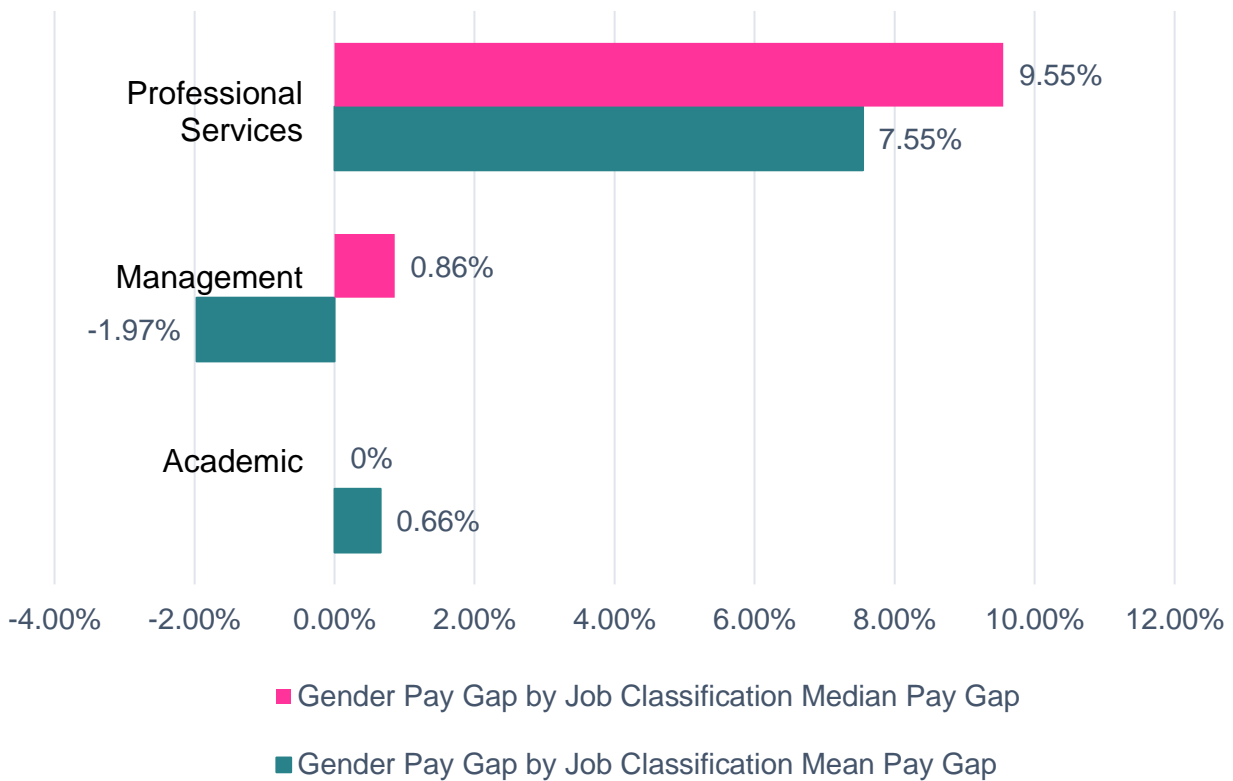
## Pay Quartiles by Gender



	Lower Hourly Pay	Lower Middle Hourly Pay	Upper Middle Hourly Pay	Upper Hourly Pay
	127	126	126	126
■ % Female	77	59	54	50
■ % Male	23	41	46	50

The UHI Perth workforce profile is 40% male and 60% female, when we consider this in relation to the pay quartiles by gender there is a slight under-representation of females in the upper and upper middle quartiles and a significant over-representation of women in the lower quartile. This has consistently been the position within UHI Perth for several years, with a 3% increase this year from the 2022 figure from 74% to 77% female in 2023. Within the past year there has also been a decrease in females in the upper quartile of 7%. These 2 factors of fewer women in the highest paid roles and an increase in women clustered in these lower paid job families are contributing towards vertical occupational segregation and our increasing gender pay gap.

## Gender Pay Gap by Job Classification



As can be seen from the above Gender Pay Gap by Job Classification, Professional Services continues to contribute towards the greatest pay gap, at 7.55% Mean and 9.55% Median. This is perhaps understandable given most lower graded posts (lower quartile) are professional services roles, however continued efforts will need to be concentrated within this area if the overall GPG is to be lowered, noting that we are still waiting for the outcome of the national job evaluation project for professional services staff which may impact on the pay gap.

