



GENDER PAY GAP INFORMATION

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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 2021. 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 2021.

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 2020. It should be noted that no bonuses are paid to any staff in Perth College UHI.

As at the snapshot date 31 March 2020, Perth College employed 210 males (41.75% of staff) and 293 females (58.25% of staff). There were approximately 28% more female staff than male staff in employment. This has decreased by 4% since our figures were published in 2020, where there were approximately 32% more female staff than male staff in employment.

The mean hourly pay for male staff is £17.83 and for female staff is £16.38. The current mean gender pay gap for all full pay relevant staff at Perth College UHI is £1.45 or 8.13% in favour of male staff. The median gender pay gap is £2.77 or 14.41% in favour of male staff. When comparing the median gender pay gap figure with last year, there has been a decrease of 10.45% from the 24.86% reported last year. However, the mean gender pay gap results are 2.35% higher than the 5.78% reported in the previous year.

The data within the quartiles has revealed a shift in the numbers of males and females in all four quartiles since last year. There has been a greater increase in males within the Lower Middle and Upper Middle quartiles (19%) compared to the increase in females in both the Lower and Upper quartiles (14%).

The Lower Middle quartile has the largest increase in males (11%) from 34% last year to 45% as of 31 March 2020. The Upper Middle quartile has also had an increase in males (8%) from 43% reported last year to 51% as of 31 March 2020. This mirrors the decrease in females in both these quartiles, Lower Middle quartile decreasing from 66% last year to 55% on 31 March 2020 and Upper Middle quartile decreasing from 57% to 49% in 31 March 2020. This could be seen as a contributing factor to the decrease in the Median pay gap as the percentage of males and females within these quartiles are now more balanced (all sitting between 45%-55%) than they were on 31 March 2019.

Within both the Lower and Upper quartiles, there has been a noticeable increase in the number of females, 9% in the former and 5% in the latter. The Lower quartile has increase from 66% to 75% on 31 March 2020. The Upper quartile has increase from 49.64% to 54% on 31 March 2020. The increase in females in the Lower quartile 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 quartile has also risen from 49.64% to 54%, the increase in the number of males within both the Lower Middle and Upper Middle quartiles 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 8.13% is higher than the 5.78% reported in March 2019 and above the UK average of 6.5%. However, the Median gender pay gap of 14.41% is much lower than the 24.86% reported in March 2019 and below the UK average of 15.9%.

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 2021

Appendix 1

Table 1

Gender Pay Gap								
	Mean	Median		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Males	£17.83	19.22	Min	£8.39	£12.26	£18.41	£20.54	
Females	£16.38	16.45	Max	£12.25	£18.41	£20.53	£51.25	
Pay Gap	£1.45	2.77	% Males	25.40	45.24	50.79	45.60	
% Pay Gap	8.13%	14.41%	% Females	74.60	54.76	49.21	54.40	

Table 2

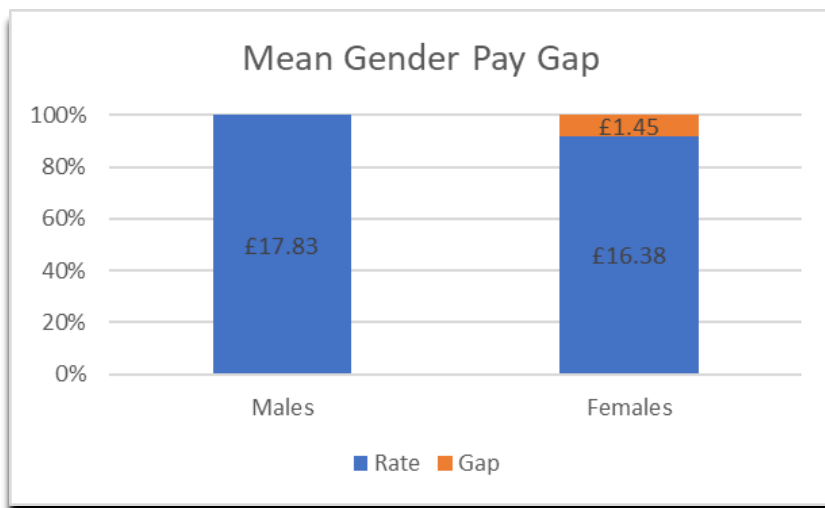


Table 3

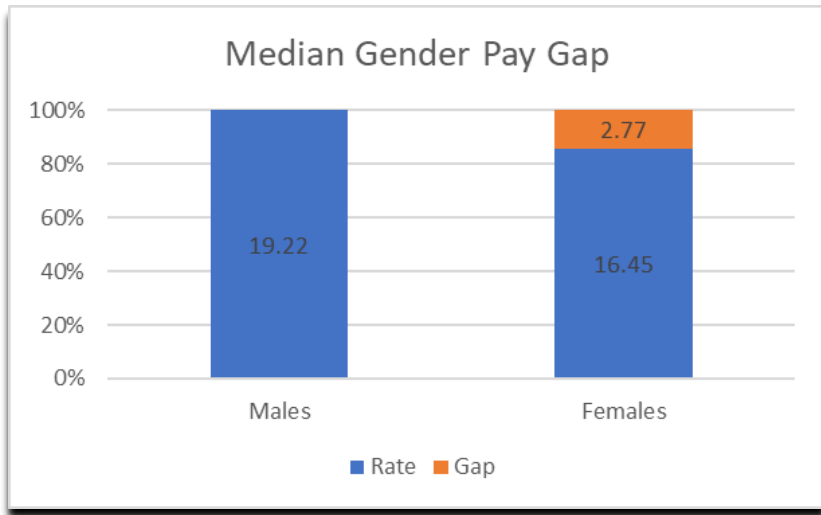


Table 4

