

Report C Gender pay gap information

Equal Pay Audit

FVC has a legal duty to comply with legislation set by the Equalities and Human Rights Commission (EHRC), namely Equality Act 2010, and the specific provision called 'equality of terms' in relation to equal pay. In addition, the College has further responsibilities under 'the public sector equality duty: specific duties for Scotland' Regulations.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations states that a 'listed authority' must publish pay gap information. The pay gap information is the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). This is produced as one set of comparative figures for the whole workforce. All staff, including part-time and temporary employees are included. All salaries are presented as annual pay to a full-time equivalent value. This is important in as much as for comparison purposes, all part-time staff must have their pay raised to full-time equivalent values.

The Equal Pay Audit is required every two years with the last audit conducted in 2016 and published in 2017. The 2018 Equal Pay audit (Appendix 1) was conducted by a recognised external independent company that specialise in Equal Pay and Job Evaluation, Northgate Arinso.

Overall the college is shown as robust with variations within gender primarily relating to occupational segregation, length of service and time in post.

Key points included in the report for consideration with actions to be taken include:

1. There are two points where the salary levels of one grade overlap with the grade above. This occurs between Grade 5 and 6; and between Grade 8 and 9. Changes to these grades to remove the overlap will take place for 2019/20.
2. The average length of service for part time staff is 5.00 years compared to 11.39 years for full time staff. This impacts on pay disparity particularly as women are more likely to work part time. It is recommended that when undertaking a review of new grading structures following national bargaining agreements the grade span is reduced to 3 (or 4 max) levels to minimise the impact of service length on earnings (where this decision is within the control of the College). This will reduce any differential between male/female and ethnic minorities where females and ethnic minorities, in general, have lower service lengths. Whilst maintaining a span as opposed to one spinal point will continue to encourage commitment and motivation
3. The Senior Management Grading Structure indicates that there are significant overlaps in potential pay levels between the grades. A full review of senior management pay structure should be undertaken to remove overlap within grades.

4. The majority of employees start at the published grade minimum starting point, but it is more likely that females start at the minimum point. A review of staff starting rates is undertaken and awareness raised to recruiting managers.
5. The overall disability pay gap is -5.61% meaning that the median average hourly rate is higher for those with a disability compared to those without. Considerations such as reducing the span of grades will ensure equality of pay is maintained and monitoring continued.
6. The Ethnicity Pay Gap is -1.63% based on mean total earnings. Considerations such as reducing the span of grades will ensure equality of pay is maintained and monitoring continued.

Statement of commitment

Forth Valley College is committed to the principles and intentions of equal opportunities including equal pay for all employees for the same or like work or work rated as equivalent or of equal value. The College strives to eliminate any gender bias in its pay and grading structure and recognises that equal pay between men and women is a legal right.

As a College in Scotland, we are required to comply with the General Equality Duty (and further enhancements and additions to equality legislation as outlined in the Equality Act 2010). We are also required to comply with the specific duty on equal pay which requires us to proactively address the causes of the gender pay gap.

It is in the interest of the College to ensure that we have a fair and just pay system. It is important that employees have confidence in the process of eliminating gender bias and we are therefore committed to working in Partnership with recognised trade unions (EIS/FELA and Unison) to take action to ensure that we provide equal pay.

The Depute Principal and Chief Operations Officer is responsible and accountable for developments regarding Equal Pay in Forth Valley College.

The College objectives are to:

- Identify and eliminate any unfair, unjust or unlawful practices that impact on pay, and
- Take appropriate remedial action.

In order to put its commitment to providing equal pay into practice the College will:

- Implement regular equal pay reviews in line with appropriate legislation for all current staff and starting pay for new staff (including those on maternity leave, periods of unpaid leave, career breaks or non-standard contracts)
- Consult and continue to work with trade union representatives to provide equal pay
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Set aside the resources necessary to achieve equal pay
- Respond to grievances on equal pay as a priority
- Monitor pay statistics annually

The College has

- Implemented an analytical job evaluation scheme free from gender bias (in 2006/7). All established and new College posts have been (and will be) analysed by trained analysts using this system. We have a systematic and consistent approach to defining the relative worth of each role.
- Implemented nationally agreed pay agreements for support and academic staff
- Undertaken an independent (Northgate Arinso) Equal Pay Audit in June 2009, April 2012, December 2014, November 2016 and October 2018, and proactively worked to address any recommendations from these audits.

Monitoring and Action Planning

The College Board of Management, Senior Management Team and HR Committee have overall responsibility for monitoring this statement and will ensure it is reviewed and updated as required.

This statement is intertwined with Forth Valley College's Equality Outcomes for 2017 - 2021. Our Equality Outcomes and associated actions describe how we will meet our Public Sector Equality Duty to eliminate unlawful discrimination and harassment, advance equality of opportunity and foster good relations. A key priority as outlined by the Equality Human Rights Commission (EHRC) is to address the causes and consequences of the gender pay gap. Any developments regarding our commitment to Equal Pay and actions taken will be reflected in our progress report which will be produced every two years.

Equalities Impact Assessment (EQIA)

Any changes to, or reviews of, HR or other key College policies and practice which may impact on equal pay considerations, should be carefully monitored and a full equalities impact assessment carried out where required, before any action taken.

As it has been written to fully comply with equality legislation and outline our commitment to equal pay, this statement will not result in a negative or adverse impact on one or more groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other characteristics.

We are interested to know of any possible or actual adverse impact that this statement may have on any groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other characteristics.

We welcome feedback on this statement - contact:
humanresources@forthvalley.ac.uk