## 4 Disability Pay Gap

UHI Perth has low rates of disclosure in relation to disability, with 7% of the workforce having disclosed a disability compared to approximately 25% of the population demographic in Scotland. It is unclear from the staff profile data if the low rates of disclosure for disability (7%) are due to an under-representation of staff with disabilities or an under-reporting of existing disabilities within the workforce on the current HR system. A recent internal review into the experiences of staff with disabilities and long-term health conditions would suggest the latter and that there is under-reporting in relation to disability status. This is something that will be addressed as part of that review. When calculating the Disability Pay Gap it is impossible to determine if there are members of staff within the non-disabled pay gap information who have an un-declared disability and therefore this pay gap data is solely based on staff who have disclosed this information to us currently.

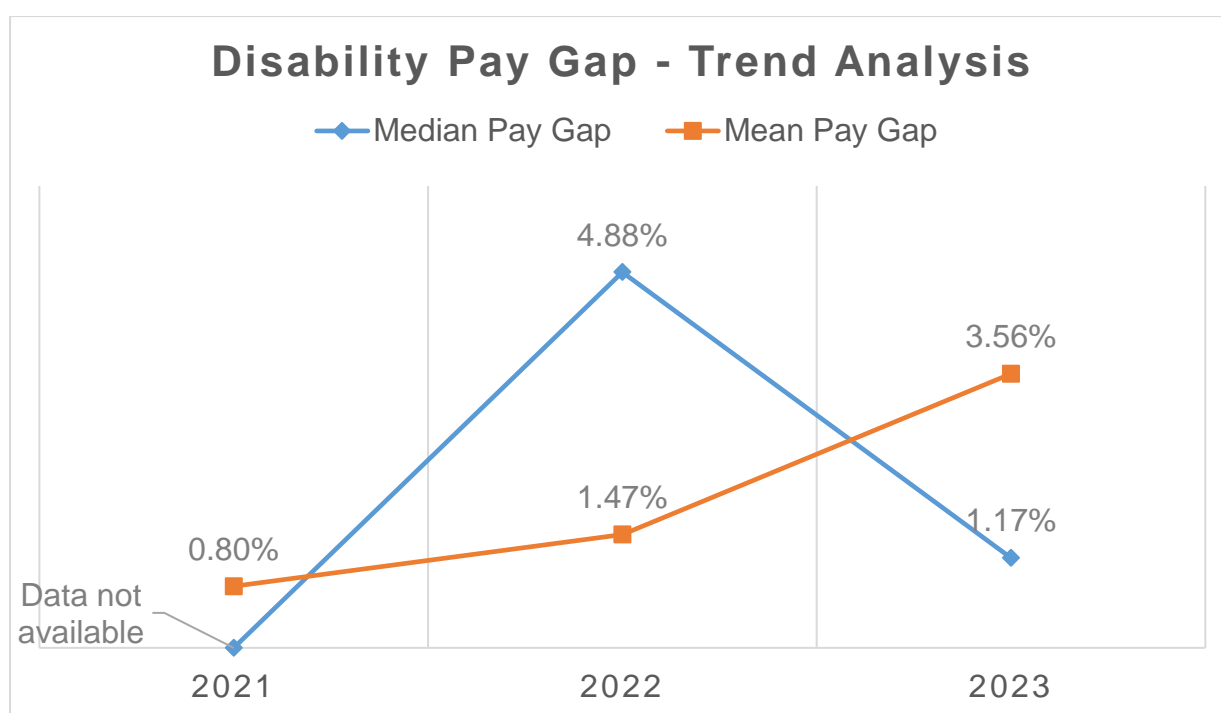
Our analysis shows that staff with a declared disability within UHI Perth are not predominantly based in the lower paid roles/grades but there is a pay gap present. As of March 2023, the mean Disability Pay Gap based on hourly pay is 3.56%, this is a steady year-on-year increase from 0.8% in 2021, when reporting began.

