



## Scotland's Rural College (SRUC) Equal Pay Statement 2021 : Gender, Disability, Race

### Introduction

SRUC is a unique organisation founded on world class and sector-leading research, education and consultancy.

Today, SRUC is on a journey to become Scotland's enterprise university at the heart of our sustainable natural economy. Our mission is to create and mobilise knowledge and talent – partnering locally and globally to benefit the natural economy. SRUC envisages a natural economy fuelled by responsible use of our natural resources: people, land, energy, water, animals, and plants.

SRUC employs approximately 1,300 staff operating from 6 campuses, 5 farms, 24 consulting offices, 6 research centres, 7 veterinary surveillance centres and a veterinary and analytical laboratory located primarily across Scotland.

Our vision is to embed a culture of equality, diversity and inclusion within our organisation and, by doing so, create an environment where everyone can thrive, contribute and succeed. This means that we will :

- Equality – ensure that every individual has an equal opportunity to make the most of their lives and talents (EHRC)
- Diversity – recognise that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. (Equality Challenge Unit)
- Inclusion – ensure that everyone, whether employee, student or visitor, will feel valued, listened to and free to be themselves.

To achieve this we will put in place measures to respect and support the protected characteristics of age, sex, race, disability, marriage and civil partnership, sexual orientation, gender reassignment, pregnancy and maternity, and religion or belief and to address examples of unacceptable behaviour.

We have agreed with our recognised trade unions and published on our intranet an Equal Opportunities Policy, Dignity at Work Policy and, included within our Recruitment Policy, is guidance on pay on appointment and pay progression during and following probation. All policies, processes and practices are subject to our Equality Impact Assessment process.

We are fully committed to tackling all forms of discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not.



## Legal Context

The Equality Act 2010 (the Act) requires that individuals are not discriminated against on the basis of a protected characteristic (noted above). This discrimination can be evidenced in pay disparity if there is no other justification for difference.

In addition, the Act is explicit in giving women (and men) a right to equal pay for equal work. The provisions apply to pay and all the other terms of a person's contract of employment.

The Public Sector Equality Duty (PSED) Requirements are contained within the Equality Act 2010. The aims of the requirements are to :

1. eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
2. advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
3. foster good relations between people who share a protected characteristic and people who do not share it.

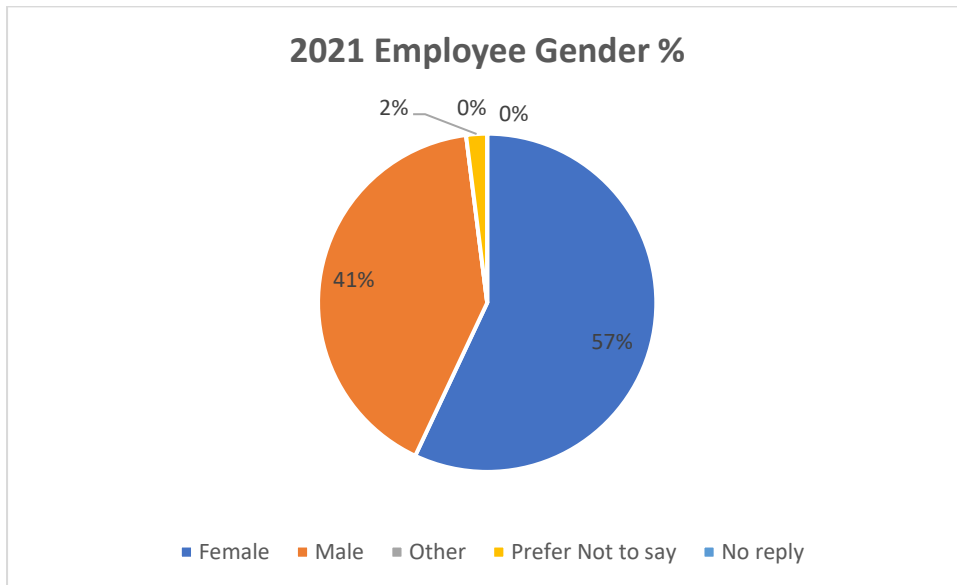
The Scotland Specific Duties set out how we evidence our progress in respect of these. The production of a specific Gender Pay Gap Report and an Equal Pay Statement which, from 2021, addresses gender, disability and race are two of the requirements of these duties.

There are sound business as well as legal reasons for implementing equal pay. SRUC has a set of Values which includes Respect – a pay system that is openly negotiated, that is itself transparent and that values the entire workforce sends positive messages about how we respect and value the individual contribution employees make to the success of the organisation. It is also good management practice to embed fair and non-discriminatory systems which will minimise risk and maximise the potential of the organisation. Embedding sound equality and diversity practice within our leadership activity is a key Equality Outcome for the 2021–2025 period and will support our on-going work to eliminate discrimination.

