



Scotland's Rural College (SRUC)

Gender Pay Gap Report

Position at April 2021

The following information relates to the gender pay gap position within SRUC at April 2021. The detail required by the Equality Act 2010 includes:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- proportion of males and females receiving a bonus payment (none – see below)
- proportion of males and females in each pay quartile

As noted there is provision for publishing “mean and median bonus gender pay gaps”, however SRUC do not pay employee bonuses.

The figures are calculated according to the relevant Government formulae taking into account deductions from salary through salary sacrifice to reach an hourly rate for every employee. The government/ national calculation methods show the following results for SRUC in April 2021.

Mean Hourly Rate (Male)	£20.86
Mean Hourly Rate (Female)	£17.46
Mean Gender Pay Gap %	16.28%
Median Hourly Rate (Male)	£19.59
Median Hourly Rate (Female)	£15.63
Median Gender Pay Gap %	20.24%

The gender pay gap in the UK has been declining slowly over time; over the last decade it has fallen by approximately one quarter among all employees. The latest available figures are for 2020 (Office of National Statistics Annual Survey of Hours and Earnings) when the median gender pay gap among all employees was 15.4%. The same information shows that the median gender pay gap in Scotland in 2020 had reduced to 3.6%.

Under the legislation we are also required to publish the proportion of males and females in each pay quartile (as defined by HMG). These are as follows :

2021 Distribution	Male (%)	Female (%)
Lower Quartile	28.4	71.6
Lower Middle Quartile	38.2	61.8
Upper Middle Quartile	41.2	58.8
Upper Quartile	53.4	46.6

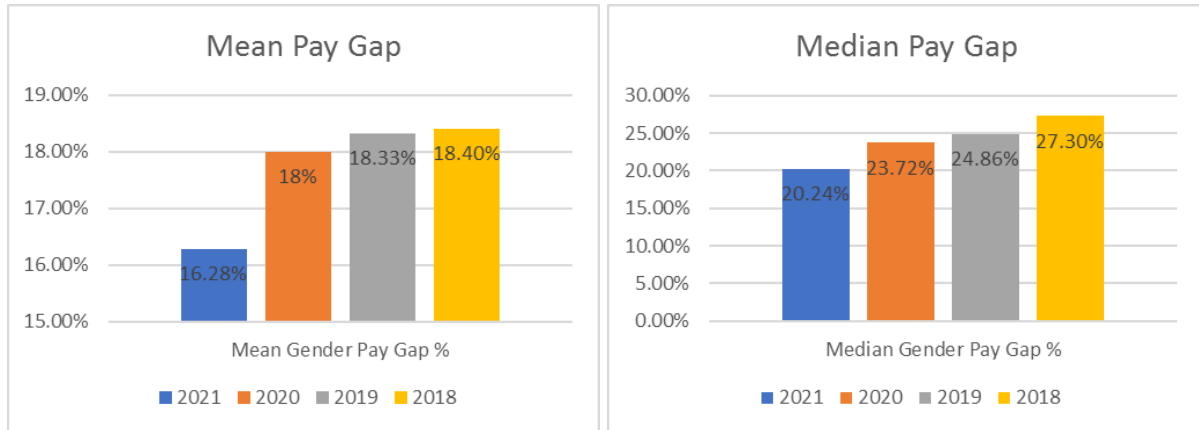
This distribution, with women being the significant majority of all quartiles other than the upper quartile, is a major contributor to the overall gender pay gaps that exist.

Progress

The SRUC employee balance overall is 41% male, 57% female (2% indicated other). This compares to the 2019/20 HESA figure of 46% male, 54% female.

As can be seen from the table and graph below both our Mean and Median Gender Pay Gaps have reduced since April 2017.

	2021	2020	2019	2018
Mean Hourly Rate (Male)	£20.86	£19.77	£18.91	£18.21
Mean Hourly Rate (Female)	£17.46	£16.25	£15.14	£14.86
Mean Gender Pay Gap %	16.28%	18%	18.33%	18.40%
Median Hourly Rate (Male)	£19.59	£18.80	£17.90	£17.57
Median Hourly Rate (Female)	£15.63	£14.34	£13.45	£12.77
Median Gender Pay Gap %	20.24%	23.72%	24.86%	27.30%



The reductions represent a 11.5% improvement in the mean gender pay gap and 26% improvement in the median gender pay gap. However, the median gender pay gap is still above that of Higher Education nationally – in 2018/19 this was 15.5%. (Universities and Colleges Employers Association)

As may be expected from the information above there has been significant change in the gender pay gap when reviewed by division.