Year	2021	2022	2023
<b>Mean Pay Gap</b>	0.80%	1.47%	3.56%

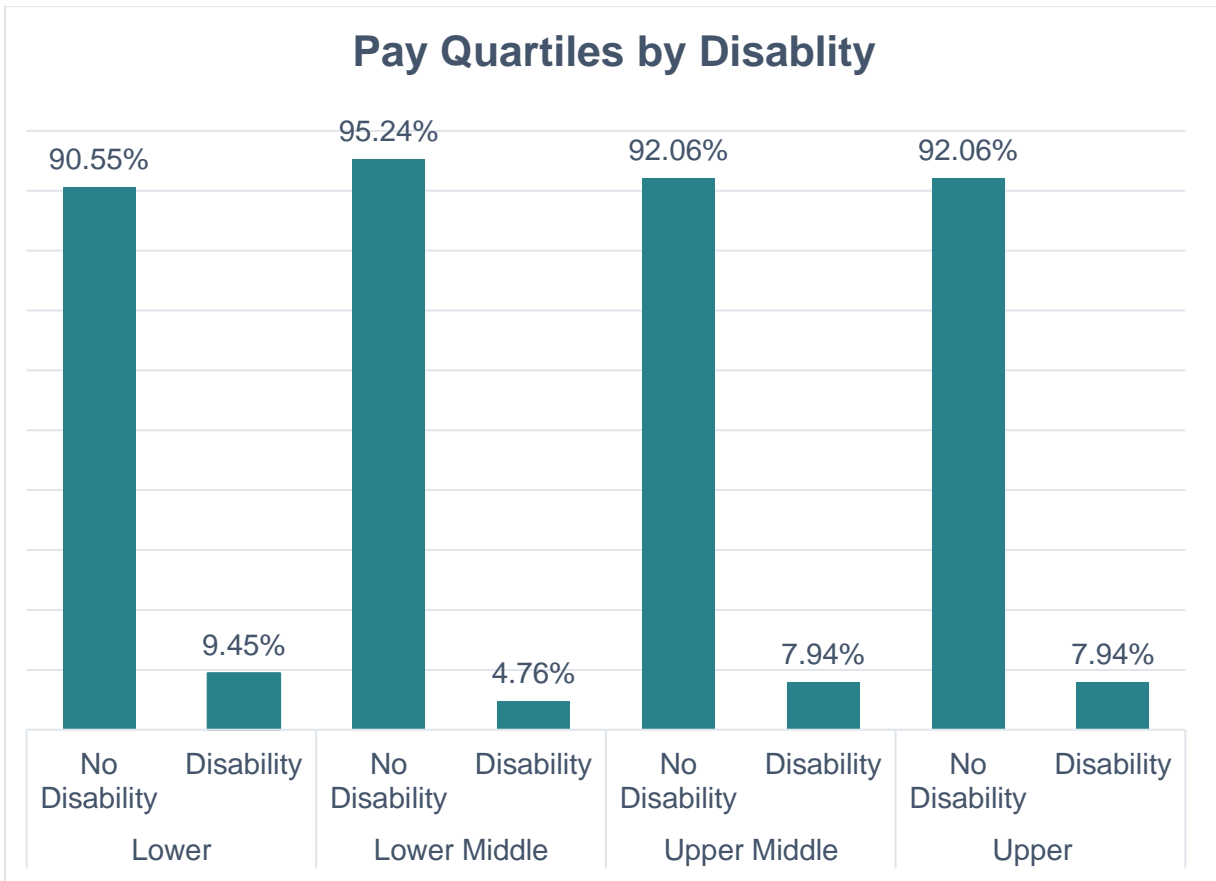
The mean average hourly earnings translate as:

- Staff who have disclosed a disability are paid £17.58/hr.
- Staff who have not disclosed a disability are paid £18.23/hr.
- For every £1 a staff member who has not disclosed a disability earns a staff member who has disclosed a disability earns 96p.

The median pay gap for staff with a disability within UHI Perth is 1.17%, significantly below the average figure in Scotland of 18.5%<sup>2</sup>.

