

# Gender Pay Gap Report

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# Gender Pay Gap Information

## 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 with 250 or more employees to publish gender pay gap information on the organisation's website by the reporting deadline of 30 March 2022. This information must be signed off as being accurate and calculated in accordance with the regulations and the guidance provided through the Government website by the Principal and Chief Executive of the individual organisation. The Principal and Chief Executive of Perth College UHI has confirmed that these regulations have been met.

Perth College UHI as a Further Education College and sits within the Public Sector, therefore must publish this data by 30 March 2022.

The data required to be published is as follows:

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of males and females receiving a bonus.
- Proportion of males and females in each quartile band.

## 2 Gender Pay Gap at Perth College UHI

The current gender pay gap information for Perth College UHI is set out in Tables 1 to 4 in Appendix 1 and have been obtained from salary information (excluding overtime and salary sacrifice) as at 31 March 2021. It should be noted that no bonuses are paid to any staff in Perth College UHI.

As at the snapshot date 31 March 2021, Perth College UHI employed 190 males (37.77% of staff) and 285 females (56.66% of staff). There were approximately 33% more female staff than male staff in employment. This has increased by 5% since our figures were published in 2020, where there were approximately 28% more female staff than male staff in employment.

The mean hourly pay for male staff is £20.55 and for female staff is £18.60. The current mean gender pay gap for all full pay relevant staff at Perth College UHI is £1.95 or 9.5% in favour of male staff. The median hourly gender pay gap is £3.37 or 14.49% in favour of male staff. When comparing the median gender pay gap figure with last year, there has been a slight increase of 0.08% from the 14.41% reported last year. The mean gender pay gap results are also 1.37% higher than the 8.13% reported in the previous year.

The data within the quartiles has revealed a shift in the numbers of males and females in 3 of the quartiles since last year. Most notably there has been a decrease in the number of males and increase in the number of females in the Lower Middle and Upper Middle quartiles.

The Lower Middle quartile has the largest increase in females (6%) from 55% at March 2020 to 61% as of 31 March 2021. The Upper Middle quartile has also had an increase in females (2%) from 49% reported last year to 51% as of 31 March 2021. This mirrors the decrease in males in both these quartiles, Lower Middle quartile decreasing from 45% to 39% on 31 March 2021 and Upper Middle quartile decreasing from 51% to 49% in 31 March 2021.

Within both the Lower and Upper quartiles, there has been little change since March 2020, with the number of females decreasing by just 1% in the Lower and 0% in the Upper quartile. The Lower quartile has decreased from 75% to 74% on 31 March 2021. The Upper quartile has remained consistent at 54% on 31 March 2021. The number of females in the Lower and Lower Middle quartiles could be seen as contributing factor to the increase in the Mean gender pay gap as this quartile holds the highest percentage of females on the lowest hourly rates. Therefore, even though the number of females in the Upper Middle quartile has also risen from 49% to 51%, the increase in the number of females within both the Lower Middle quartile and high percentage of females remaining in the Lower quartile are likely to have a bigger impact on the Mean gender pay gap figure.

Overall, at Perth College UHI the Mean gender pay gap of 9.5% is higher than the 8.13% reported in March 2020 and above the UK average of 7.9%. The Median gender pay gap of 14.49% is slightly higher than the 14.42% reported in March 2020 however it is below the UK average of 15.4%.

All equalities information is published on our website in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.