Academic	2021		2020		2019	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£21.59	£20.51	£21.47	£20.31	£19.54	£19.16
Female	£18.11	£18.13	£17.95	£17.27	£16.91	£15.02
Difference	£3.48	£2.38	£3.52	£3.04	£2.63	£4.14
Gap	16.1%	11.6%	16.4%	15.0%	13.45%	21.60%

Commercial	2021		2020		2019	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£19.84	£18.16	£19.47	£17.98	£19.98	£18.31
Female	£16.52	£14.92	£16.11	£14.77	£15.38	£13.76
Difference	£3.32	£3.24	£3.3	£3.21	£4.60	£4.54
Gap	16.7%	17.8%	17.3%	17.8%	23.04%	24.81%

Professional Services	2021		2020		2019	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£19.94	£17.67	£19.81	£17.49	£20.33	£18.35
Female	£15.66	£14.75	£15.48	£14.42	£14.28	£12.28
Difference	£4.28	£2.92	£4.34	£3.07	£6.05	£6.06
Gap	21.5%	17.5%	21.9%	17.5%	29.77%	33.06%

In all instances there has been an improvement – other than in the Academic division mean gender pay gap which saw an increase from 13.45% to 16.1% between 2019 to 2021. Further investigation into the impact of transformation, recruitment and turnover will be undertaken to understand this change more fully.

The position with the gender distribution across the quartiles is less clear cut.

	2021		2020		2019		2018	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Lower Quartile	28.4	71.6	31.3	68.7	32.7	67.3	33.6	66.4
Lower Middle Quartile	38.2	61.8	32.2	67.8	31.0	69.0	31.3	68.7
Upper Middle Quartile	41.2	58.8	44.4	55.6	47.6	52.4	51.3	48.7
Upper Quartile	53.4	46.6	53.9	46.1	55.0	45.0	56.0	44.0

The distribution gap in the lower quartile has widened whereas it has narrowed in the lower middle quartile and upper quartile. The picture in the upper middle quartile is however the most significant as the change has resulted in the balance moving from men being in the majority in 2018 to women now being predominant.

Action

The organisation is committed to creating an environment where everyone can thrive, contribute and succeed. We have over recent years worked towards addressing gender imbalance in the organisation and this will continue through :

- Our commitment to the Athena Swan Charter which aims to address instances of gender imbalance (male and female). Through the development and implementation of a gender focused action plan support will be put in place to develop women's careers and thereby address the imbalance in the distribution of gender across the quartiles – a major contributor to our gender pay gaps.
- The active consideration of gender in our recruitment practice. In recent years this has resulted in senior appointments to the academic leadership team achieving a gender balance. Going forward this work, (which forms part of our Athena Swan action plan) will see a focus on increasing the diversity of our applicant pool. The consideration of the impact of unconscious bias will be expanded to cover job particulars and other associated recruitment materials using the tools available with the aim for initial advertising of roles to become bias neutral. Recruitment application analysis will be carried out to establish the impact of these measures and will continue thereafter.
- Our accreditation as a Scottish Living Wage employer. The SLW hourly rate is widely recognised as a key factor in addressing low pay and in reducing gender pay gap issues (particularly in the Lower Quartile range).
- Our comprehensive pay and grading structure underpinned by an analytical job evaluation process. This process, along with a set of pay principles regarding pay on appointment etc and our pay negotiations are undertaken and agreed with our recognised trade unions and offer regular opportunity for a review of our pay structures. Related to this a comprehensive review of SRUC terms and conditions of employment is currently progressing to identify a set of modern, fit for purpose, terms and conditions that will support further progress in reducing our gender pay gaps
- Work which is progressing on the introduction of Academic job families which will take in to account the fact that most of our roles will combine elements of research, teaching and administration or management, but that the relative emphasis on these elements and the nature of the contribution will vary, by introducing different tracks of progression. This will result in one clear salary and progression structure which will simplify the salary position.
- Further analysis of our data in order to understand fully and potentially positively impact the gender pay gap. This will identify the mean and median gender pay gap at a divisional level and will use the 2019 figure as a baseline.



- Work will also be undertaken to identify gender pay gaps at a grade level following the introduction of the new terms and conditions and job families to establish a baseline and track the impact of actions at this level.

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

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