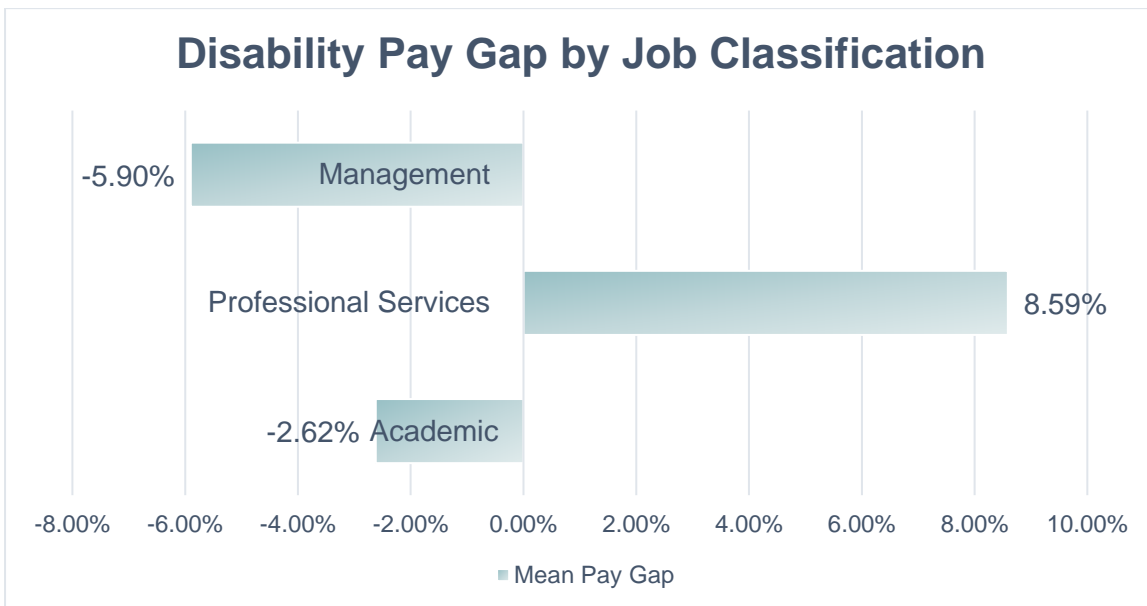


<sup>2</sup> [Disability pay gaps in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)



The UHI Perth workforce profile is 7% disclosed disability status, when we consider this in relation to the pay quartiles by disability status we have a slight over-representation in the lower pay quartile, which may explain the DPG.

Previous analysis showed the most significant pay gap was found in the Academic job classification (1.34% in 2022) however there has been a significant increase in the Professional Services job classification from -6.95% in 2022 to 8.59% in 2023.





## 5 Ethnicity Pay Gap

Please note that our Ethnicity Pay Gap (EPG) data does not include those who have not completed the ethnicity section of our equality monitoring questionnaire and is therefore solely based on staff who have disclosed this information (circa 70%).

Our analysis shows that ethnic minority status staff within UHI Perth are not predominantly based in the lower paid roles/grades. As of March 2023, the mean EPG from those who identify as white based on hourly pay is -5.18%.

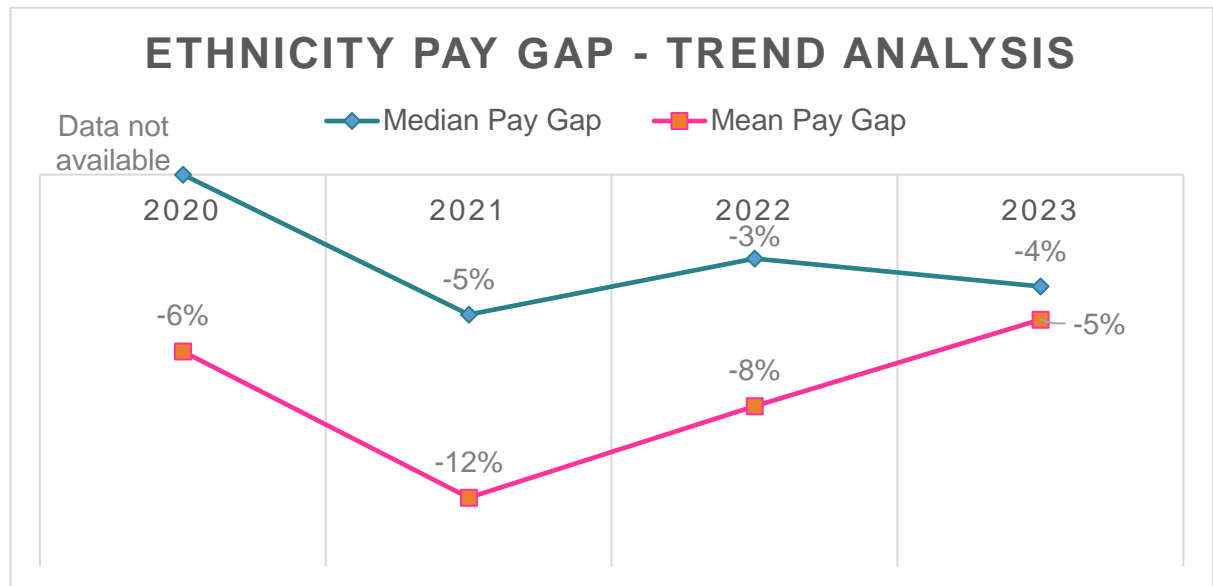
Year	2020	2021	2022	2023
<b>Mean Pay Gap</b>	-6.32%	-11.54%	-8.27%	-5.18%