Dr Margaret Cook  
Principal and Chief Executive  
March 2022

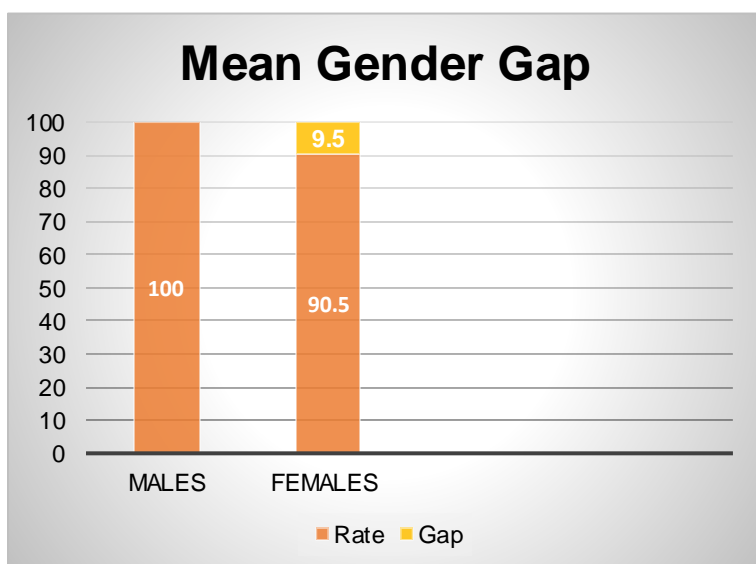
# Appendix 1

Table 1

## Gender Pay Gap

	Mean	Median		Lower Quartile	Middle Quartile	Upper Quartile	Upper Quartile
<b>Males</b>	£20.55	£23.27	<b>Min</b>	£8.84	£13.03	£21.60	£23.27
<b>Females</b>	£18.60	£19.90	<b>Max</b>	£13.03	£21.60	£23.27	£59.82
<b>Pay Gap</b>	£1.95	£3.37	<b>% Males</b>	26.05%	39.5%	48.74%	45.76%
<b>% Pay Gap</b>	9.50%	14.49%	<b>% Females</b>	73.95%	60.5%	51.26%	54.24%

Table 2

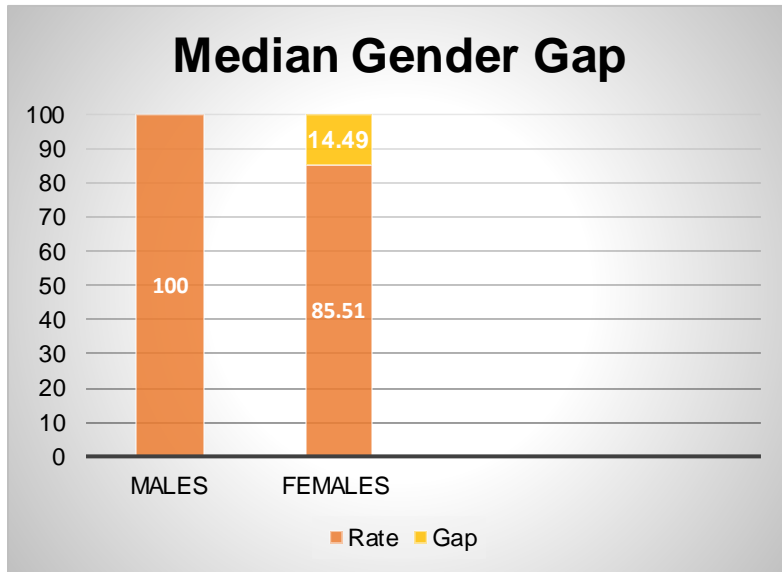


The mean gender pay gap is the difference in average hourly pay or bonus pay\* for women compared to men.

The mean pay for women is 9.5% lower than that of men.

\*Perth College UHI does not pay bonuses to any staff.

**Table 3**



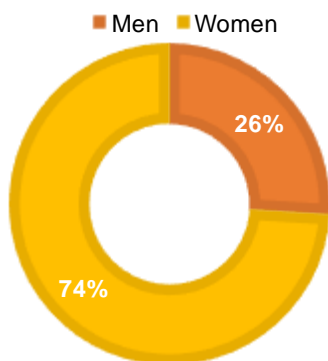
The median represents the middle point of the population. In simple terms, if you separately lined up all the women in the company and all the men, the median pay gap is the difference between the hourly pay rate or bonus pay\* for the middle woman compared to that of the middle man.

The median pay for women is 14.49% lower than that of men.

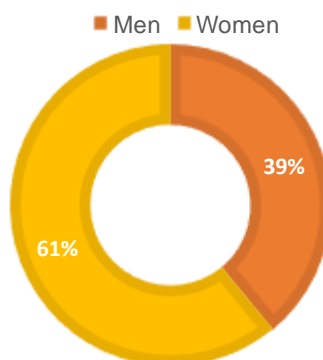
\*Perth College UHI does not pay bonuses to any staff.

**Table 4**

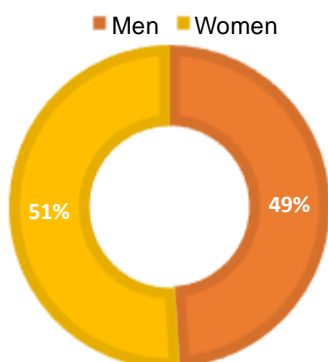
**LOWER QUARTILE**



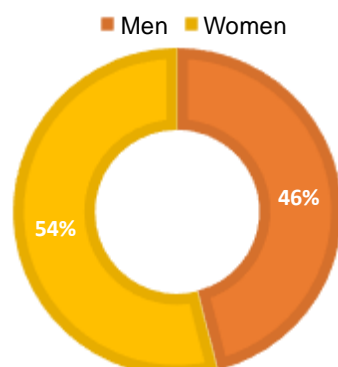
**LOWER MIDDLE**



**UPPER MIDDLE**



**UPPER QUARTILE**



Quartiles represent the hourly pay rates from the lowest to the highest for all colleagues split into four equal sized groups, with the percentage of men and women in each quartile.