## Our Data

As at 31 March 2021 we had 1257 members of staff with the following gender profile.

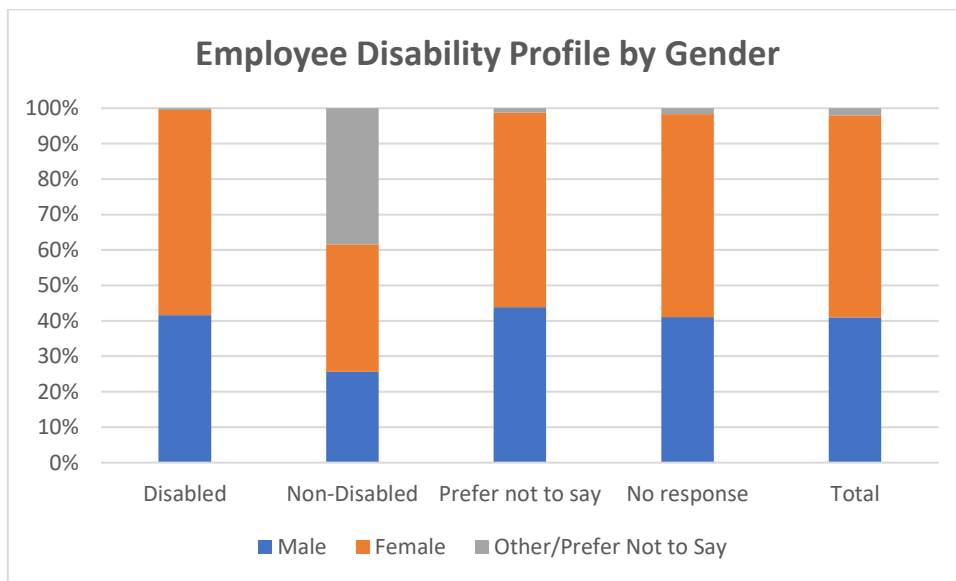
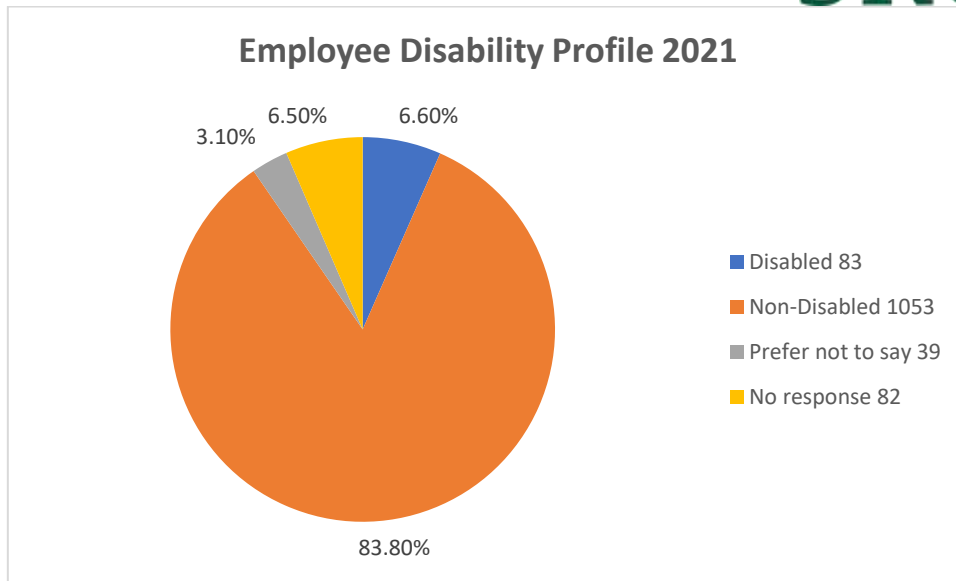
	Female	Male	Other	Prefer Not To Say	No Reply	Total
Number	720	516	1	19	1	1257
Percentage	57%	41%	0%	0.02%	0%	100%



Our 2021 Gender Pay Gap information is noted below. The information required by the Equality Act 2010 and more detail on the position relating to our gender pay gap is available in our Gender Pay Gap Report 2021.

Mean Hourly Rate (Male)	£20.65
Mean Hourly Rate (Female)	£17.25
Mean Gender Pay Gap %	16.42%
Median Hourly Rate (Male)	£19.36
Median Hourly Rate (Female)	£15.47
Median Gender Pay Gap %	20.09%

We have recorded the number of employees who have declared a disability; this is noted below and further broken down by gender.