The mean EPG data does appear to bounce about, sometimes significantly, from year to year and that is perhaps expected when reviewing small numbers, with less than 4% of the workforce disclosing non-white ethnicity status. This does make it more challenging to identify any trends however the data consistently shows that there is not a pay gap for our ethnic minority status staff.

The mean average hourly earnings translate as:

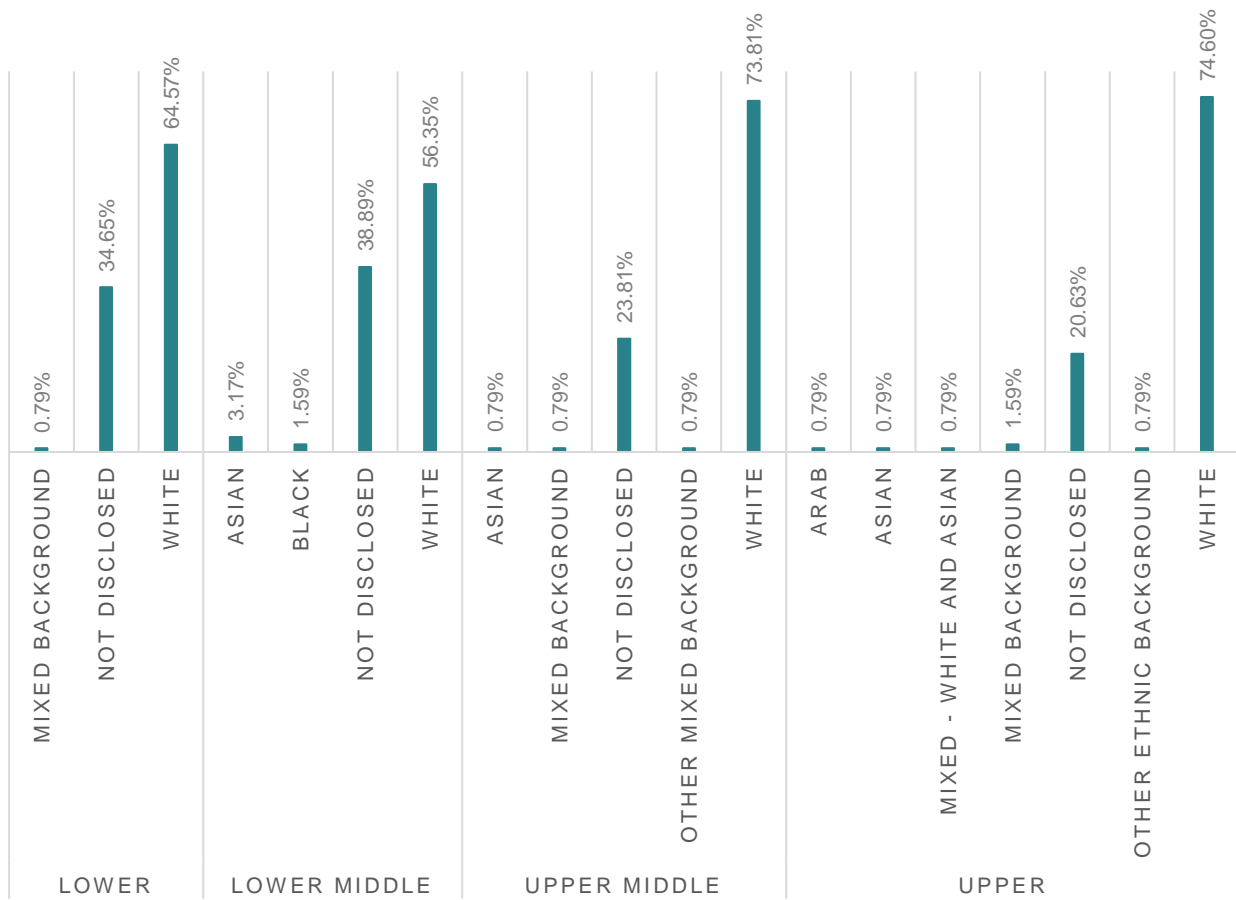
- Staff who have disclosed ethnic minority status are paid £20.86/hr.
- Staff who have not disclosed ethnic minority status are paid £20.04/hr.
- For every £1 a staff member who has disclosed ethnic minority status earns a staff member who has not disclosed ethnic minority status earns 95p.

