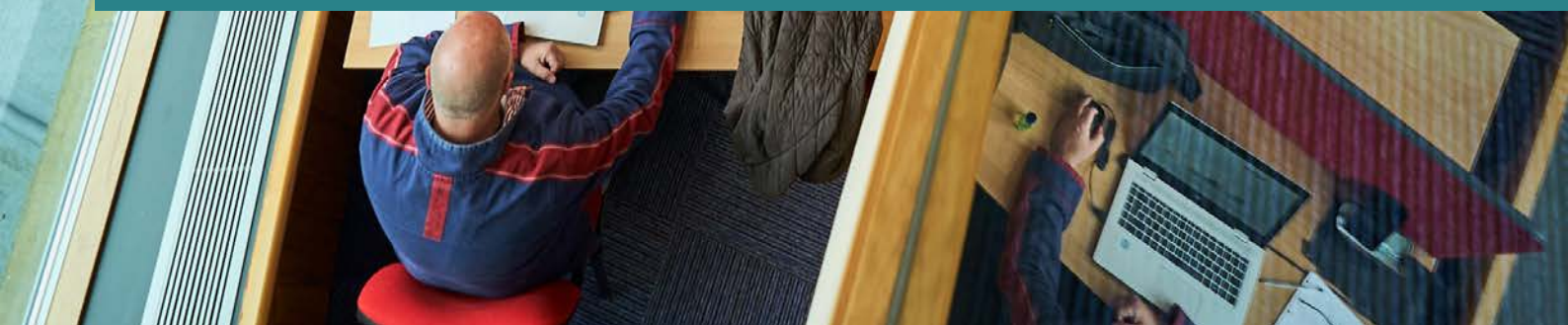




PAY GAP REPORT

DISABILITY / GENDER / ETHNICITY

| 2025



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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 2025 report, the data shared is based on staff employed by UHI Perth on 31st March 2024.

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 and Inclusivity 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.

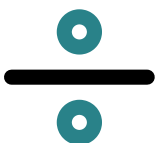
We believe that eliminating gender, race, and disability bias in our pay systems sends a positive message to our staff and customers, boosting morale and efficiency. It makes sense to have a fair, transparent reward system which helps us to both control costs and avoid unfair discrimination.

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%.

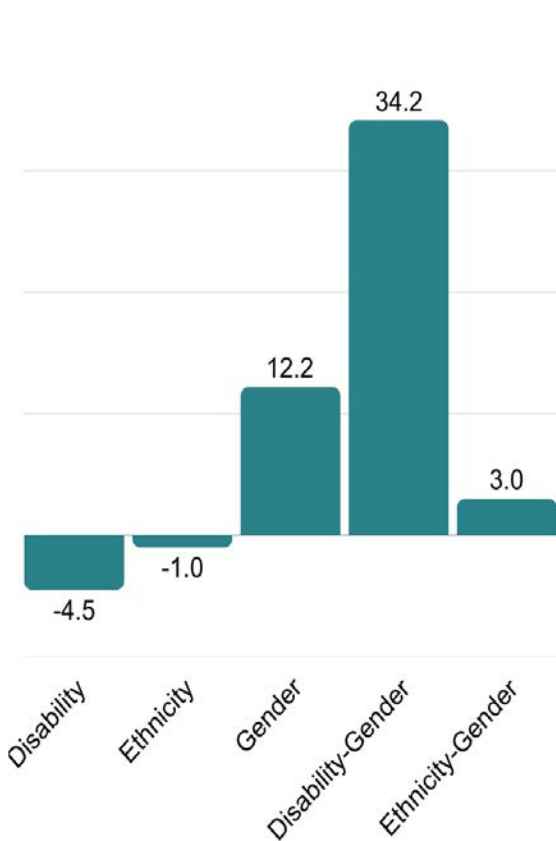
OUR PAY GAPS

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
DISABILITY	1.56%	-4.5%
ETHNICITY	-7.2%	-1.0%
GENDER	8.6%	12.2%
DISABILITY-GENDER	-	34.15%
ETHNICITY-GENDER	-	3%



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 12.2% and we also have intersectional pay gaps for disabled and ethnic minority women.

For disabled women, the pay gap is 34.15% while for ethnic minority women it is 3%.

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

DISABILITY PAY GAP ANALYSIS

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

For 2024, our mean disability pay gap is 1.56%. Our median disability pay gap is -4.5%.

This compares favourably with the UK’s median disability pay gap of 12.7%¹.

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. This is explored further in the disability section of our Equality and Diversity Mainstreaming Report 2025.

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

	2020	2021	2022	2023	2024
MEAN PAY GAP	-6.32%	-11.54%	-8.27%	-5.18%	-7.2%

For 2024, our mean ethnicity pay gap is -7.2%. Our median ethnicity pay gap is -1.0%.

This is a further decrease from our 2023 figures, where the mean ethnicity pay gap was -5.2%.

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

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


As noted in our Pay Gap Report 2024, 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 - 2024 has consistently shown that we do not have an ethnicity pay gap.