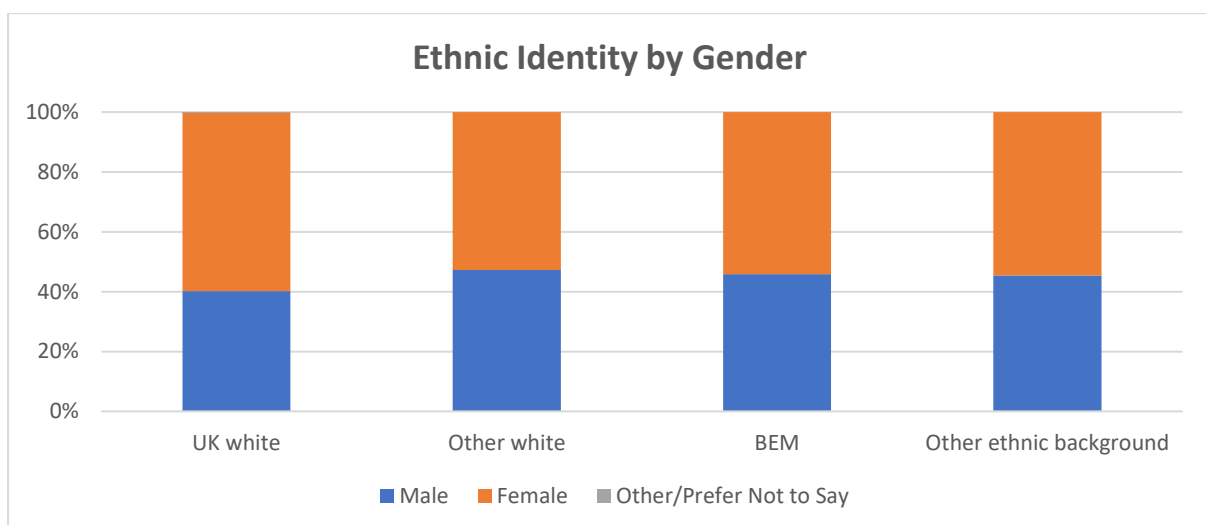
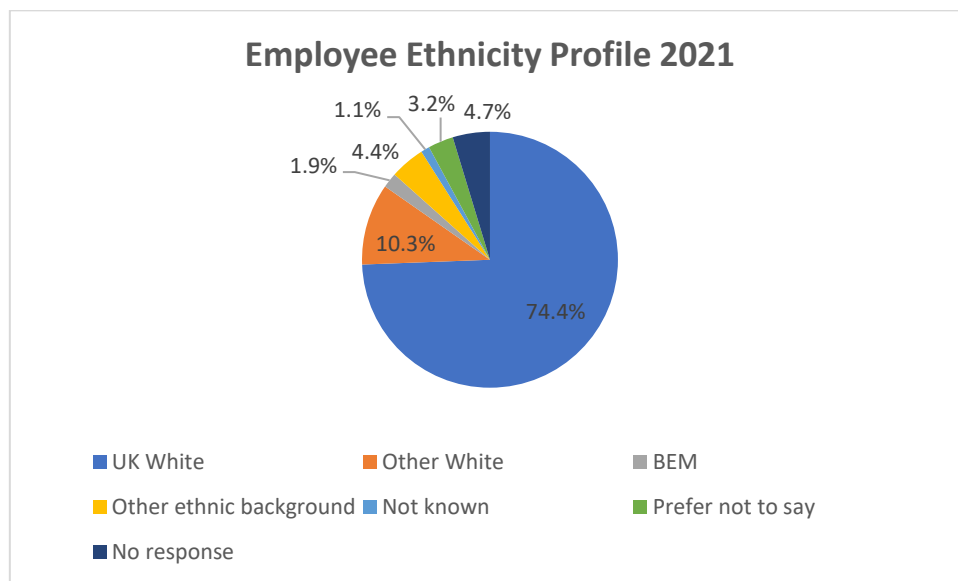


The number of employees declaring a disability (83) is low at only 6.6%, women make up the majority of those who have indicated they have a disability and at 61% this rate is higher than the overall percentage of women employed (57%).

As can be seen below there is a Disability Pay Gap in 2021, in both mean and median the figure is smaller than the gender gap but it should be noted that this excludes the salary information of those who chose not to respond or indicated "prefer not to say" so there is potential for it to change as our data collection becomes more comprehensive.

	Hourly Rate – Declared Disability	Hourly Rate – No Declared Disability	Gap (£)	Gap (%)
Mean	17.29	18.65	1.36	8%
Median	15.62	17.07	1.45	9%

Information is also available on the ethnicity of employees.



As can be seen our staff are mainly white (84.7%) with very few other races represented in any numbers. In line with the majority of our employees being female women are in the majority in each of the ethnic categories where a response was returned. There wouldn't appear to be any particular relationship between race and gender.