The median EPG is more stable, and for those who identify as white based on hourly pay is -4%. (-3% in 2022 and -5% in 2021). This is significantly lower than the figure for Scotland, which shows a median pay gap of 10.3% in 2019<sup>3</sup>.



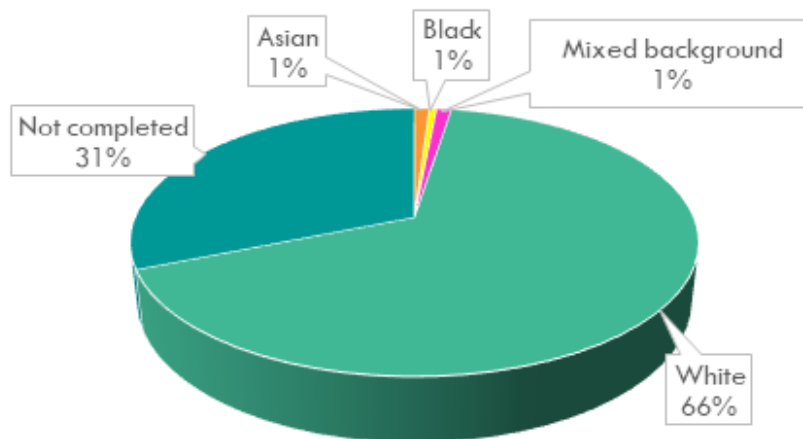
<sup>3</sup> [Ethnicity pay gaps - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

## Pay Quartiles by Ethnicity



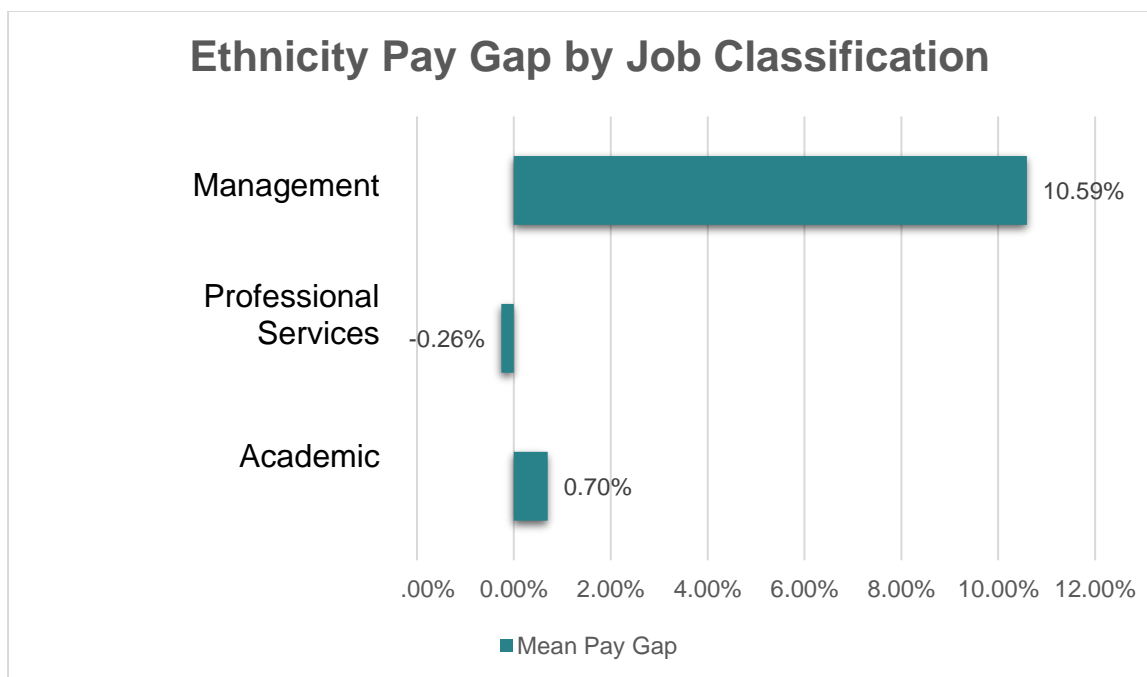
The workforce profile within UHI Perth is as follows:

### Staff Profile - Ethnic Origin



When reviewing the Pay Quartiles by Ethnicity in relation to the workforce profile there is an under-representation of ethnic minority status staff within the lower quartile, which would explain the lack of EPG. What is also clear from this is that those within the lower and lower middle pay quartiles are the least likely to complete the equal opportunities monitoring for ethnicity, this information could be of benefit when looking to undertake work to increase disclosure and completion rates.

Previous analysis showed the most significant pay gap was found in the management job classification and this has continued to be the case this year, increasing from 9.11% in 2022.



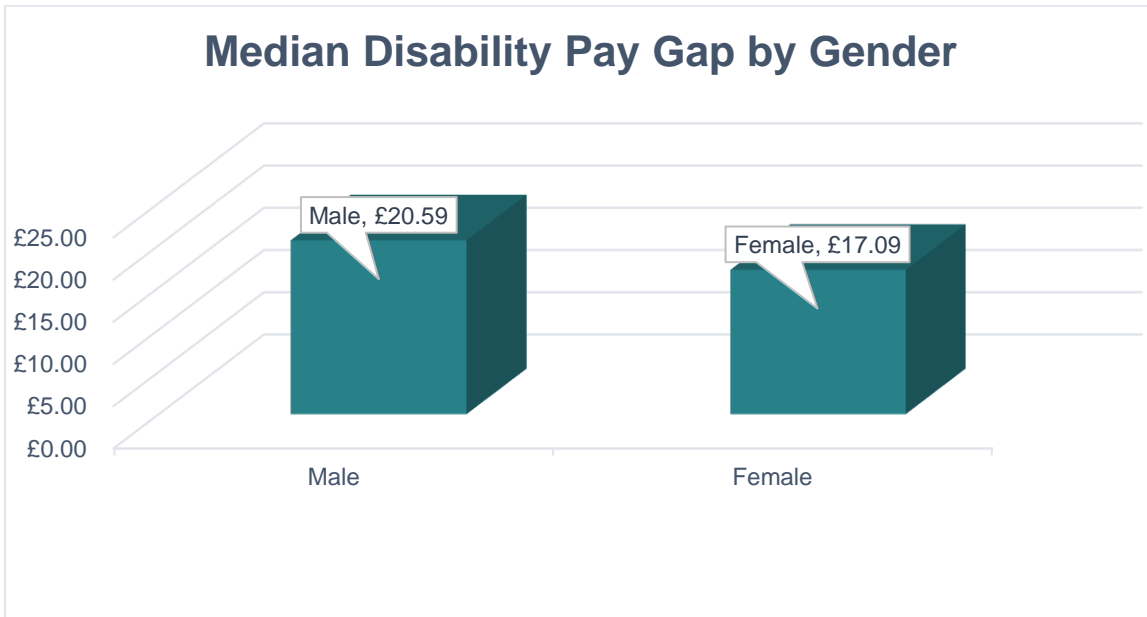
## 6 Intersectionality

UHI Perth recognises that individuals are not one-dimensional and often face multiple and intersecting forms of discrimination, oppression, and privilege and that these experiences cannot necessarily be understood in isolation from one another.

UHI Perth defines intersectionality as ‘The ways in which identities, inequalities and structures intersect and overlap to shape and impact the experience of marginalised communities who experience multiple disadvantages.’