GENDER PAY GAP ANALYSIS

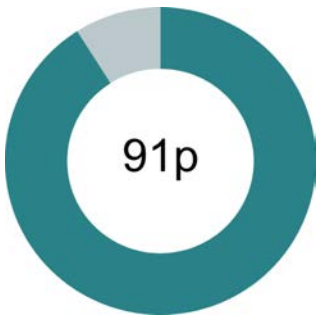
	2015	2017	2019	2021	2022	2023	2024
MEAN PAY GAP	14.02%	11.15%	8.65%	7.64%	7.96%	9.49%	8.6%

For 2024, our mean gender pay gap is 8.6%. Our median gender pay gap is 12.2%.



ILLUSTRATION

For every £1 a male colleague earns, a female colleague earns 91p.

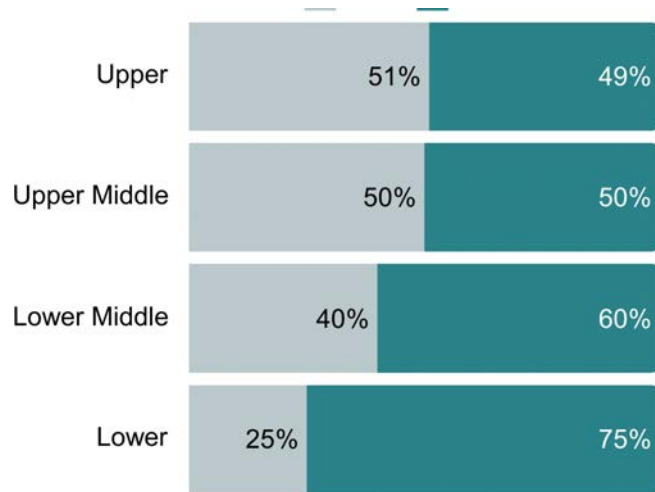


This is slightly above the Scottish average pay gap of 8.2% - however, it is 42% lower than the local pay gap data for Perth and Kinross (12.6%).²

This is also an improvement from 2023, when our mean gender pay gap was 9.5%, and reverses the upward trend that we have seen since our record low of 7.64% in 2021.

The chart below shows the gender balance of our workforce across different pay quartiles.

² Gender pay gap dataset (2024), Office for National Statistics



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.

Men and women are currently equally represented within the Upper and Upper Middle quartiles, where there is near 50-50 gender balance with less than 1% difference.

However, women are significantly over-represented in the lower quartiles. Our Lower Middle quartile is 60% female while our Lower quartile, representing the lowest paid UHI Perth colleagues, is 75% female. This is a slight improvement of 1% since 2023.

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 is also 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.

	MANAGEMENT	ACADEMIC	SUPPORT
MEAN PAY GAP	-6.95%	1.13%	9.29%



This makes sense as most of our lowest paid roles are concentrated within this area. Our academic staff are 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 fully 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 2024, our median Disability-Gender pay gap is 34.2%.

Our disability-gender pay gap has doubled since 2023, when it was 17%.

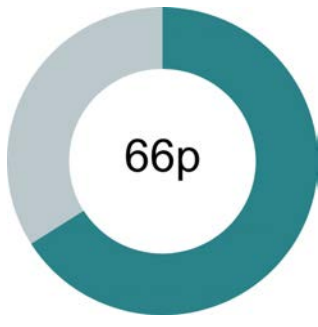
These figures are likely to be affected by the fact that people with disclosed

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 66p.



The fact that this gap has doubled since 2023 suggests that we will continue to have a significant gap to address even when we are working with more accurate data in the future.

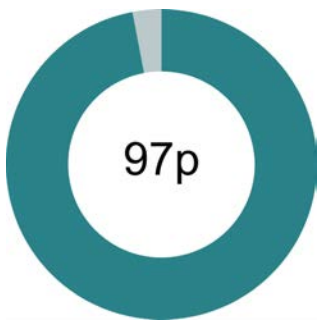
ETHNICITY-GENDER PAY GAP

For 2025, our median ethnicity-gender pay gap is 3%.



ILLUSTRATION

For every £1 an ethnic minority male colleague earns, an ethnic minority female colleague earns 97p.



This is an improvement of 7.9% compared to our 2024 figures, where our median ethnicity-gender pay gap was 10.9%.

While we still have work to do to remove the ethnicity-gender pay gap completely, we are pleased to report that there has been such significant progress over the past year.

PAY GAP RECOMMENDATIONS

Despite the financial challenges in the Further and Higher Education sector, which has seen the loss of a number of experienced staff through voluntary severance in 2023 and 2024, 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 (3%), a moderate gender pay gap (12.2%), and a large disability-gender pay gap (34.15%) - however, as detailed above, these figures may be affected by missing data.

Moving forward, 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.

Improving our equality data is planned as part of our ongoing mainstreaming efforts and it is expected that our progress towards our chosen National Equality Outcomes will also have a positive effect on our pay gaps.