Information has been collected showing the mean and median hourly pay rates related to race however, the small numbers involved in some categories mean that it is not appropriate to publish the data in full. The information provided below compares the hourly rate for White UK employees with all other employees but excludes data for those who did not respond or selected "not known" as a response. White UK encompasses British, Scottish, English, Welsh and Northern Irish.

	Mean Hourly Rate	Median Hourly Rate
White UK	18.59	17.37
All Other Ethnicities	19.10	17.93
Gap (£)	-0.51	-0.57
Gap (%)	-3%	-3%

The data shows a positive pay gap with those not identifying as White UK receiving both a higher mean and median hourly rate of pay.

### **Our Data – Occupational Segregation**

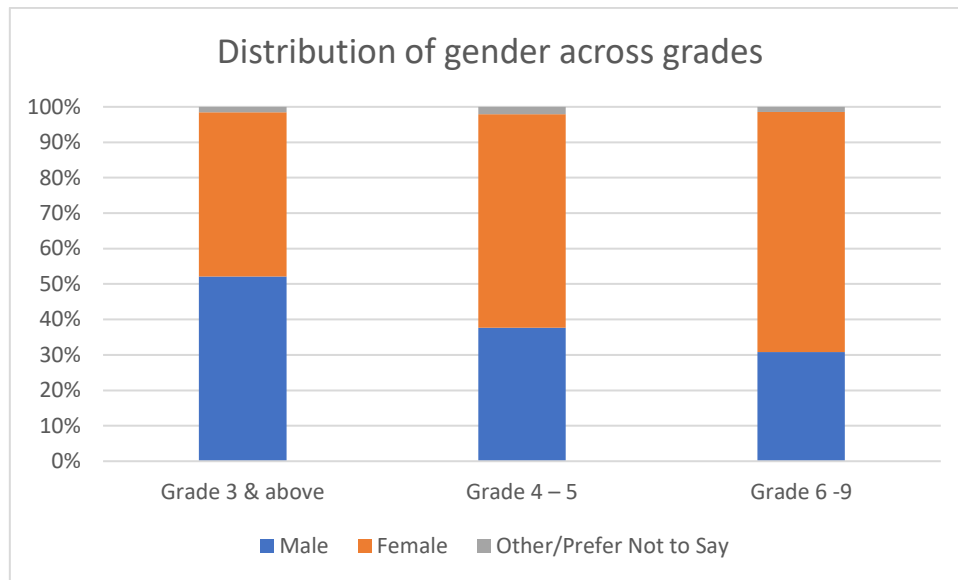
Occupational segregation is the distribution of people across and within occupations and jobs, based upon demographic characteristics. Occupational segregation is represented in two ways :

- 'Vertical' segregation, where there is clustering of the demographic (i.e. Disabled vs. Non-Disabled) at different levels of the organisation.
- 'Horizontal' segregation, where there is clustering of the demographic (i.e. White vs. BEM) into different types of work.

#### Vertical Segregation

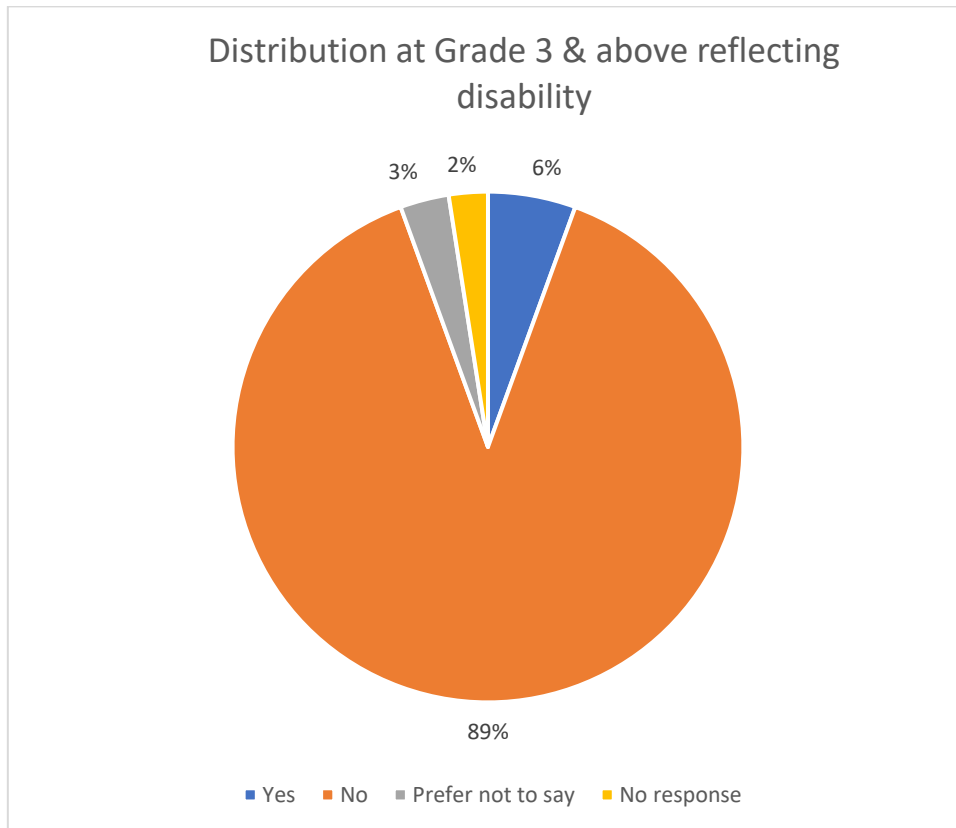
Vertical segregation is identified as an issue by many employers. It is not about equal pay as defined by law– as men and women should be paid equally on the ranges for each job level – but typically, including in Higher Education, women are underrepresented in the senior levels and may be overrepresented in the lower levels. The HESA figures for 2018/19 showed that women were in the minority in all grades from established lecturer to Deputy Vice Chancellor.