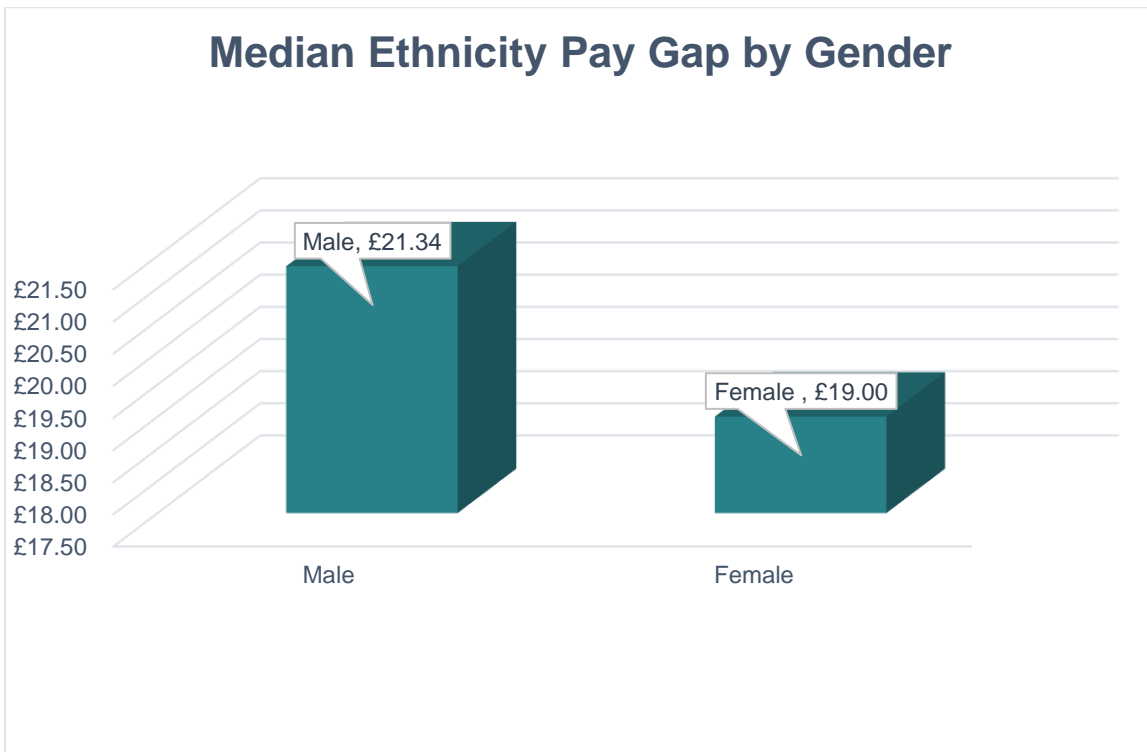
Wherever possible UHI/UHI Perth will look to develop policies and practices that address discrimination and oppression and celebrate the intersections of individuals identities fostering an inclusive culture. We have therefore included initial analysis of intersectional data within this pay gap report, we will look to extend our reporting on intersectional pay gaps moving forwards.

## Disability and Gender



What the Median Disability Pay Gap by Gender table above shows us is that whilst the median hourly rate of pay for a male with a disability status is £20.59, this reduces to £17.09 for females with a disability status. The Median Disability Gender Pay Gap is therefore 16.99%, and for every £1 a male staff member with a disability earns a female with a disability earns 83p.

## Ethnicity and Gender



The Median Ethnicity Pay Gap by Gender data shows that males who have disclosed an ethnic minority status receive a median hourly rate of £21.34, this reduces to £19.00 for females who have disclosed an ethnic minority status. The Median Ethnicity Pay Gap by Gender is therefore 10.9%, and for every £1 a male staff member with ethnic minority status earns a female with ethnic minority status earns 89p.

## **7 Recommendations**

Due to ongoing financial challenge within the College Sector, and as can be seen within UHI Perth, recruitment and promotion opportunities are limited at present, with a voluntary severance process having taken place within 2023. This will likely limit what progress can be made in addressing the increasing pay gap, particularly for gender and disability, during the forthcoming year but actions will be taken to improve confidence in reporting protected characteristics to inform our report in 2026.