**Gender** : the data presented in our Gender Pay Gap Report highlighted through the distribution by gender over the quartiles that this is an issue that needs to be addressed within SRUC. This is supported by the figures relating to the balance of gender across all grades.



This chart demonstrates that men are in the majority in the most senior grades but in the minority in the other categories. In 2021 women held 46% of senior roles (Grade 3 and above) despite being 57% of the workforce. This figure does however represent an increase from 2017 when the workforce was 56% female but only 39% of women held these senior positions.

**Disability** : in 2017 4.8% of our employees indicated that they had a disability – and this was mirrored in our senior grades with 5% of post holders declaring a disability. In 2021 employees declaring a disability make up 6.6% of our workforce. When reviewing the numbers of staff at Grade 3 and above this is on a par with the overall percentage of staff in that grouping at 6% (18 of 324 employees).

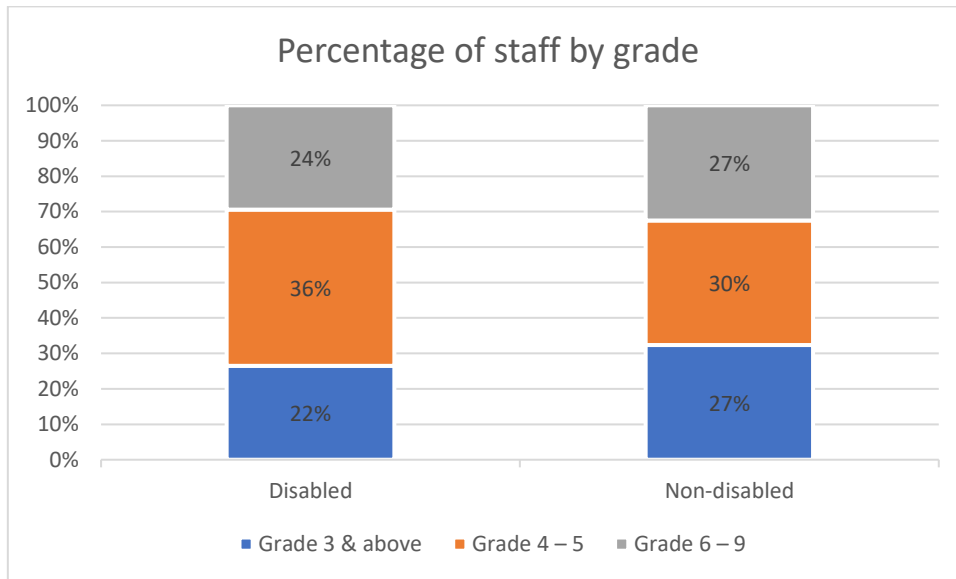


This is replicated across all grades :

Grade	Disabled	Non-disabled	Prefer not to say	No response
Grade 3 & above	6%	89%	3%	2%
Grade 4 – 5	8%	82%	4%	6%
Grade 6 – 9	6%	82%	1%	11%

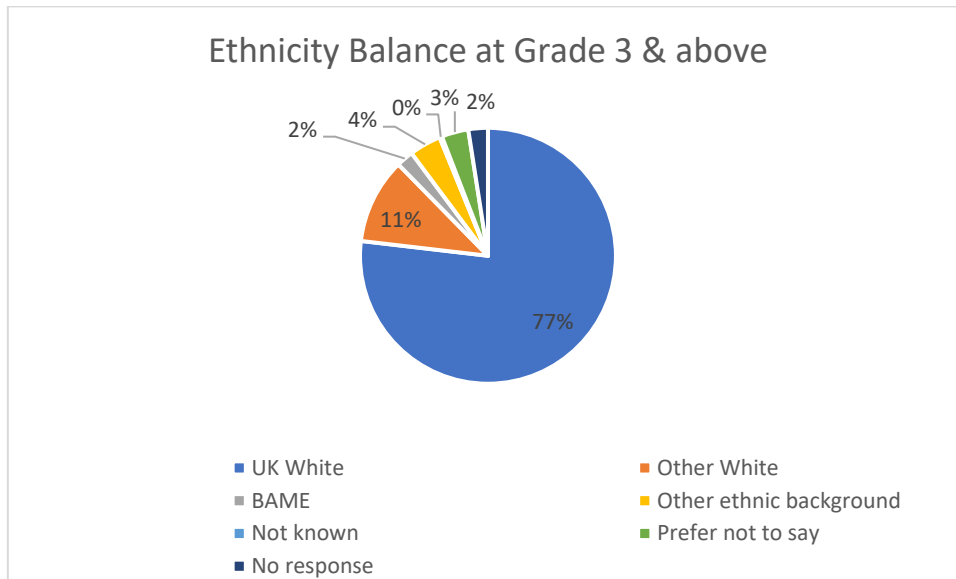
The indication therefore is that there is no evidence of vertical segregation among employees with a disability. However, as can be seen from the figure below, within our employees with a disability only 22% hold a position at this level compared to 27% of employees who have not declared a disability. However, the proportion of employees with a disability compares well at the next grading group (Grades 4 and 5).



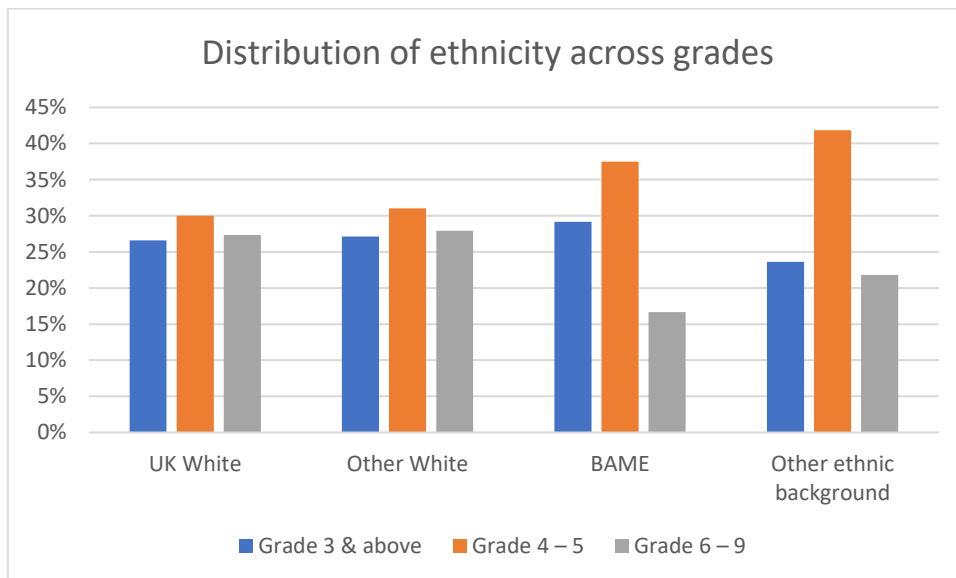


Our numbers for employees declaring a disability overall however are small and it is difficult to take any definite conclusion from these figures. It must be an aim going forward to ensure that we have accurate records in this area and that our employment and recruitment practices encourage applications from applicants with a disability and support them through the process.

**Ethnicity** – As has already been identified our ethnicity profile is overwhelmingly white (UK – 74.4%, Other – 10.3%). The chart below shows that the representation of non-white employees in senior grades is slightly higher than the profile of the organisation overall totalling 88% compared to 84.7%.



The distribution of our white employees is more even across the grades whereas BEM and employees from other ethnic backgrounds are skewed more towards the higher grades with the highest representation being in the middle grades 4 and 5.



There would appear therefore not to be any vertical segregation relating to ethnicity and the ethnicity pay gap information would support this. However, the small numbers of non-white employees involved as a percentage of the overall workforce and the number of prefer not to say and no responses mean that this cannot be assured and further data gathering, analysis and action should be considered.

Horizontal Segregation

To date investigation into horizontal segregation has focused on gender and has identified the under-representation of girls and young women studying and working in STEM subjects as being of particular note. This issue is one that is relevant to SRUC, particularly in our Academic division and our commitment to Athena Swan is one mechanism by which we are working to address this.

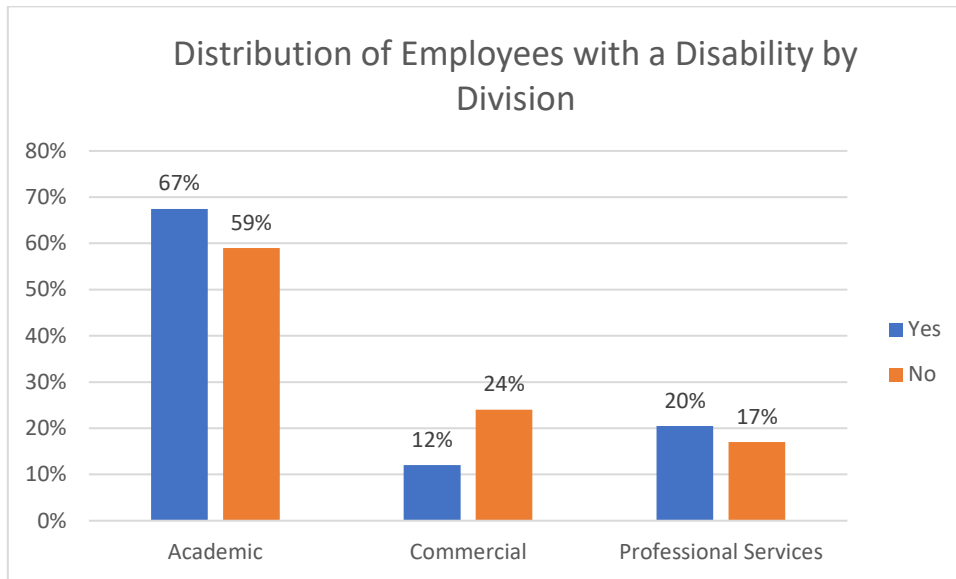
Our data has been gathered across divisions and going forward this 2021 data will be taken as a baseline for future comparison.

**Gender** – Our overall gender balance is 57% female and the data for 2021 reflects this in each division other than Commercialisation where there is a balance.

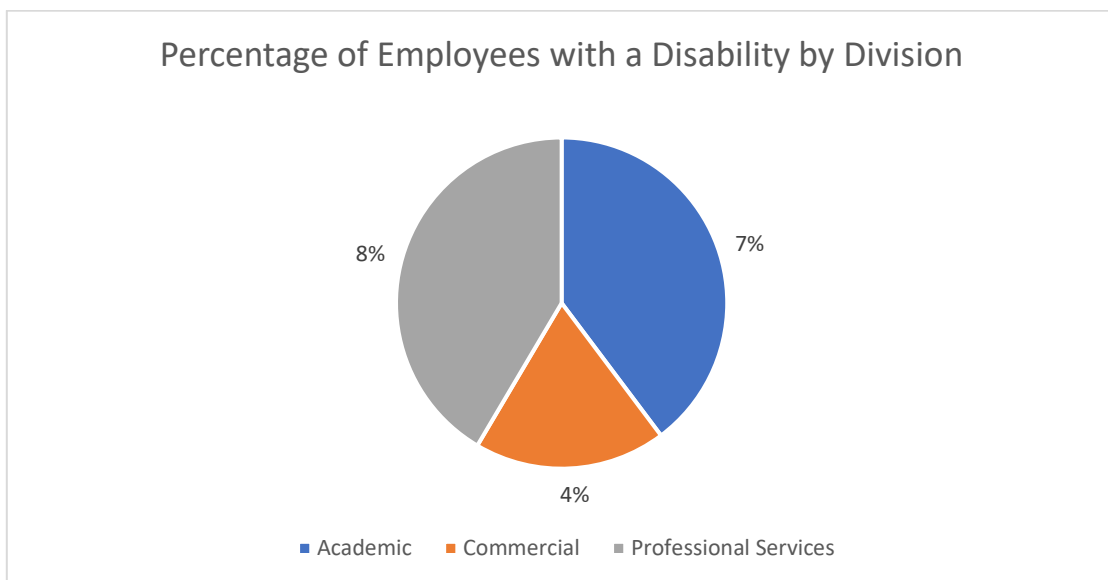
We are aware however that within our divisions, particularly our Academic division, there is clear gender based occupational segregation. This is reflective of the environment in which we operate e.g. agriculture is predominantly male biased where as veterinary nursing is traditionally female oriented.

	Male	Female	Other/Prefer Not to Say
Academic	37.4% (282)	61.1% (460)	1.5% (11)
Commercialisation	49% (141)	49% (139)	0.02% (5)
Professional Services	42.5% (93)	55.2% (121)	2.3% (5)

**Disability** – It can be seen from the chart below that the majority of our employees who have declared a disability work in our Academic Division – 67% compared to 59% of employees who have not declared a disability. The number in professional services is similar to that of employees who have not declared a disability (17%) but there is a clear difference in our Commercial Division with double the proportion of employees who have not declared a disability compared to those who have working in this area.

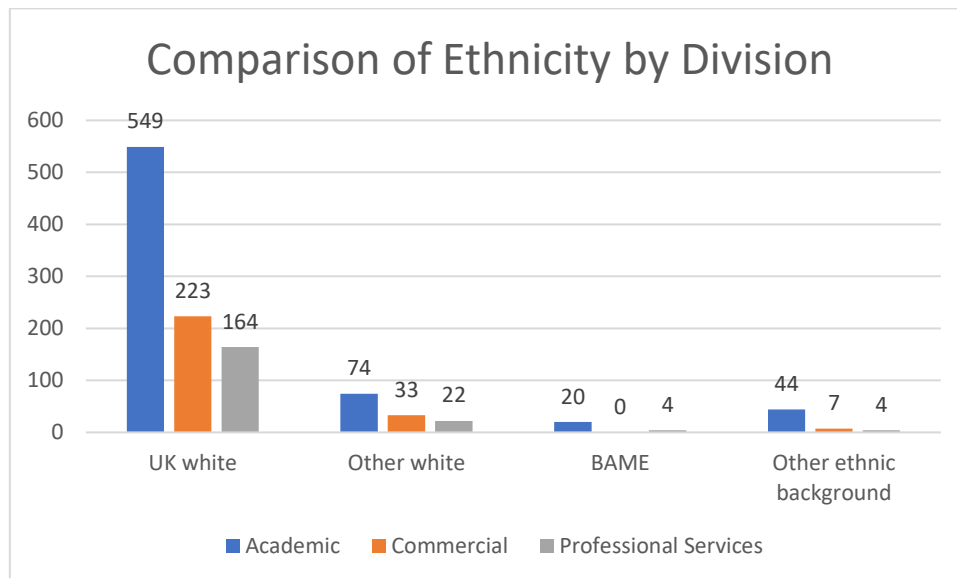


This potential issue with representation in our Commercial Division is further highlighted when considering the level of representation of employees with a disability compared to the overall figure of 6.6% of staff (see below). The level of representation in our Commercial Division is lower than the norm at 4%.



Whilst numbers are small there is sufficient evidence to suggest that particular action is required to address the under-representation of employees declaring a disability in our Commercial Division.

**Ethnicity** – As can be seen in the chart below, the majority of our non-UK White employees work in our Academic Division – 138 of 208 (66%).



This potentially is influenced by our international scientific reputation as well as the recruitment processes we use. These provide the ability to secure work permits for research positions under the UK Government processes thereby allowing the recruitment of non-UK nationals.

As previously, numbers are small and there are a proportion of employees who have either chosen not to respond or have selected “not known” as a response so the actual situation could be different to that presented here. In order to develop a better understanding more work needs to be done to improve the quality of data but, the current proportion of UK White and Other White employees is of such a level that it is clear that focused action is required to improve our ethnic diversity across all areas of SRUC.

### **Our Commitment**

Our vision is to embed a culture of equality, diversity and inclusion within our organisation and, by doing so, create an environment where everyone can thrive, contribute and succeed.

Attracting and retaining the best talent is fundamental to our success and understanding and addressing issues relating to pay and occupational segregation are fundamental to achieving this. To make this happen we will take the following actions :

- We will produce annual pay gap reports covering gender, race and disability supporting “snapshot” and trend information and will share these with senior management and staff to raise awareness and generate discussion.

- Our reporting will develop to consider the intersectionality of these protected characteristics to allow identification of specific actions to support employees who identify with more than one under-represented protected characteristic.
- To maximise the benefit of these reports we will continue to take action to reduce the number of “no returns” in respect of equality information held in the Human Resources Information System, including through the period of developing and implementing of a new system in the period 2021/22. We will highlight to staff the benefits of holding this information and the confidentiality of the data.
- We will carry out more detailed Equal Pay Audits. The Equality and Human Rights Commission recommends that all employers regularly review and monitor their pay practices. SRUC will put in place a programme of regular auditing and include recommendations arising from these audits in our Equality Outcomes Action Plan, Athena Swan Action Plan and other relevant mechanisms for change.
- We will work through our Athena Swan Action Plan activities to develop a more diverse pool of applicants to advertised vacancies at all levels and in all functional areas of the organisation. Reviews will be undertaken on applicant, shortlisting and offer data to determine trends and further positive action which may be required.
- Specifically we will look at the job profiles and advertising practice in relation to opportunities within our Commercial Division in order to ensure that potential applicants who have a disability are encouraged to apply and are supported through the recruitment process.
- We will further embed our Equality Impact Assessment process to ensure that all policies, processes and practices will not adversely impact any group of employees including in respect of their pay.
- We will continue to work with the recognised trade unions –our regular pay discussions and negotiation with the trade unions provide the opportunity to review and revise our pay practices. Equality Impact Assessments



Copies in alternative formats and community languages will be made available on request.

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